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| Nota di contenuto | Cover; Improving Organizational Interventions for Stress and Well-Being: Addressing process and context; Copyright; Contents; Foreword; Preface; Contributors; 1 Organizational interventions for stress and well-being - an overview; Part 1 Challenges and methodological issues in organizational-level interventions; 2 Intervention development and implementation: Understanding and addressing barriers to organizational-level interventions; 3 Taking a multi-faceted, multi-level, and integrated perspective for addressing psychosocial issues at the workplace 4 Research in organizational interventions to improve well-being: Perspectives on organizational change and development5 Psychosocial safety climate: A lead indicator of workplace psychological health and |

engagement and a precursor to intervention success; 6 Perspectives on the intervention process as a special case of organizational change; 7 Does the intervention fit?: An explanatory model of intervention success and failure in complex organizational environments 8 How can qualitative studies help explain the role of context and process of interventions on occupational safety and health and on mental health at work? 9 What works, for whom, in which context?: Researching organizational interventions on stress and well-being using realistic evaluation principles; Part 2 Addressing process and context in practice; 10 Evaluation of an intervention to prevent mental health problems among correctional officers; 11 The vital role of line managers in managing psychosocial risks; 12 The impact of process issues on stress interventions in the emergency services 13 The development of smart and practical small group interventions for work stress Part 3 Policy implications; 14 Implementation of the Management Standards for work-related stress in Great Britain; 15 Moving policy and practice forward: Beyond prescriptions for job characteristics; 16 Evidence-based practice - its contribution to learning in managing workplace health risks; Part 4 Conclusions; 17 Concluding comments: Distilling the elements of successful organizational intervention implementation; Index

Sommario/riassunto

This book brings together a number of experts in the field of organizational interventions for stress and well-being, and discusses the importance of process and context issues to the success or failure of such interventions. The book explores how context and process can be incorporated into program evaluation, providing examples of how this can be done, and offers insights that aim to improve working life. Although there is a substantial body of research supporting a causal relationship between working conditions and employee stress and well-being, information on how to develop effective
