

Jacqueline Wallen

Balancing Work and Family

The Role of the Workplace



Balancing Work And Family The Role Of The Workplace

Ontario Women's Directorate



Balancing Work And Family The Role Of The Workplace:

Balancing Work and Family Jacqueline Wallen,2002 Provides historical and sociological overviews of work and family Examines the connection between work and family the demands placed on individuals by their employers and their family lives and how employers can intervene to help reconcile those demands For Counselors Therapists and Social Workers as well as Sociologists and those in Human Resource Management

Balancing Work and Family Nuria Chinchilla,Aline D. Masuda,Mireia Las Heras,2010 Parents around the globe are facing the common challenges of balancing family and work And the need has never been more urgent for organizations to recognize how having a family impacts an employees creativity productivity and performance Here is a useful guide to help leaders implement country sensitive work family policies and create family responsible environments in which employees can carry out their work and still be fully engaged with their families In nine chapters *Balancing Work and Family* Reviews and addresses the unique cultural social political and economic climates in the United States Latin America North America Europe Asia and Africa Provides practical recommendations based on solid international research Presents theory as well as vivid accounts of employee experiences from different geographical regions and cultural backgrounds Shares examples and business cases illustrating best practices from companies in these regions The books perspective is truly global with chapters written by international authors It brings together a diverse team including an academic expert who has conducted rigorous studies on work family conflict a lawyer who addresses the legal environment in some countries and a practitioner with hands on experience with real employers and employees Each chapter presents an overview of the factors in a specific region impacting work family integration the main challenges to individuals and organizations solutions companies have implemented and many examples of the processes companies use to foster family responsible cultures The authors make a strong case that it is the job organizational leaders not HR professionals to direct change in this important area

[Balancing Work and Caregiving for Children, Adults, and Elders](#) Margaret B. Neal,Nancy J. Chapman,Berit Ingersoll-Dayton,Arthur C. Emlen,1993-02-01 Published in Cooperation with the Center for Practice Innovations Mandel School of Applied Social Sciences Case Western Reserve University How do working parents balance their work and child care responsibilities What if an employee has responsibilities for adult or elderly family members or friends How similar or distinct are these dependent care responsibilities in their rewards and their consequences What about employees who have multiple caregiving roles In *Balancing Work and Caregiving for Children Adults and Elders* the authors explore how employees with caregiver roles juggle the responsibilities of work and family They suggest that in our current socio economic reality dependent care needs to be addressed as a corporate family and community concern Drawing from literature in the field as well as their large scale study they present a thorough discussion of the stressors experienced by workers caught in the often conflicting demands of dual roles The authors consider multiple factors that contribute to the experience of stress and work related outcomes such

as absenteeism These factors include employee characteristics demands of caregiving and work roles and the resources available within the workplace and family Policies benefits and services are reviewed along with the advantages and disadvantages of each for both the employee and the employer The authors also analyze methods for assessing employee needs and provide recommendations for national and local policies along with directions for further research *Balancing Work and Caregiving for Children Adults and Elders* will be essential reading for students and professionals in family studies management studies social work sociology aging and public health *Balancing Work and Caregiving for Children Adults and Elders* is the most complete and informative book on caregiving I have read It has a combination of attributes not found to my knowledge in any other text on caregiving It looks not only at people with one caregiving role but also at those with multiple roles it provides not only a thorough overview of the research but also a review of a major study on caregiving and it examines the personal characteristics demands resources and sources of stress in each caregiver category As a result the research is extended in an interesting and exciting manner enabling the authors to draw important comparisons *Industrial and Labor Relations Review* This book provides excellent documentation from an extremely comprehensive empirical study by the authors and an exhaustive review of previous research for the need for more extensive support for employee caregivers The issues addressed in the book are clearly laid out The empirical work is sophisticated and provides important information It also presents suggestions about how employers and communities can provide assistance *Monthly Labor Review* This is an interesting and important new book which for the first time assembles in one place the most up to date information regarding the needs of employees with dependent care responsibilities Unlike previous volumes this book adopts a life cycle approach to dependent care including the separate and overlapping demands of caring for children young and middle aged adults and elderly persons In so doing it integrates existing knowledge and new research regarding the disparate fields of child care elder care physical disabilities developmental disabilities and chronic mental illness The authors provide human resource professionals policy makers and counselors with the tools to develop realistic cost effective policies and programs that have the potential to enhance productivity alleviate role strain and improve the quality of life for our children our elders and ourselves Andrew E Scharlach Eugene and Rose Kleiner Professor of Aging University of California Berkeley This volume is without question a very impressive addition to the literature in this domain The authors Margaret Neal Nancy Chapman Berit Ingersoll Dayton and Arthur Emlen represent a multidisciplinary team that has produced one of the most integrative and informative books on the issue of caregiving in the work family context in the last decade This book is unique in two important dimensions First the findings and implications are based on a relatively large sample of employees about 10 000 and secondly the authors examine the critical issue of those working family members who occupy multiple caregiving roles This book fills an obvious niche in the literature by comparing employees with responsibilities for the dependents of different age groups e g children adults and elders the first two sections alone are incredibly rich in

