



The Oxford Handbook of Organizational Well-Being (Oxford Handbooks)

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In today's changing business environment, the financial health of an organization is increasingly dependent on the extent to which it and its members are able to transform and adapt to these changing internal and external circumstances more effectively than their competitors. Health has been identified as a key driver of socio-economic progress internationally, emphasizing the link between the health of individual workers and the overall performance of an organization. Equally, decades of research has highlighted the major role that work plays in determining physical health and psychological well being.

This handbook focuses on organizational well being in its widest sense, and is concerned with reviewing the factors which are associated with ill health, as well as those which promote positive health and well being. In it, leading international scholars focus on the key issues:

- * Absenteeism and presenteeism
- * Health and safety,
- * Models, measures, and methodologies for measuring well being,
- * Individual factors associated with well being such as leadership, emotion, stress, and risk and rewards,
- * Organizational factors associated with well being such as working hours, emotional labour, technology, and job insecurity,
- * Organizational strategies for improving individual well being.

The handbook ends with two chapters setting out new perspectives - the link between well being and geography and climate, and the importance of corporate social responsibility in creating a sustainable and healthy work environment.

About the Series

Oxford Handbooks in Business & Management bring together the world's leading scholars on the subject to discuss current research and the latest thinking in a range of interrelated topics including Strategy, Organizational Behavior, Public Management, International Business, and many others. Containing completely new essays with extensive referencing to further reading and key ideas, the volumes, in hardback or paperback, serve as both a thorough introduction to a topic and a useful desk reference for scholars and advanced students alike.

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