Mobbing Virus Organizzativo Prevenire E Contrastare Il Mobbing E I Comportamenti Negativi Sul Lavoro

Prepared in collaboration with the International Ergonomics Association, this book presents a compilation of 128 illustrated ideas which identify practical and inexpensive solutions to ergonomic problems in the workplace. The checkpoints can be used either to check working conditions on the spot or at the design stage, and are suited to a wide variety of premises. Each checkpoint indicates an action, explains why it is necessary, gives advice on its implementation and other relevant information. Ergonomic issues covered include: materials storage and handling; hand tools; machine safety; improving workstation design; lighting; premises; control of hazardous substances; welfare facilities; and work organisation.

Evaluating and treating patients with violent ideations and behaviors can be frustrating, anxiety-provoking, and even dangerous, as errors in judgment can lead to disastrous consequences. Fortunately, there is the Textbook of Violence Assessment and Management, the first and only comprehensive textbook on assessing the potentially violent patient for mental health clinicians on the front lines of patient care. Uniquely qualified to produce this comprehensive volume, the editors have assembled a distinguished roster of contributors who, in 28 practical chapters, combine evidence-based medicine with expert opinion to address the topic of patient violence in all its diversity of presentation and expression. Dr. Simon is Director of the Program in Psychiatry and Law at Georgetown University School of Medicine, as well as the author or co-author of more than two dozen books. Dr. Tardiff, Professor of Psychiatry and Public Health at the Payne Whitney Clinic, The New York Hospital -- Cornell Medical Center, is the author of The Concise Guide to Assessment and Management of Violent Patients, an introduction to aggression management now in its second edition. Violence is both endemic to our society and epidemic in our age. Skilled assessment and management of violence is therefore critical for mental health professionals involved in patient care. The Textbook of Violence Assessment and Management includes many features designed to instruct and support these clinicians. For example: It is the first comprehensive textbook to take the mental health professional from evaluation and assessment to treatment and management of patients who are or may become violent. The 28 chapters address the diversity of clinical settings, patient demographics, psychopathology and treatment modalities, making this work useful as both a textbook and a reference that clinicians can consult as needed for particular cases. End-of-chapter "Key Points" highlight the most important concepts and conclusions, allowing students to review and consolidate their learning and practicing professionals to locate critical information quickly. Clinical case examples

abound, providing rich and nuanced perspectives on patient behavior, evaluation and management. The textbook includes a separate chapter on evaluating patients from different cultures, a competency that becomes more crucial as patient populations become more diverse. Increasing numbers of veterans are diagnosed with PTSD and traumatic brain injury. Campus tragedies such as Virginia Tech are fresh in our collective memory. This text is both timely and necessary -- not just for mental health professionals and their patients, but for the families and communities whose safety depends upon competent professional judgment.

The Holy Father's third encyclical focuses on "the dignity and rights of those who work."

The book discusses how labour law and welfare systems will be affected by the ongoing transformation of work. The first section considers demography from two different perspectives. On the one hand, it focuses on chronic diseases and their impact on work, emphasising the role and the regulation of welfare systems. On the other, attention is given to youth unemployment and to those forms of employment which might have an impact on young people. Section II touches upon the relationship between the environment and industrial relations, while the third part broaches the topic of the impact of technology in the context of the Fourth Industrial Revolution, also known as Industry 4.0. As such, this volume provides an exhaustive picture of the changes currently underway, considering all the aspects which will affect work now and in the future.

