

## Work Ability And Associated Factors Of Brazilian Technical

In many industrialized countries, there is a sharp increase of the aging population due to a decrease in fertility rate and an increase in life expectancy. Due to which, the age dependency ratio rises and may cause increased economic burden among working age population. One strategy to combat this problem is to prolong peoples working career. A sufficient work ability is a requirement for a sustainable and prolonged employment. Work ability is primarily a question of balance between work and personal resources. Personal resources change with age, whereas work demands may not change parallel to that, or only change due to globalization or new technology. Work ability, on average, decreases with age, although several different work ability pathways exist during the life course. Work-related factors, as well as general lifestyle, may explain the declines and improvements in work ability during aging. A sustainable work ability throughout the life course is a main incentive for a prolonged working career and a healthy aging. Work ability and work-related factors, are therefore important occupational and public health issues when the age of the population increases. This Special Issue, "Sustainable Work Ability and Aging", includes in all 16 original articles and one opinion paper, organized in three sections. The research topics cover wide aspects of work ability, from determinants, older employee´s coping with their work, methodological issues as well as results of interventions on promoting work ability.

In many countries through the industrial world the population is aging. Despite an increased life expectancy, improved living conditions, and better health status, the average time people spend in paid work is decreasing. There are several

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mechanisms of withdrawal from the labor force among elderly workers. Workers may leave the work force due to disability, unemployment, and early retirement. Many health problems, work related factors, life styles and individual characteristics are involved with early leaving of the labor force. In recent years, promoting work ability has been considered as an affirmative means to decrease work-related disability and early retirement. The concept of work ability expresses the interrelations between the productive potential of a worker, the worker's individual characteristics, and physical and psychosocial work related factors. Therefore, assessment of work ability should measure the ability of a worker to perform his/her job, taking into account the specific work-related factors, mental and physical capabilities, and health. The work ability index (WAI), a questionnaire-based method, constructed by Finnish researchers to operationalize the concept of work ability, has been promoted in recent years as a valuable tool in occupational health programs dedicated to decrease an early exit from the work force. The specific objectives of this thesis are: 1) To describe the associations between perceived health and specific diseases with early exit from the work force. 2) To evaluate the relative influence of individual characteristics, health, lifestyle factors, and physical and psychosocial work-related factors on work ability. 3) To investigate the effect of a poor work ability on productivity losses at work.

This book reports on cutting-edge research related to social and occupational factors. It presents innovative contributions to the optimization of sociotechnical management systems, which consider organizational, policy, and logistical issues. It discusses timely topics related to communication, crew resource management, work design, participatory design, as well as teamwork, community ergonomics, cooperative work, and warning systems. Moreover, it reports on new work

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paradigms, organizational cultures, virtual organizations, telework, and quality management. The book reports on cutting-edge infrastructures implemented for different purposes such as urban, health, and enterprise. It discusses the growing role of automated systems and presents innovative solutions addressing the needs of special populations. Based on the AHFE 2016 International Conference on Social and Occupational Ergonomics, held on July 27-31 in Walt Disney World®, Florida, USA, the book provides readers with a comprehensive view of the current challenges in both organizational and occupational ergonomics, highlighting key connections between them and underlining the importance of emotional factors in influencing human performance.

This publication is a collection of selected papers from the 3rd International Symposium on Work Ability Promotion of Work Ability Towards a Productive Aging. It addresses the Work Ability Index (WAI) as an index for evaluating work ability, developed by the Finnish Institute of Occupational Health as a tool for evaluating work ability of workers. T

This handbook offers a comprehensive review on career guidance, with an emphasis on the applied aspects of guidance together with research methods and perspectives. It features contributions from more than 30 leading authorities in the field from Asia, Africa, America, Australasia and Europe and draws upon a wide range of career guidance paradigms and theoretical perspectives. This handbook covers such subjects as educational and vocational guidance in a social context, theoretical foundations, educational and vocational guidance in practice, specific target groups, testing and assessment, and evaluation.

Prolonging working lives is high on the agenda of policy makers in most of the worlds major industrialized nations.

