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SPHERE D: The Execution of Work Tasks and Activities -- Area 8. Work Satisfaction, Motivation, Stimulation and the Core of Work -- Meaningfulness and Stimulation or Futility in the Work Situation -- Building a Wall or Building a Windmill -- The Individual's Experience of Comprehensibility, Manageability and Meaningfulness in the Work Situation -- Satisfaction of Needs Is Fundamental to Work Motivation -- Effort-reward Balance/Imbalance -- Motivation through Empowerment and Nudging -- Occupational Identity -- Consider and Reflect -- Area 9. Knowledge, Skills and Competence Development -- Perception and Cognition -- Intelligence -- Memory -- Knowledge -- Learning and Employability -- Consider and Reflect -- Organisational Perspective and Action Proposals that Matter to the Execution of Work Tasks and Activities -- Design of the Execution of Work Tasks-A Historical Overview of Efficiency and Meaningfulness in Working Life -- Satisfaction in Working Life -- Employability in a Changing Working Life-Resilience -- Employeeship-Increasing Individuals' Experiences of Being Part of a Greater Whole -- Organisation of Work in Relation to Employees' Abilities and Motivation -- The Learning Organisation -- Learning Processes in Organisations and Companies -- Methods for Competence Development and Transfer of Tacit Knowledge -- Consider and Reflect -- Societal Perspective and Action Proposals that Matter to the Execution of Work Tasks and Activities -- How Society Affects Individuals' Experience of Their Work Tasks and Activities -- Possibilities of Updating Knowledge -- Possibilities of Changing and Adjusting Work Content to the Individuals' Conditions -- Consider and Reflect -- Part II: Age in Relation to a Sustainable Working Life -- The Demographic Situation -- Age Definitions and Perspectives on Age in Working Life -- Biological Age in Working Life. Individual Perspectives on Biological Age -- Organisational Perspectives on Biological Age -- Societal Perspectives on Biological Age -- Chronological Age in Working Life -- Individual Perspectives on Chronological Age -- Organisational Perspectives on Chronological Age

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Sommario/riassunto

This book offers a theoretical framework visualizing the complexity of working life. It increases the knowledge and awareness of individuals, companies and society regarding different factors and work patterns and aims to support reflections and discussions into daily operations on the individual, organizational and societal level.