information regarding the impact of family caregiving on work responsibilities and are well worth the price of the book but the third and fourth sections of the book are indispensable and should be required reading for those involved in studying and implementing kinship care programs in the corporate sector. The entire investigation is couched in solid theoretical framework and the methodological design is clear and concise. This volume represents a quantum leap forward in understanding the complex dynamics of multiple role responsibilities for family caregivers. The entire presentation of the material from cover to cover is presented in a seamless fashion and could well serve as a text for a graduate level course in family policy. *Journal of Marriage and the Family*. The results of their research and their analysis present a vital element in furthering our understanding of the interface between work and home. The book deserves a wide audience and should be a reference not least to management students. *Ageing Society*

From Work-Family Balance to Work-Family Interaction Diane F. Halpern, Susan Elaine Murphy, 2013-06-17 This volume will discuss measures of work family conflict policies designed to reduce conflict comparisons with other industrialized nations and reasons why family friendly work policies have not been adopted with enthusiasm

The Work-Family Balance in Light of Globalization and Technology Nuria Chinchilla, Marc Grau, Mireia Las Heras, 2017-08-21 Technology is changing the way we integrate work and family life today. In an age in which information technology has brought the promise of autonomy and control by allowing asynchronous communications in which work systems have enabled people to work from various times and in various locations and in which work and non work boundaries have as a result been blurred the work and family interface needs to be reconsidered. This collection is the result of a careful selection of articles presented at the Sixth International Conference for Work and Family organized by the International Center for Work and Family at IESE Business School Spain. It has a clear focus on technology managers globalization and gender and contributions analyse the state of affairs in Africa the Middle East Asia Europe and North America. The chapters here offer innovative approaches to how technology globalization managers and gender issues are affecting the dynamics of work and family balance around the world. As such the book will help practitioners and academics to make better decisions to stay up to date on current developments and to think critically about these fascinating and complex topics

Organisational, Social & Family Role Stress, Work Family Conflict And Job Satisfaction Dr. V. Mahmudul hasan and dr. T. Mohamed Ilyas,

Balancing Work and Family James Willard Sipe, 1990

Work and Family Leah L. Zadel, 2000 Discusses forms of family friendly policies in the work setting and examines their availability at a major biotechnology firm. *Pasteur Merieux Connaught*

