

CREATING THE **HEALTHY** ORGANIZATION

Well-being, diversity &
ethics at work

Sue Newell



Creating The Healthy Organization Wellbeing Diversity Ethics At Work

**Andrew Dainty, Stuart Green, Barbara
Bagilhole**



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Well-Being in the Workplace: Governance and Sustainability Insights to Promote Workplace Health Nicole Cvenkel, 2020-05-02 This book is intended for human resources management academics researchers students organizational leaders and managers HR Practitioners and those responsible for helping support employees in the 21st century workplace It offers a path forward to create an environment that will not only build a healthier workplace by providing appropriate and effective well being interventions but also offers solutions to manage multi generational and holistic employees within the employment relationship The book describes the factors that promote healthy and WELL organizations and introduces concepts and strategies to reduce workplace stress and mental health issues and improve workplace well being toward sustained organizational success Employers that embrace the corporate responsibility of promoting the health and well being of multi generational holistic employees will reap cost savings employee engagement and productivity advantages as well as a healthier and more productive workforce

People and Culture in Construction Andrew Dainty, Stuart Green, Barbara Bagilhole, 2007-05-07 Construction is one of the largest and most people intensive industrial sectors In many countries however construction is also one of the most highly criticized in terms of its employment practices and industrial relations People and culture are too often seen as variables that must be manipulated in the cause of improved productivity This important new work provides an essential corrective to the current literature by focusing on people and culture rather than sector efficiency It presents the latest thinking from a diversity of perspectives derived from a major ESRC seminar series and invited contributions from leading researchers Its interdisciplinary approach draws together industry and research and is international in its relevance Through several multidisciplinary themes People and Culture in Construction explores the industry s labour market and the major influences on employment patterns examines how to improve the image and reality of the construction sector as an employer looks at the forces shaping the industry and implications for its stability considers the current composition of the workforce and the potential impacts of workforce diversification analyzes the impact of government targets and policies on construction working practices and culture investigates how to address the skills shortfall currently affecting the industry s performance

Advances in Ethical Work Climate and Employee Well-Being Ige-Olaobaju, Adejoke Yesimi, Ganiyu, Idris Olayiwola, Atiku, Sulaiman Olusegun, Olarewaju, Odunayo Magret, 2025-04-02 Through a strategic alignment of organizational culture policies and practices businesses can cultivate an environment conducive to enhance stakeholder satisfaction and employee wellbeing Despite the increasing awareness from different stakeholders many businesses have continued to engage in unethical behaviors and practices that have resulted in corporate scandals legal problems boycotts negative social media campaigns and damaging images and reputational damage With the negative impacts of unethical work climates becoming more evident businesses are under pressure to adopt practices and processes that are more ethically friendly This shift towards ethics and morals not only benefits the employees but also

presents several prospects for businesses to become more trustworthy and reputable Advances in Ethical Work Climate and Employee Well Being discusses strategies and best practices for promoting ethical work climate and employee wellbeing by businesses globally It examines the importance of business management processes and practices in promoting ethical organizations that tend to help businesses achieve the trust of their employees and integrity among other stakeholders Covering topics such as virtual leadership social responsibility and micro wellness interventions this book is an excellent resource for business leaders business managers consultants advisors professionals researchers scholars academicians and more

Prioritizing Employee Mental Health and Well-Being for Organizational Success Wongmahesak, Kittisak, Marzo, Roy Rillera, Ghosh, Uday Kumar, 2025-04-30 Prioritizing employee mental health and well being has become fundamental for organizational success in today's dynamic work environment As businesses recognize the direct link between a supportive work culture and employee productivity engagement and retention mental health initiatives are essential Creating a work environment that promotes mental well being involves offering resources such as access to counseling services stress management programs and fostering a healthy work life balance By investing in mental health support businesses improve the overall well being of their workforce and enhance creativity collaboration and morale Organizations that proactively address these concerns position themselves as choice employers demonstrating a commitment to the success of their workforce Prioritizing Employee Mental Health and Well Being for Organizational Success explores the crucial link between employee well being and organizational success moving beyond simple correlation to examine the complex mechanisms driving this relationship It features contributions from leading researchers and practitioners across organizational psychology human resources and business sustainability offering diverse perspectives on workplace stress well being initiatives leadership's role in fostering supportive environments and the long term financial benefits of prioritizing employee mental health This book covers topics such as employee wellbeing data privacy and psychology and is a useful resource for business owners computer engineers psychologists academicians researchers and scientists

Creating a Healthy Organisation Sandra L. Fielden, Helen M. Woolnough, Carianne M. Hunt, 2021-04-30 This timely book offers a review of the current research and literature around creating a healthy organisation Providing an informative guide of the field it presents cutting edge international research which addresses the key areas of consideration for organisations as well as the areas in which they need to challenge organisational perceptions and innovate

