1. Record Nr. UNINA9910346755803321 Autore Annamaria Di Fabio Titolo From Organizational Welfare to Business Success: Higher Performance in Healthy Organizational Environments Frontiers Media SA, 2017 Pubbl/distr/stampa Descrizione fisica 1 electronic resource (229 p.) Collana Frontiers Research Topics Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia This e-book provides insight into the link between employee health Sommario/riassunto and productivity/performance, with a focus on how individuals, groups. or organizations can intervene in this relationship to improve both well-being and performance-related outcomes. Given the continuous changes that organizations and employees face, such as the aging workforce and continued economic turbulence, it is not surprising that studies are increasingly finding that employee health is related to job conditions. The papers in this e-book emphasize that organizations make a critical difference when it comes to employees' health and wellbeing. In turn, healthy employees help their organizations to flourish. Such findings are in line with the recent emphasis by both the International Labour Organization (ILO) and the United Nations (UN) on the importance of work for individual well-being and the importance of individual well-being for productive and sustainable economic growth (see e.g., ILO, 1985; World Health Organisation, 2007; UN, 2015). Overall, the papers report findings from a cumulative sample of nearly

research and practice.

19,000 workers and perspectives from 68 authors. They suggest that performance cannot be successfully achieved at the cost of health and well-being, and provide various perspectives and tools to guide future