

WORK-LIFE BALANCE

Based on a thorough review of the research on work-life balance, Sirgy and Lee identify a set of personal interventions that selected employees commonly use to increase their work-life balance and life satisfaction. Personal interventions of work-life balance involve five behavior-based strategies and four cognition-based strategies. The behavior-based strategies are engaging in multiple roles and domains, increasing role enrichment, engaging in behavior-based compensation, managing role conflict, and creating role balance. The cognition-based strategies are segmenting roles and domains, integrating roles and domains, engaging in value-based compensation, and applying whole-life perspective in decision-making. This volume provides HR managers and HR consultants with pedagogical material designed to help them develop in-house workshops, seminars, and curricula for their employees to improve their work-life balance by using the personal interventions described in the book.

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HR Training for Employee Personal Interventions

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