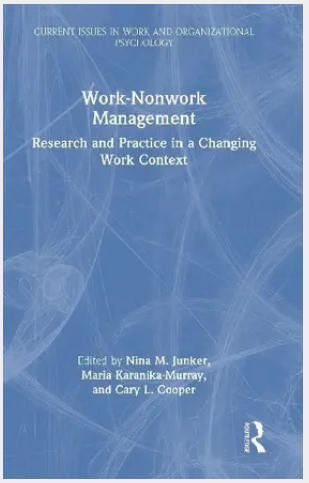
Junker / Karanika-Murray / Cooper

Work-Nonwork Management

Research and Practice in a Changing Work Context



Work-Nonwork Management: Research and Practice in a Changing Work Context advances the understanding of how individuals, couples, teams, and organizations can effectively navigate work-nonwork integration in ways that promote well-being and productivity. The book considers how individuals form and shape boundaries between their work and nonwork roles, sheds light on the role of supervisors in enabling individuals' work-nonwork management while effectively leading teams with diverging work-nonwork needs and interests, and clarifies how organizations can develop and implement effective work-nonwork policies. Highlighting the importance of embracing work-nonwork diversity within organizational culture, the expert contributors offer hands-on recommendations to facilitate the handling of and benefit from having multiple roles in this new work context. Going beyond the traditional, the book considers the experiences of blue-collar and non-standard workers, individuals employed in family businesses and small-to-medium-sized businesses, and LGBTQIA+ individuals, as well as adopting a global perspective by looking at cross-cultural differences in how individuals reconcile and negotiate their work and nonwork roles. Essential reading for students and academics in psychology and management studying the work-nonwork interface, this volume also serves as an invaluable resource for supervisors, HR professionals, and organizational decision-makers seeking to support employee well-being while enhancing organizational attractiveness in an increasingly competitive talent marketplace.

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