



THE QUALITY OF WORKING LIFE 2016.

Exploring managers' wellbeing, motivation and productivity.

Managers working overtime effectively cancel out their holiday entitlement – but they're happier in their job than a few years ago, according to CMI's latest *Quality of Working Life* report. The research was completed by 1,574 managers across the UK and the key findings are presented here.

Managers put in 29 extra days of work a year...



...which cancels out the typical holiday entitlement of 28 days.



54% of managers say their working hours have a negative effect on their stress levels.



Stress is more than three times as common among those working long hours:

20%

of those who work more than three hours a day extra are stressed, compared to just

6%

of those who don't work additional hours



Working overtime also squeezes out time to exercise and have a social life.

61% say mobile technology makes it hard to switch off from work.

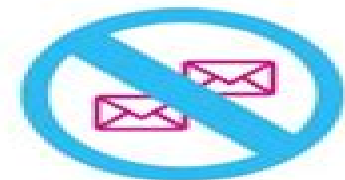


54%

often check emails outside of working hours

21%

check all the time



As a solution, 39% of managers want their organisation to restrict out-of-hours access to work email.

Quality Of Working Life Cases And Commentary Vol 2

John B. Miner



Quality Of Working Life Cases And Commentary Vol 2:

Personnel Bibliography Series United States Civil Service Commission. Library,1960 *The Quality of Working Life*,1975 *Army Organizational Effectiveness Journal* ,1980 *No Direction Home* Natasha Zaretsky,2010-01-27 Between 1968 and 1980 fears about family deterioration and national decline were ubiquitous in American political culture In *No Direction Home* Natasha Zaretsky shows that these perceptions of decline profoundly shaped one another Throughout the 1970s anxieties about the future of the nuclear family collided with anxieties about the direction of the United States in the wake of military defeat in Vietnam and in the midst of economic recession Zaretsky explains By exploring such themes as the controversy surrounding prisoners of war in Southeast Asia the OPEC oil embargo of 1973 74 and debates about cultural narcissism Zaretsky reveals that the 1970s marked a significant turning point in the history of American nationalism After Vietnam a wounded national identity rooted in a collective sense of injury and fueled by images of family peril exploded to the surface and helped set the stage for the Reagan Revolution With an innovative analysis that integrates cultural intellectual and political history *No Direction Home* explores the fears that not only shaped an earlier era but also have reverberated into our own time **Personnel Literature** ,1976 **Case Studies in Automation Related to Humanization of Work** J. E. Rijnsdorp,2014-05-18 *Case Studies in Automation Related to Humanization of Work* focuses on the role of organization renewal in the humanization of work including the effects of automation on the industries and workers The selection first offers information on the quality of working life and work of the social effects of automation committee from Bad Boll to Enschede Topics include factors and situations that foster or hinder diffusion of successful development in the QWL field and development of alienating work The book also examines a comparative study in various man machine systems work organization with multipurpose assembly robots and system development and human consequences in the steel industry The text discusses man machine interfaces in the Cony 16 integrated manufacturing system automation of wig welding and mechanization of assembly lines in the automotive industry The book also underscores an approach to the production line of automobiles by man computer system including stock minimization problems of line balancing in assembly process and production control and inventory The publication is a dependable reference for readers wanting to study the relationship of automation and quality of work life **Organizational Behavior 2** John B. Miner,2006 The sequel to *Organizational Behavior Essential Theories of Motivation and Leadership* 2005 provides a review and analysis of the key theories of macro organizational behavior It provides background on scientific method theory construction and evaluation measurement considerations research design and the nature of knowledge in organizational behavior and discusses theories in areas including decision making systems and organizational sociology The text assumes prior studies in fields such as organizational behavior and management Publisher **Personnel Bibliography Series** United States. Office of Personnel Management. Library,1979 *An Introduction to Systems Psychodynamics* David Lawlor,Mannie Sher,2021-12-13 This book

provides an introduction to systems psychodynamic theory and its application to organisational consultancy research and training outlining systems dynamics methods and their historical and theoretical developments Systems Psychodynamics is an emerging field of social science the boundaries of which are continually being refined and re defined The systems designation refers to open systems concepts that provide the framing perspective for understanding the structural aspects of organisational systems These include its design division of labour levels of authority and reporting relationships the nature of work tasks processes and activities its mission and primary task and the nature and patterning of the organisation s task and sentient boundaries and the transactions across them This book presents a critical appraisal of the systems psychodynamics paradigm and its application to present day social and organisational difficulties showing how a holistic approach to organisational and social problems can offer a fresh perspective on difficult issues Bringing together the theory and practice of systems psychodynamics for the first time this book provides an examination of the systems psychodynamics paradigm in action This book gives an accessible and thorough guide to understanding and using systems psychodynamic ideas for analysts managers policy makers consultants and researchers in a wide range of professional and clinical settings **OE**

Communique ,1980 **OE Communiqué** ,1980 **Handbook of Organization Development** Thomas G.

