

Creating Sustainable Work Systems Developing Social Sustainability Ebook Peter Docherty Mari Kira Ab Rami Shani

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Exploring Sustainable Work Systems
High-performance Work Systems
Sustainability and Human Resource Management
Japanese Transplants and the Work System Revolution in U.S. Manufacturing
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Ergonomics and Human Factors for a Sustainable Future
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The Realities of Partnership at Work
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Leisure, Recreation, and Tourism Abstracts
Job Creation
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since the first edition of this book was published the subject of sustainability has risen to the forefront of thinking in almost every subject within business and management tackling the latest developments and integrating practical perspectives with rigorous research this new edition sheds light on a vital aspect of working life current trends reveal that increasing

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current trends reveal that increasing intensity at work has major consequences at individual organizational and societal levels new organizational approaches to work are needed so the balance between intensive and sustainable work can be achieved yet there are no guiding models theories or examples on how this can be done in exploring the development of sustainable work systems this book analyzes these problems and provides the basis for designing and implementing sustainable work systems based on the idea of regeneration and the development of human and social resources shedding light on the emerging work systems this book describes existing problems and paradoxes the researchers from various academic disciplines and institutions in the us and europe consider the existing possibilities and emerging solutions and explore alternatives to intensive work systems

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the role of hrm in developing sustainable business organizations is increasingly attracting attention sustainability can be used as a principle for hrm itself and the tasks of sustainable hrm are twofold on the one hand it fosters the conditions for individual employee sustainability and develops the ability of hrm systems to continuously attract regenerate and develop motivated and engaged employees by making the hrm system itself sustainable on the other hand sustainable hrm contributes to the sustainability of the business organizations through cooperation with the top management key stakeholders and ngos and by realising economic ecological social and human sustainability goals this book provides a comprehensive review of the new area of sustainable hrm and of research from different disciplines like sustainable work systems ergonomics hrm linking sustainability and hrm it brings together the views of academics and practitioners and provides many ideas for conceptual development empirical exploration and practical implementation this publication intends to advance the international academic and practice based debates on the potential of sustainability for hrm and vice versa in 19 chapters 26 authors from five continents explore the role of hrm in developing economically socially and ecologically sustainable organizations the concept of sustainable hrm and the role of hrm in developing sustainable hrm systems and how sustainability and hrm are conceptualized and perceived in different areas of the world

this book focuses on different sustainable products and services such as electrical vehicles green buildings and biophilic and biomimetic systems at multiple hierarchical levels within its chapters the authors reflect on individual organisational governmental political and moral considerations of how human factor ergonomics can build a sustainable future this book is a must read for anyone concerned with environmental issues and sustainability

in this diverse volume new methodologies are introduced such as the strategic fitness process for engaging leaders in better understanding the reactions of employees to strategic change efforts beer jazz as a metaphor for organizational improvisation bernstein barrett and new theories for understanding change processes gomez ballard

the realities of partnership at work finds evidence of work intensification increased stress and more job insecurity where partnership has been introduced in the workplace this definitive study written by leading authors in the field suggests that partnership is a utopian third way project designed to suppress and deny workplace conflict the concept of good partnership following the tucs six principles of partnership is probed and tested and found to fall short of employees and unions expectations government and employer efforts to use workplace consensus as a vehicle for productivity growth inevitably exacerbate the tensions between worker and employer interest making prospects for mutual gains illusory research for this book was funded by the esrc future of work programme and it includes extensive surveys and interviews in organizations from finance aerospace and the public sector few subjects could be judged more vital to current policy debates than the prospects for work and employment the future of work series edited by professor peter nolan director of the esrc future of work programme provides the much needed evidence and theoretical advances to enhance our understanding of the critical developments most likely to impact on people s working lives

this handbook offers a tool for environmental managers and environmental officers alike it contains ideas case studies and methodologies which stimulate continuous improvement thinking and help train staff to implement sustainability and environmental management concepts

job creation brings together a distinguished group of contributors from the fields of economics management and industrial relations the authors rigorously examine how labor market institutions shape employment performance and assess issues such as unemployment benefits job security provisions and collective bargaining the authors also focus on public policy and the reform of current institutions and assess their effect on the adaptation of the labor force to the changing demands of international markets regulatory changes are proposed to facilitate the adjustment and competitiveness of both companies and workers in order to increase the creation of jobs job creation will be required reading for scholars of labor economics labor markets and public policy as well as practitioners and policy makers

this publication contains a number of essays which explore issues relating to population ageing and the needs of older workers from a lifelong learning perspective although the focus is on european experiences it also includes contributions from australia japan and the united states the central argument of this book is that ageing must be seen as a lifelong learning and development process in which one continuously takes on new life challenges and in the context of work lifelong learning is understood as a broad holistic concept which encompasses individual education and training as well as participative workplace learning actively supported by employers

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