

The Oxford Book Of Work

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The Oxford Handbook of Positive Psychology and Work examines what positive psychology offers to our understanding of key issues in working life today. Drawing on the disparate literatures from positive psychology, management, I/O psychology, and human resources, the volume begins with a consideration of the changing world of work that sets the context for the rest of the book and then moves ...

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Oxford Handbooks provide scholars and graduate students with compelling new perspectives upon a wide range of subjects in the humanities, social sciences, and sciences. Part of the Oxford Library of Psychology, the Oxford Handbook of Positive Psychology and Work examines what positive psychology offers to our understanding of key issues in working life today.

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Oxford Book of Work Daniel speaks to Keith Thomas, editor of The Oxford Book of Work. As Thomas delved into the project he realized that the topic of "work" has never been a popular literary theme ...

Oxford Book of Work : NPR

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Illustrates several occupations from farming to poetry, and analyzes how writers, theologians, economists, and journalists from antiquity to modern times have perceived the meaning of work to individual lives and to civilization.

Aims to bring together, present, and discuss what is known about work and organizations and their connection to broader economic change in Europe and America. This volume contains a range of theoretically informed essays, which give comprehensive coverage of changes in work, occupations, and organizations.

The Oxford Handbook of Meaningful Work examines the concept, practices and effects of meaningful work in organizations and beyond. Taking an interdisciplinary approach, this volume reflects diverse scholarly contributions to understanding meaningful work from philosophy, political theory, psychology, sociology, organizational studies, and economics. In philosophy and political theory, treatments of meaningful work have been influenced by debates concerning the tensions between work as unavoidable and necessary, and work as a source of self-realization and human flourishing. This tension has come into renewed focus as work is reshaped by technology, globalization, and new forms of organization. In management studies, much empirical work has focused on meaningful work from the perspective of positive psychology, but more recent research has considered meaningful work as a complex phenomenon, socially constructed from interactive processes between individuals, and between individuals, organizations, and society. This Handbook examines meaningful work in the context of moral and pragmatic concerns such as human flourishing, dignity, alienation, freedom, and organizational ethics. The collection illuminates the relationship of meaningful work to organizational constructs of identity, belonging, callings, self-transcendence, culture, and occupations. Representing some of the most up to date academic research, the editors aim to inspire and equip researchers by identifying new directions and methods with which to deepen scholarly inquiry into a topic of growing importance.

Greater workforce diversity and business trends make the management of such diversity an important challenge for organizational leaders. The Oxford Handbook of Diversity and Work offers a comprehensive review of current theory and research and stimulates thoughtful and provocative conversation about future study of diversity in the workplace.

The area of work and aging is complex and multi-faceted. Its foundation is formed by a wide array of disciplines that both contribute to the complexity of its understanding, and offer fertile promise for research, development, and application in the years ahead. With an ever-growing population of older workers, many of whom are suggesting they will likely continue to work past traditional retirement age, it becomes all the more important that we increase our efforts to develop a more thorough understanding of older workers, the nature of their interactions with work and the organizations for which they work, and the process of transitioning to retirement. Clearly, there are huge societal and global challenges that will both inform and influence research and application at the individual and organizational levels. The Oxford Handbook of Work and Aging examines the aging workforce from an individual worker, organization, and societal perspective, and offers both an integration of current cross-disciplinary knowledge, and a roadmap for where research and application should be focused in the future to address issues of an aging workforce. The volume is divided into six core sections: demography, theoretical and methodological issues, the older worker, organizational strategies for an older workforce, individual and organizational perspectives on work and retirement, and societal perspectives with an aging workforce. Bringing together seasoned authors from diverse academic and professional backgrounds, new approaches to recruiting, workplace flexibility, and the right mix of benefits and incentives are presented as a way of engaging an older workforce.

This volume examines what positive psychology offers to our understanding of key issues in working life today. The chapters focus on such topics as strengths, leadership, human resource management, employee engagement, communications, well-being, and work-life balance.

Self-determination theory is a theory of human motivation that is being increasingly used by organizations to make strategic HR decisions and train managers. It argues for a focus on the quality of workers' motivation over quantity. Motivation that is based on meaning and interest is shown to be superior to motivation that is based on pressure and rewards. Work environments that make workers feel competent, autonomous, and related to others foster the right type of motivation, goals, and work values. The Oxford Handbook of Work Motivation, Engagement, and Self-Determination Theory aims to give current and future organizational researchers ideas for future research using self-determination theory as a framework, and to give practitioners ideas on how to adjust their programs and practices using self-determination theory principles. The book brings together self-determination theory experts and organizational psychology experts to talk about past and future applications of the theory to the field of organizational psychology. The book covers a wide range of topics, including: how to bring about commitment, engagement, and passion in the workplace; how to manage stress, health, emotions and violence at work; how to encourage safe and sustainable behavior in organizations; how factors like attachment styles, self-esteem, person-environment fit, job design, leadership, compensation, and training affect work motivation; and how work-related values and goals are forged by the work environment and affect work outcomes.

In this brilliant new study, Carol Newsom illuminates the relation between the aesthetic forms of the book of Job and the claims made by its various characters. Her innovative approach makes possible a new understanding of the unity of the book; she rejects the dismantling of the book by historical criticism and the flattening of the text that characterizes certain final form readings.

The Oxford Handbook of Work and Family examines contemporary work-family issues from a variety of important viewpoints. By thoroughly examining where the field has been and where it is heading, this important volume offers razor-sharp reviews of long-standing topics and fresh ideas to move work-family research and practice in new and necessary directions. In providing comprehensive, interdisciplinary, cross-cultural, and cross-national perspectives, Tammy D. Allen and Lillian T. Eby have assembled a world-class team of scholars and practitioners to offer readers cutting-edge information on this rapidly growing area of scientific inquiry. The Handbook also includes reviews of historically under-studied groups and highlights the important role that technology plays in shaping the work-family interface, the potential contribution of neuroscience to better understanding work-family issues, the ways in which work-family scholarship and practice can be enhanced through theoretical perspectives, and the use of social media to translate important research findings to the public. The Oxford Handbook of Work and Family is a roadmap for moving work-family scholarship forward, while also providing rich descriptive accounts of how major organizations have been able to turn research findings into effective evidence-based policies and practices to help adults better manage both work and family responsibilities.

Compiled by a respected social historian, this unique anthology on the changing experience of work draws upon more than 500 writers from classical antiquity to modern times.

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