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Managing Telework

*Perspectives from Human Resource Management
and Work Psychology*



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Managing Telework Perspectives From Human Resource Management And Work Psychology

**Stephen Fineman, David Sims, Yiannis
Gabriel**



Managing Telework Perspectives From Human Resource Management And Work Psychology:

The New Workplace David Holman,Toby D. Wall,Chris W. Clegg,Paul Sparrow,Ann Howard,2003-07-07 Just in time total quality management lean manufacturing call centres team work empowerment most people in business have heard these buzz words often offered as a panacea to all profit ills So why don t they always work Can you combine them anyhow If not why not The New Workplace Handbook is a comprehensive guide to the evidence available on how modern working practices and technology affect the people in organizations Within a broad psychological framework leading experts examine how people work their experience of work the impact on productivity and performance and the human resource implications Guidance is offered on a range of different methods tools and practices that can be used to guide the design and implementation of modern working practices to ensure that pitfalls are avoided and the best possible results are obtained from new initiatives Indispensable for consultants this Handbook will also be useful for students and scholars in the psychology of business human resource professionals and anyone involved in the management of new working practices

The Essentials of the New Workplace David Holman,Toby D. Wall,Chris W. Clegg,Paul Sparrow,Ann Howard,2005-05-05 The original hardback edition of The New Workplace examined modern business terms such as total quality management just in time production e business lean manufacturing and teleworking It explored what these terms really mean and what effect they have in practice especially their impact on productivity and performance and their social and psychological consequences This paperback is a shorter revised version of the original book It will focus on working practices especially technology orientated ones which are the most relevant and innovative for consultants

Understanding Emotion at Work Stephen Fineman,2003-05-01 Most folks in organizations dichotomize reason and emotion often treating emotion as an uncommon or marginal occurrence Written in a clear and lively style Steve Fineman s book Understanding Emotion at Work dispels this notion as he demonstrates how emotions infuse most practices in organizational life including leading decision making organizational change gender relations stress and downsizing Sprinkled with vivid examples Fineman captures the positive benefits of emotions at work as well as the darker side of feelings and despair Scholars students and practitioners alike will glean important insights from the lens of emotion that Fineman brings to the subtleties of organizational life Linda L Putnam Texas A M University Stephen Fineman has written a wise and engaging text about emotions and how they play out in and around organizations He underscores with a range of fine examples thoughtful commentary and careful scholarship the essential role of emotions in organizational life He applies his lens to such issues as recruitment leadership decision making and change He extends the reach of emotions into the virtual world of work and he makes apparent the heavy costs to people and their organizations of toxic emotions that stem from bullying harassment and downsizing A must read in any curriculum dealing with the study of organization Peter Frost Edgar F Kaiser Professor of Organizational Behaviour Faculty of Commerce and Business Administration University of British

Columbia Canada Author of Toxic Emotions at Work HBS Press 2003 Going to work can be a great joy a great pain or a mixture of the two This clearly written engaging and authoritative book demonstrates the vital necessity of understanding how emotions permeate work organisations at every level and in every situation No student of work and its organisation can afford to neglect this important area of study And no writer on work and organisation is better placed to go to the heart of these matters than Stephen Fineman Professor Tony J Watson Professor of Organisational and Managerial Behaviour Nottingham Business School In this book Professor Stephen Fineman has done more of what he does best writing eloquently and perceptively about emotions in organizations In this case he is writing directly for students both undergraduates and postgraduates and uses a wide range of disciplinary insights to show how emotions are inextricably embedded in organizational life His book helps to launch students on a voyage of self discovery to learn for themselves how emotions impact upon them and their colleagues As someone who has long challenged the emotion less view of emotion that characterizes much of the research on this phenomenon he uses his considerable skills to convey the importance richness and nuance of emotion Nor does he shrink away from tackling the darker side of organizational emotional life challenging students to reflect on the agony as well as the ecstasy that passionate emotions can cause This book is a valuable resource for teachers wanting to introduce students to organizations and a fascinating and astute aid for students interested in learning about them Professor Cynthia Hardy Department of Management University of Melbourne Organizational life is shot through with emotions spawning a growing interest in topics ranging from emotional intelligence to violence at work Stephen Fineman provides a much needed survey of these topics capturing their sprawling breadth without sacrificing depth Moreover he succeeds in conveying the everyday feel of emotions in organizational life in a way that is both engaging and informative Blake Ashforth Jerry and Mary Ann Chapman Professor of Business W P Carey School of Business Arizona State University Understanding Emotion at Work gets to the heart of what binds and breaks organizations emotion It explores beyond the surface of work to the rich emotional life bubbling underneath showing what employees and managers constantly deal with but are often ill equipped to do so This is the first introductory book on emotions and it s aimed specifically at students of management and organization studies Written accessibly it avoids pat prescriptions but leaves the reader with challenging questions about the intrinsic nature of emotions to the design and management of organizations Drawing on a rich discipline field including psychology sociology and organizational theory Stephen Fineman explores a number of familiar and not so familiar work arenas He examines the way emotion penetrates leadership decision making and organizational change as well as newer topics like the virtual side of organizations Finally he addresses the darker side of emotion in the context of bullying violence sexual harassment and downsizing Understanding Emotion at Work will shed light on this growing subject for advanced undergraduates and postgraduates studying organizational behaviour HRM or organizational psychology