This book explains how they are keen to tackle issues

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associated with the ageing of populations, namely the funding of pension systems

Global aging, technological advances, and financial pressures on health and pension systems are sure to influence future patterns of work and retirement. The Oxford Handbook of Work and Aging offers an international, multi-disciplinary perspective, examining the aging workforce from an individual worker, organization, and societal perspective, and offering direction for where research and application should be focused in the future.

Now in its third edition, this authoritative handbook offers a comprehensive and up-to-date survey of work and health psychology. Updated edition of a highly successful handbook Focuses on the applied aspects of work and health psychology New chapters cover emerging themes in this rapidly growing field Prestigious team of editors and contributors

This book discusses the latest findings on ensuring employees' safety, health, and welfare at work. It combines a range of disciplines – e.g. work physiology, health informatics, safety engineering, workplace design, injury prevention, and occupational psychology – and presents new strategies for safety management, including accident prevention methods such as performance testing and participatory ergonomics. The book, which is based on the AHFE 2019 International Conference on Safety Management and Human Factors, held on July 24-28, 2019, Washington D.C., USA, provides readers, including decision makers, professional ergonomists and program managers in government

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and public authorities, with a timely snapshot of the state of the art in the field of safety, health, and welfare management. It also addresses agencies such as the Occupational Safety and Health Administration (OSHA) and the National Institute for Occupational Safety and Health (NIOSH), as well as other professionals dealing with occupational safety and health.

This book explores a number of important issues in the area of occupational safety and hygiene.

Presenting both research and best practices for the evaluation of occupational risk, safety and health in various types of industry, it particularly focuses on occupational safety in automated environments, innovative management systems and occupational safety in a global context. The different chapters examine the perspectives of all those involved, such as managers, workers and OSH professionals.

Based on selected contributions presented at the 15th International Symposium on Occupational Safety and Hygiene (SHO 2019), held on 15–16 April, 2019, in Guimarães, Portugal, the book serves as a timely reference guide and source of inspiration to OSH researchers, practitioners and organizations operating in a global context.

Stress has become one of the major challenges of modern society, especially within the working population, causing significant costs and personal problems. However, the range of prevention and

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treatment is not at all proportionate to the needs of the public. Internet provides new options for broad dissemination and a growing body of evidence suggest that internet-based interventions for stress could be effective. However, few studies have examined the efficacy in clinical samples or how participants experience these new treatment delivery formats. Further, only a limited number of studies have evaluated the efficacy of work-focused stress interventions on work-related outcomes (e.g., absenteeism), and if recovery has the potential in stress-prevention. In the present thesis, internet-based cognitive behavioural stress interventions (iCBT), designed to reduce symptoms of stress and increase recovery and work participation among 117 managers and 260 employees, were evaluated in three randomized controlled trials (Study I, III and IV) and a qualitative study (Study II). Results of Study I and III indicate that the iCBT for managers and employees with stress-related disorders was effective in reducing symptoms of chronic stress. In Study III effects on work-related outcomes, e.g., work ability and absenteeism, were only seen in the work-focused iCBT. In Study II, participants found the work-focused iCBT to be accessible and feasible and reported positive experiences on stress and well-being in both life and at work. Finally, preliminary results in Study IV suggest that recovery experiences, an important protective factor against

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chronic stress, could be improved by a brief internet-based recovery intervention. In conclusion, if implemented, these relatively brief and accessible interventions could be a feasible way to increase access to treatment and learning distressed employees and others how to prevent and recover from stress-related disorders.

This volume entails a collection of new ideas, themes and questions towards a phenomenon which we are used to refer to with the key term “diversity”. The aim of the book is to offer a cultural sciences perspective on “diversity”, to advance knowledge about it and enrich the dialogue between academics and practitioners in related domains of action.

Today, changes in the demographic structures of the population, the migration flux, multiculturalism, the rising awareness concerning minorities’ rights, gender studies and so on lead to a complex picture of what “diversity” means. The narrative of a society and of most organizations is constituted by multiple layers of social categorization, segregation and identity. Therefore, “diversity” defies simple definition. The contributions in this volume approach the phenomenon from different angles and reveal new theoretical, methodological and practical perspectives on it.

