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## Sommario/riassunto

This powerful resource investigates how a positive work-life balance can help create engaged, productive employees, how imbalances in work-life balance create serious issues for workers, and identifies different ways to greatly improve one's work-life balance. Of the 35 countries in the Organisation for Economic Co-operation and Development (OECD), all except the United States provide nationwide paid maternity leave. This is but one example of how the United States has not made adequate provisions to safeguard the work-life balance of its workforce-to the detriment of the overall economic prosperity of the nation. This insightful book shows how problematic an out-of-

balance work-to-life ratio is, gives readers the raw data and information to prioritize their values, and describes tools available for selecting a position that matches an individual's talents and is congruent with her desired work-life balance. Work-Life Balance examines the controversies associated with work-life balance in the modern era and emphasizes how winning the struggle to achieve work-life balance requires buy-in from employees, management, and government. Readers will appreciate how optimizing their work-life balance may incorporate employee assistance programs, flextime, improved time management skills, technology-enabled tools, and community programs. The author explains how choosing an appropriate occupation is the first step toward having a positive work-life balance and avoiding the twin scourges of depression and job dissatisfaction. Comparisons between typical benefits in the United States with those in other countries provide data that can be used to advocate and negotiate for greater flexibility, fairness in gender equality, and better employer-employee relationships.

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