Work and Organizational Psychology Christine E. Doyle, 2003 In this unique text Christine Doyle provides the student

with a cutting edge introduction to the field of work and organizational psychology The main focus is on recent changes that have occurred in the world of work incorporating their causes consequences proposed solutions to the associated problems and above all the challenges they pose for work and organizational psychology Among the topics covered are motivation at work the concept of stress and the causes of individual accidents and organizational disasters Solutions to such problems might include lifelong learning and training performance management career development and employee assistance programmes This lively provocative and highly readable book will be an essential resource for advanced undergraduate and postgraduate students of work and organizational psychology as well as business management students managers and anyone with an interest in human resources management

Handbook of Research on Remote Work and Worker Well-Being in the Post-COVID-19 Era Wheatley, Daniel, Hardill, Irene, Buglass, Sarah, 2021-04-16 With the introduction of policies to combat COVID 19 far greater numbers of employees across the globe including those with limited job autonomy have moved to undertake their entire job at home Although challenging in the current climate embracing these flexible modes of work such as working at home including relevant investment in technology to enable this will not only deliver potential organizational benefits but also increase the adaptability of the labor market in the short and longer terms Although perhaps not the central concern of many in the current climate good home based work is achievable and perhaps even a solution to the current work based dilemma created by COVID 19 and should be a common goal for individuals organizations and society Research also has shifted to focus on the routines of workers organizational performance and well being of companies and their employees along with reflections on the ways in which these developments may influence and alter the nature of paid work into the post COVID 19 era The Handbook of Research on Remote Work and Worker Well Being in the Post COVID 19 Era focuses on the rapid expansion of remote working in response to the global COVID 19 pandemic and the impacts it has had on both employees and businesses The content of the book progresses understanding and raises awareness of the benefits and challenges faced by large scale movements to remote working considering the wide array of different ways in which the large scale movement to remote working is impacting working lives and the economy This book covers how different fields of work are responding and implementing remote work along with providing a presentation of how work occurs in digital spaces and the impacts on different topics such as gender dynamics and virtual togetherness It is an ideal reference book for HR professionals business managers executives entrepreneurs policymakers researchers students practitioners academicians and business professionals interested in the latest research on remote working and its impacts

Work and Organizational Psychology Christine Doyle, 2004-01-10 In this unique text Christine Doyle provides the student with a cutting edge introduction to the field of work and organizational psychology The main focus is on recent changes that have occurred in the world of work incorporating their causes consequences proposed solutions to the associated problems and above all the challenges they pose for work and organizational psychology Among the topics

