Well-being: Productivity and Happiness at Work

Ivan Robertson, Cary Cooper
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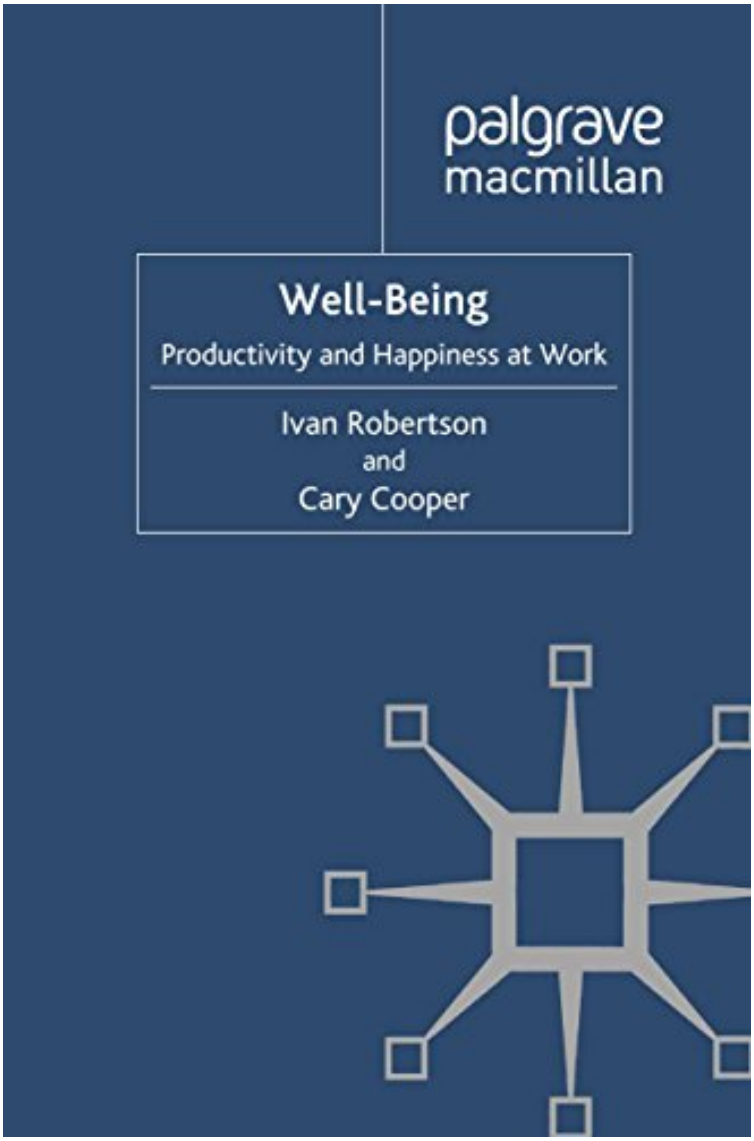

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Ivan Robertson, Cary Cooper : Well-being: Productivity and Happiness at Work before purchasing it in order to gage whether or not it would be worth my time, and all praised Well-being: Productivity and Happiness at Work:

3 of 3 people found the following review helpful. Wellness vs. Well-BeingBy William McPeckAs a specialist in worksite wellness, my thinking has evolved over the past couple of years to the point where I believe the field needs to encompass a broader concept, what I call worksite well-being programs. Needless to say, I was very pleased when I came across this book's title recently. I was surprised to learn though that the book was published in 2011 and I had not heard about it before now.The book consists of 18 chapters divided into 5 parts:- Why Well-Being Matters?- What is Well-Being?- What Influences Well-Being?- Getting the Benefits- Case StudiesBoth of the authors are

psychologists, academics and founding partners in a UK consultancy that bears their names. I found the book to be well written, not too heavily footnoted and containing an adequate list of resources for conducting further reading and study if you want to dig deeper into any of the concepts cited, which I do.The authors being from the UK heavily slants the book towards a UK perspective, but this in no way detracts from the book's message, value, worth and the benefits it delivers.The authors consider well-being to consist of three main parts or domains:- Physical- Social- PsychologicalGiven the author's training as psychologists, it should come as no surprise to you that the focus of the book is PWB, or psychological well-being. Again, this is not a detractor to the book, only requiring the reader to go elsewhere to fill out their understanding of all the domains in the well-being model.I believe the book does a great job of pulling the literature together and putting forth a solid, substantial picture of why psychological well-being matters, what psychological well-being is, what influences psychological well-being and identifying the benefits of psychological well-being.Unfortunately, I think the book falls down in the Case Study section. After reading the foundational section of the book, I was so looking forward to seeing how employers had implemented PWB in their workplaces. Much to my disappointment, of the 9 case studies presented, 5 were about worksite wellness interventions. The remaining 4 case studies were helpful to me. I just wish the other 5 were just like them. Maybe they don't yet exist.If you have anything to do with worksite wellness, employee well-being or employee engagement, I believe this book will be worth the read.

