

Managing Diversity and Inclusion

Research Handbook of Work-Life Balance in Asia

Each industry faces unique human resource management challenges and opportunities and in shipping these include a global labour market and global unionism, long periods spent at sea, and health and safety issues resulting from a variety of risks. This book explores all the key aspects of human resource management in the shipping industry and how they specifically relate to the shipping workforce. The book also discusses the practices and issues associated with recruitment, training and development, and retention of personnel and knowledge in the shipping industry. In addition, the book addresses the human resource management challenges faced by the industry, including achieving work-life balance, maintaining employee health and wellbeing, managing risk and crisis, and applying knowledge management principles. With case studies in chapters exploring how the principles have been put into practice in the real world and discussion questions to prompt further enquiry, this book will be of great interest to students and academics of maritime studies and human resource management more broadly as well as professionals in the shipping industry.

A Wall Street Journal Bestseller “For nearly thirty years, my life’s work has been to help people like you find ways to bring the often warring aspects of life into greater harmony.” — Stew Friedman, from *Leading the Life You Want* You’re busy trying to lead a “full” life. But does it really feel full—or are you stretched too thin? Enter Stew Friedman, Wharton professor, adviser to leaders across the globe, and passionate advocate of replacing the misguided metaphor of “work/life balance” with something more realistic and sustainable. If you’re seeking “balance” you’ll never achieve it, argues Friedman. The idea that “work” competes with “life” ignores the more nuanced reality of our humanity—the interaction of four domains: work, home, community, and the private self. The goal is to create harmony among them instead of thinking only in terms of trade-offs. It can be done. Building on his national bestseller, *Total Leadership*, and on decades of research, teaching, and practice as both consultant and senior executive, Friedman identifies the critical skills for integrating work and the rest of life. He illustrates them through compelling original stories of these remarkable people: • former Bain & Company CEO and Bridgespan co-founder Tom Tierney • Facebook COO and bestselling author Sheryl Sandberg • nonprofit leader and US Navy SEAL Eric Greitens • US First Lady Michelle Obama • soccer champion-turned-broadcaster Julie Foudy • renowned artist Bruce Springsteen Each of these admirable (though surely imperfect) people exemplifies a set of skills—for being real, being whole, and being innovative—that produce a sense of purpose, coherence, and optimism. Based on interviews and research, their stories paint a vivid picture of how six very different leaders use these skills to act with authenticity, integrity, and creativity—and they prove that significant public success is accomplished not at the expense of the rest of life, but as the result of meaningful engagement in all its parts. With dozens of practical exercises for strengthening these skills, curated from the latest research in organizational psychology and related fields, this book will inspire you, inform you, and instruct you on how to take realistic steps now toward leading the life you truly want.

Life moves too quickly these days, as technology, work, and personal commitments make it almost impossible to relax and enjoy life. Finding yourself stressed over the clutter in your kitchen or the mass of paper in front of your computer? Relax. This book will help. Filled with tips on how to uncomplicate your daily routine, eliminate stress at home and work, and more, this book will help you free up your time so you can once again enjoy doing the things you love. Author Jeff Davidson has compiled more than 1,500 ways that you can simplify your life. Divided into sections for easy reference, this book will show you ways you can eliminate stress in your home, your personal life, and in your professional life. You will learn the six questions you should ask yourself before buying something new, the most efficient way to clean your pots and pans, the pay-ahead technique to get yourself out of debt, ways to make your commute more comfortable, and advice on hassle-free vacation planning for you and your family. This book is the guide you’ve been looking for to lead the peaceful, productive life you’ve always wanted.

Shortlisted in the Management and Leadership Textbook Category at CMI Management Book of the Year Awards 2016 Instructors - Electronic inspection copies are available or contact your local sales representative for an inspection copy of the print version. *Managing Diversity and Inclusion: an International Perspective* is a hotly anticipated new text that has been written by an international team of experts and offers an in-depth and contextual account of enduring, contemporary and cutting edge theories and approaches to diversity and inclusion management. The book uniquely situates UK and European policies and practices of various dimensions of diversity firmly within the global context through an international and cross-cultural range of case studies and considers how national contexts have shaped the field. Key features: International and cross-cultural case studies, examples and comparisons from a range of countries including the emerging economies Case study approach illuminates complex theories by showing how they are applied in practice Criticality is central to the book with each chapter including critical analysis, critical questions and boxed critical insights and reflections Companion website with free full text journal articles. Visit study.sagepub.com/syed

A Reese Witherspoon x Hello Sunshine Book Club Pick

Managing Work-Life Balance in Construction

Managing Human Resources in the Shipping Industry

Shattering the Barriers That Still Hold Women Back at Work

How to Master Work-Life Balance in an Imbalanced Culture

A Psychological Perspective

Work-Life Balance in the 21st Century

This powerful resource investigates how a positive work-life balance can help create engaged, productive employees, how imbalances in work-life balance create serious issues for workers, and identifies different ways to greatly improve one's work-life balance. • Gives readers an in-depth look at the history of work, from prehistory to the present • Offers practical, scientifically tested solutions to organizational problems such as burnout, absenteeism, and presenteeism • Compares the work-life balance status of the United States with other countries around the world, including those in Europe and Asia • Includes primary documents that emphasize the need for organizational flexibility to allow for creative, de-stressed workers and a satisfied managerial hierarchy

