

Cambridge University Press

978-0-521-18290-4 - The Individual in the Changing Working Life

Edited by Katharina Naswall, Johnny Hellgren and Magnus Sverke

Frontmatter

[More information](#)

The Individual in the Changing Working Life

Working life has been the subject of great change in recent years, with contemporary conditions generally providing increased opportunities and autonomy for individuals. But these benefits can coincide with greater demands and responsibilities, increasing the pressure to work outside of traditional working hours and so creating conflict between work and family life. This book contributes towards our understanding of contemporary working life, considering how recent changes have affected the work climates, attitudes, and well-being of individuals. Combining traditional theoretical frameworks with innovative new research, it discusses both the positive and negative effects contemporary working life has on organizations and employees. International experts in the fields of work and organizational psychology present strategies to prevent negative working conditions and help individuals achieve a healthy work–life balance.

KATHARINA NÄSWALL is Associate Professor of Psychology in the Department of Psychology at Stockholm University.

JOHNNY HELLGREN is Associate Professor of Psychology and Director of the undergraduate program in the Department of Psychology at Stockholm University.

MAGNUS SVERKE is Professor and Head of the Division of Work and Organizational Psychology in the Department of Psychology at Stockholm University.

Cambridge University Press

978-0-521-18290-4 - The Individual in the Changing Working Life

Edited by Katharina Naswall, Johnny Hellgren and Magnus Sverke

Frontmatter

[More information](#)

The Individual in the Changing Working Life

Edited by

Katharina Näswall,

Johnny Hellgren

and

Magnus Sverke



CAMBRIDGE
UNIVERSITY PRESS

Cambridge University Press

978-0-521-18290-4 - The Individual in the Changing Working Life

Edited by Katharina Naswall, Johnny Hellgren and Magnus Sverke

Frontmatter

[More information](#)

CAMBRIDGE UNIVERSITY PRESS

Cambridge, New York, Melbourne, Madrid, Cape Town, Singapore,
São Paulo, Delhi, Dubai, Tokyo, Mexico City

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/9780521182904

© Cambridge University Press 2008

This publication is in copyright. Subject to statutory exception
and to the provisions of relevant collective licensing agreements,
no reproduction of any part may take place without the written
permission of Cambridge University Press.

First published 2008

First paperback edition 2010

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

ISBN 978-0-521-87946-0 Hardback

ISBN 978-0-521-18290-4 Paperback

Cambridge University Press has no responsibility for the persistence or
accuracy of URLs for external or third-party internet websites referred to in
this publication, and does not guarantee that any content on such websites is,
or will remain, accurate or appropriate.

Contents

<i>List of figures</i>	<i>page</i> viii
<i>List of tables</i>	ix
<i>List of cases</i>	x
<i>List of contributors</i>	xi
<i>Acknowledgements</i>	xiii
 1 The individual in the changing working life: introduction KATHARINA NÄSWALL, JOHNNY HELLGREN, AND MAGNUS SVERKE	 1
 Part I Threats and challenges	 17
 2 New rules of work: exploring the boundaryless job MICHAEL ALLVIN	 19
 3 Changing work roles: new demands and challenges JOHNNY HELLGREN, MAGNUS SVERKE, AND KATHARINA NÄSWALL	 46
 4 The Demand-Induced Strain Compensation model: renewed theoretical considerations and empirical evidence JAN DE JONGE, CHRISTIAN DORMANN, AND MARIEKE VAN DEN TOOREN	 67
 5 Job insecurity and employability among temporary workers: a theoretical approach based on the psychological contract NELE DE CUYPER AND HANS DE WITTE	 88
 6 Independent contracting: finding a balance between flexibility and individual well-being DANIEL G. GALLAGHER	 108

