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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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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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