covered are motivation at work the concept of stress and the causes of individual accidents and organizational disasters Solutions to such problems might include lifelong learning and training performance management career development and employee assistance programmes This lively provocative and highly readable book will be an essential resource for advanced undergraduate and postgraduate students of work and organizational psychology as well as business management students managers and anyone with an interest in human resources management *Human Resource Management in Russia* Michel E. Domsch, Tatjana Lidokhover, 2017-11-30 Investigating Human Resource Management issues in Russia this volume looks at the current state of Human Resource practice within Russian enterprises its various problems and possible solutions Following a detailed introduction into the current economic developments taking place in Russia the book examines the new role of the HR department in Russian enterprises and the influence of national politics on HR practice The book also discusses key HRM issues such as recruitment and selection training and development payment and compensation before surveying the various HR problems encountered by multinational companies working in Russia The Oxford Handbook of Personnel Psychology Susan Cartwright, Cary L. Cooper, 2008-10-31 The field of Personnel Psychology is broadly concerned with the study of individual differences and their consequences for the organization As human resource costs continue for most organizations to be the single largest operating cost 50 80% of annual expenditure achieving optimal performance from individual employees is of paramount importance to the sustained development and financial performance of any organization The Oxford Handbook of Personnel Psychology brings together contributions from leading international scholars within the field to present state of the art reviews on topical and emergent issues constructs and research in personnel psychology The book is divided into six sections Individual Difference and Work Performance Personnel Selection Methodological Issues Training and Development Policies and Practices Future Challenges While the Handbook is primarily a review of current academic thinking and research in the area the contributors keep a strong focus on the lessons for HR practitioners and what lessons they can take from the cutting edge work presented Sustainable Human Resource Management Tamás Bányai, 2019-10-30 The concept of sustainability is important for companies both in the case of SMEs and worldwide multinational companies Some key factors to help a company achieve its sustainability objectives are based on human resource management Sustainable human resource management is a typical cross functional task that becomes increasingly important at the strategic level of a company Industry 4 0 technologies Internet of Things and competitive demands as signs of globalization have led to significant changes across the organizational structures and human resource strategies of companies The increasing importance of sophisticated human resource strategies in the life of companies and the intention to find optimal design and operation strategies for sustainable human resource management were a motivation for launching this book This book offers a selection of papers which explain the impact of smart human resource management on economy Authors from 14 countries published working examples and case studies resulting from their

research in this field The aim of this book is to help students at the level of BSc MSc and PhD level as well as managers and researchers to understand and appreciate the concept design and implementation of sustainable human resource management solutions *Research Anthology on Digital Transformation, Organizational Change, and the Impact of Remote Work* Management Association, Information Resources, 2020-10-30 As the use of remote work has recently skyrocketed digital transformation within the workplace has gone under a microscope and it has become abundantly clear that the incorporation of new technologies in the workplace is the future of business These technologies keep businesses up to date with their capabilities to perform remote work and make processes more efficient and effective than ever before In understanding digital transformation in the workplace there needs to be advanced research on technology organizational change and the impacts of remote work on the business the employees and day to day work practices This advancement to a digital work culture and remote work is rapidly undergoing major advancements and research is needed to keep up with both the positives and negatives to this transformation The *Research Anthology on Digital Transformation Organizational Change and the Impact of Remote Work* contains hand selected previously published research that explores the impacts of remote work on business workplaces while also focusing on digital transformation for improving the efficiency of work While highlighting work technologies digital practices business management organizational change and the effects of remote work on employees this book is an all encompassing research work intended for managers business owners IT specialists executives practitioners stakeholders researchers academicians and students interested in how digital transformation and remote work is affecting workplaces

Organizing and Organizations Stephen Fineman, David Sims, Yiannis Gabriel, 2005-05-25 This fully revised and updated edition conveys the lived experience of being and working in organisations while at the same time introducing students to key concepts research and literature in organisational analysis

The UCLA Anderson Business and Information Technologies (BIT) Project Uday Sadashiv Karmarkar, Vandana Mangal, 2013 This is the third of a series of research volume of papers from the Business and Information Technologies global research network The group includes 20 partners from 16 countries who conduct studies on the impact of new information and communication technologies on business practice industry structure and economic change The book presents a unique longitudinal and cross sectional view of technology adoption and business practice across a diverse set of countries and economies It appears that there are some commonalities with respect to patterns of technology adoption but also significant differences across countries Furthermore innovative practices can arise in every country and have the potential to be applied in other countries The identical survey carried out in different countries enables benchmarking and accurate comparisons across those markets It is also extremely broad in its coverage of business practice in terms of functions and performance

The Digital City M. Laguerre, 2005-08-02 Evolving out of a research project on information technology and society the book explores the digitization of the American city Laguerre examines the impact of changes to various sectors of society brought about by the

