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Nota di contenuto	Part I. Describing different work-life policies, policy development, and pitfalls -- Strategic human resources and work-life balance / Paula Caligiuri and Nicole Givlekian -- Reviewing policies for harmonizing work, family and personal life / Steven Poelmans and Barbara Beham -- Integrating career development and work-family policy / Tammy Allen -- Work-life balance on global assignments / Paula Caligiuri and Mila Lazarova -- Case study 2005 - work-life, flexibility, and mobility: ensuring global support of flexibility within IBM's on-demand company / Joan Giue and Oana Petrescu -- Part II. Policy design, implementation, and deployment -- Stages in the implementation of work-life policies / Steven A. Y. Poelmans, Shilpa Patel and Barbara Beham -- Policy development across borders: a framework for work-life initiatives in multinational enterprises / Anne Bardoel and Helen DeCieri -- Part III. Cultural change -- Barriers to the implementation and usage of work-

life policies / Cynthia Thompson -- How to become a family-responsible firm: proposing a model for cultural change / Steven A. Y. Poelmans and Olena Stepanova / Epilogue: flexibility and diversity in the twenty-first century - the responsibility of human potential managers / Steven A. Y. Poelmans and Aline Masuda.

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## Sommario/riassunto

Organizations can no longer afford to assume that the ideal employee is male, full-time, and free from responsibilities outside work. As the percentage of women in the active work population rises, and the number of dual-income families grows, there is an ever greater demand for more flexible patterns of employment. *Harmonizing Work, Family, and Personal Life* examines the organizational challenges of introducing work-life policies and practices from both an individual and a managerial perspective. Drawing on a broad range of international case studies of companies where such policies have both succeeded and failed, it acts as a practical guide for policy design and implementation. *Harmonizing Work, Family, and Personal Life* will be essential reading for human resource practitioners, advanced students and academic researchers in the field of human resource management, organizational behavior, or career management.

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