This practical guide aids clinicians in distinguishing the different dimensions of hand function such as impairment, disability, and handicap. New and

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updated chapters discuss cerebral palsy, sports injuries, robotics, and assistive technologies. Extensively revised, the book provides a broad overview of the basic principles and examination of hand function. It describes how to evaluate hand function in specific afflicted populations, including the rheumatoid patient, the stroke patient, the trauma patient, the geriatric patient, and the pediatric patient as well as special populations such as diabetes mellitus patients and musicians. It also includes an appendix of hand function scales essential to the assessment of disability. The Second Edition of Hand Function is an ideal resource for all rheumatologists, physiatrists, hand surgeons, orthopedists, occupational therapists, and physical therapists caring for patients with impaired hand function.

Written by world renowned researchers and clinicians in the field, Management of Neck Pain Disorders provides a comprehensive insight into the nature of neck pain disorders within a biopsychosocial context to inform clinical reasoning in the management of persons with neck pain. Emphasising a patient centred approach, this book practically applies knowledge from research to inform patient assessment and management. It also provides practical information and illustrations to assist clinicians to develop treatment programs with and for their patients with neck pain. Current issues

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and debates in the field of neck pain disorders  
Research informing best practice assessment and management Biological, psychological and social features which need to be considered when assessing and developing a management program with the patient A multimodal conservative management approach, which addresses the presenting episode of pain as well as rehabilitation strategies towards prevention of recurrent episodes  
Cancer survivors are returning to the workplace in higher numbers than ever before. This is a positive outcome of the “war on cancer”, however, many of these cancer survivors face the possibility of illness- or treatment-related complications; employer discrimination or harassment; and other serious concerns. Cancer Survivorship and Work reviews many of the issues relevant to cancer survivors in the workplace from the survivors’, employers’, and global perspectives. This interdisciplinary and international volume brings together experts in fields as varied as epidemiology, economics, rehabilitation, psychology, human factors and ergonomics; law, and public policy to create a unique, up-to-date reference of what is currently known and what needs to be considered in the future. With this knowledge, challenges faced by this growing population can be better addressed by health care providers, employers, survivors and their families.

Issues in Cancer Treatment / 2013 Edition is a

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ScholarlyEditions™ book that delivers timely, authoritative, and comprehensive information about Gene Therapy. The editors have built Issues in Cancer Treatment: 2013 Edition on the vast information databases of ScholarlyNews.™ You can expect the information about Gene Therapy in this book to be deeper than what you can access anywhere else, as well as consistently reliable, authoritative, informed, and relevant. The content of Issues in Cancer Treatment / 2013 Edition has been produced by the world's leading scientists, engineers, analysts, research institutions, and companies. All of the content is from peer-reviewed sources, and all of it is written, assembled, and edited by the editors at ScholarlyEditions™ and available exclusively from us. You now have a source you can cite with authority, confidence, and credibility. More information is available at <http://www.ScholarlyEditions.com/>.

The many significant technological and medical advances of the 21st century cannot overcome the escalating risk posed to older adults by such stressors as pain, weakness, fatigue, depression, anxiety, memory and other cognitive deficits, hearing loss, visual impairment, isolation, marginalization, and physical and mental illness. In order to overcome these and other challenges, and to maintain as high a quality of life as possible, older adults and the professionals who treat them need to

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promote and develop the capacity for resilience, which is innate in all of us to some degree. The purpose of this book is to provide the current scientific theory, clinical guidelines, and real-world interventions with regard to resilience as a clinical tool. To that end, the book addresses such issues as concepts and operationalization of resilience; relevance of resilience to successful aging; impact of personality and genetics on resilience; relationship between resilience and motivation; relationship between resilience and survival; promoting resilience in long-term care; and the lifespan approach to resilience. By addressing ways in which the hypothetical and theoretical concepts of resilience can be applied in geriatric practice, Resilience in Aging provides inroads to the current knowledge and practice of resilience from the perspectives of physiology, psychology, culture, creativity, and economics. In addition, the book considers the impact of resilience on critical aspects of life for older adults such as policy issues (e.g., nursing home policies, Medicare guidelines), health and wellness, motivation, spirituality, and survival. Following these discussions, the book focuses on interventions that increase resilience. The intervention chapters include case studies and are intended to be useful at the clinical level. The book concludes with a discussion of future directions in optimizing resilience in the elderly and the importance of a

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lifespan approach to aging.