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The labor market is evolving very rapidly in recent years, in Europe and worldwide. The fast and deep changes brought a brand-new context of challenges and occupational risks to the attention of stakeholders. The current global financial crisis has increased the economic pressures on companies and they in turn have intensified the effects on employees, particularly in terms of new competition contexts and a lot of stress and mental health issues. Concurrently, social, political, and environmental problems generate under-employment, over-qualification, over-education, low wages for skilled workers, and unmet demand for education. Consequently, both high skilled and low skilled immigrant workers are increasing. In addition, workplaces are continually changing in step with the introduction of new technologies, materials, and work processes, together with the changes in the labor market, the new forms of employment, and the new work organizations. These changes lead to new opportunities for employees and employers – but also to new risks or re-actualization of old organizational risks. According to the EU-OSHA, the key points that describe the evolution that is currently ongoing in the world of work are globalization, the technical innovation, and the aging population. On one hand, some older potential risks are reappearing in organizations: intensive fear and worries, organizational anxiety, boredom, physical violence, alienation, segregation, loneliness, and isolation. On the other hand, re-emerging perceived organizational features seem vital for

organizations and more important today than ever. Central constructs in the study of organizational behavior and organizational health such as perceived organizational support, commitment in organizational context, socialization processes, change capacity of organizations, perceived organizational justice, ergonomics, and motivation, nowadays seem increasingly important and renewed.

The contributors and the articles presented in the book suggest that the main psychoanalytical theories are the most adequate means to understand the nature of the new subjects that appear in the present world on the Internet and cyberspace era. Not only does psychoanalysis read the multifaceted nature of virtual reality, but cyberspace also affects and influences seminal reflections about psychoanalysis itself and the virtual space of the mind. This timely volume, first published in Italian in 2013, explores the consequences of virtual reality in the analytical field and the peculiar characteristics of the encounter with the particular state of mind of internet-addicted patients; it also shows in detail the path of the therapy, psychotherapeutic or analytic, and the path of the analyst with the net-surfer, a castaway in the realm of virtual reality. Considering all the points of view expressed in the book, cyberspace appears, on the one hand, as a mirror that traps vulnerable people in a pseudo-reality, while on the other hand it appears as a particular dimension which sets creative phantasy free.

This e-book provides insight into the link between employee health and productivity/performance, with a focus on how individuals, groups, or organizations can intervene in this relationship to improve both well-being and performance-related outcomes. Given the continuous changes that organizations and employees face, such as the aging workforce and continued economic turbulence, it is not surprising that studies are increasingly finding that employee health is related to job conditions. The papers in this e-book emphasize that organizations make a critical difference when it comes to employees' health and well-being. In turn, healthy employees help their organizations to flourish. Such findings are in line with the recent emphasis by both the International Labour Organization (ILO) and the United Nations (UN) on the importance of work for individual well-being and the importance of individual well-being for productive and sustainable economic growth (see e.g., ILO, 1985; World Health Organisation, 2007; UN, 2015). Overall, the papers report findings from a cumulative sample of nearly 19,000 workers and perspectives from 68 authors. They suggest that performance cannot be successfully achieved at the cost of health and well-being, and provide various perspectives and tools to guide future research and practice.

This book considers the phenomenon of soft law employed by domestic public authorities. Lawyers have long understood that public authorities are able to issue certain communications in a way that causes them to be treated like law, even though these are neither legislation nor subordinate legislation. Importantly for soft law as a regulatory tool, people tend to treat soft law as binding even though public authorities know that it is not. It follows that soft law's 'binding' effects do not apply equally between the public authority and those to whom it is directed. Consequently, soft law is both highly effective as a means of regulation, and inherently risky for those who are regulated by it. Rather than considering soft law as a form of regulation, this book

examines the possible remedies when a public authority breaches its own soft law upon which people have relied, thereby suffering loss. It considers judicial review remedies, modes of compensation which are not based upon a finding of invalidity, namely tort and equity, and 'soft' challenges outside the scope of the courts, such as through the Ombudsman or by seeking an ex gratia payment.

Workplace violence has emerged as a growing concern in today's interdependent political economy, and increasing attention is being paid to the phenomenon both by business and in the academic world to identifying its causes and to devise strategies to prevent it. In this book a distinguished international team, composed of both academics and practitioners, identify and address the key issues. It reviews the earlier literature on workplace violence, identifying and assessing key trends and patterns of violence at work, and reapplying traditional theories of victimisation and approaches to prevention, security and safety. Particular attention is paid to case studies which reflect innovative practice in prevention strategies, and in assessing informal frameworks which have been developed in response to this. Overall this book provides a foundation on which to base ways of better explaining, predicting, understanding and preventing workplace violence.

