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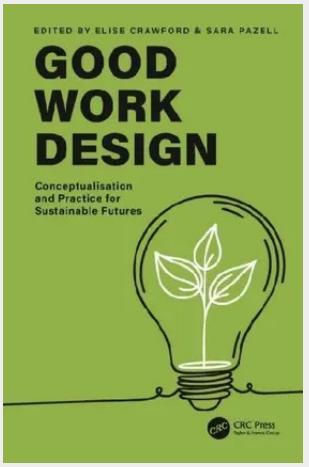
Good Work Design

Conceptualisation and Practice for Sustainable Futures



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Sustainable businesses depend on regenerative, agile, and innovative ways of working. They must be able to respond to changing conditions while supporting workers and sustaining organisational performance. This requires the perspectives, knowledge, and interests of people at all organisational levels to be meaningfully incorporated into the design of work. By drawing on diverse expertise and lived experience, organisations can adapt more effectively, strengthen resilience, and create workplace ecosystems in which people and businesses can flourish. Good Work Design: Conceptualisation and Practice for Sustainable Futures responds to growing concerns about worker health, safety and wellbeing, alongside the need for productive, resilient and sustainable organisations. It introduces Good Work Design as an integrated framework for understanding and intentionally shaping work. The framework helps organisations clarify their thinking and examine the concepts, conditions, and relationships that influence how work is experienced and performed within a workplace ecosystem. Structured around three interconnected phases, Discovery, Design and Realisation, the book presents new ways of understanding complex workplace challenges and developing practical, human-centred responses. It equips readers to improve work and organisational performance while protecting health and safety, strengthening wellbeing, and contributing to more sustainable futures. Written for human factors and ergonomics practitioners, design and systems engineers, organizational and human resource professionals, occupational health and safety practitioners, researchers, and leaders driving workforce and organizational transformation, this book complements the editors' companion volume, Transforming Work by Design: Human-Centred Methods and Cases (9781041537571, CRC Press, 2027).

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