The Career Development Quarterly, 2006

Work/Family Conflicts Bradley K. Googins, 1991 *Work Family Conflicts* describes a social earthquake which without our knowledge is changing the fiber of our lives. Conflicts inherent to complex work family issues are being felt within and among three sectors the family the corporation and society at large. These conflicts deny easy solutions and are aggravated as they bump up against social economic and cultural realities. According to Bradley Googins all three sectors must ultimately appreciate their roles in the

conflicts and accept some responsibility for resolving them He focuses on the roles played by society and families and stresses the need to ignore simplistic solutions He looks instead toward creative understandings new partnerships and the courage to confront dysfunctional structures attitudes and social arrangements The ultimate goal is healthy and productive families and workplaces Googins divides his volume into ten chapters His first chapter provides an overview reflecting the magnitude of the issues He then outlines a framework examining issues at four levels individuals families corporations and governments Salient changes conflicts and impacts are discussed at each level Chapter three analyzes the development of work family relationships over several centuries Googins presents the findings of the Boston University Balancing Job and Homelife Study in chapter four This study provides his research base Viewing work family conflicts from the perspective of today s families chapter five looks at family members while chapter six and seven cover childcare and elder dependent care Chapter eight identifies society s megaconflicts chapter nine outlines the types of initiatives which have begun in response to these conflicts A final chapter takes a look at the challenges and possibilities ahead of us

Business Ethics: Fairness and justice in the workplace Fritz Allhoff, Anand Vaidya, 2005 This three volume anthology collects the most important of the classic articles in business ethics as well as the best of the contemporary work in business ethics It will serve as a sourcebook for academics and non academics doing research in business ethics

National Report on Work & Family , 1993

Work-Life Balance Fiona Jones, Ronald J Burke, Mina Westman, 2013-04-15 What are the effects of conflict between home and work Does work stress affect those who live with you In the rapidly changing modern work environment time pressures seem ever increasing and new technology allows work to be conducted any time and anywhere These are just two of the factors that make it more and more difficult for working men and women to integrate work and home life Consequently there is a need for flexible and innovative solutions to manage the work home interface *Work Life Balance A Psychological Perspective* presents up to date information on work home issues including the latest research findings The book s emphasis is strongly psychological with a focus on practical solutions and includes chapters which deal with psychological issues such as the conflict between work and family how work stresses may affect partners and recovery from work It also includes sections on legal issues as well as examples of initiatives being implemented by leading employers Contributors are drawn from the leading researchers in their fields and reflect the international character of the current challenges facing employers and employees Its practical focus and innovative approach make this an essential book for managers HR professionals and organizational psychologists as well as students in these disciplines The theoretical basis and research focus mean the book will also be invaluable for researchers investigating workplace issues

Health and Safety in Organizations David A. Hofmann, Lois E. Tetrick, 2003-04-11 A volume in the Organizational Frontiers Series this title provides a review and integration of the different lines of research focusing on individual health and well being in organizations It includes a broad array of topics ranging from information processing and human error to human resource management strategy The book s

theoretical discussions explore the theoretical linkages between individual health and certain aspects of the overall health of the organization as well as how certain characteristics of organizations can influence individual health and well being

Balancing Work and Family Responsibilities Ontario Women's Directorate,1992 This document specifies what a family is It addresses the question of whether balancing work and family responsibilities is a women s issue or a workplace issue It argues that change is needed in several areas affecting the family It identifies these areas as childcare maternity paternity leave family leave eldercare reduced work week variable work schedule options easing the problems of injured workers coping with stress protecting programmes and awareness of changing family roles It also identifies ways the union can respond to the challenges of coping with family work and union responsibilities

Workplace Support for Fathering Mary A. Breidenbach,2003

Empowering Women in the Workplace Marta Lundy,Beverly Younger,1994 Perspectives Innovations and Techniques for Helping Professionals A timely and valuable resource and training guide for anyone needing to understand the range of stressful chalenges confronting female employees this book offers practical guidelines for making improvements in working conditions and in helping those concerned with the myriad of issues effecting women of all ages in their place of work

The Balance Sheet ,1925

Workplace Gazette ,2001

Readings in the Marriage and Family Experience Bryan Strong,Christine DeVault,Barbara W. Sayad,1997-11-26 This expanded reader contains articles essays excerpts from books journals magazines and newspapers on the topic of marriage and family They have all been carefully selected for their diverse and stimulating content To encourage discussion and introspection critical thinking questions are included for each reading

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