Updated to reflect recent DSM categorizations, this edition includes coverage of binge-eating disorder and examines pharmacological as well as psychotherapeutic approaches to treating eating disorders.

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Health inequalities blight lives, generate enormous costs, and exist everywhere. This book is the definitive all-in-one guide for anyone who wishes to learn about, commission, and use distributional cost-effectiveness analysis to promote both equity and efficiency in health and healthcare.

The papers in this collection cover diverse disciplines in examining approaches to improve job stress research. The contributors explore historical and current perspectives on stress and its impact on health.

National surveys suggest that three out of ten children experience moderate to severe school adjustment problems. Failure to profit from the school experience restricts children's achievement in later life and places them at risk for personally devastating and socially costly outcomes. Unfortunately, the existing mental health system lacks the resources to deal with this major human and social problem. This book describes the evolution and daily operation of the Primary Mental Health Project, an innovative school-based programme that provides a practical alternative to traditional after-the-fact intervention. This award-winning programme's longevity (it has been in operation for almost 40 years) and its continuing expansion (it now operates in over 700 school districts worldwide) are evidence of its success.

Clarice Bean, aspiring actress and author, unsuccessfully tries to avoid getting into trouble as she attempts to help a friend in need by following the rules of the fictional, "exceptionordinarily" spy, Ruby Redfort.

This report contains data on occupational safety and health issues in the EU, including characteristics of the European labour force, the importance of ill-health due to work-related aspects, risk factors and outcomes of health and safety at work, occupational and work-related diseases, as well as violence, intimidation and discrimination in the workplace. This publication provides the first joint analysis of various European

statistical data sources on health and safety at work (including the Labour Force Survey, European statistics on accidents at work and the 3rd European survey on working conditions) and is expected to provide useful added value for policy monitoring and identification of preventative needs.

Stress Cognition and Health examines the key issues in the psychology of stress and health, bringing together a wide range of material generally not found in a single text. It looks at how the external world makes demands upon individuals - potentially causes of stress - while at the same time providing them with resources to cope with stress. It covers topics such as work and employment, families, commuting, large-scale disasters and daily hassles and considers how these impact on biological processes through effects on the immune system.

Building on the success of two earlier best-selling editions from 2003 and 2011, this benchmark text and highly cited reference work now appears in its third edition. This book is a research-based resource on key aspects of workplace bullying and its remediation, which: Covers the nature and complexities of bullying and harassment in the workplace Presents the evidence on its prevalence, risk groups, antecedents and outcomes Examines cyberbullying and harassment in the digital world Describes the roles of bystanders and the coping possibilities of victims Discusses prevention, intervention, treatment and the management of specific cases Explains legal perspectives, the role of HR and of internal policies Edited by leading experts in the field and presenting contributions from subject experts, it provides state-of-the-art reviews of the main themes in the field, as well as practical remedies and solutions at individual, organizational and societal levels, providing a much-needed update and expansion of the original work, as the research and literature on this problem with its manifold detrimental effects has expanded radically over the last decade. This book should be of interest to all scholars in the field of organizational behavior and social processes at work. In particular, the book is a much-needed tool for bachelor, master and PhD students, new and experienced researchers in the field, advanced practitioners and policy makers, including labor inspectors, union representatives, HR-personnel, lawyers, management consultants, and counsellors in private practice, family physicians and occupational health practitioners, to name a few.

Stress at work is a priority issue of the European Agency of Safety and Health at Work. The report addresses the following issues and questions: the nature of stress at work; stress management strategies; does work stress affect health and well-being and, if so, how?; the implications of existing research for the management of work-related stress. This report examines the difficulties involved in placing work stress in the context of other life stress factors. It is stated that work stress is a current and future health and safety issue, and, as such, should be dealt with in the same logical and systematic way as other health and safety issues.

