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978-0-521-85869-4 - Harmonizing Work, Family, and Personal Life: From Policy to Practice

Edited by Steven A. Y. Poelmans and Paula Caligiuri

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Harmonizing Work, Family, and Personal Life

When designed well, effective work–life balance practices can improve employee productivity and firm success, while enriching employee engagement and life satisfaction. These practices are not just the *right thing to do* for employees – they are the right thing to do for an organization’s bottom line. *Harmonizing Work, Family, and Personal Life* examines the organizational challenges of introducing work–life policies and practices from both an individual and a managerial perspective. Drawing on state-of-the-art academic literature and studies of a broad range of companies around the globe where such policies have been implemented, this book is a practical guide for policy design and implementation.

Harmonizing Work, Family, and Personal Life is essential reading for human resource managers, consultants, and coaches, as well as students and researchers in the fields of human resource management, organizational behavior, or career management.

STEVEN A. Y. POELMANS is Assistant Professor of Managing People in Organizations at IESE Business School, Barcelona, where he is co-founder and Academic Director of the International Center of Work and Family. Professor Poelmans is also the coordinator of the second phase of the Collaborative International Study on Managerial Stress (CISMSII), the first international study of work–family conflict in twenty-six countries.

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CAMBRIDGE UNIVERSITY PRESS

Cambridge, New York, Melbourne, Madrid, Cape Town, Singapore, São Paulo, Delhi

Cambridge University Press

The Edinburgh Building, Cambridge CB2 8RU, UK

Published in the United States of America by Cambridge University Press, New York

www.cambridge.org

Information on this title: www.cambridge.org/9780521858694

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First published 2008

Printed in the United Kingdom at the University Press, Cambridge

A catalogue record for this publication is available from the British Library

Library of Congress Cataloguing in Publication Data

Harmonizing work, family, and personal life: from policy to practice/[edited by]

Steven Poelmans [and] Paula Caligiuri.

p. cm.

Includes bibliographical references and index.

ISBN 978-0-521-85869-4 (hbk.)

1. Work and family. I. Poelmans, Steven A. Y., 1968–

II. Caligiuri, Paula. III. Title.

HD4904.25.H38 2008

658.3'12–dc22

2008007714

ISBN 978-0-521-85869-4 hardback

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I dedicate this book to my dear friends and colleagues who inspired me to study the work–family interface over the last decade: Marc Buelens, Nuria Chinchilla, Pablo Cardona, and Tammy Allen.

In my heart I dedicate this book to my dear wife and daughter, Lilia and Elisa, who reward me every day for my balancing act with their joy and optimism.

– Steven

I dedicate this book to the individuals who have helped shape my own sense of work–life balance:

To my parents – by example, they taught me what matters most in life

To Don – an everlasting reminder that life is precious and short
And

To George – a muse for my work, a joy in my life, who brings balance to my days.

– Paula

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