Promoting Healthy Workplaces Dr. Nicole Cvenkel Ph.D., 2019-05-25 The health and well being of people of working age are of fundamental importance to the future of work and organizational productivity globally Growing evidence suggests that employee well being at work can help improve physical and mental health reduce health inequalities and offer improved opportunities for engagement wellness at work and productivity The debate about the impact of working life on employee well being has been intensified Whilst the issue of employee well being at work has reached a new level of importance in the minds of policy makers managers and employers

there is still little evidence that attention has been paid to the worker's voice in their evaluation of HRM practices line management leadership the quality of working life and well being at work in organizations Research within these areas remain relatively untapped Furthermore understanding employees expectations of the psycho social factors affecting the employment relationship and employee well being at work are all lacking in the evidence base This book seeks to contribute to the debate in these areas

Developing Diversity, Equity, and Inclusion Policies for Promoting Employee Sustainability and Well-Being Gonçalves, Sónia P., Figueiredo, Paula Cristina Nunes, Tomé, Eduardo Luis Soares, Baptista, José, 2023-04-03 Employee sustainability and well being have been increasingly important discussions in today's business world Businesses may have difficulty implementing a successful long term policy due to a lack of knowledge limited resources and a short term focus however the effects have shown a potential strategic and growth advantage Promoting employee sustainability is an important step towards greater competitive advantage creation of added value to the business and a greater identity among society and within the organization itself Developing Diversity Equity and Inclusion Policies for Promoting Employee Sustainability and Well Being analyzes the current state of employee sustainability policies systematizes the factors that promote a more sustainable and healthier workplace explores the implications of diversity and inclusion practices on the well being of employees and collects policy options aimed at finding solutions to enhance well being Covering topics such as emotional health organizational behavior and work satisfaction this reference work is ideal for academicians researchers scholars practitioners policymakers business owners managers government officials instructors and students

An Introduction to Human Resource Management Nick Wilton, 2016-04-30 Get 12 months FREE access to an interactive eBook when purchasing the paperback Reflecting the global nature of the workplace with its use of real world examples and case studies Nick Wilton's book is not another How to of HRM in practice but goes beyond the prescriptive approach to the practice of strategic HRM and encourages critical reflection to prepare students for the issues and dilemmas they could face in their careers Providing an introduction to the management of people in work organizations it seeks to outline the purpose and operation of HRM activities in the real world whilst situating practice in the context of associated debates and controversies played out in the parallel field of academic study It adopts a critical perspective on the study and practice of HRM to provide the reader with an understanding not only of the potential for HRM to contribute to both improved organizational performance and individual well being in the workplace but also why it very often fails to achieve either of these positive outcomes and suggests that the management of people is not the exclusive preserve of HR specialists but an area of interest or concern for all organizational actors The new edition comes packed with features that encourage readers to engage and relate theory to practice including Management skills and attributes boxes outlining the required competencies of line managers and HR practitioners HR in practice boxes illustrating how HRM theory works in real world practice Ethical insights presenting ethical considerations for budding practitioners Global insights highlighting

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Research Anthology on Changing Dynamics of Diversity and Safety in the Workforce Management Association, Information Resources, 2021-07-16 The recent COVID 19 pandemic has emphasized the importance of safety and ergonomics in the workplace From work life balance and mental health to risk prevention maintaining a healthy and happy workforce has become essential for the progress of every company Moreover ensuring inclusive spaces has become a pillar of business with some worrying that the diversity agenda will be overshadowed by the recent pandemic It is imperative that current research is compiled that sheds light on the advancements being made in promoting diversity and wellbeing in the modern workforce The Research Anthology on Changing Dynamics of Diversity and Safety in the Workforce is a comprehensive reference source that provides the latest emerging research on diversity management and initiatives as well as occupational health and safety practices in the workplace These concepts are necessary for global workplaces to remain safe efficient and inclusive Covering topics such as employee equity human resources practices and worker wellbeing this anthology provides an excellent resource for researchers human resources personnel managers safety officers policymakers CEOs students professors and academicians Business Psychology Dr. Shailaja khieni, Mamata M Sannathi, Dr. I G Srikanth, Prof. N.L. Mishra , 2024-10-04 Business Psychology the application of psychological principles and methods to understand and improve organizational behavior performance and dynamics The topics such as leadership motivation decision making communication and employee well being offering insights on how psychology can enhance workplace productivity and foster positive work environments With a focus on practical strategies it bridges the gap between theory and practice providing valuable tools for managers HR professionals and business leaders seeking to optimize both individual and team effectiveness in the corporate setting

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