



FEATURE



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RELINKING LIFE AND WORK

BY RHONA RAPOPORT, LOTTE BAILYN,
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Editor's Note: The material in this article is based on a research project the authors completed in collaboration with Xerox Corporation, Tandem Computers, Inc., and Corning, Inc.

The modern workplace is far less than ideal for workers who want integrated lives. As one engineer put it, "The problem isn't for those who have decided to put work first and family second. They can do just fine here. And it isn't for those who

give false reasons for leaving work early. They feel that attending a community board or civic meeting is not likely to brand them as uncommitted, while taking a child for a physical might. Some secretly take children on business trips. Others leave their computers on while picking up children from sporting events, hoping that colleagues passing by will think they are in a meeting.

When Individuals Try to

leader rotated group members to take her place on the fifth day, she developed their self-management skills. By all measures, including productivity and satisfaction, the group was thriving. But the arrangement did not last long. In the end, the manager was stripped of her supervisory duties and moved to the bottom category of performance. Management regarded the team leader's efforts as a negative reflection of her future potential and management capability. Similarly, a full-time sales techni-

Relinking Life And Work Toward A Better Future

Deborah M. Kolb, Jessica L. Porter



Relinking Life And Work Toward A Better Future:

Relinking Life and Work Rhona Rapoport, Lotte Bailyn, 1997-08 Explores the integration of personal work life the way in which cultural assumptions about the separation of work family affect men women differently Divided into four sections it studies the historical social factors underlying the current separation between work life personal life the strategic linking of work family the process of change in the workplace to help employees better integrate their work personal lives The concluding section identifies the lessons learned the challenges to ensure sustain change in the future

Equity in the Workplace Heidi Gottfried, Laura Reese, 2008-01-01 This edited collection assembles cutting edge comparative policy research on contemporary policies relevant to gender Contributors analyze gender related employment policies including parental leave maternity programs sexual harassment work life balance and gender mainstreaming *Equity in the Workplace* thoroughly illustrates how the juxtaposition of a variety of research methodologies focused on a common theme can lead to a richer multilayered understanding of a complex issue

Conscious Capitalism David A. Schwerin, 2012-08-21 *Conscious Capitalism* shows how the principles of ancient wisdom are directly relevant to modern day business Drawing on thirty years of financial and executive experience Schwerin addresses contemporary issues faced regularly by people worldwide Personal experiences corporate field trip and interviews with top executives bring both the anguish and the triumph of our business world to life *Conscious Capitalism*'s most significant contribution is its practical integration of formerly enshrouded principles with today's frenetic world of investing and commerce

Negotiating at Work Deborah M. Kolb, Jessica L. Porter, 2015-01-27 Understand the context of negotiations to achieve better results Negotiation has always been at the heart of solving problems at work Yet today when people in organizations are asked to do more with less be responsive 24/7 and manage in rapidly changing environments negotiation is more essential than ever What has been missed in much of the literature of the past 30 years is that negotiations in organizations always take place within a context of organizational culture of prior negotiations of power relationships that dictates which issues are negotiable and by whom When we negotiate for new opportunities or increased flexibility we never do it in a vacuum We challenge the status quo and we build out the path for others to negotiate those issues after us In this way negotiating for ourselves at work can create small wins that can grow into something bigger for ourselves and our organizations Seen in this way negotiation becomes a tool for addressing ineffective practices and outdated assumptions and for creating change *Negotiating at Work* offers practical advice for managing your own workplace negotiations how to get opportunities promotions flexibility buy in support and credit for your work It does so within the context of organizational dynamics recognizing that to negotiate with someone who has more power adds a level of complexity The is true when we negotiate with our superiors and also true for individuals currently under represented in senior leadership roles whose managers may not recognize certain issues as barriers or obstacles *Negotiating at Work* is rooted in real life cases of professionals from a wide range of industries and organizations

