



Search For Meaning In The Workplace

**Thomas H. Naylor, William H.
Willimon, Rolf Österberg**



Search For Meaning In The Workplace:

The Search for Meaning in the Workplace Thomas H. Naylor, William H. Willimon, Rolf Österberg, 1996 Naylor Willimon and Osterberg search for meaning in the workplace by combining a spiritual journey inward with an outward quest in pursuit of human connectedness Finding meaning in our work is no easy task they contend if life beyond the workplace has no meaning Similarly if most of each day is spent in meaningless work then finding meaning outside of work may be equally elusive

The Search for Meaning at Work Steve Van Valin, 2022-11-01 Offers a path to purpose and meaning at work to engage and support employees at every level While recent studies have shown that companies with high levels of employee engagement have 40% less turnover half the absenteeism rate and double the net profit compared to companies with low engagement many firms continue to struggle with engaging their employees and a mass exodus is under way Business leaders are unprepared to deliver the type of culture and leadership that infuses the work experience of their employees with purpose and meaning No surprise that a recent Gallup survey showed that only 15% of employees consider themselves engaged in their work In *The Search for Meaning at Work* Steve Van Valin an organizational culture consultant and former long time executive with QVC provides talent leaders and managers at all levels with a focused awareness and a robust set of actionable tools to meet the talent challenge head on Building on the research of Harvard professor Dr Teresa Amabile and others Van Valin's model is based on eleven Amplifiers of Meaning that identify and describe the core purpose that gives work meaning Without purpose there is no meaning Van Valin argues and without meaning there is no true engagement For many employees and their managers the purpose that drives an employee's motivation to work remains hidden as a result employees are disengaged leaving managers and leaders frustrated as they search for answers Van Valin's approach is a confident and creative challenge to leaders to think differently with greater empathy for the power of purpose and meaning in people's lives Each chapter contains personal observations revealing anecdotes and a playbook which provides specific and relevant actions steps the reader can follow to amplify meaning in ways that inspire high performance

- 1 The book is anchored on providing specific actionable ideas to promote purpose and meaning It is a practical guide not just a philosophical work on a lofty subject
- 2 No other book fully defines purpose and meaning and brings to light the dynamics between them Doing so provides a high level of awareness for the reader that leads to the practical application of emotional intelligence when making the everyday better choices
- 3 The book research model and actionable ideas are directly transferable as content for teaching the Amplify concept via classroom online and webinar delivery

In Search of Meaning in the Workplace Linda Holbeche, Nigel Springett, Roffey Park Institute Limited, 2004-05-01

The Palgrave Handbook of Fulfillment, Wellness, and Personal Growth at Work Joan Marques, 2023-08-31 This handbook discusses the role of sustainability well being and growth in engagement and purpose at work When employees are dissatisfied with their job they tend to be disengaged and less productive Given the correlation between job satisfaction and job performance organizations

are looking for ways to increase employee engagement and productivity Divided into three sections this work opens with an examination of the concept of work then discusses fulfillment of workforce members at mental emotional and spiritual levels The next section on wellness explores drivers that advance interhuman approaches and trends including meaning leadership happiness resilience and motivation The last section focuses on personal and professional growth through the cultivation of an entrepreneurial mindset but also justice equity and interactive flourishing through the promotion of positive trends or the conscious reduction of toxic ones With contributions from a global cluster of scholars this book offers readers broad perspectives on the potential nature of work as a gratifying vocation It will serve as a horizon expanding reference for those researching topics related to meaningful work and workplace fulfillment and thriving

Positive Psychology in Search for Meaning Dmitry Leontiev, 2016-03-17 What are the ways in which we can understand the meaning of the psychology of meaning in people's lives In the last century mainstream psychology has largely neglected the topic of meaning More recently the concept has become an academically legitimate one within positive psychology and in some other speciality areas of psychology This book contains a collection of theoretical methodological and empirical papers written by the acknowledged experts systematically working on the problems of personal meaning within the positive psychology framework The authors investigate the possibilities and limitations of a scientific study of personal meaning and new perspectives that this concept brings to the field This book was originally published as a special issue of The Journal of Positive Psychology

