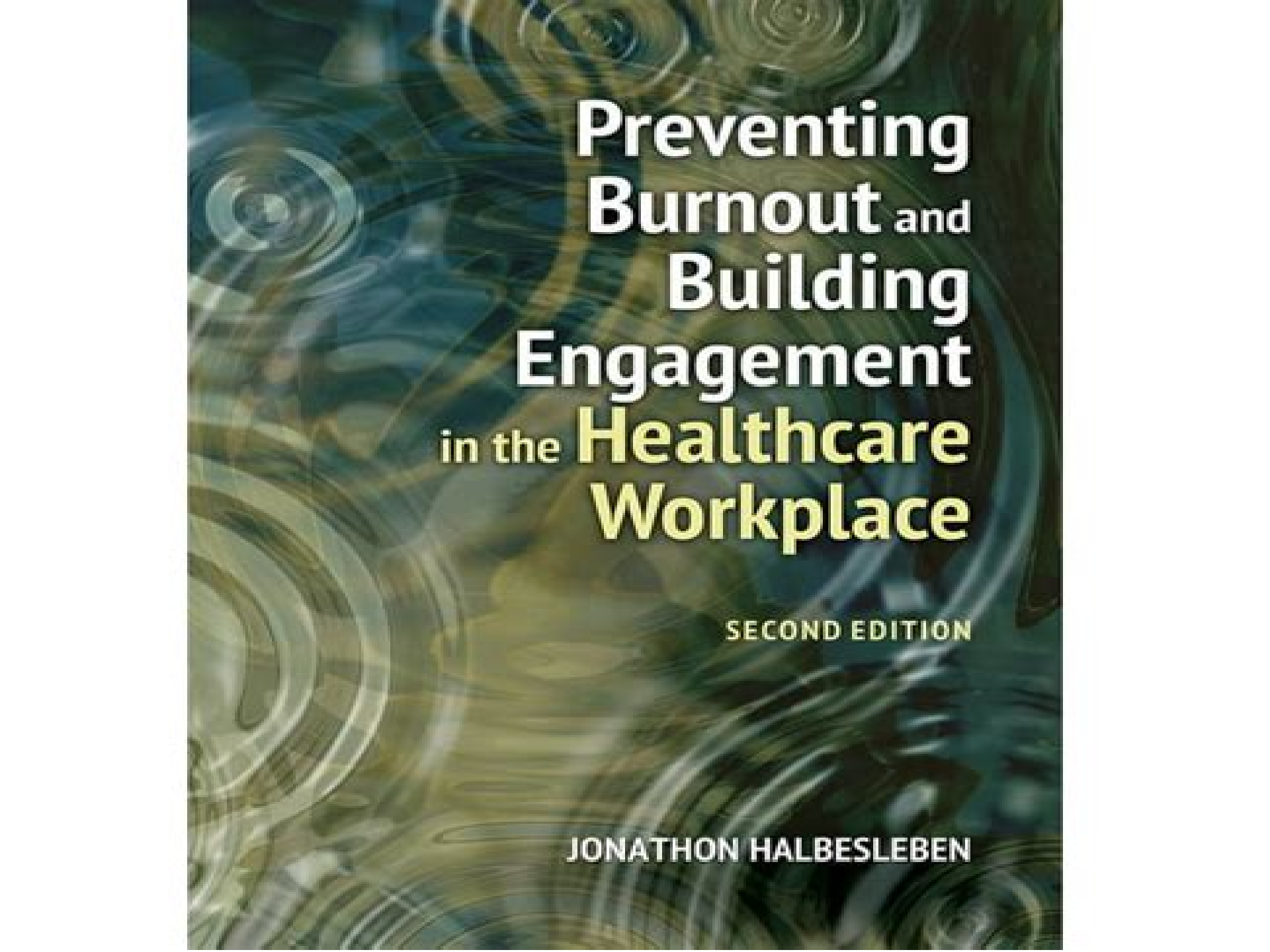




Preventing Burnout and Building Engagement in the **Healthcare Workplace**

SECOND EDITION

JONATHON HALBESLEBEN

Preventing Burnout And Building Engagement

Cary Cooper



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Preventing Burnout and Building Engagement Michael P. Leiter, Christina Maslach, 2000 [Preventing Burnout and Building Engagement in the Healthcare Workplace, Second Edition](#) Jonathon R. B. Halbesleben, 2023-01-22 Healthcare workers have been experiencing the ripple effects of increasing strain staffing shortages and anxiety since early 2020 Undoubtedly stress and burnout are having substantial systemic financial and human impact on healthcare organizations Preventing Burnout and Building Engagement in the Healthcare Workplace addresses these concerns and offers ways to foster your employees engagement in their work The book describes how to identify common underlying stressors that lead to employee burnout tactics for shifting the attention away from individuals and toward improving the stressful environment in which they work and techniques for evaluating interventions Healthcare leaders can use this practical guide to help their staff recover from burnout and regain a sense of passion for their work This new edition comes at a time when the pandemic has worsened the most severe strain drivers in healthcare organizations while also bringing a slew of new stressors The author distills lessons learned from both research and personal experience to help healthcare leaders prepare for the next disruption

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Preventing Burnout: Building a culture of balance and support Silas Mary, 2025-01-17 Preventing Burnout focuses on how to create a work environment that prioritizes employee well being and prevents burnout This book explores the signs of burnout its causes and the impact it has on both individuals and organizations It offers practical strategies for building a supportive culture that encourages work life balance mental health awareness and stress management By fostering a healthy and supportive work environment Preventing Burnout helps businesses reduce turnover boost productivity and improve employee morale This book is ideal for business leaders and HR professionals looking to create a workplace that values employees well being and sustains long term success

The Truth About Burnout Christina Maslach, Michael P. Leiter, 2008-07-02 Today s workforce is experiencing job burnout in epidemic proportions Workers at all levels both white

and blue collar feel stressed out insecure misunderstood undervalued and alienated at their workplace This original and important book debunks the common myth that when workers suffer job burnout they are solely responsible for their fatigue anger and don't give a damn attitude The book clearly shows where the accountability often belongs squarely on the shoulders of the organization *Handbook of Stress Medicine and Health* Cary Cooper, 2004-10-28 Research now shows us that long term activation of the stress cycle can have a hazardous even lethal effect on the body increasing the risk of obesity heart disease depression cancer and other illnesses This new