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Nota di contenuto	Chapter 1: Work Wellness in South Africa - A History of Change -- 1.1: Introduction -- 1.2: South Africa's changing labour relations system --

1.3: The employee-organisation relationship and wellness -- Chapter 2: The Psychological Contract -- 2.1: The psychological contract as part of the employee-organisation relationship (EOR) -- 2.2: Breach and violation of the psychological contract -- 2.3: Employee and employer obligations -- 2.4: Influence of the social context on the psychological contract -- Chapter 3: The Employment Relationship -- 3.1: The employment relationship as part of the labour relations system -- 3.2: Employment Regulations -- 3.3: The South African approach to labour relations -- 3.4: Experience of employment regulations -- 3.4.1: Availability -- 3.4.2: Ascertainment -- 3.4.3: Understanding -- 3.4.4: Acceptance -- 3.4.5: Trust in application and consistency -- Chapter 4: The Economic Impact of Wellness -- 4.1: The cost of wellness -- 4.2: Individual work wellness and its cost -- 4.2.1: The psychological contract and wellness -- 4.2.2: Job satisfaction -- 4.2.3: Job insecurity -- 4.3: Relational work wellness and its cost -- 4.4: Link between industrial actions with wellness -- 4.4.1: Marikana massacre -- 4.4.2: Western Cape farmworkers' strike -- 4.4.3: Platinum mine strikes 2014 -- 4.4.4: Proposed link between industrial action and wellness -- 5: Conclusion -- 5.1: Conclusions -- 5.2: Implications of the research -- 5.3: Proposed integrated work wellness model -- 5.4: Practical implications -- 5.5: Theoretical implications.

Sommario/riassunto

This book examines the links between employee-organisation relationships, work wellness and the impact thereof on the labour market from a South African perspective. By employing this focus, the book explains the role of the employment relationship and the psychological contract in improving work wellness. To do so, it reviews the establishment and management of contracts in the context of labour relations at South African organisations. The studies presented focus on a range of topics, from individual wellness, the employment relationship and psychological contract, to relational wellness, the broader labour approach, and industrial action. The book presents a structural framework from an individual and labour relational perspective that links the employee-organisation relationship with wellness and its economic value, making it of interest to general and financial managers seeking to better grasp the link between work wellness and its financial implications.