vi	Contents	
7	Work–family conflict in individuals’ lives: prevalence, antecedents, and outcomes	
	ULLA KINNUNEN AND SAIJA MAUNO	126
8	My love, my life, my everything: work–home interaction among self-employed	
	TOON W. TARIS, SABINE A. E. GEURTS, MICHIEL A. J. KOMPIER, SUZANNE LAGERVELD, AND ROLAND W. B. BLONK	147
9	Modern work and safety	
	NIK CHMIEL	169
10	Romantic relationships at work: old issues, new challenges	
	JENNIFER CARSON AND JULIAN BARLING	195
11	Ethnic diversity at work: an overview of theories and research	
	WIDO G. M. OERLEMANS, MARIA C. W. PEETERS, AND WILMAR B. SCHAUFELI	211
	Part II Individual attempts at restoring the balance	233
12	Skeleton key or siren song: is coping the answer to balancing work and well-being?	
	JACO PIENAAR	235
13	The dynamic influence of individual characteristics on employee well-being: a review of the theory, research, and future directions	
	CHRISTOPHER J. L. CUNNINGHAM, GABRIEL M. DE LA ROSA, AND STEVE M. JEX	258
14	Stress and coping at work: new research trends and their implications for practice	
	JOSÉ M. PEIRÓ	284
15	Work stress, coping, and gender: implications for health and well-being	
	EVA TORKELSON AND TUIJA MUHONEN	311
16	The role of protean career attitude during unemployment and re-employment: a literature review and conceptual model	
	LEA WATERS	328

Cambridge University Press
978-0-521-18290-4 - The Individual in the Changing Working Life
Edited by Katharina Naswall, Johnny Hellgren and Magnus Sverke
Frontmatter
[More information](#)

Contents	vii
Part III Intervention and promotion on the organizational level	351
17 Participatory action research as work stress intervention MAUREEN F. DOLLARD, PASCALE M. LE BLANC, AND SARAH J. COTTON	353
18 Enhancing work engagement through the management of human resources WILMAR B. SCHAUFELI AND MARISA SALANOVA	380
19 Prevention: integrating health protection and health promotion perspectives LOIS E. TETRICK	403
20 Workplace interventions for occupational stress E. KEVIN KELLOWAY, JOSEPH J. HURRELL JR., AND ARLA DAY	419
<i>Index</i>	442

Figures

4.1 The triple-match principle of the DISC model	<i>page 72</i>
4.2 Illustration of a triple-match interaction between emotional demands and emotional support in the prediction of emotional exhaustion	73
4.3 The Demand-Induced Strain Compensation (DISC) model	74
5.1 The impact of (a) job insecurity and (b) employability on job satisfaction among temporary and permanent employees, in accordance with psychological contract theory	97
7.1 Finnish managers' perceived strain-based work-to-family conflict (WFC) and family-to-work conflict (FWC) according to gender and managerial level	132
13.1 Conceptual framework linking individual characteristics and well-being	263
14.1 Multilevel research on work stress	300
16.1 Conceptual model depicting the interrelationship between protean career attitude, psychological health, job search intensity, re-employment, re-employment quality, career growth, and financial strain	330
17.1 Overview of the study	369
19.1 Relation between safety climate and safety behaviors	409
19.2 TransTheoretical Model of Change	414

Tables

2.1 The jobs of the interviewed subjects and their corresponding regulatory variations	<i>page 29</i>
3.1 Factor loadings for the classic stressors and the “new” stressors from both exploratory (EFA) and confirmatory (CFA) factor analyses	54
3.2 Model comparisons between the various confirmatory factor models	56
3.3 Intercorrelations and descriptive statistics for all study variables	58
3.4 Results of multiple hierarchical regression (standardized regression coefficients) analyses predicting job satisfaction, perceived performance, and mental health	59
4.1 Overview of empirical evidence for the DISC model	76
8.1 Scales used in the study among self-employed	157
8.2 Comparison of the scores of self-employed to those of employees on the four dimensions of the Survey Work–Home Interaction Nijmegen	158
8.3 Associations among the four dimensions of the Survey Work–Home Interaction Nijmegen, various work and home activities, work characteristics and well-being indicators	160
11.1 Definitions of diversity	214
15.1 Means, standard deviations, and correlations for the study variables	318
15.2 Summary of hierarchical regression analyses predicting health problems for female and male managers and non-managers	320
18.1 Changes in modern organizations	381

