
**OCCUPATIONAL
STRESS
AND
ORGANIZATIONAL
EFFECTIVENESS**

Edited by
ANNE W. RILEY and STEPHEN J. ZACCARO

Occupational Stress And Organizational Effectiveness

Daniel C. Ganster, Pamela L. Perrewé



Occupational Stress And Organizational Effectiveness:

Occupational Stress and Organizational Effectiveness Virginia Polytechnic Institute and State University.

Psychology Department,1987-06-16 This book is among the best on stress and its organizational consequences It is based on papers presented at the Seventh Annual Applied Behavioral Science Symposium The editors and most of the contributors are academic specialists on stress The major theme of the book is that stress has negative and sometimes positive personal and organizational consequences On the positive side stress perceived as challenge may arouse performance enhancing responses but stress may also induce withdrawal absenteeism and poor performance An excellent preface and introductory chapter by the editors lay the groundwork for the essays that follow in this clearly written and perceptively argued anthology The volume is valuable to practitioners and to students and teachers of industrial sociology or psychology as well as business administration Choice Occupational Stress and Organizational Effectiveness is one of the first books to view stress in the context of a systems orientation This new book integrates major theoretical approaches towards occupational stress with specific applications of stress management techniques Taking the position that stress need not be a disadvantage to an organization the editors explore various stress management systems and how such systems can be used to the benefit of both employer and employees Timely and comprehensive this volume is ideal for the industrial organizational psychologist involved in human resources management Health professionals and human resources directors will also find this book to be an excellent resource for indentifying and measuring stress in the workplace

Creating Healthy Workplaces Professor

Cary L Cooper CBE,Professor Caroline Biron,Professor Ronald J Burke,2014-02-28 Creating Healthy Workplaces includes interventions that relate the efforts undertaken by researchers and organizations to reduce stress and improve the mental and physical health of employees through positive change initiatives Those working in the field of occupational stress have received criticism that too much emphasis has been placed on negative issues and that positive initiatives have been largely ignored This book delves into both the positive and the stress fields and compares the types of interventions each entail Some of the interventions described target individuals and their attitudes and behaviours others target workplace relationships work units and the wider organization Outcomes such as reduced occurrences of smoking obesity depression elevated blood pressure accidents and workplace injuries absence and staff turnover are reported The factors associated with the success of these interventions are identified and advice is given as to how you might proceed to develop worksite interventions of your own

The Link Between Individual Occupational Stress and Organizational Effectiveness as Shown by Performance Evaluation, Productivity Measures, and Employee Satisfaction Julie A. Cincotta,2005

Creating

Healthy Workplaces Caroline Biron,Ronald J. Burke,2016-05-13 The contributions in Creating Healthy Workplaces include a number of interventions that relate the efforts undertaken by researchers and organizations together to reduce stress and improve the mental and physical health of employees through positive change initiatives Those working in the field of

occupational stress have received criticism that too much emphasis has been placed on negative issues and that positive initiatives have been largely ignored. With the growing influence of the positive movement, this book explores the implications of using a positive approach as opposed to a stress management one and compares the types of interventions they each require. From a positive perspective, there is a need to understand the characteristics of healthy thriving and flourishing people and organizations. This book explores the implications of using a positive approach as opposed to a stress management one. Some of the interventions described in *Creating Healthy Workplaces* target individuals and their attitudes and behaviours; others target workplace relationships, work units, and the wider organization. Outcomes such as reduced occurrences of smoking, obesity, depression, elevated blood pressure, accidents, and workplace injuries, absenteeism, and staff turnover are reported. The factors associated with the success of these interventions are identified, and advice is given as to how interested individuals and organizations might proceed to develop worksite interventions on their own.

A Study of the Relationship Between Occupational Stress and Perceived Organizational Effectiveness for Formal Organization Groups with a Threshold Value for Stress Considered Richard Douglas Allen, 1980

Occupational Stress Rick Crandall, Pamela L. Perrewe, 2020-10-28

Bringing together renowned scholars, this handbook contains innovative current empirical and theoretical research in the area of job stress. The workplace is one of the major sources of stress in an individual's life. Placing this important topic in the context of a transactional process, this work is intended to be of use to practitioners working in clinical, organisational, family, and health psychology, mental health, substance abuse, the military, and with families and women. Chapters are arranged in five parts: the first considering theoretical approaches with an introductory article by Professor Emeritus Richard S. Lazarus. Next is an examination of various model testing formats followed by a section on occupational stress research and coping mechanisms. Fourth is a collection of articles on the subject of burnout, and the book closes with two distinct interventions directed at stress reduction.

