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Titolo	The New Ideal Worker : Organizations Between Work-Life Balance, Gender and Leadership // edited by Mireia las Heras Maestro, Nuria Chinchilla Albiol, Marc Grau Grau
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Disciplina	658.3 306.36
Soggetti	Manpower policy Organization Planning Employee health promotion Diversity in the workplace Women Leadership Human Resource Development Employee Health and Wellbeing Diversity Management/Women in Business Women's Studies Business Strategy/Leadership Política d'ocupació Conciliació de la vida familiar i laboral Treballadors Llibres electrònics
Lingua di pubblicazione	Inglese
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Livello bibliografico	Monografia
Nota di contenuto	The New Ideal Worker: Introduction -- Hope for the (New) Ideal Worker: Resolving the Flexibility-Availability Paradox -- Fathers' Working Times in Germany: The Role of the Ideal Worker Norm in the Context of Other

Cultural and Structural Workplace Conditions -- A Closer Look to Millennials in Chile: How They Perceive the New i-deal Worker -- Ideal Organizations for the New Ideal Workers: Exploring the Role of Life-Friendly Work Practices -- Pondering an Ideal Worker in Academia and Consideration of a 'New' Normal of Faculty Work-Life -- Work Values Hierarchies: What Motivates Workers -- The New Ideal Worker Is a Super Navigator -- Gender and Leadership: The Use of Conjoint Analysis in Revealing Preferences for Hiring: The Gender Bias Effect -- Women's Re-entry into Workforce: Experiences from India -- Men's Work-Life Balance: A Case-Study of UK Police Force -- Opening the "Black Box": Factors Affecting Women's Journey to Senior Management Positions—A Literature Review -- Antecedents and Outcomes of Work-Family Conflict and Work-Family Enrichment: A Longitudinal, Multilevel, and Multimethod Study -- An Examination of the Impact of Macro Context on Women CEOs in the Hospitality Industry.

Sommario/riassunto

Many managers and organizations still assume that employees who devote long hours to their jobs with no family interference are "ideal workers". However, this assumption has negative consequences for employees, their families and, more interestingly, for their organizations. This book provides a wealth of empirical evidence from around the globe, as well as innovative conceptual frameworks, to help practitioners and researchers alike to go beyond the classic notion of the "ideal worker" and to rethink what companies actually need from their employees. As it demonstrates, doing so will be beneficial for countless men and women, and for society at large.
