



# Preventing Stress Improving Productivity European Case Studies In The Workplace

**Rabi S. Bhagat, James Segovis, Terry Nelson**



## **Preventing Stress Improving Productivity European Case Studies In The Workplace:**

**Preventing Stress, Improving Productivity** Michiel Kompier, Cary L. Cooper, 1999 Preventing Stress Improving Productivity investigates the ways that companies can combat stress by changing the workplace with an emphasis on approaches that involve both the individual worker and the place of work **Preventing Stress, Improving Productivity** Cary Cooper, Michiel Kompier, 2012-11-12 In a representative study made of European workers twenty eight per cent of employees reported that stress affects their health and their performance at work Occupational stress is a serious problem for the performance of individuals organisations and as a consequence for national economies Preventing Stress Improving Productivity investigates the ways in which companies can combat stress by changing the working environment rather than only treating individual employees with stress symptoms Costs and benefits of stress prevention are discussed with an emphasis on approaches that involve both the work situation and the individual worker The heart of the book consists of eleven European country chapters each overviewing the current status with respect to occupational stress and its prevention in that country and then presenting one detailed case study an example of good preventive practice Preventing Stress Improving Productivity identifies five factors that are critical for a stress reduction programme to work both in terms of employee health and well being and from a financial point of view Successful strategies combine participation from workers and support from top management Useful as a reference for psychologists human resource managers occupational physicians ergonomists and consultants this book will also be an invaluable aid to managers in the day to day running of organisations

*Improving Organizational Interventions for Stress and Well-being* Caroline Biron, Maria Karanika-Murray, Cary L. Cooper, 2012 This book brings together a number of experts in the field of organizational interventions for stress and well being and discusses the importance of process and context issues to the success or failure of such interventions The book explores how context and process can be incorporated into program evaluation providing examples of how this can be done and offers insights that aim to improve working life Although there is a substantial body of research supporting a causal relationship between working conditions and employee stress and well being information on how to develop effective strategies to reduce or eliminate psychosocial risks in the workplace is much more scarce ambiguous and inconclusive Indeed researchers in this field have so far attempted to evaluate the effectiveness of organizational interventions to improve workers health and well being but little attention has been paid to the strategies and processes likely to enhance or undermine interventions The focus of this volume will help to overcome this qualitative quantitative divide This book discusses conceptual developments practical applications and methodological issues in the field As such it is suitable for students practitioners and researchers in the fields of organizational psychology and clinical psychology as well as human resources management health safety medicine occupational health risk management and public health **From Stress to Wellbeing Volume 2** C. Cooper, 2013-05-29 A comprehensive collection by Professor Cary Cooper and his colleagues in the

field of workplace stress and wellbeing which draws on research in a number of areas including stress strain relationships sources of workplace stress and stressful occupations Volume 2 of 2

**Advances in Occupational, Social, and Organizational Ergonomics** Gavriel Salvendy, Waldemar Karwowski, 2010-06-17 Worldwide the attention for health innovation and productivity is increasing The need for knowledge and its applications is large and this book contributes to knowledge development as well as its application The content varies from the effect that a new office interior has on its occupants to the most efficient design for a glove It examines topics as diverse as the facilitation of human interaction through workplace design and the improvement of virtual reality applications Its 90 articles represent 24 countries on five continents

**Strategic Stress Management** V. Sutherland, C. Cooper, 2000-04-14 Stress has recently overtaken the common cold as the most common cause of sick leave in many European countries and is a major cause of concern for companies worldwide Why then do most of the Coping with Stress texts to be found in bookshops consider this a problem only to be tackled by the Individual Strategic Stress Management is different it shows how companies can boost performance by adopting integrated organizational strategies to identify and reduce stress in their employees Including practical advice on how to conduct a stress audit and how to target stress hot spots with an organization Strategic Stress Management provides a fresh strategic model for the manager concerned with the negative effects stress can have both on company performance and the quality of life of individuals at work This is the latest book from best selling stress management author Cary Cooper and will be eagerly awaited by HR Directors Organizational Consultants Occupational Psychologists Managing Directors and all managers who wish to work with healthy stable and productive staff

Prerequisites for Healthy Organizational Change Per Øystein Saksvik, 2009-05-25 We live in a time where organizational change has become the norm Organizations are constantly undergoing major restructurings be it outsourcing downsizing or major reorganizational changes e g team or LEAN implementation Stability has become the ex

**Occupational Stress in the Service Professions** Maureen Dollard, Helen R. Winefield, Anthony H. Winefield, 2003-03-20 Workers in the service industry face unique types and levels of stress and this problem is worsening Many workers and organizations are now recognizing work stress as a significant personal and organizational cost and seeing the need to evaluate a range of organizational issues that present psychosocial hazards to the workers Occupation

*Occupational Health Psychology* Stavroula Leka, Jonathan Houdmont, 2010-03-02 This ground breaking textbook is the first to cover the new and rapidly developing field of occupational health psychology Provides a thorough introduction to occupational health psychology and an accessible overview of the key themes in research and practice Each chapter relates to an aspect of the core education curriculum delineated by the European Academy of Occupational Health Psychology Written by internationally recognized experts in the field Examines a host of contemporary workplace health issues including work related stress the psychosocial work environment positive psychology and employee well being psychosocial risk management workspace design organizational

research methods and corporate culture and health      *Creating Healthy Workplaces* Prof Sir Cary L Cooper CBE, Professor Caroline Biron, Professor Ronald J Burke, 2014-02-28 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 presenteeism absence 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      *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 presenteeism absence 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      **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