Mobbing: virus organizzativo. Prevenire e contrastare il mobbing e i comportamenti negativi sul lavoroMobbinglibreriauniversitaria.it EdizioniViolence at WorkRoutledge The driving cultural force of that form of life we call 'modern' is the desire to make the world controllable. Yet it is only in encountering the uncontrollable that we really experience the world – only then do we feel touched, moved and alive. A world that is fully known, in which everything has been planned and mastered, would be a dead world. Our lives are played out on the border between what we can control and that

which lies outside our control. But because we late-modern human beings seek to make the world controllable, we tend to encounter the world as a series of objects that we have to conquer, master or exploit. And precisely because of this, 'life,' the experience of feeling alive and truly encountering the world, always seems to elude us. This in turn leads to frustration, anger and even despair, which then manifest themselves in, among other things, acts of impotent political aggression. For Rosa, to encounter the world and achieve resonance with it requires us to be open to that which extends beyond our control. The outcome of this process cannot be predicted, and this is why moments of resonance are always concomitant with moments of uncontrollability. This short book – the sequel to Rosa's path-breaking work on social acceleration and resonance – will be of great interest students and scholars in sociology and the social sciences and to anyone concerned with the nature of modern social life.

The field of Personnel Psychology is broadly concerned with the study of individual differences and their consequences for the organization. As human resource costs continue, for most organizations, to be the single largest operating cost (50-80% of annual expenditure), achieving optimal performance from individual employees is of paramount importance to the sustained development and financial performance of any organization. The Oxford Handbook of Personnel Psychology brings together contributions from leading international scholars within the field to present state-of-the-art reviews on topical and emergent issues, constructs, and research in personnel psychology. The book is divided into six sections: · Individual Difference and Work Performance, · Personnel Selection, · Methodological Issues, · Training and Development, · Policies and Practices, · Future Challenges. While the Handbook is primarily a review of current academic thinking and research in the area, the contributors keep a strong focus on the lessons for HR practitioners, and what lessons they can take from the cutting-edge work presented.

Workplace bullying, emotional abuse and harassment unfolds as a process, usually recursive and escalating, that involves multiple actors and stakeholders. Through Section 1 of this volume, the antecedents and effects of workplace bullying, emotional abuse and harassment are detailed. Apart from discussing individual and organizational causative factors and adverse outcomes for targets and organizations, this section presents issues pertaining to target coping and survival and power versus powerlessness as dialectic rather than sovereign. Emergent research examining the physiological impact on targets, the controversial interplay of personality and the striving towards well-being is showcased. Section 2 brings together chapters on the various key players in the workplace bullying, emotional abuse and harassment scenario. The focus here is on targets, bullies, bystanders, leaders and significant others as well as the range of interventionists (such as HR managers, therapists, organizational practitioners, unionists and so on) who address situations of misbehaviour. The motives, experiences and outcomes of the former group and the roles, dilemmas and challenges of the latter group are elaborated.

'Liquid life' is the kind of life commonly lived in our contemporary, liquid-modern society. Liquid life cannot stay on course, as liquid-modern society cannot keep its shape for long. Liquid life is a precarious life, lived under conditions of constant uncertainty. The most acute and stubborn worries that haunt this liquid life are the fears

of being caught napping, of failing to catch up with fast moving events, of overlooking the 'use by' dates and being saddled with worthless possessions, of missing the moment calling for a change of tack and being left behind. Liquid life is also shot through by a contradiction: it ought to be a (possibly unending) series of new beginnings, yet precisely for that reason it is full of worries about swift and painless endings, without which new beginnings would be unthinkable. Among the arts of liquid-modern living and the skills needed to practice them, getting rid of things takes precedence over their acquisition. This and other challenges of life in a liquid-modern society are traced and unravelled in the successive chapters of this new book by one of the most brilliant and original social thinkers of our time.