edition of an award winning book presents cutting edge research on the effects of stress Edited by one of the worlds authorit *Employee Engagement Through Effective Performance Management* Edward Mone, Manuel London, Edward M. Mone, 2018-01-03 This book is a practical guide for managers to increase and support employee engagement through stronger performance management tools and techniques In this second edition Edward Mone and Manuel London incorporate new developments in the field including discussion of issues about the value of challenging goals annual formal appraisals forced ranking and ways to give constructive feedback The authors expand the traditional notion of performance management to include building trust creating conditions of empowerment managing team learning and maintaining ongoing straightforward communications about performance all of which are critical to employee engagement Case studies offer concrete examples and checklists and surveys supply managers with ways to assess employee engagement as well as directions for increasing engagement An up to date straightforward guide this book is appropriate for graduate students in Employee Engagement Human Resources and Management Studies as well as scholars and practitioners in those fields **Employee Engagement Through Effective Performance Management** , 2014-03-05 An engaged employee is someone who feels involved committed passionate and empowered and demonstrates those feelings in work behavior This book explains that a more engaged workforce is really about better performance management The authors expand the traditional notion of performance management to include building trust creating conditions of empowerment managing team learning and maintaining ongoing straightforward communications about performance all of which are critical to employee engagement The best practices tools and advice in this book are based on solid research as well as the authors experience **Work Engagement** Arnold B. Bakker, Michael P. Leiter, 2010-04-05 This book provides the most thorough view available on this new and intriguing dimension of workplace psychology which is the basis of fulfilling productive work The book begins by defining work engagement which has been described as an opposite to burnout following its development into a more complex concept with far reaching implications for work life The chapters discuss the sources of work engagement emphasizing the importance of leadership organizational structures and human resource management as factors that may operate to either enhance or inhibit employee's experience of work The book considers the implications of work engagement for both the individual employee and the organization as a whole To address readers practical questions the book provides in depth coverage of interventions that can enhance

employees work engagement and improve management techniques Based upon the most up to date research by the foremost experts in the world this volume brings together the best knowledge available on work engagement and will be of great use to academic researchers upper level students of work and organizational psychology as well as management consultants

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