advent of information technology and the Internet upon daily life in the contemporary American metropolis The book focuses on actual information technology practices in the Silicon Valley San Francisco metropolitan area explaining how those practices are remoulding social relations global interaction and the workplace environment *Organizing & Organizations* Stephen Fineman, Yiannis Gabriel, David Sims, 2009-11-17 *Organizing and Organizations* is well loved by students and lecturers for its accessible conversational tone and insightful real life examples introducing the study of organizations and organizational behaviour Fineman Gabriel and Sims eminent academics in the field cover a wealth of key concepts research and literature leaving students informed and engaged The Fourth Edition builds on the strengths of previous editions to provide you with a textbook that continues to stand out from the rest This new edition has been fully developed to include New chapters on Influence and Power and Innovation and Change A new section within each chapter that highlights the theoretical links informing the chapters New review questions to test and apply your understanding of the ideas in each chapter New reading on sections that direct you to free links to highly recommended journal articles relating to each chapter s coverage and found on the companion website New critical review questions at the end of each chapter to encourage debate Each chapter is now enlivened with pictorial illustrations A fully updated glossary of key concepts in the study of organizations *Organizing and Organizations* integrates a strong critical approach throughout Creation, Use, and Deployment of Digital Information Herre van Oostendorp, Leen Breure, Andrew Dillon, 2005-05-06 Using a philosophical cognitive and technical standpoint this volume addresses the issue of what digital information actually is The work also presents research outcomes from the perspective of research in information science covering a range of theoretical and practical approaches **Mobility and Technology in the Workplace** Donald Hislop, 2008-07-14 The contemporary period has witnessed the rapid evolution in a wide range of mobile technology This book charts the profound implications these technological changes have for workers and business organizations From an organizational point of view they have the potential to transform the nature of organizations through allowing workers to be incr *Expanding the Boundaries of Work-Family Research* S. Poelmans, J. Greenhaus, M. Las Heras Maestro, Mireia Las Heras Maestro, 2013-01-02 With contributions from thirty authors from fifteen countries this is a white book for international work family research and practice The authors offer a bold look at the future and provide guidelines for future research focusing on applied international work family research **Transforming Issues in Housing Design** Kutay Guler, 2023-11-30 TRANSFORMING ISSUES IN HOUSING DESIGN A practical and complete resource for students researchers and practitioners of housing design Transforming Issues in Housing Design delivers a comprehensive vision for the design philosophy psychology efficiency and constitution of housing This collection of articles explores many of the most pressing and relevant issues related to the ongoing transformation of housing design Twenty two contributed chapters discuss the past and current state of housing design how it evolved to become what it is today and finally how it may unfold in the future A team of global

experts presents the most up to date research and a diverse and illuminating collection of examples to highlight housing design around the world Readers will also find A thorough introduction to modern housing design and how it relieves and contributes to various social and economic problems Insightful explorations of the built environment interior architecture urban design sustainable living space planning and more Practical discussions of a theoretical framework to make sense of housing design concepts Complete treatments of concepts research and built projects from a diverse range of communities and cultures Perfect for architects and students of urban studies interior design and architecture Transforming Issues in Housing Design will also benefit those who design research and teach housing *Technology and Psychological Well-being* Yair Amichai-Hamburger,2009-09-10 In the modern world we are surrounded by technology Gadgets such as cell phones portable computers and electronic diaries accompany us throughout the day But is this a good thing Are we being served by these technological wonders or have we become enslaved by them Does constant availability via technology make us more efficient or more stressed Is our ability to connect with others all over the world day or night making us more sociable or turning us into recluses in a virtual world This book considers the impact of technology on the different spheres of our life work home family and leisure and assesses ways in which to build better communication between technology developers and society to ensure that technology enhances our lives and psychological well being rather than damaging them *Beyond Hybrid Working* Andy Lake,2023-12-22 Much more than a book about flexible working Beyond Hybrid Working is an engaging and practical management book to help organisations rethink all aspects of traditional work in the emerging post pandemic landscape and reap the benefits from working smarter Many organisations that had rapidly improvised and implemented Hybrid Working now want to take a more strategic approach Smart Working is being adopted across sectors from technology companies through the financial services sector to the public sector Andy Lake has supported implementations in businesses and public sector organisations for nearly 30 years including advising the UK Cabinet Office He sets out a strategic comprehensive and integrated approach to Smart Working in the context of new possibilities for working on a more distributed basis and the impact of new AI based technologies coming over the horizon He also explores the possibilities for greater flexibility for workers with hands on and site specific roles Featuring detailed case studies the book takes a pragmatic and evidence based approach covering different sectors and types of work and presents practical techniques for implementing change This is essential reading for anyone involved in transformational workplace change and increasing the efficiency of organisations It is written for managers who need to deliver change and professionals and researchers in the fields of People Workplace and Technology

The Top Books of the Year Managing Telework Perspectives From Human Resource Management And Work Psychology The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous captivating novels enthralling the hearts of readers worldwide. Lets delve into the realm of popular books, exploring the engaging narratives that have charmed audiences this year. The Must-Read : Colleen Hoover's "It Ends with Us" This heartfelt tale of love, loss, and resilience has captivated 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 prevail. Uncover the Best : Taylor Jenkins Reid's "The Seven Husbands of Evelyn Hugo" This intriguing historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reid's captivating storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Discover the Magic : Delia Owens' "Where the Crawdads Sing" This captivating 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 top-selling 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 Papan, 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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