An increasingly competitive environment can lead to considerable problems for many organizations as they struggle to adapt to change. As a result, they fail to create the conditions that can lead to sustainable development over the long term, thus affecting the capabilities of employees. This book provides a fresh perspective on sustainable change and development in organizations, as well as a critical perspective on lean implementation, work environment and sustainability. The expert contributors address the development in, and of, organizations, as well as the development process between organizations, such as in networks or clusters. They discuss topics, such as the role of customers in the development of public organizations; developing knowledgeable practice at work; exploring evidence-based practice and the challenge of regional gender contracts.

Undergraduates and postgraduates in different management fields including organizational theory, innovation, human resources, quality development and entrepreneurship will find this book to be of interest. The empirical results and interdisciplinary approach will appeal to practitioners and policy-makers at national, as well as international levels. The text offers 123 articles on recent research and practice in construction safety, from 19 developed countries. Topics covered include: safety

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management and planning; education and training; innovative safety technology; site safety, and progra...

?This book addresses the developing field of Work Disability Prevention. Work disability does not only involve occupational disorders originating from the work or at the workplace, but addresses work absenteeism originating from any disorder or accident. This topic has become of primary importance due to the huge compensation costs and health issues involved. For employers it is a unique burden and in many countries compensation is not even linked to the cause of the disorder. In the past twenty years, studies have accumulated which emphasize the social causes of work disability. Governments and NGOs such as the World Bank, the International Labor Organization, and the Organization for Economic Cooperation and Development have produced alarming reports on the extent of this problem for developed and developing countries. However, no comprehensive book is presently available to help them address this emerging field where new knowledge should induce new ways of management.?

This book introduces the concept of 'healthy healthcare' and posits that this new concept is necessary in light of a shortage of healthcare staff in the near future. Healthy healthcare implies that healthcare systems are designed, managed and

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financed in balance with the available resources to improve workers' health and performance.

Ultimately, a balanced perspective taking into account the patient, the staff and the complex healthcare system will lead to a more resource-efficient delivery of high-quality healthcare services.

The book synthesizes evidence-based practice and research on the links between healthcare services, employee health and wellbeing, and quality of healthcare from an interdisciplinary perspective.

Written by leading experts in this rapidly expanding field of inquiry, this is the first book ever compiled on the subject with such scope and breadth. It

discusses how to conduct interventions and research on healthy healthcare with different populations and settings. The chapters critically examine the links between these pillars; and identify research gaps in both methodology and content from the perspectives of psychology, medicine, nursing, economy, law, technology, management and more. This innovative book is of interest to researchers and students of health sciences, public health, health economics and allied disciplines, as well as to stakeholders in the healthcare industry. Chapter 24 of this book is available open access under a CC-BY NC-ND 4.0 license at [link.springer.com](http://link.springer.com).

The literature on the late effects of cancer treatment is widely scattered in different journals since all major organ systems are affected and management

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is based on a variety of medical and surgical treatments. The aim of "ALERT – Adverse Late Effects of Cancer Treatment" is to offer a coherent multidisciplinary approach to the care of cancer survivors. The Volume focuses on the general concepts and principles relevant to late effects and on the dynamic interplay of molecular, cytologic and histopathologic events that lead to altered physiologic and metabolic functions and their clinical manifestations. Chapters are also included on legal issues, economic aspects, nursing, psychological issues and quality of life. It is anticipated that this textbook will become the gold standard in providing information on the late effects of cancer treatment and that, in its digitized form, it will be referenced in cancer survivorship guidelines.