Cases

17.1 Occupational strain and efficacy in human service workers	<i>page</i> 364
17.2 Trust in a correctional work setting	365
17.3 Take care! Intervention program in Dutch oncology care providers	366
17.4 The Salvation Army officers' well-being feedback/focus group sessions	368

Cambridge University Press

978-0-521-18290-4 - The Individual in the Changing Working Life

Edited by Katharina Naswall, Johnny Hellgren and Magnus Sverke

Frontmatter

[More information](#)

Contributors

MICHAEL ALLVIN, National Institute for Working Life, Sweden

JULIAN BARLING, Queen's University, Canada

ROLAND W. B. BLONK, TNO Work and Employment, the Netherlands

JENNIFER CARSON, Queen's University, Canada

NIK CHMIEL, Queen's University Belfast, UK

SARAH J. COTTON, University of South Australia, Australia

CHRISTOPHER J. L. CUNNINGHAM, University of Tennessee at
Chattanooga, USA

ARLA DAY, St Mary's University, Canada

NELE DE CUYPER, K. U. Leuven, Belgium

GABRIEL M. DE LA ROSA, Bowling Green State University, USA

HANS DE WITTE, K. U. Leuven, Belgium

MAUREEN F. DOLLARD, University of South Australia, Australia

CHRISTIAN DORMANN, Johannes Gutenberg University, Germany

DANIEL G. GALLAGHER, James Madison University, USA

SABINE A. E. GEURTS, University of Nijmegen, the Netherlands

JOHNNY HELLGREN, Stockholm University, Sweden

JOSEPH J. HURRELL JR., St Mary's University, Canada

STEVE M. JEX, Bowling Green State University, USA

JAN DE JONGE, Eindhoven University of Technology, the Netherlands

E. KEVIN KELLOWAY, CN Centre for Occupational Health and Safety,
St Mary's University, Canada

Cambridge University Press

978-0-521-18290-4 - The Individual in the Changing Working Life

Edited by Katharina Naswall, Johnny Hellgren and Magnus Sverke

Frontmatter

[More information](#)

xii List of contributors

ULLA KINNUNEN, University of Tampere, Finland

MICHIEL A. J. KOMPIER, University of Nijmegen, the Netherlands

SUZANNE LAGERVELD, TNO Work and Employment, the Netherlands

PASCALE M. LE BLANC, Utrecht University and Research Institute for
Psychology and Health, the Netherlands

SAIJA MAUNO, University of Jyväskylä, Finland

TUIJA MUHONEN, National Institute for Working Life, Sweden

KATHARINA NÄSWALL, Stockholm University, Sweden

WIDO G. M. OERLEMANS, Utrecht University, the Netherlands

MARIA C. W. PEETERS, Utrecht University, the Netherlands

JOSÉ M. PEIRÓ, University of Valencia and Instituto Valenciano de
Investigaciones Economicas, Spain

JACO PIENAAR, North-West University, South Africa

MARISA SALANOVA, Universitat Jaume I, Spain

WILMAR B. SCHAUFELI, Utrecht University, the Netherlands

MAGNUS SVERKE, Stockholm University, Sweden

TOON W. TARIS, University of Nijmegen, the Netherlands

LOIS E. TETRICK, George Mason University, USA

MARIEKE VAN DEN TOOREN, Eindhoven University of Technology,
the Netherlands

EVA TORKELSON, Lund University, Sweden

LEA WATERS, University of Melbourne, Australia

Cambridge University Press

978-0-521-18290-4 - The Individual in the Changing Working Life

Edited by Katharina Naswall, Johnny Hellgren and Magnus Sverke

Frontmatter

[More information](#)

Acknowledgements

The work on this book was conducted with the financial support of grants from Alecta, from the Swedish National Institute for Working Life (NIWL) through the Joint Programme for Working Life Research in Europe (SALTSA), and from the Swedish Council for Working Life and Social Research. We also would like to thank specifically those who played important parts in the preparation and completion of the manuscript. First of all, this includes the contributors, who provided the interesting and important chapters, and Andrew Peart at Cambridge University Press who facilitated the editorial work and was accessible throughout the project. We would also like to thank David Speeckaert for his valuable contributions as language editor for much of this book.