

Contents

List of Figures and Tables

xi

Notes on the Editors and Contributors

xiii

1.	Organizational Wellbeing: An Introduction and Future Directions <i>Paula Brough, Tony Wall, and Cary Cooper</i>	1
PART I THEORETICAL PERSPECTIVES		7
2	Understanding the Cost of Mental Health at Work: An Integrative Framework <i>Juliet Hassard, Kevin Teoh, Louise Thomson, and Holly Blake</i>	9
3	Personality, Wellbeing and Wellbeing Interventions <i>Jack Evans, Helen Brewis and Ivan Robertson</i>	26
4	Wellbeing and Age in Organizational Life <i>Hannes Zacher</i>	41
5	Emotions and Wellbeing at Work: A Multilevel Perspective <i>Ashlea C. Troth, Alannah E. Rafferty, and Peter J. Jordan</i>	56
6	Requesting and Receiving Supervisor Support and the Implications for Organizational Wellbeing <i>Thomas D. McIlroy, Stacey L. Parker, and Blake M. McKimmie</i>	72
7	Wellbeing and Work–Life Boundaries/Interfaces <i>James Campbell Quick</i>	89
8	Social Capital and Wellbeing: The Role of Work and Family Relations across Cultures <i>José Atilano Pena-López, Paolo Rungo and José Manuel Sánchez-Santos</i>	104
9	Social Movements and Wellbeing in Organizations from Multilevel and Intersectional Perspectives: The Case of the #blacklivesmatter Movement <i>Mustafa F. Özbilgin and Cihat Erbil</i>	119
10	Organizational Resilience: Complex, Multisystemic Processes during Periods of Stress <i>Michael Ungar</i>	139

PART II	INTERNATIONAL ISSUES AND CONTEXTS	157
11	Virtual Work, Technology and Wellbeing <i>Monideepa Tarafdar and Jean-François Stich</i>	159
12	Intentions behind the Use of Social Network Sites and their Association with Employees' Job Performance and Wellbeing <i>Haziq Mehmood and Oi-ling Siu</i>	172
13	Intrapreneurship and Wellbeing in Organizations <i>Ellirioma Gardiner and Jonas Debrulle</i>	184
14	Entrepreneurs' Psychological Wellbeing <i>Anne-Kathrin Kleine and Antje Schmitt</i>	199
15	Mergers, Acquisitions and Wellbeing in Organizational Life: The Critical Role of Human Resources <i>Teresa A. Daniel</i>	215
16	Managing Presenteeism to Optimize Health and Performance <i>Maria Karanika-Murray, Caroline Biron, Valerie Hervieux, Zara Whysall, and Huijun Chen</i>	232
17	LGBTQIA Identities and Organizational Wellbeing <i>Alys Bethan Einion-Waller</i>	248
18	Preventing Suicide in the Workplace <i>Victoria Ross, Sharna L. Mathieu, Katrina Witt and Kairi Kølves</i>	266
19	Grief in the Workplace <i>Stephanie L. Gilbert and E. Kevin Kelloway</i>	282
20	Employee Wellbeing in Post-Disaster Settings <i>Sanna Malinen, Katharina Näswall, and Tracy Hatton</i>	301
21	Humanizing Work: Occupational Mental Health of Humanitarian Aid Workers <i>Cheryl Y. S. Foo, Helen Verdeli, and Alvin Kuowei Tay</i>	318
PART III	DEVELOPING ORGANIZATIONAL WELLBEING	339
22	Workplace Interventions: Individual, Team, Organizational <i>Ian Hesketh</i>	341
23	The Three Pillars of Mental Health in the Workplace: Prevention, Intervention and Accommodation <i>Rachael Jones-Chick and E. Kevin Kelloway</i>	356

24	National Approaches to Wellbeing Interventions: The UK Management Standards as an Example <i>Karina Nielsen, Carolyn Axtell and Siobhan Taylor</i>	368
25	National Arts and Wellbeing Policies and Implications for Wellbeing in Organizational Life <i>Simon Ellis Poole and Alison Clare Scott</i>	383
26	Nudge Theory Applied to Wellbeing at Work <i>Marco Tagliabue</i>	399
27	Applications of Neuroscience to Improve Wellbeing in Organizational Life <i>Justin James Kennedy and Lisa Leit</i>	417
28	Psychologically Informed Coaching Interventions and Workplace Wellbeing <i>Yi-Ling Lai and Stephen Palmer</i>	431
PART IV EMERGING ISSUES AND DIRECTIONS		447
29	Creative-reflective Inquiries and Wellbeing in Organizations <i>Victoria Field and Anne Taylor</i>	449
30	Measuring Wellbeing in Organizational Contexts <i>Katharina Näswall, Jennifer Wong, and Sanna Malinen</i>	463
31	Evaluating Multicomponent Wellbeing Strategies: Theoretical and Methodological Insights <i>Jana Patey, Emike Nasamu, Sara Connolly, Kevin Daniels, Rachel Nayani and David Watson</i>	478
32	Indigenous Peoples' Perspectives and Wellbeing in Organizational Life <i>Jarrold Haar and Azka Ghafoor</i>	494
33	Play and Wellbeing at Work <i>Kevin Moore</i>	509
34	Creative Practices for Wellbeing in Organizations: An Emerging Scholarship of Practice Framework <i>Tony Wall and Richard Axtell</i>	527
35	Micro-activism and Wellbeing: 1,000s of Snowflakes and the Potential Avalanche <i>The Kintsugi Collective, Tony Wall, Sarah Robinson, Jamie Callahan, Carole Elliott, Tali Padan, Annemette Kjærgaard, Maribel Blasco, and Rasmus Bergmann</i>	542
36	Workers' Resistance in Defense of Wellbeing in Contemporary Organizations <i>Florence Palpacuer</i>	558

37	Spiritual Wellbeing in Organizations <i>Scott Foster, Tony Wall and Anna Foster</i>	574
38	Posthumanism and Wellbeing in the Workplace <i>Raya A. Jones</i>	590
39	Artificial Intelligence, Big Data, Robots and Wellbeing in Organizational Life <i>Jarrood Haar and David Brougham</i>	604
40	International and National Standards in Health, Safety and Wellbeing <i>Wilson Wong</i>	618
	<i>Index</i>	640