The Relationship Between Occupational Stress and Measures of Perceived Organizational Effectiveness and Individual Performance in Public Accounting William S. Cupples, 1983

An Analytical Study On Occupational Stress Among Bank Employees In Kerala Dr. Gangadathannair, Dr. Gireeshkumar G. S.

Handbook of Industrial, Work & Organizational Psychology Neil Anderson, 2001-12-20

Work in the 21st century requires new understanding in organizational behaviour: how individuals interact together to get work done. This volume brings together research on essential topics such as motivation, job satisfaction, leadership, compensation, organizational justice, communication, intra and inter team functioning, judgement and decision making, organizational development and change. Psychological insights are offered on management interventions, organizational theory, organizational productivity, organizational culture and climate, strategic management, stress, and job loss and unemployment.

Handbook of Workplace Spirituality and Organizational Performance Robert A. Giacalone, Carole L. Jurkiewicz, 2003

A comprehensive research-based interdisciplinary and action-oriented approach to

spirituality in organizational life It defines workplace spirituality as all aspects of the workplace that promote individual feelings of satisfaction through a sense of connection to a larger force Occupational Stress Peter Y. Chen,2023-07-10 The workplace can be a major source of stress and this can cause health problems that have a negative impact on the individuals organizational and society This concise evidence based volume written by a leading occupational health psychologist explores how work conditions and organizational characteristics pose threats and harms to people s wellbeing through the lens of occupation stress theories and models The author then summarizes the potential adverse impacts of major job stressors across individuals families organizations and nations In a final section several evidence based prevention strategies targeting individuals management and organizations are explored including recovery from work job crafting and supervisors as change agents Practitioners can modify and tailor these actionable strategies to assist employees and organizations in managing occupational stress This book is essential reading for clinical and occupational psychologists managers supervisors and anyone interested in making the workplace a healthier place **Handbook of Organizational Performance** William K Redmon,Thomas C Mawhinney,Carl Merle Johnson,2013-04-03 Capitalize on the principles of psychology to develop more effective leadership Whether you work in a smokestack industry the service sector or a high tech information based business the basic principles of industrial organizational psychology you will find in The Handbook of Organizational Performance can help you obtain better performance from your employees This comprehensive volume contains all the information you need to understand on the job behavior and effectively manage your employees The Handbook of Organizational Performance gives you the tools and techniques you need to reward positive employee behaviors and correct undesirable ones before they become destructive habits Using the principles of industrial organizational psychology you will learn how to train employees how to determine criteria for performance appraisals and how to establish leadership in the workplace The Handbook of Organizational Performance is a comprehensive guide to all areas of management including designing more effective training managing occupational stress using pay for performance plans reducing job related injury and illness taking an active role in occupational safety encouraging business ethics With its clear structure and helpful charts tables and figures The Handbook of Organizational Performance is an indispensable management tool and an essential text for students of business **Stress Management** Prof. Dr. Bilal Semih Bozdemir, Cognitive distortions or irrational thought patterns are also central to the psychological understanding of stress triggers Individuals may exhibit all or nothing thinking catastrophizing events or engaging in overgeneralization which can serve to amplify feelings of stress Identifying and restructuring these negative cognitive patterns is a critical component of cognitive behavioral therapy CBT a widely recognized approach in stress management By recognizing these distortions individuals can gain greater control over their stress responses and reduce the occurrence of triggers that stem from faulty cognition New Developments in Theoretical and Conceptual Approaches to Job Stress Daniel C. Ganster,Pamela L. Perrewé,2010-02-25 Promotes theory and research in the area of occupational stress