Based on papers originally presented at a conference held in Albany, N.Y., April 5-6, 1991--T.p.

Stress related work, although always present, is considered one of the new risks for occupational medicine. This is largely due to a general change in the organization of work, inevitable in a constantly evolving market. It is also due to the presence of objective and subjective indicators that allow a satisfactory, though very complex, risk assessment. Related work stress generates repercussions on the company at every level, with a reduction in productivity, a reduction in the corporate image, a reduction in the quality of service, an increase in absenteeism and the dissatisfaction of workers. Some of these aspects are often submerged and difficult to identify. Related work stress also generate significant costs, both direct and indirect, for companies. A budgeted economic investment will be useful for forward-looking companies, especially for large companies. This book, written by authors from all over the world, will analyze some aspects of this increasingly relevant subject.

This volume provides an in-depth consideration of destructive communication in organizations -- including workplace bullying, racism, stress, and harassment. It brings together communication scholars from theoretical and applied perspectives to assess current understandings, explore ways to integrate theory and practice, identify areas for change, and outline a research agenda for the coming decade. Each chapter examines a specific aspect of destructive organizational communication, reviews existing theory and research about that communicative form or ideology, suggests fruitful possibilities for application, and suggests key areas for further study. As such, the book opens a dialogue among communication scholars that explores destructive communication in organizations and addresses the following key components: the central issues and concerns regarding destructive organizational communication, current scholarly contributions to both applied and theoretical understanding of these issues, approaches to integrate applied/experienced and theoretical/conceptual perspectives in ways that inform one another and improve organizational considerations for varied stakeholders, and suggestions for a future research agenda for those interested in ameliorating the destructive side of organizational communication. Overall, the collection provides a basic understanding of the different types of destructive communication in organizations, the processes through which these interactions occur, the consequences to individuals and organizations, and the potential for organizing in more constructive, civil ways. This volume will be an excellent resource for scholars and researcher studying organizational communication, and graduate and advanced undergraduate students in organizational communication. It will also resonate with managers dealing

with hostile workplaces, and organizational members trying to understand their current experiences. The book will serve as an excellent textbook for advanced undergraduate and graduate courses in organizational communication.

Extreme Stress and Communities: Impact and Intervention is the first volume to address traumatic stress from a community perspective. The authors, drawn from among the world's leaders in psychology, psychiatry and anthropology, examine how extreme stress, such as war, disasters and political upheaval, interact in their effects on individuals, families and communities. The book is rich in both theoretical insight and practical experience. It informs readers about how to adopt a community perspective and how to apply this perspective to policy, research and intervention.

The Workaholics Anonymous (WA) Book of Recovery is similar in style to that of the Alcoholics Anonymous "Big Book." It includes WA members' stories of experience, strength and hope, 20 questions to assess the traits of workaholism, a format and instructions for WA meetings, and a review of the 12 Steps of WA. This essential book on work addiction recovery is written by WA members to carry the message of hope to anyone interested in learning about this devastating addiction, and to workaholics who still suffer.

The key to flexible, skillful decision making in dialectical behavior therapy (DBT) lies in understanding the connections between moment-to-moment clinical strategies and core principles. This lucid guide from leading DBT authority Charles R. Swenson offers clinicians a compass for navigating challenging clinical situations and moving therapy forward--even when change seems impossible. Numerous vivid case examples illustrate DBT in action and show how to use skills and strategies that flow directly from the fundamental paradigms of acceptance, change, and dialectics. Clinicians gain knowledge and confidence for meeting the complex needs of each client while implementing DBT with fidelity.

Why do so many people volunteer to help others in need in society today? What makes people give up the convenience of driving their car to benefit a better environment? And why are citizens, in general, quite prepared to pay taxes to ensure adequate health care, and support for the elderly and unemployed? These are examples of a more fundamental question addressed in this book: why do people cooperate for the welfare of their community, state, or organization? Cooperation in Modern Society is a unique collection of contributions from internationally reputed scholars across the social sciences.

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