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## A Critical Review of the Job Demands-Resources Model ...

In our complex, fast changing society, health is strongly influenced by the continuously changing interactions between organisations and their employees. Three major fields contribute to health-oriented improvements of these interactions: occupational health, organizational health and public health.

In our complex, fast changing society, health is strongly influenced by the continuously changing interactions between organisations and their employees. Three major fields contribute to health-oriented improvements of these interactions: occupational health, organizational health and public health. As currently only partial links exist amongst these fields, the book aims to explore potential synergies more systematically. Considering the high mental and social demands in a service and knowledge sector economy, the first part of the book focuses on work-related psychosocial factors. As a large proportion of inequalities in health in developed countries can be explained by inequalities in working conditions, those psychosocial factors with a particularly high public health impact are highlighted. As addressing these psychosocial factors requires to involve the organization as the key change agent, the second part covers approaches to improve public health through organizational level health interventions. The last section takes a look into the future of occupational, organizational and public health: what are the future challenges regarding occupational health and how can they be tackled within and beyond the organizational level. Overall, this integrating book will help to broaden the evidence-base, legitimacy and efficacy of occupational- and organizational-level health interventions and thus increase their public health impact.

This important new collection provides not only a comprehensive overview of how organizational interventions can improve health and well-being in the workplace - addressing its causes rather than the symptoms - but also the practical issues faced in their design, implementation and evaluation. Drawing on a range of case studies and empirical investigations, it is the first book to seriously examine each element of the intervention process, and to recognize the individual, group, leader and organizational factors that researchers should consider. The authors describe the various challenges to such collaborative processes, as well as the specific methods and tools that can be used in response. Each chapter offers practical, evidence-based guidance. Featuring a final section examining new directions and approaches in organizational intervention research, the book features contributions from some of the leading international researchers in the field. It will be essential reading for any researcher or practitioner interested in the practical issues involved in improving the organization, design and management of the contemporary workplace.

This cutting-edge Research Handbook brings together international scholars to provide a comprehensive overview of motivation within and beyond the field of public administration. Discussing the implications of contemporary research for theory and practice, it offers suggestions for the development of future research in the field.

This book serves as an introduction to the Nordic approach to Occupational Health Psychology and illustrates how this perspective can be transferred to a global audience. It discusses a joining of attitudes from Positive Psychology accompanied by experiences drawn from the Nordic work/life context. Over the decades, Nordic countries have gathered a great deal of experience on the meaningfulness of work, work engagement, presenteeism, absenteeism, job crafting, work family balance, intervention and reorganization. These experiences are explained and offered as a different approach to Occupational Health Psychology, while avoiding the more traditional detrimental topics such as stress, conflict burnout and poor well-being. Instead the authors discuss subjects such as engagement, healthy change, prosperity and welfare and are applied to the current ideas on Occupational Health Science. This book shows that using interdisciplinary observations can help our understanding of modern worker health. It offers gives readers an opportunity to consider how a combination of good work and good health can be stimulated in theory and in practice.

A Wiley Blackwell Handbook of Organizational Psychology focusing on occupational safety and workplace health. The editors draw on their collective experience to present thematically structured material from leading thinkers and practitioners in the USA, Europe, and Asia Pacific Provides comprehensive coverage of the major contributions that psychology can make toward the improvement of workplace safety and employee health Equips those who need it most with cutting-edge research on key topics including wellbeing, safety culture, safety leadership, stress, bullying, workplace health promotion and proactivity

This in-depth survey of salutogenesis shows the breadth and strengths of this innovative perspective on health promotion, health care, and wellness. Background and historical chapters trace the development of the salutogenic model of health, and flesh out the central concepts, most notably generalized resistance resources and the sense of coherence, that differentiate it from pathogenesis. From there, experts describe a range of real-world applications within and outside health contexts, from positive psychology to geriatrics, from small towns to corrections facilities, and from school and workplace to professional training. Perspectives from scholars publishing in languages other than English show the global relevance of the field. Among the topics in the Handbook: · Emerging ideas relevant to the salutogenic model of health · Specific resistance resources in the salutogenic model of health · The sense of coherence and its measurement · The application of salutogenesis in communities and neighborhoods · The application of salutogenesis to health development in youth with chronic conditions · The application of salutogenesis in mental health care settings The Handbook of Salutogenesis summarizes an increasingly salient field for graduate and professional students of public health, nursing, psychology, and medicine, and for their instructors. It will also appeal to health-related academicians and professionals who wish to have a thorough grounding in the topic.

