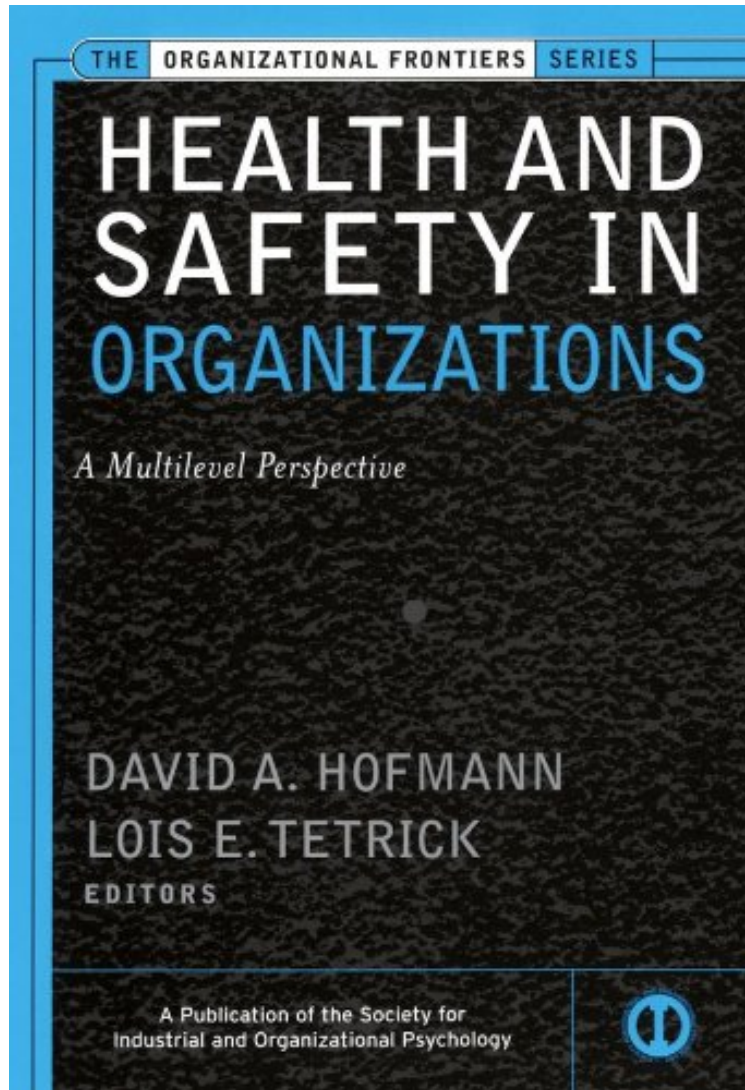


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Health and Safety in Organizations: A Multilevel Perspective (J-B SIOP Frontiers Series)

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From Pfeiffer : Health and Safety in Organizations: A Multilevel Perspective (J-B SIOP Frontiers Series) before purchasing it in order to gauge whether or not it would be worth my time, and all praised Health and Safety in Organizations: A Multilevel Perspective (J-B SIOP Frontiers Series):

Health has often been defined as the absence of illness and as the state of well-being. This definition, however, actually constitutes two different criteria: the absence of illness and the presence of health. For example, a person may

not have any signs of illness but may still have a cholesterol level that is too high. When thinking about healthy organizations, we often make the same distinction. A healthy organization, for example, is not only free from illness and doesn't harm employees but also possesses the presence of health as exemplified by its long-term adaptability and ability to thrive. This book considers this broader definition of health and safety in organizations--one that encompasses both the absence of illness as well as the presence of health--and the implications it has for industrial/organizational psychology and human resources. A distinguished group of contributors provides a review and integration of different lines of research focusing on health and safety in organizations, including a broad array of topics ranging from the role of individual differences and training to human resource management strategy. They explore cross-level theoretical linkages between aspects of health and safety at the individual, group, and organizational level. These discussions examine the linkages between individual health and certain aspects of the overall health of the organization, as well as how certain aspects of organizations can influence individual health and well-being.

From the Inside Flap Health has often been defined as the absence of illness and as the state of well-being. This definition, however, actually constitutes two different criteria: the absence of illness and the presence of health. For example, a person may not have any signs of illness but may still have a cholesterol level that is too high. When thinking about healthy organizations, we often make the same distinction. A healthy organization, for example, is not only free from illness and doesn't harm employees but also possesses the presence of health as exemplified by its long-term adaptability and ability to thrive. This book considers this broader definition of health and safety in organizations; one that encompasses both the absence of illness as well as the presence of health; and the implications it has for industrial/organizational psychology and human resources. A distinguished group of contributors provides a review and integration of different lines of research focusing on health and safety in organizations, including a broad array of topics ranging from the role of individual differences and training to human resource management strategy. They explore cross-level theoretical linkages between aspects of health and safety at the individual, group, and organizational level. These discussions examine the linkages between individual health and certain aspects of the overall health of the organization, as well as how certain aspects of organizations can influence individual health and well-being.

From the Back Cover The twentieth book in the Organizational Frontiers Series, *Health and Safety in Organizations* offers a framework integrating various aspects of organizational health and a timely examination of the most-current individual, group, and organizational health research. With contributions from some of the country's most renowned experts on the topic of health in the workplace, this volume explores such vital issues as individual and organizational effects, improving worker safety, designing healthy work, group influences on health, antisocial work behavior, the influence of leadership on occupational health and safety, strategic HRM and organizational health, work and family interface, and workplace health promotion. Contributors include: Chris Brotherton, Michael J. Burke, John E. Delery, Michelle K. Duffy, Daniel C. Ganster, Mark A. Griffin, Amanda Griffiths, Angela T. Hall, David A. Hofmann, Fehmidah Munir, Anne M. O'Leary-Kelly, Wayne E. Ormond, Sharon K. Parker, Pamela L. Perrewe, Narda R. Quigley, Karen Roberts, Sue Ann Sarpy, Jason D. Shaw, Carlla S. Smith, Paul E. Spector, Lorne M. Sulsky, Paul Tesluk, Lois E. Tetrick, Darren C. Treadway, Nick Turner, and Dov Zohar

About the Author David A. Hofmann is associate professor of management at the Kenan-Flagler Business School at the University of North Carolina at Chapel Hill. His research appears in a number of journals, including *Academy of Management Journal*, *Academy of Management*, *Journal of Applied Psychology*, *Journal of Management*, *Organizational Behavior and Human Decision Process*, and *Personnel Psychology*. Lois E. Tetrick is professor of psychology at the University of Houston. She is an associate editor of *Journal of Occupational Health Psychology* and past associate editor of the *Journal of Applied Psychology*. She is on the editorial board of *Journal of Organizational Behavior*. Her research appears in a number of journals including *Journal of Applied Psychology*, *Journal of Occupational Health Psychology*, and *Journal of Organizational Behavior*.