

Dignity at Work Policy



Dignity At Work

Jerry Anthony Carbo



Dignity At Work:

Dignity at Work Randy Hodson,2001-09-10 Human dignity the ability to establish a sense of self worth and self respect and to enjoy the respect of others is necessary for a fully realized life Working with dignity is a fundamental part of achieving a life well lived yet the workplace often poses challenging obstacles because of mismanagement or managerial abuse Defending dignity and realizing self respect through work are key to workers well being insuring the dignity of employees is equally important for organizations as they attempt to make effective use of their human capital In this book Randy Hodson a sociologist of work and organizational behavior applies ethnographic and statistical approaches to this topic offering both a richly detailed inside look at real examples of dignity in action and a broader analysis of the pivotal role of dignity at work

Dimensions of Dignity at Work Sharon Bolton,2007-08-15 What is dignity in and at work How is it experienced differently by different groups of working people Are there enduring divisions of dignity unequal access to what is accepted to be a fundamental human right How can we ensure that continued opportunities are available for the creation maintenance and restoration of dignity at work This edited collection of papers investigates the concept of dignity and what it means to people in their working lives how we are perceived and valued as people in the workplace Contributors to over a century of social and organizational analysis have talked about dignity at work but the discussion has tended to take place under headings such as citizenship satisfaction mutuality pride in work responsible autonomy and ontological security or to focus on mismanagement over long hours a poor working environment workplace bullying and harassment as the central facilitator of indignity at work Dignity in and at work is a far more complex phenomenon than these representations would suggest Neither is it enough to suggest that equal opportunity work life balance and anti bullying policies restore dignity to work valuable interventions though they are in themselves The papers featured in this edited collection suggest that we see dignity reordered and experienced in different ways depending on our own circumstances and viewpoints **Beyond the Bottom**

Line NA NA,2001-03-01 Why do so many Americans working harder and longer and with less security than ever before question the price of success demanded by today s hot wired economy Can you work and still have a life Paula Rayman says is yes In this timely book she offers a powerful blueprint for transforming the world of work family and community that is the downside of our relentlessly competitive culture In this much needed wake up call to corporate America Rayman shows why companies must go beyond the bottom line to survive and thrive Drawing on her experience as a leading advocate for a more responsive workplace she demonstrates how companies can organize for profit productivity and the desire of workers for a more rewarding quality of life In a win win agenda for changing outmoded organizations she demonstrates convincingly that all successful transformations create workplaces that respect the need for dignity security self respect and the time and freedom to care for family and community **Understanding, Defining and Eliminating Workplace Bullying** Jerry A.

Carbo,2017-03-16 Workplace bullying is a severe and pervasive problem around the globe and in particular in the United

States where no meaningful steps have been taken to address this problem This book will help readers to understand and to define workplace bullying to be able to prevent detect remedy and eliminate workplace bullying Readers will gain an understanding of the forms causes and effects of workplace bullying Readers will also be able to understand the current gaps in U S law and become familiar with more effective international laws to address workplace bullying Finally the reader will be presented with the potential paths to put an end to workplace bullying in their own workplace and in workplaces across the globe

Beyond the Bottom Line NA NA,2016-04-30 Why do so many Americans working harder and longer and with less security than ever before question the price of success demanded by today s hot wired economy Can you work and still have a life Paula Rayman says is yes In this timely book she offers a powerful blueprint for transforming the world of work family and community that is the downside of our relentlessly competitive culture In this much needed wake up call to corporate America Rayman shows why companies must go beyond the bottom line to survive and thrive Drawing on her experience as a leading advocate for a more responsive workplace she demonstrates how companies can organize for profit productivity and the desire of workers for a more rewarding quality of life In a win win agenda for changing outmoded organizations she demonstrates convincingly that all successful transformations create workplaces that respect the need for dignity security self respect and the time and freedom to care for family and community *Dignity at Work Bill (H.L.)*. Great Britain. Parliament. House of Lords,2001

Sociology of Work Vicki Smith,2013-05-16 The simple act of going to work every day is an integral part of all societies across the globe It is an ingrained social contract we all work to survive But it goes beyond physical survival Psychologists have equated losing a job with the trauma of divorce or a family death and enormous issues arise from financial panic to sinking self esteem Through work we build our self identity our lifestyle and our aspirations How did it come about that work dominates so many parts of our lives and our psyche This multi disciplinary encyclopedia covers curricular subjects that seek to address that question ranging from business and management to anthropology sociology social history psychology politics economics and health Features Benefits International and comparative coverage 335 signed entries A to Z fill 2 volumes in print and electronic formats Cross References and Suggestions for Further Readings guide readers to additional resources A Chronology provides students with historical perspective of the sociology of work In the electronic version the comprehensive Index combines with the Cross References and thematic Reader s Guide themes to provide robust search and browse capabilities

Research Handbook on the Future of Work and Employment Relations Keith Townsend,Adrian Wilkinson,2011-01-01 This is an enlightening text on the subject of employment and work relations that will be useful for students in economics specifically those studying labor relations Lucy Heckman American Reference Books Annual 2012 The broad field of employment relations is diverse and complex and is under constant development and reinvention This Research Handbook discusses fundamental theories and approaches to work and employment relations and their connection to broader political and societal changes occurring

throughout the world It provides comprehensive coverage of work and employment relations theory and practice This up to date research compendium has drawn together a range of international authors from diverse disciplinary backgrounds There are chapters from labour historians theoreticians more mainstream industrial relations scholars sociologists organizational psychologists geographers policy advisors economists and lawyers At the heart of each chapter is the notion that the world of work and employment relations has changed substantially since the halcyon days of IR throughout the Dunlop Era of the 1950s However many areas of enquiry remain and more questions have developed with society and technology This Handbook reflects this view As the field of study and practice continues to evolve throughout the twenty first century what lessons have we learnt from the past and what can we expect in the future Academics and postgraduate students researching industrial relations human resource management employment relations industrial sociology and sociology of work will find this important resource invaluable