### Sustainable Work Ability and AgingMDPI

The Science of Occupational Health is an evidence-based resource for all members of the health care team working with those affected by work-based stress - whether individuals suffering physical or psychological symptoms, or organizations trying to provide optimum conditions for healthy and productive employees. The authors offer a unique psychobiological perspective, discussing the modern workplace as a cause of stimulation and well-being, as well as of distress and illness. They provide a rigorous but highly accessible scientific account of the effects that stress has on mind and body, with

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key chapters on 'Responses to Stress', 'Stress-Related Health Problems', and 'Stress Hormones at Work'. This book offers the reader practical guidance on health promotion and preventive strategies at both individual and organizational levels. It concludes with a discussion of present occupational conditions around the world, and predictions of likely trends in the future.

The labor market is evolving very rapidly in recent years, in Europe and worldwide. The fast and deep changes brought a brand-new context of challenges and occupational risks to the attention of stakeholders. The current global financial crisis has increased the economic pressures on companies and they in turn have intensified the effects on employees, particularly in terms of new competition contexts and a lot of stress and mental health issues. Concurrently, social, political, and environmental problems generate under-employment, over-qualification, over-education, low wages for skilled workers, and unmet demand for education.

Consequently, both high skilled and low skilled immigrant workers are increasing. In addition, workplaces are continually changing in step with the introduction of new technologies, materials, and work processes, together with the changes in the labor market, the new forms of employment, and the new work organizations. These changes lead to new opportunities for employees and employers – but also to new risks or re-actualization of old organizational risks. According to the EU-OSHA, the key points that describe the evolution that is currently ongoing in the world of work are globalization, the technical innovation, and the aging population. On one hand, some older potential risks are reappearing in organizations: intensive fear and

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worries, organizational anxiety, boredom, physical violence, alienation, segregation, loneliness, and isolation. On the other hand, re-emerging perceived organizational features seem vital for organizations and more important today than ever. Central constructs in the study of organizational behavior and organizational health such as perceived organizational support, commitment in organizational context, socialization processes, change capacity of organizations, perceived organizational justice, ergonomics, and motivation, nowadays seem increasingly important and renewed.

This book presents cutting-edge research on innovative human systems integration and human-machine interaction, with an emphasis on artificial intelligence and automation, as well as computational modeling and simulation. It covers a wide range of applications in the area of design, construction and operation of products, systems and services. The book describes advanced methodologies and tools for evaluating and improving interface usability, new models, and case studies and best practices in virtual, augmented and mixed reality systems, with a special focus on dynamic environments. It also discusses various factors concerning the human user, hardware, and artificial intelligence software. Based on the proceedings of the 4th International Conference on Intelligent Human Systems Integration (IHSI 2021), held on February 22-24, 2021, the book also examines the forces that are currently shaping the nature of computing and cognitive systems, such as the need to reduce hardware costs; the importance of infusing intelligence and automation; the trend toward hardware miniaturization and optimization; the need for a better assimilation of computation in the environment; and social concerns regarding access to computers and systems for people with special needs. It offers a timely survey and a practice-oriented reference guide for policy- and decision-makers, human factors engineers,

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systems developers and users alike.

Two large international conferences on Advances in Engineering Sciences were held in Hong Kong, March 18–20, 2015, under the International MultiConference of Engineers and Computer Scientists (IMECS 2015), and in London, UK, 1–3 July, 2015, under the World Congress on Engineering (WCE 2015) respectively. This volume contains 35 revised and extended research articles written by prominent researchers participating in the conferences. Topics covered include engineering mathematics, computer science, electrical engineering, manufacturing engineering, industrial engineering, and industrial applications. The book offers state-of-the-art advances in engineering sciences and also serves as an excellent reference work for researchers and graduate students working with/on engineering sciences.

