Record Nr. UNINA9910840984403321 Autore Kinder Andrew Titolo Employee well-being support [[electronic resource]]: a workplace resource / / Andrew Kinder, Rick Hughes and Cary L. Cooper Chichester, England;; Hoboken, NJ,: John Wiley & Sons, c2008 Pubbl/distr/stampa **ISBN** 0-470-77324-3 1-282-34556-7 9786612345562 0-470-06001-8 Descrizione fisica 1 online resource (370 p.) Altri autori (Persone) HughesRick <1967-> CooperCary L Disciplina 658.3/8 658.314 Soggetti Employee assistance programs Job stress Employees - Mental health Industrial hygiene Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia Note generali Description based upon print version of record. Includes bibliographical references and index. Nota di bibliografia Nota di contenuto Employee Well-being Support A Workplace Resource; Contents; About the Editors: List of Contributors: Foreword - The Fourth Wave: Acknowledgements; INTRODUCTION Adapting to Change Andrew Kinder, Rick Hughes and Cary L. Cooper: PART 1 Organisational Behaviour Issues and Well-being; CHAPTER 1 In Consideration of a Toxic Workplace: a Suitable Place for Treatment Michael Walton; CHAPTER 2 Leading to a Healthy Workplace E. Kevin Kelloway, Mike Teed and Matt Prosser CHAPTER 3 Understanding and Improving Psychological Well-being for Individual and Organisational Effectiveness Ivan Robertson and Gordon TinlineCHAPTER 4 Employee Well-being: the Heart of Positive Organizational Behavior Debra L. Nelson, Laura M. Little and M. Lance Frazier; CHAPTER 5 Employee Support Strategies in Large Organisations Steve Boorman; CHAPTER 6 Coaching Skills for Managers Gladeana

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Sommario/riassunto

Employees have a set of needs as part of the 'psychological contract' of employment. However, organizations operate for a reason and they too have agendas and needs. It is how the two come together that determines the capacity for good human relations and optimum productivity. Employee Well-being Support is an edited collection of expert contributions that explores all key issues in this increasingly critical area.