health and well being and brings together and showcases the work of some of the best researchers and theorists who contribute to this area This collection gives a critical assessment of knowledge and major gaps in knowledge on occupational stress and well being International Journal of Management and Transformation: Vol.5, No.1 ,2011-09-28 *Handbook of Work Stress* Julian Barling,E. Kevin Kelloway,Michael R. Frone,2004-09-22 Questions about the causes or sources of work stress have been the subject of considerable research as well as public fascination for several decades Earlier interest in this issue focused on the question of whether some jobs are simply more inherently stressful than others Other questions that soon emerged asked whether some individuals were more prone to stress than others The Handbook of Work Stress focuses primarily on identifying the different sources of work stress across different contexts and individuals Part I focuses on work stressors that have been studied for decades e g organizational role stressors work schedules as well as stressors that have received less empirical and public scrutiny e g industrial relations stress organizational politics It also addresses stressors in the workplace that have become relevant more recently e g terrorism Part II of the Handbook covers issues related to gender cultural or national origin older and younger workers and employment status and asks how these characteristics might affect the experience of workplace stress The adverse consequences of these diverse work stressors are manifold and questions about the possible health consequences of work stressors were one of the major historical factors prompting early interest and research on work stress In Part III the individual and organizational consequences of work stress are considered in separate chapters Key Features Affords the most broad and credible perspective on the subject of work stress available The editors are all prominent researchers in the field of work stress and have been instrumental in defining and developing the field from an organizational psychological and organizational behavior perspective International contributors are included reflecting similarities and differences from around the world Chapter authors from the United States Canada England Sweden Japan and Australia have been invited to participate reflecting most of the countries in which active research on work stress is taking place The Handbook of Work Stress is essential reading for researchers in the fields of industrial and organizational psychology human resources health psychology public health and employee assistance Organizational Stress Around the World Kajal Sharma,Cary Cooper,D.M. Pestonjee,2021-01-28 Stress is defined as a feeling experienced when a person perceives that demands exceed the personal and social resources the individual is able to mobilize It can occur due to environmental issues such as a looming work deadline or psychological for example persistent worry about familial problems While the acute response to life threatening circumstances can be life saving research reveals that the body s stress response is largely similar when it reacts to less threatening but chronically present stressors such as work overload deadline pressures and family conflicts It is proffered that chronic activation of stress response in the body can lead to several pathological changes such as elevated blood pressure clogging of blood vessels anxiety depression and addiction Organizational Stress Around the World Research and Practice aims to present a sound theoretical and empirical basis for

understanding the evolving and changing nature of stress in contemporary organizations It presents research that expands theory and practice by addressing real world issues across cultures and by providing multiple perspectives on organizational stress and research relevant to different occupational settings and cultures Personal occupational organizational and societal issues relevant to stress identification along with management techniques approach to confront stress and its associated problems at individual and organizational level are also explored It will be of value to researchers academics practitioners and students interested in stress management research *The Economic Crisis and Occupational Stress* Ritsa Fotinatos-Ventouratos, Cary L. Cooper, 2015-01-30 The global economic crisis of 2008 caused the collapse of the world's financial institutions large scale unemployment the devaluing of housing stocks leading to mortgage defaults and left many countries in debt unable to meet their financial obligations

Handbook of Research on Dissecting and Dismantling Occupational Stress in Modern Organizations Haque, Adnan ul, 2023-02-20 Occupational stress is a growing area of interest as ensuring employees are cared for physically and emotionally in the workplace has become vital across industries To fully understand the various forms and factors of occupational stress further study is required in order to provide the best work environment for employees The Handbook of Research on Dissecting and Dismantling Occupational Stress in Modern Organizations explores key concepts of occupational stress in modern organizations across the globe such as how stress is felt and dealt with by professionals from various sectors operating in the globalized environment The book also provides an in depth understanding of the magnitude and reasons behind the varying impacts of stressors within modern organizations Covering topics such as health capital turnover intentions and work family conflict this reference work is an excellent resource for business leaders managers human resource managers librarians government officials occupational therapists researchers academicians scholars educators and students **Handbook of Workplace Spirituality and Organizational Performance** Giacalone, 2015-05-18 An explanation of how and why the economic downturn of 2007 became the Great Recession of 2008 and 2009 It explores the root causes of the cycle of boom and bust of the economy It describes social equity in terms of its arguments and claims in political economic and social circumstances

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