Cummings,2008 The contributors reflect the field of organizational development s rapid growth and success since its inception 50 years ago into a far more complex study than it was just a few decades ago They show how organizational development has expanded from dealing with internal problems to the need to address more strategic issues

Organizational Behavior 4 John B. Miner,2007-03-05 This unique work bridges the gap between theory and practice in organizational behavior It provides a practical guide to real life applications of the 35 most significant theories in the field The author describes each theory then analyzes its usefulness and importance to the successful practice of management His analysis covers key managerial topics such as goal setting training and development assessment job enrichment influence processes decision making group processes organizational development organizational structuring and effective organizational operation **Work and People** Henri Savall,2010-03-01 The reprint of Henri Savall s classic Work and People originally published in French in 1974 is part of the Research in Management Consulting series effort to look backward as well as forward in examining trends perspectives and insights especially from different countries and cultures into the world of management consulting Savall s insights into the complexity of organizational life were groundbreaking articulating the need to examine both economic and social factors as part of the same analysis assessing technical and behavioral patterns through the lens of an integrated framework As he has argued there is a double loop interaction between the quality of functioning and economic performance and underestimating this socio economic tension leads inevitably to reduced performance and losses which he refers to as hidden costs This approach referred to as the socio economic approach to management SEAM has significant potential for our thinking about organizational diagnosis and intervention As Savall

emphasizes the North American tendency to cast people as human resources misses the essential point that human beings cannot be considered as simply another resource at the organization's disposal. People are free to give or withhold their energy as they desire depending on the quality of formal and informal contracts and interactions they have with their organizations. As such, the SEAM approach focuses on human potential, underscoring the need for managers and their organizations to create the conditions under which people will want to maximize their talents on behalf of the organization. Work and People focuses on the ramifications of this reality as dysfunctions. The difference between planned and emergent activities and functions can quickly lead to a series of costs that are hidden from an organization's formal information systems, e.g., income statements, balance sheets, budgets. As his insightful work underscores, as organizations begin to accumulate dysfunction upon dysfunction, they inadvertently undermine their performance and create excessive operating costs with lower productivity and less efficiency than they could achieve. As readers will discover, the frameworks, tools, and ways of thinking about organizations, people, and management in this volume, in essence, the background to the socio-economic approach to organizational diagnosis and intervention, continue to hold great promise for our attempts to create truly integrative approaches to management and organizational improvement efforts.

Organizational Behavior John B. Miner, 2007. This comprehensive text provides a detailed review and analysis of the building block theories in Organizational Behavior. Expanding on his previous work in the field, John Miner has identified the key theories that every student or scholar needs to understand to be considered literate in the discipline.

Catalog of Copyright Entries. Third Series Library of Congress. Copyright Office, 1977.

Mastering Hidden Costs and Socio-Economic Performance Henri Savall, Veronique Zardet, 2008-04-01. This volume is a first for the Research in Management Consulting series. As research and theory building in management consulting have grown rapidly during the past several years, the series is dedicated to capturing the latest thinking from applied scholars and scholarly practitioners in this field. Complexity and uncertainty in today's fast-paced business world have prompted a growing number of organizations, profit and not-for-profit alike, to seek guidance in their concomitant change efforts. External and internal consultants and change agents have become increasingly visible in most, if not all, organizational change initiatives. Individual consultants and consulting firms have become increasingly involved in not only providing organizational clients with advice and new ideas but in implementing those ideas and solutions as well. While the series will continue to seek out and explore emerging trends, innovative perspectives, and new insights into the world of management consulting, it is also useful to look back, especially in different countries and cultures, to recapture and revisit past frameworks, intervention models, and contributions. This volume is a translation and modest updating of Henri Savall and Veronique Zardet's original work on mastering hidden costs, initially published in French in 1987.

Collaborative Inquiry in Practice John N. Bray, 2000-03-15. Collaborative Inquiry in Practice is an invitation and guide for people interested in pursuing a more imaginative and holistic approach to human inquiry. The reader is guided step by step through the theory

and practice of collaborative inquiry the key ideas from pragmatism and phenomenological traditions the relationship of collaborative inquiry with other action oriented methods of inquiry the conduct of collaborative inquiry from forming a group to constructing knowledge The authors demonstrate how effective collaborative inquiry demystifies research and makes learning more accessible The guidance provided is equally relevant to professional and academic settings

Proceedings of The 7th International Conference on Gender Research Ana Isabel Azevedo, The International Conference on Gender Research ICGR is a well established academic conference that has been held annually for seven years bringing together scholars practitioners and researchers from around the world to explore diverse issues related to gender This conference provides a multidisciplinary platform where participants are encouraged to engage in discussions and present research findings on various aspects of gender studies The diversity of the research discussed and the participants involved in the event is an important reflection on how Gender Studies impact all corners of life The International Conference on Gender Research has developed into a comprehensive forum that addresses a wide range of topics related to gender making it a key event for those engaged in gender studies and related fields The published conference proceedings from these events serve as a valuable resource for ongoing research and scholarship in the area of gender research The Proceedings of the 8th International Conference on Gender Research 2025 includes Academic research papers PhD research papers Masters and work in progress papers which have been presented and discussed at the ICGR conference The proceedings are of an academic level appropriate to a professional research audience including graduates postgraduates doctoral and post doctoral researchers All papers have been double blind peer reviewed by members of the Review Committee

Research, Evaluation, and Demonstration Projects ,1986

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