Work-life balance isn't about where or how you spend your time. At least not solely. It's about where and how you use and replenish your energy. Work matters. Life matters. Work-life matters. As we start to navigate life during and after the pandemic, employers and employees are increasingly re-evaluating how work can be made more sustainable and more fulfilling. Many employees - particularly Gen X and Gen Z - are seeking a new psychological contract with their employers. Putting these trends into context and offering practical solutions, this book takes a deep dive into why work matters as part of a healthy and fulfilling life. The authors present a new and different way of thinking about the matter of balance, arguing that there is no hard divide between 'work' and 'life' because 'work' takes place entirely within 'life' and you can't balance two things when one is a subset of the other. To achieve the balance required for a healthy existence, we need to recognise that there are activities in all parts of work-life that drain our energy and others that give us a buzz. Rather than trying to solve the drain of hard work by living it large at the weekend - or compensating for an unfulfilling home life by working like a demon, we need to create balance at work and balance at home. Now is a golden opportunity to re-examine the world of work and job-craft to make them more satisfying, less draining and more energising. The ideas in this book provide a practical guide to help that process.

*Why too much work and too little time is hurting workers and companies—and how a proven workplace redesign can benefit employees and the bottom line Today's ways of working are not working—even for professionals in "good" jobs. Responding to global competition and pressure from financial markets, companies are asking employees to do more with less, even as new technologies normalize 24/7 job expectations. In *Overload*, Erin Kelly and Phyllis Moen document how this new intensification of work creates chronic stress, leading to burnout, attrition, and underperformance. "Flexible" work policies and corporate lip service about "work-life balance" don't come close to fixing the problem. But this unhealthy and unsustainable situation can be changed—and *Overload* shows how. Drawing on five years of research, including hundreds of interviews with employees and managers, Kelly and Moen tell the story of a major experiment that they helped design and implement at a Fortune 500 firm. The company adopted creative and practical work redesigns that gave workers more control over how and where they worked and encouraged managers to evaluate performance in new ways. The result? Employees' health, well-being, and ability to manage their personal and work lives improved, while the company benefited from higher job satisfaction and lower turnover. And, as Kelly and Moen show, such changes can—and should—be made on a wide scale. Complete with advice about ways that employees, managers, and corporate leaders can begin to question and fix one of today's most serious workplace problems, *Overload* is an inspiring account about how rethinking and redesigning work could transform our lives and companies.*

*An empowering guide that will show you how to shed the myth of the "work-life balance" by merging the seven key components that make up your life to attain harmony and whole-life success "All of us have Seven Slices in our Lives: our Family Slice, our Professional Slice, our Personal Slice, our Physical Slice, our Intellectual Slice, our Emotional Slice, and our Spiritual Slice. These all need to be served in some fashion—and in serving them, they, in turn, serve us." This relatively simple but profoundly critical concept is at the heart of the method executive coach David McNeff has used to transform the lives and careers of his clients. It begins with two important facts: 1) stress happens—you can't avoid it; and 2) your existence is composed of far more than "work" and "life." Too often, we divide our lives into those two general categories, but we're all a lot more complex and our lives are richer than that. By being clear and mindful of all aspects of your life—the Seven Slices—you'll be more likely to find inner harmony when stress impacts one of them. In *The Work-Life Balance Myth*, McNeff takes you on a deep dive into each of the Seven Slices, explaining the components of each Slice, signs that you may not be attending to each Slice in a healthy way, and hands-on methods for accessing an underserved Slice. The *Work-Life Balance Myth* won't make your life perfect—no one can do that, and you shouldn't trust anyone who makes that promise. What this book will do is provide you with proven new ways of framing your life, seeing stress for what it is, and vastly improving your ability to navigate the emotional challenges that will inevitably arise in a way that serves your Seven Slices.*

*Off Balance**Balancing Life**Millennials in Singapore and South Korea**Work-Life Balance in Construction**Fair Play**A Back to Basics Guide to Cleaning, Furnishing, Storing, Decluttering, Streamlining, Organizing, and More*

Work-life balance is one of the most important issues facing employers and managers today. Employees at all levels are no longer willing to trade their quality of life in order to get a decent standard of living. Managers can no longer afford to ignore the costs that the long-hours culture imposes on their organisation. Overwork causes stress-related absenteeism, poor retention levels, low creativity, appalling customer service and unethical employee behaviour. Combine that with the risks of being sued by a stressed employee or a parent who wanted to work flexibly, and the business case for paying real attention to work-life issues has never been stronger. This text sets out the roadmap for moving your organisation towards a positive work-life culture. With clear and practical advice for HR and line managers alike, *Managing Work-Life Balance* shows you how to engage employers, managers and employees in the process of controlling the inherent conflicts between the worlds of work and home.

Valuable Techniques to Living a Balanced Life Has your regular workday started to last over nine hours? Have you been missing important family events to satisfy the boss? Are you regularly skipping healthy meals and trips to the gym just to squeeze more into your day? If so, you're not the only one. Countless individuals struggle with maintaining steady personal and work lives. In *Lead with Balance*, university professor, speaker, and executive consultant Donnie Hutchinson addresses this issue head-on and explains how leaders, employees, and students can properly manage all the important facets of life. A balanced life leads to increased well-being, happiness, satisfaction, and productivity a win-win for everyone. Through proper time management and focus, anyone can find their life's balance. Don't lose sight of the most significant moments in life. We can all learn from the Millennials. It's time to take action and enjoy living!

Seven Strategies That Can Help You Achieve Work-Life Balance

Work-Life Brilliance