High levels of well-being at work is good for the employee and the organization. It means lower sickness-absence levels, better retention and more satisfied customers. People with higher levels of well-being live longer, have happier lives and are easier to work with. This book shows how to improve well-being in your organization.

ldquo;Robertson and Cooperrsquo;s work is a book which fills a gap. hellip; The book tells us about the new findings and knowledge about this topic in a clear, transparent, plain style, but at the same time with scientific standards. hellip; It is a systematic and elaborated work on the topic of workplace PWB. This book could also be a starting point for many researches in this field.rdquo; (Kinga Bakos, European Journal of Mental Health, Vol. 12, 2017) Selected as a Best Book of 2011 by the Center for Optimal Adult Development (COAD)'In this book, Robertson and Cooper provide a ground-breaking evidenced-based framework, backed by comprehensive real-world case studies, on the emerging top priority challenge facing today's organizations the well-being of employees.' Fred Luthans, Distinguished Professor of Management, University of Nebraska, USA'Organisations with high levels of wellbeing reap the benefits of lower absenteeism and more productive employees. This makes the business case for improving wellbeing in the workplace.' Jo Swinson, MP, Chair of the All Party Parliamentary Group on Wellbeing Economics'For our brains to be healthy and happy, we need them to evolve in physical and social environments tailored to maximize well being. Robertson and Cooper are pioneers on that front. Their book provides groundbreaking directions to achieve this goal at work, as they introduce the conceptof workplace wellbeing through real life examples of what organizations have done and/or should do to improve the lives and therefore the productivity of their employees. This unique book provides the reader with novel academic and corporate insights and benefits for both the individual and the organization.' Olivier Oullier, PhD, Professor ofNeuroscience at the University of Provence, Scientific Adviser at the Center for Strategic Analysis of the Prime Minister of France'Cary and Ivan explore the critical topic of organization health and well-being with their usual passion, rigour and reader-engaging simplicity. A must read for any organizational leader interested in optimizing the long term performance of their people.' Paul Chesworth, Vice President of HR, Vodafone EuropeAbout the AuthorPROFESSOR IVAN ROBERTSONnbsp;BSc, PhD, FBPsS, FBAMnbsp;is a Chartered Psychologist, Fellow of the British Psychological Society and Fellow of the British Academy of Management. He holds a chair in Work and Organisational Psychology at Leeds University Business School and is Emeritus Professor at the University of Manchester. He is also Managing Director of Robertson Cooper Ltd ndash; a University of Manchester spin-off business dedicated to improving well-being, performance and leadership. He remains an active researcher and during his career has been responsible for over thirty books on Work Organizational Psychology and over 150 scholarly articles/conference papers. He is currently a member of Dame Carol Black's Occupational Health Sounding Board and of the Expert Reference Group for the NICE Public Health Advisory Committee work on mental health at work. Ivan's earlier experience included several years in industry and national government working as a psychologist. He has held visiting posts in the USA (Michigan State University, Singapore (National University of Singapore) and Australia (Queensland University of Technology) nbsp; SIR CARY COOPER is Professor of Organizational Psychology and Health, Lancaster University Management School and Pro Vice Chancellor (External Relations) at Lancaster University, UK. He is the author of over 100 books (on occupational stress, women at work and industrial and organizational psychology), has written over 400 scholarly articles, and is a frequent contributor to national newspapers, TV and radio. He is a Fellow of the British Academy of Management and also of the Academy of Management (having also won the 1998 Distinguished Service Award). In 2001 he was awarded a CBE in the Queen's Birthday Honours List for his contribution to organizational health. He is Chair of The Sunningdale Institute, a think tank on management/organizational issues, in

the National School of Government. He was also the lead scientist to the UK Government Office for Science on their Foresight programme on Mental Capital and Well Being (2007-2008), and was appointed a member of the expert group on establishing guidance for the National Institute for Health and Clinical Excellence on 'promoting mental wellbeing through productive and healthy working conditions', 2009. He is Chair of the UK's Academy of Social Sciences. Professor Cooper is also the President of the Institute of Welfare, President of the British Association of Counselling and Psychotherapy, a national Ambassador of The Samaritans, a Patron of the Anxiety UK, and Patron of the National Bullying Helpline. HR Magazine named him the 6th Most Influential Thinker in HR in 2009.