

1. Record Nr.	UNINA9910457905603321
Titolo	Work and life integration : organizational, cultural, and individual perspectives // edited by Ellen Ernst Kossek, Susan J. Lambert
Pubbl/distr/stampa	Mahwah, N.J. : , : Lawrence Erlbaum Associates, , 2005
ISBN	1-283-88320-1 1-135-62281-7 1-282-32275-3 9786612322754 1-4106-1152-3
Descrizione fisica	1 online resource (554 p.)
Collana	LEA's organization and management series Series in applied psychology
Altri autori (Persone)	KossekEllen Ernst LambertSusan J
Disciplina	306.3/6
Soggetti	Work and family Organizational change Family policy Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Papers from a conference.
Nota di bibliografia	Includes bibliographical references and indexes.
Nota di contenuto	Cover; Work and Life Integration; Title Page; Copyright Page; Table of Contents; Series Foreword; Series Foreword; Foreword; Acknowledgments; About the Contributors; I: INTRODUCTORY CHAPTERS; 1 "Work-Family Scholarship": Voice and Context; 2 (Re) Considering Conflict Between Work and Family; II: ORGANIZATIONAL PERSPECTIVES; 3 The Changing Time Demands of Managerial and Professional Work: Implications for Managing the Work-Life Boundary; 4 Technology, Organizations, and Work-Life Integration; 5 Organizational Reliability, Flexibility, and Security 6 Organizational Stratification: Distributing Opportunities for Balancing Work and Personal Life 7 When Firms Restructure: Understanding Work-Life Outcomes; 8 Family-Friendly Programs and Work-Life Integration: More Myth Than Magic?; 9 The Equity Imperative: Redesigning Work for Work-Family Integration; III: INDIVIDUAL PERSPECTIVES; 10 The

Importance of the Individual: How Self-Evaluations Influence the Work-Family Interface; 11 Work and Family Stress and Well-Being: An Integrative Model of Person-Environment Fit Within and Between the Work and Family Domains  
12 Flexibility Enactment Theory: Implications of Flexibility Type, Control, and Boundary Management for Work-Family Effectiveness  
13 The Decision Process Theory of Work and Family; 14 Professionals Becoming Parents: Socialization, Adaptation, and Identity Transformation; 15 What Is Success? Who Defines It? Perspectives on the Criterion Problem as It Relates to Work and Family; IV: CULTURAL AND SOCIAL PERSPECTIVES; 16 Work-Life Integration and Social Policy: A Social Justice Theory and Gender Equity Approach to Work and Family; 17 Three Reasons for a Transnational Approach to Work-Life Policy  
18 The Role of Speaking Up in Work-Life Balancing  
19 The Development of Psychosocial Capital in Organizations: Implications for Work and Family Life; 20 Supervisor Support and Work-Life Integration: A Social Identity Perspective; 21 Recasting the Work-Family Agenda as a Corporate Social Responsibility; V: SUMMARY CHAPTERS: FUTURE DIRECTIONS; 22 Connecting Theory and Practice; 23 Future Frontiers: Enduring Challenges and Established Assumptions in the Work-Life Field; Author Index; Subject Index

---

Sommario/riassunto

Work-family researchers have had much success in encouraging both organizations and individuals to recognize the importance of achieving greater balance in life. Work and Life Integration addresses the intersect between work, life, and family in new and interesting ways. It discusses current challenges in dealing with work-life integration issues and sets the stage for future research agendas. The book enlightens the research community and informs the public debates on how workplaces can be made more family sensitive by providing contributions from psychologists, sociologists, and econo

---