**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

**Building More Effective Organizations** Ronald J. Burke,Cary L. Cooper,2007-12-13 Organizations today are facing heightened challenges in their efforts to perform effectively These challenges are reflected in the failure of many long standing organizations and the shortened tenure of senior level executives There is increasing agreement that the unique competitive advantage organizations have today lies in their people their human resource management practices and their cultures All other elements of production can be readily obtained bought or copied We are now in the era of human capital to be successful organizations need to unleash the talents of their people Fortunately we now have considerable understanding of what high performing organizations look like However a large gap still exists between what we know and what managers actually do With contributions from a team of leading academics and practitioners Building More Effective Organizations provides an extensive survey of human resource management and the organizational practices associated with the high performance of individuals

**The Handbook of Work and Health Psychology** Marc J. Schabracq,Jacques A. M. Winnubst,Cary L. Cooper,2003-03-28 Workplace health is now recognised as having major legal financial and efficiency implications for organizations Psychologists are increasingly called on as consultants or in house facilitators to help design work processes assess and counsel individuals and advise on change management The second edition of this handbook offers a comprehensive authoritative and up to date survey of the field with a focus on the applied aspects of work and health psychology An unrivalled source of knowledge and references in the field for students and academics this edition also reflects the need to relate research to effective and realistic interventions in the workplace Editors are outstanding leaders in their

fields Focuses on linking research to practice Over 50% new chapters New topics include Coping The Psychological Contract and Health Assessment and Measurement of Stress and Well Being the Effects of Change and chapters of Conflict and Communication     Work Stress and Coping in the Era of Globalization Rabi S. Bhagat,James Segovis,Terry

Nelson,2016-04-01 This book examines the phenomena of how individuals experience work stress and coping in both developed and developing countries in the world Rabi Bhagat known for his cross cultural scholarship in this area and his co authors help us recognize the causes and consequences of work stress They present a systematic comprehensive review of this topic with plenty of practical insights and case studies examining work stress and coping in the era of globalization Researchers practitioners and students in the field of industrial organizational psychology organizational behavior and human resources management will find this book of interest     *Stress in Health and Disease* Bengt B. Arnetz,Rolf

Ekman,2006-12-13 This book is the first to address the most urgent issues combining a solid basic research approach with applied individual and stress issues including interventions Throughout the focus is on our latest knowledge about various causes of stress and its neuro cognitive and biological implications World renowned authors from Europe as well as the US describe how stress affects the brain of young people as well as adults They cover the topic from all perspectives showing how stress affects life in general from the societal and organizational level to the individual organ and molecular level While the book clearly points out stress as a risk factor to health it also offers a number of evidence based methods to cope with stress and even ride the positive energy of stress both as an individual as well as what managers can do to create a healthy and productive workplace Written in a reader friendly and appealing style the book provides real life examples from various laboratories as well as such events as the Volvo Ocean Race the largest around the globe sailing competition Essential reading for clinicians and biologists as well as for a wide range of students including medicine and public health but also managers and HR staff With a Foreword by Nobel Laureate Professor Arvid Carlsson Medicine 2000     **Work Stress and**

**Health in a Globalized Economy** Johannes Siegrist,Morten Wahrendorf,2016-07-06 This book provides a comprehensive updated summary of research evidence on the effects of stressful working and employment conditions on workers health as based on one of the worldwide leading theoretical models effort reward imbalance It offers three innovative features that are appealing for research as well as for policy Firstly it presents and discusses comparable research findings from different continents in particular from Japan China and Latin America Secondly it extends the conceptual framework of research on this topic by analysing associations of work stress with health in a life course perspective and by linking these associations to the macro level of national labour and social policies Thirdly the book helps to strengthen programs and policies that aim at promoting healthy work locally nationally and internationally by providing solid facts on which such programs can be based

Employee Well-being Support Andrew Kinder,Rick Hughes,Cary L. Cooper,2008-04-30 Employees have a set of needs as part of the psychological contract of employment However organizations operate for a reason and they too have agendas and

needs It is how the two come together that determines the capacity for good human relations and optimum productivity Employee Well being Support is an edited collection of expert contributions that explores all key issues in this increasingly critical area     Organizational Interventions for Health and Well-being Karina Nielsen,Andrew Noblet,2018-06-14 This important new collection provides not only a comprehensive overview of how organizational interventions can improve health and well being in the workplace addressing its causes rather than the symptoms but also the practical issues faced in their design implementation and evaluation Drawing on a range of case studies and empirical investigations it is the first book to seriously examine each element of the intervention process and to recognize the individual group leader and organizational factors that researchers should consider The authors describe the various challenges to such collaborative processes as well as the specific methods and tools that can be used in response Each chapter offers practical evidence based guidance Featuring a final section examining new directions and approaches in organizational intervention research the book features contributions from some of the leading international researchers in the field It will be essential reading for any researcher or practitioner interested in the practical issues involved in improving the organization design and management of the contemporary workplace



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