Handbook of Research on Multidisciplinary Perspectives on Managerial and Leadership Psychology Johnson, Rick D., 2021-01-22 The subject of leadership and managerial psychology exists as a sub branch of psychology within the fields of industrial and organizational psychology There still appears to be ongoing debate regarding the core pathology for gaining managerial expertise in professional roles relative to having suitable leadership skills and managerial knowledge beyond the direct daily work involved in organizations Professional organizations inherently include varied levels of sensitive human interactions which further necessitates their management professionals to have leadership styles that are adjustable contingent on a given situation Relative to this edited book managerial psychology is being utilized in a way that may subsequently seek to develop a series of scientific theory principles where the focus is to develop managerial axioms that advance contemporary existing knowledge surrounding professional management logic The Handbook of Research on Multidisciplinary Perspectives on Managerial and Leadership Psychology provides value uncovered by a collaboration of generalists and specialists who bring professional managerial and leadership opinions to light through narratives and research inclusive of fundamental theory principles that can be applied in practice and academia This edited reference is focused on the enhancement of management research through managerial psychology while highlighting topics including business process knowledge management in diverse discipline situations and professions corporate leadership responsibility leadership of self and others and leadership psychology in a variety of different fields of work This book is ideally designed

for leadership and management professionals academicians students and researchers in the fields of knowledge management administrative sciences and management leadership development education and organization development sub branches or specialty practices

Reinventing HR Cecile Schultz, 2015-03-30 Revolutions are typically huge and dominating events in the world's history accompanied by radical visible change The current revolution is in this regard silent yet change is everywhere The changes in organisational life are affecting management and the way in which businesses are being run In this volatile context the Human Resource HR function need to be strategically correctly positioned It needs to be reinvented and positioned in terms of all aspects of people and relations in an organisational context with clearly identified main activities professional streams In order to understand the current state of affairs of the HR function and to give definition to a future ideal positioning for the function the authors conducted a survey It was sent out to members of management as well as to HR practitioners Based upon the findings of the survey as well as an analysis of international trends and developments the authors propose six transitional pillars for the HR function 1 Leadership and meaning 2 Relationships 3 Workplace socialisation 4 Productivity 5 Organisational transformation 6 Personal wellness These pillars as strategic focus areas are built upon foundational HR competence and business acumen The intention behind the project is to enable the HR function to reinvent itself into a discipline which is acknowledged and respected for its relevance competence and professionalism Reinventing HR will provide you with the context in which the HR function needs to find its strategic and operational relevance Content includes Research report and findings Transitional pillars Foundational understanding HR competence and business acumen Leadership and meaning Relationships Workplace socialisation Productivity Organisational transformation Personal wellness The future

Meaningful Work: Viktor Frankl's Legacy for the 21st Century Beate von Devivere, 2018-05-25 This book offers meaningful work as one of the most relevant issues for 21st century workplaces and organizations seeking to develop leadership and drive positive change It uses Viktor Frankl's legacy as a scientific and philosophical pioneer while combining cutting edge research findings from the behavioural sciences organizational and management research and human resource development with outstanding examples of new work approaches of leadership from around the globe In order to respond to 21st century demands on meaningful work this book harnesses the power of living meaning values purpose and compassion in workplaces Beate von Devivere shows managers human resources experts consultants coaches medical experts students and counsellors as well as all dedicated individuals how to find meaning in their organizations their teams and individual functions and challenges bringing Viktor Frankl's approach to today's workplaces Integrating a wide range of knowledge and expertise this book covers organizational development management practice and findings from psychology neuroscience as well as therapeutic approaches and new work concepts Meaningful work is promoting an integrated approach for the Copernican turn further promoting meaningful work purpose and a good life

Critical Thinking in Human Resource Development Carole Elliott, Sharon Turnbull, 2004-08-02 This book

provides a reflexive critique of the assumptions of orthodox HRD research and practice and questions the conception of humans as resources as well as the conventional performative focus of HRD Examining the broader social political and economic contexts the book offers alternative perspectives for considering both the needs of individuals and the sustainable development of organizations in post industrial economies Research Anthology on Religious Impacts on Society Management Association, Information Resources,2020-07-21 Religion is considered by many to be something of the past but it has a lasting hold in society and influences people across many cultures This integration of spirituality causes numerous impacts across various aspects of modern life The variety of religious institutions in modern society necessitates a focus on diversity and inclusiveness in the interactions between organizations of different religions cultures and viewpoints Research Anthology on Religious Impacts on Society examines the cultural sociological economic and philosophical effects of religion on modern society and human behavior Highlighting a range of topics such as religious values social reforms and spirituality this publication is an ideal reference source for religious officials church leaders psychologists sociologists professionals researchers academicians and students

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