The SAGE Handbook of the Sociology of Work and Employment Stephen Edgell, Heidi Gottfried, Edward Granter, 2015-12-03 The SAGE Handbook of the Sociology of Work and Employment is a landmark collection of original contributions by leading specialists from around the world The coverage is both comprehensive and comparative in terms of time and space and each state of the art chapter provides a critical review of the literature combined with some thoughts on the direction of research This authoritative text is structured around six core themes Historical Context and Social Divisions The Experience of Work The Organization of Work Nonstandard Work and Employment Work and Life beyond Employment Globalization and the Future of Work Globally the contours of work and employment are changing dramatically This handbook helps academics and practitioners make sense of the impact of these changes on individuals groups organizations and societies Written in an accessible style with a helpful introduction the retrospective and prospective nature of this volume will be an essential resource for students teachers and policy makers across a range of fields from business and management to sociology and organization studies

Dignity at Work Pauline Rennie Peyton, 2003 Bullying in the workplace is now a recognised problem and a cause for major concern Victims stand to lose their self esteem their health and even their careers Organisations that do not endeavour to put an end to this behaviour lose productivity profits and their good reputations Dignity at Work is derived from the author s many years of experience working with organisations of all sizes and at all levels This book outlines practical guidelines essential to organisations that want to combat bullying in the workplace and psychologists and professional counsellors working with those organisations It provides the tools to identify bullying behaviour expertise to create new policies and integrate them into corporate culture confidence to know when and how to intervene practically and therapeutically the skills required to know when to seek external help from professional counsellors psychologists and counsellors with advice on how to transfer their skills to organisations as independent contractors Bullying will no longer be tolerated and organisations must create environments that do not support mistreatment This book provides managers Human Resources staff and professional counsellors with the

skills required to be able to recognise when a problem exists and deal with it effectively

Decent Work-Life in Business
Soumi Majumder, Debasish Biswas, 2023-07-26
Decent Work Life in Business Essential Tool for Sustainable Development
presents a detailed discussion of the concept of decent work life and its application in business for sustainable development. It discusses decent work life culture in a business environment. The book makes a strong case for decent work which not only provides work opportunities but also delivers a fair income, fair treatment, security at the workplace and social protection for families. With the help of empirical data and statistical indicators, it explores themes such as ILO and decent work agenda, opportunities for work and dignity at work, social dimensions of globalization and sustainable development, poverty reduction through decent work, work life balance and social protection, unacceptable work and social dialogue, economic and social context of decent work. This book will be an indispensable resource for the students, scholars and teachers of business management and especially those pursuing a career in human resource management. It will also interest scholars of political economy, sociology of work, business management, human resource management, labour studies, public policy and social anthropology alongside industry experts.

A Sustainable Tourism Workforce
Shelagh Mooney, Richard N.S. Robinson, David J. Solnet, Tom Baum, 2024-02-15
This book brings together issues of social justice and the neglect of a sustainable orientation to the tourism workforce. This has resulted in an impoverished, unsustainable and transient workforce that does not meet the aims of UN sustainable goals within the sector or indeed the UNTWO Code of ethics towards its employees. The introductory review and 15 chapters in this volume each make a unique and distinct contribution to knowledge. The opening review presents a critique of current definitions of sustainability in an employment and specifically in a tourism employment context, acknowledging and critiquing extant literature. It uniquely recognises the themes submitted on the topic of sustainable work in the book as well as those which comprise the final selection of chapters. These exercises culminate in the presentation of a refreshed conceptualisation of sustainable employment. The chapters were mapped onto a proposed conceptual framework which recognises the multi-dimensional influences of the evolving Sustainable Development Goals (SDGs), recent Sustainable Human Resource Management (SHRM) and tourism literature and fresh contributions to theory. Additionally, the introductory review offers concluding remarks that the authors hope will influence and guide future research endeavours. The book will be invaluable to educators, students and policymakers interested in information and guidance on managing sustainable tourism. Several chapters in this book were originally published as a special issue of the *Journal of Sustainable Tourism*.

The Right to Dignity at Work: Critical Management Studies and Corporate Social Responsibility Insights Into Workplace Bullying
Jerry Anthony Carbo, 2008
This research suggests that the current definitions of workplace bullying are under-inclusive. Requirements of repetitiveness, intent and a heightened level of severity often exclude many actual bullying acts from definitions of bullying. A broader, more inclusive human rights based definition of workplace bullying is developed in this research.

Dignity at Work
Equality Challenge Unit, University and College Union, UNISON (Organization), 2007

Dignity at Work: Unacceptable Behaviour, Bullying and Harassment ,2007 **The New Sociology of Economic Behaviour** Ralph Fevre,2003 Dignity at Work Ireland. Task Force on the Prevention of Workplace Bullying,2001

Dignity at Work Pauline Rennie Peyton,2003 Bullying in the workplace is now a recognised problem and a cause for major concern Victims stand to lose their self esteem their health and even their careers Organisations that do not endeavour to put an end to this behaviour lose productivity profits and their good reputations Dignity at Work is derived from the author s many years of experience working with organisations of all sizes and at all levels This book outlines practical guidelines essential to organisations that want to combat bullying in the workplace and psychologists and professional counsellors working **Dignity at Work** Fergus Roseburgh,2007 *Tackling Bullying and Harassment in the Workplace* Thompson Neil (author),1901

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