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The workforce is aging as people live longer and healthier lives, and mandatory retirement has become a relic of the past. Though workforces have always contained both younger and older employees the age range today has expanded, and the generational g

This book reports on the state of the art in physical ergonomics and addresses the design of products, processes, services, and work systems to ensure they are productive, safe, and enjoyable for people to use. The human body's responses to physical and physiological work demands, strain injuries from repetition, vibration, force, and posture are the most common types of issues examined, along with their design implications. The book explores a wide range of topics in physical ergonomics, including the consequences of repetitive motion, materials handling, workplace safety, the usability of portable devices, design, working postures, and the work environment. Mastering physical ergonomics and safety engineering concepts is

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fundamental to creating products and systems that people can safely and conveniently use, as well as avoiding stresses and minimizing the risk of accidents. Based on the AHFE 2018 Conference on Physical Ergonomics and Human Factors, held on July 21–25, 2018, in Orlando, Florida, USA, this book provides readers with a comprehensive perspective on the current challenges in physical ergonomics, which is a critical aspect in the design of any human-centered technological system, and for factors influencing human performance.

This upper level textbook provides a coherent introduction to the economic implications of individual and population ageing. Placing economic considerations into a wider social sciences context, this is ideal reading not only for advanced undergraduate and masters students in health economics and economics of ageing, but policy makers, professionals and practitioners in gerontology, sociology, health-related sciences, and social care. This volume introduces topics in labour economics, including the economic implications of ageing workforces. It covers pension economics and pension systems with their macroeconomic and distributive effects, and the question of risk. Finally, it describes macroeconomic consequences of ageing populations on aggregate saving, inflation, international trade, and financial markets.

This book emphasizes the need for new directions and approaches for social and economic development in the emerging nations of the Asia-Pacific region through the use of Smart Technologies. It takes a holistic view of socio-economic and technical developments taking place through ASEAN and South Asia. Compared to practices in the 20th century, the use of Smart Technologies is likely to have a faster and greater impact on emerging nations (Smart Nations). Smart Technologies for Smart Nations: Perspectives from the Asia-Pacific Region is core reading for

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academics, professionals, and policymakers interested in technological developments in ASEAN and South Asia. The previous edition of the International Encyclopedia of Ergonomics and Human Factors made history as the first unified source of reliable information drawn from many realms of science and technology and created specifically with ergonomics professionals in mind. It was also a winner of the Best Reference Award 2002 from the Engineering Libraries Division, American Society of Engineering Education, USA, and the Outstanding Academic Title 2002 from Choice Magazine. Not content to rest on his laurels, human factors and ergonomics expert Professor Waldemar Karwowski has overhauled his standard-setting resource, incorporating coverage of tried and true methods, fundamental principles, and major paradigm shifts in philosophy, thought, and design. Demonstrating the truly interdisciplinary nature of this field, these changes make the second edition even more comprehensive, more informative, more, in a word, encyclopedic. Keeping the format popularized by the first edition, the new edition has been completely revised and updated. Divided into 13 sections and organized alphabetically within each section, the entries provide a clear and simple outline of the topics as well as precise and practical information. The book reviews applications, tools, and innovative concepts related to ergonomic research. Technical terms are defined (where

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possible) within entries as well as in a glossary. Students and professionals will find this format invaluable, whether they have ergonomics, engineering, computing, or psychology backgrounds. Experts and researchers will also find it an excellent source of information on areas beyond the range of their direct interests.

Facing the Challenges of a Multi-Age Workforce examines the shifting economic, cultural, and technological trends in the modern workplace that are taking place as a result of the aging global workforce. Taking an international perspective, contributors address workforce aging issues around the world, allowing for productive cross-cultural comparisons. Chapters adopt a use-inspired approach, with contributors proposing solutions to real problems faced by organizations, including global teamwork, unemployed youth, job obsolescence and over-qualification, heavy emotional labor and physically demanding jobs, and cross-age perceptions and communication. Additional commentaries from sociologists, gerontologists, economists, and scholars of labor and government round out the volume and demonstrate the interdisciplinary nature of this important topic.

For the past decade, the rapid development of the ergonomics disciplines as well as the fast growing economy in the Asian region have been attracting

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the attention of the international ergonomics community. Although East Asia has been changing from a traditional agriculture-oriented society into a modern industry-oriented society and its economy co Almost every person works at some point in their lives. The Research Handbook on Work and Well-Being examines the association of particular work experiences with employee and organizational health and performance.

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