Occupational Health Psychology (OHP) is a rapidly expanding interdisciplinary field that focuses on the science and practice of psychology in promoting and developing workplace health- and safety-related initiatives. This comprehensive text for undergraduate and graduate survey courses is the first to encompass a wide range of key issues in OHP from a North American perspective. It draws from the domains of psychology, public health, preventive medicine, nursing, industrial engineering, law, and epidemiology to focus on the theory and practice of protecting and promoting the health, well-being, and safety of individuals in the workplace and improving the quality of work life. The text addresses key psychosocial work issues that are often related to mental and physical health problems, including psychological distress, burnout, depression, accidental injury, obesity, and cardiovascular disease. It examines leadership styles as they impact organizational culture and provides specific recommendations for reducing employee-related stress through improved leader practices. Also addressed is the relationship between adverse psychosocial working conditions and harmful health behaviors, along with interventions aimed at improving the work environment and maximizing effectiveness. Additionally, the book discusses how scientists and practitioners in OHP conduct research and other important concerns such as workplace violence, work/life balance, and safety. The book reinforces learning with chapter objectives, highlight boxes containing intriguing examples of research and current controversies, and chapter summaries. Key Features: Comprises the first comprehensive text on Occupational Health Psychology for undergraduate and graduate survey courses Covers key issues in health psychology in the workplace such as stress, violence, work/life balance, and safety Organized and written for easy access by students and faculty Provides specific recommendation for reducing employee stress Includes learning objectives, highlight boxes, and end-of-chapter summaries

The latest edition of this classic text provides a comprehensive and internationally relevant introduction to work and organizational psychology, exploring the depth and diversity of the field in an accessible way without obscuring the complexities of the subject. Third edition of a classic textbook offering a

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complete introduction to work and organizational psychology for undergraduate and graduate students with no prior knowledge of the field An innovative new six part structure with two-colour presentation focuses the core material around issues that are either Job-Focused, Organization-Focused, or People-Focused Each chapter title is a question designed to engage readers in understanding work and organizational psychology whilst simultaneously inviting discussion of key topics in the field The third edition introduces two new co-editors in Franco Fraccaroli from Italy and Magnus Sverke, who join Nik Chmiel and will increase relevance and appeal for European students

This open access book is a thorough update and expansion of the 2017 edition of *The Handbook of Salutogenesis*, responding to the rapidly growing salutogenesis research and application arena. Revised and updated from the first edition are background and historical chapters that trace the development of the salutogenic model of health and flesh out the central concepts, most notably generalized resistance resources and the sense of coherence that differentiate salutogenesis from pathogenesis. From there, experts describe a range of real-world applications within and outside health contexts. Many new chapters emphasize intervention research findings. Readers will find numerous practical examples of how to implement salutogenesis to enhance the health and well-being of families, infants and young children, adolescents, unemployed young people, pre-retirement adults, and older people. A dedicated section addresses how salutogenesis helps tackle vulnerability, with chapters on at-risk children, migrants, prisoners, emergency workers, and disaster-stricken communities. Wide-ranging coverage includes new topics beyond health, like intergroup conflict, politics and policy-making, and architecture. The book also focuses on applying salutogenesis in birth and neonatal care clinics, hospitals and primary care, schools and universities, workplaces, and towns and cities. A special section focuses on developments in salutogenesis methods and theory. With its comprehensive coverage, *The Handbook of Salutogenesis, 2nd Edition*, is the standard reference for researchers, practitioners, and health policy-makers who wish to have a thorough grounding in the topic. It is also written to support post-graduate education courses and self-study in public health, nursing, psychology, medicine, and social sciences.

Occupational health psychology (OHP) involves the application of psychology to improving the quality of work life and to promoting and protecting the safety, health and well-being of employees. Achieving these aims requires researchers and practitioners to possess in-depth knowledge of the processes that are presumed to bring about the desired outcomes. To date, most studies in OHP have relied on cross-sectional designs in examining these processes. In such designs all variables of interest are measured simultaneously. Although this has generated useful insights in how particular phenomena are associated, such designs cannot be trusted when it comes to drawing causal inferences: association is not causation. This book therefore focuses on longitudinal research designs in OHP, whereby the concepts of interest are measured several times, offering much stronger evidence for causal relationships. The authors focus on design issues in longitudinal research (such as the number of measurements chosen, and the length of the time lags between these measurements), and illustrate these issues in the context of applied research on topics such as the work-family interface, conflict at work, and employee well-being. By doing so this volume provides a state-of-the-art overview of current research in OHP, both in terms of its findings and methodologies. This book is based on a special issue of the journal *Work & Stress*.

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