

1. Record Nr.	UNINA9910818972203321
Autore	Bakar Raida Abu
Titolo	A meaningful life at work : the paradox of wellbeing // Raida Abu Bakar, Rosmawani Che Hashim, Sharmila Jayasingam, Safiah Omar and Norizah Mohd Mustamil
Pubbl/distr/stampa	Bingley, England : , : Emerald Publishing, , 2018
ISBN	1-78756-769-9 1-78756-767-2
Edizione	[1st ed.]
Descrizione fisica	1 online resource (221 pages)
Collana	Emerald points
Disciplina	658.314
Soggetti	Employee motivation Personnel management Work environment - Psychological aspects Quality of work life Well-being Business & Economics - Human Resources & Personnel Management Organizational theory & behaviour
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Includes index.
Nota di contenuto	Front Cover -- A Meaningful Life at Work -- Copyright Page -- Dedication -- Acknowledgements -- Contents -- About the Authors -- Introduction -- References -- Chapter 1 Passionate about Work or Addicted to Work? -- Introduction -- Work Engagement and Workaholism -- Engagement as Passion towards Work -- Outcomes of Engagement -- Understanding the Addictive Side of Workaholism -- Causes of Workaholism -- The Outcome of Workaholism -- The Connection between Engagement and Workaholism to Wellbeing -- Intervention: How Do We Help Workaholics? -- Conclusion -- References -- Chapter 2 'Being Good or Being Bad in the Workplace?' Does Moral Imagination Influence Employees' Ethical Behaviour? -- Introduction -- Ethics and Moral: Which One Is Better? -- Wellbeing: We Need a Good and Ethical Employee -- Major Models of Ethical Behaviour -- Moral Imagination -- Moral Imagination and Wellbeing -- A Right Culture for Moral Imagination -- Conclusion -- References -- Chapter

3 Cyberbullies: Hurt Me Not! -- Deciphering Cyberbullying at the Workplace -- The Covert Operation of Cyberbullies -- Anonymity -- Lack of Supervision -- Boundarylessness -- Publicness -- Cyberbullying and Employees' Wellbeing -- Psychological Wellbeing -- Physiological Wellbeing -- Stopping Cyberbullies in Their Path: What Choice Do We Have? -- Victims: Fight or Flight? -- Organisation as the Protector -- Policy -- Independent Channel for Redress -- Engage Computer Forensic Investigation -- Threat Assessment -- Supportive Climate -- Conclusion -- References -- Chapter 4 It's Not a Compliment, It's Harassment! -- Introduction -- Definition of Sexual Harassment -- Forms of Sexual Harassment -- Statistics and Studies on Sexual Harassment at the Workplace -- Victims of Sexual Harassment: More Women than Men -- Impact of Sexual Harassment on Employees' Wellbeing -- Psychological Stress. Physical Distress -- Economic Harm -- On the Victim -- On the Perpetrator -- On the Organisation -- Challenges for the Organisation -- Preventive Measures -- Sexual Harassment: Malaysian Scenario -- Conclusion -- References -- Bibliography -- Chapter 5 Positivity and Happiness in the Workplace -- Academic Research Evolution on Positivity and Happiness in the Workplace -- Research Around the World and Asia -- Research in Malaysia -- Assessing Malaysian Scholarly Outputs -- Research Development Related to Positivity -- Positivity and Happiness in Practice -- Production Industries -- Service Industries -- External versus Internal Positivity Practices -- Managing Internal Organisational Factors -- Simpler Structures -- Achieving Integration -- Control -- Questions of Rewards and Payment Systems -- Conclusion: Integration of Academic and Practice -- References -- Employee Wellbeing: A Matter of Choice -- Reference -- Index.

---

## Sommario/riassunto

'A Meaningful Life at Work' addresses a range of contemporary issues that impact on an individual's experiences in the workplace, including those that may restrict opportunities for personal growth in a professional setting. Understanding an employee's values, their choices and the problems they face in the workplace may help organisations to better structure their human resource policies, compensation packages and working conditions. The authors explore employee wellbeing from a Malaysian perspective as a developing country, but they also reflect on the broader Asian and wider global context. The key themes analysed in this book include work addiction, cyber bullying, sexual harassment in the workplace and the ethics of workplace behaviour. The book contributes to the theoretical discourse around organisation studies and employee wellbeing, while also seeking to integrate academic concepts with practice. In this way, it offers practical steps towards promoting positivity and happiness in the workplace.

---