1. Record Nr. UNINA9910337790903321 Autore Athota Vidya S Titolo Managing Employee Well-being and Resilience for Innovation : Evidence from Knowledge-intensive Service Industries / / by Vidya S. Athota, Ashish Malik Cham:,: Springer International Publishing:,: Imprint: Palgrave Pubbl/distr/stampa Macmillan, , 2019 3-030-06188-4 **ISBN** Edizione [1st ed. 2019.] 1 online resource (207 pages): illustrations Descrizione fisica Disciplina 658.4038 658.314 Employee health promotion Soggetti Management Industrial management Manpower policy Leadership **Employee Health and Wellbeing** Innovation/Technology Management **Human Resource Development** Business Strategy/Leadership Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia Nota di contenuto 1. Why Well-being, Resilience and Innovation? -- 2. Theoretical Foundations of Resilience, Well-being and Innovation -- 3. Meso-level Influences on Well-being, Resilience and Innovation: Creating an Ambidextrous Context through HRM -- 4. Quantitative Analysis -- 5. Within-case Qualitative Analysis -- 6. Discussion and Conclusion. Sommario/riassunto This book employs a multidisciplinary and multi-level perspective to understand how well-being and resilience can influence innovation in knowledge-intensive contexts. Building on the authors' work in the areas of innovation management, human resource management and the psychological aspects of employee well-being, rich empirical data is

presented and analysed in order to develop a conceptual framework. An interdisciplinary and insightful read for those studying HRM,

innovation and psychology, this book is aimed at scholars who are interested in examining the relationships between micro- (individual) and meso-level (organisational and managerial practices) influences on innovation outcomes.