both national and international Strategies to get the other person to the table and engage in creative problem solving even when they are reluctant to do so Tips on how to recognize opportunities to negotiate bolster your confidence prior to the negotiation turn asks into a negotiation and advance negotiations that get stuck A rich examination of research on negotiation conflict management and gender By using these strategies you can negotiate successfully for your job and your career in a larger field you can also alter organizational practices and policies that impact others *Taking Time* Mindy Fried,1998 There is a growing movement among corporations to provide family benefits in order to attract and retain women workers They recognize that these benefits have become a cost of doing business Many of these benefits like child care and elder care are aimed at supporting employees ability to stay on the job Parental leave policies are an exception because they involve taking time away from the job This timely book provides an inside look at life in a major U S corporation focusing on the impact of workplace culture on the use of parental leave and those who use it Fried begins by describing why parental leave is critical to making parenting the job of both parents in two parent families She examines the varied experiences of different levels of workers in how parental leave policy is used The author tells a rich and textured tale of day to day life in the skyscraper offices of a large corporation How people dress what their offices look like which cafeteria they eat in how the supervisors and supervised talk all these things are part of the fabric of corporate culture that Fried describes Most of us live in work cultures that value overtime Fried argues that as a time policy parental leave clashes with the powerful norm that corporate employees must work long and hard Taking time for parenting a job that is devalued in our culture may be perceived as taking time away from the company and in particular from the company s productivity *Communication Yearbooks Vols 6-33 Set* Various,2021-12-02 The Communication Yearbook annuals originally published between 1977 and 2009 publish diverse state of the discipline literature reviews that advance knowledge and understanding of communication systems processes and impacts across the discipline Topics dealt with include Communication as Process Research Methodology in Communication Communication Effects Taxonomy of Communication and European Communication Theory Information Systems Division Mass Communication Research Mapping the Domain of Intercultural Communication Public Relations Feminist Scholarship Communication Law and Policy Visual Communication Communication and Cross Sex Friendships Across the Life Cycle Television Programming and Sex Stereotyping InterCultural Communication Training Leadership and Relationships Media Performance Assessment Cognitive Approaches to Communication *Communication Yearbook 27* ,1982 **Flexible Working and Organisational Change** Bram Peper,J. van Doorne-Huiskes,Laura den Dulk,2005-01-01 The central aim of this book is to consider to what extent changes in organisations and in the nature of jobs are compatible with the need increasingly expressed by employees for greater integration between work and family life The book questions what sort of dilemmas modern and future employees face in terms of shaping their careers and organising their lives at home The authors formulate answers to these problematic questions by shedding light on relevant

developments in the European labour markets the European workplaces in flexible working patterns changing preferences for working hours and in gender relations at work *Handbook of Research on Effective Communication, Leadership, and Conflict Resolution* Normore, Anthony H., Long, Larry W., Javidi, Mitch, 2016-02-26 In order for an organization to thrive it is essential to develop key strategies for interaction leadership and management within diverse settings Refining these skills ultimately aids in the arbitration of any potential conflicts that may arise during intra organizational interactions The Handbook of Research on Effective Communication Leadership and Conflict Resolution evaluates operational strategies and interpersonal skill development for the successful leadership and management of modern organizations Highlighting various governance and interaction techniques that assist in mediating organizational controversies this handbook of research is a vital source for professionals leaders managers and human resource specialists interested in developing skills needed to efficiently communicate collaborate and negotiate across differences within an organization Creating Authentic Organizations Robin Ryde, Lisa Sofianos, 2014-10-03 Our identity is often bound up what we do at work The work we do goes some way to describing who we are what we stand for and it reveals in one dimension at least a tangible and valued contribution that we make to the world Authenticity in organizations matters more than ever In today s complex and global economy it s more important than ever that we empower employees to bring their authentic selves to work Doing so leads to increased innovation productivity more thoughtful risk taking a sense of responsibility and enhanced adaptiveness to change Creating Authentic Organizations goes beyond the remit of authentic leadership and shows how the concept of authenticity can and should be applied to your organization It offers a new management framework based on the freedom to operate meaningful dialogue and a deep search for personal meaning at work autonomy and the opportunity to make an impact is a key driver of productivity With simple and powerful models and strategies to bring about workplace authenticity this bold and cutting edge approach will show you how to ensure more authentic dialogue and encourage open and meaningful discussion around threats and challenges Creating Authentic Organizations gives you the tools to bridge the gap between the corporate persona and the authentic self leading to greater employee engagement well being and organizational resilience Online supporting resources include an authenticity and freedoms diagnostic tool and guidance notes

Relinking Life And Work Toward A Better Future: Bestsellers in 2023 The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous engrossing novels captivating the hearts of readers worldwide. Lets delve into the realm of bestselling books, exploring the engaging narratives that have captivated audiences this year. The Must-Read : Colleen Hoover's "It Ends with Us" This heartfelt tale of love, loss, and resilience has gripped readers with its raw and emotional exploration of domestic abuse. Hoover skillfully weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can triumph. Relinking Life And Work Toward A Better Future : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This captivating historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids captivating storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Relinking Life And Work Toward A Better Future : Delia Owens "Where the Crawdads Sing" This evocative coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens spins a tale of resilience, survival, and the transformative power of nature, captivating readers with its evocative prose and mesmerizing setting. These bestselling novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of engaging stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a masterful and thrilling novel that will keep you guessing until the very end. The novel is a warning tale about the dangers of obsession and the power of evil.

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