

Search Results

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Search History

1. MEDLINE; *WORKLOAD/; 4385 results.
2. MEDLINE; *WORK SCHEDULE TOLERANCE/; 2333 results.
3. MEDLINE; *"PERSONNEL STAFFING AND SCHEDULING"/ OR *PERSONNEL MANAGEMENT/; 16259 results.
4. MEDLINE; *WORK/; 4724 results.
5. MEDLINE; *CAREER MOBILITY/; 4349 results.
6. MEDLINE; exp PRIMARY HEALTH CARE/; 60526 results.
7. MEDLINE; *NATIONAL HEALTH PROGRAMS/ OR *STATE MEDICINE/; 32280 results.
8. MEDLINE; 1 AND 5; 10 results.
9. MEDLINE; 2 AND 5; 3 results.
10. MEDLINE; 4 AND 5; 7 results.
11. MEDLINE; 3 AND 5; 149 results.
12. MEDLINE; *PERSONNEL MANAGEMENT/; 11311 results.
13. MEDLINE; PROFESSIONAL PRACTICE/; 13520 results.
14. MEDLINE; 5 AND 12; 125 results.
15. MEDLINE; 1 OR 2 OR 4; 10810 results.
16. MEDLINE; 12 AND 15; 84 results.
17. MEDLINE; 5 AND 16; 0 results.
18. HMIC; exp CAREER OPPORTUNITIES/; 372 results.
19. HMIC; exp WORKING HOURS/ OR exp WORKLOAD/; 1908 results.
20. HMIC; (career AND development).ti,ab; 523 results.
21. HMIC; (career AND success).ti,ab; 51 results.
22. HMIC; 18 OR 20 OR 21; 894 results.
23. HMIC; (working AND patterns).ti,ab; 462 results.
24. HMIC; 19 OR 23; 2303 results.
25. HMIC; 22 AND 24; 22 results.
26. CINAHL; *CAREER PLANNING AND DEVELOPMENT/ OR *CAREER MOBILITY/; 7528 results.
27. CINAHL; (career AND success).ti,ab; 353 results.
28. CINAHL; (working AND patterns).ti,ab; 796 results.
29. CINAHL; (work AND patterns).ti,ab; 1876 results.
30. CINAHL; 28 OR 29; 2417 results.
31. CINAHL; 26 OR 27; 7767 results.
32. CINAHL; 30 AND 31; 31 results.
33. HEALTH BUSINESS ELITE; (career AND success).ti,ab; 1575 results.
34. HEALTH BUSINESS ELITE; (career AND opportunities).ti,ab; 1685 results.
35. HEALTH BUSINESS ELITE; (career AND development).ti,ab; 8104 results.
36. HEALTH BUSINESS ELITE; 33 OR 34 OR 35; 10669 results.
37. HEALTH BUSINESS ELITE; (work AND patterns).ti,ab; 1139 results.
38. HEALTH BUSINESS ELITE; (working AND patterns).ti,ab; 396 results.
39. HEALTH BUSINESS ELITE; (working AND hours).ti,ab; 2232 results.
40. HEALTH BUSINESS ELITE; 37 OR 38 OR 39; 3572 results.
41. HEALTH BUSINESS ELITE; 36 AND 40; 50 results.
42. MEDLINE; (career AND success).ti,ab; 708 results.
43. MEDLINE; *CAREER MOBILITY/; 4349 results.
44. MEDLINE; (work AND patterns).ti,ab; 13094 results.
45. MEDLINE; (working AND patterns).ti,ab; 3789 results.
46. MEDLINE; *"PERSONNEL STAFFING AND SCHEDULING"/; 6463 results.
47. MEDLINE; 42 OR 43; 4943 results.
48. MEDLINE; 44 OR 45 OR 46; 22377 results.
49. MEDLINE; 47 AND 48; 63 results.
50. MEDLINE; 43 AND 46; 32 results.
51. PsycINFO; *OCCUPATIONAL SUCCESS/ OR *CAREER DEVELOPMENT/; 6412 results.
52. PsycINFO; (career AND success).ti,ab; 2020 results.
53. PsycINFO; (work AND patterns).ti,ab; 8906 results.
54. PsycINFO; (working AND patterns).ti,ab; 3481 results.
55. PsycINFO; *WORK SCHEDULING/; 737 results.
56. PsycINFO; 53 OR 54 OR 55; 12166 results.
57. PsycINFO; 51 OR 52; 7821 results.
58. PsycINFO; 56 AND 57; 155 results.

59. PsycINFO; *OCCUPATIONAL SUCCESS/; 1742 results.
60. AMED, BNI, EMBASE, HMIC, MEDLINE, PsycINFO, CINAHL, HEALTH BUSINESS ELITE; *OCCUPATIONAL SUCCESS/; 1742 results.
61. AMED, BNI, EMBASE, HMIC, MEDLINE, PsycINFO, CINAHL, HEALTH BUSINESS ELITE; *WORK SCHEDULING/; 737 results.
62. HEALTH BUSINESS ELITE; (Career AND Mobility).af [Limit to: Publication Year 2001-2010]; 3225 results.
63. HEALTH BUSINESS ELITE; (Work AND Patterns).af [Limit to: Publication Year 2001-2010]; 45472 results.
64. HEALTH BUSINESS ELITE; (Work AND scheduling).af [Limit to: Publication Year 2001-2010]; 8983 results.
65. HEALTH BUSINESS ELITE; (Work AND hours).ti,ab [Limit to: Publication Year 2001-2010]; 2422 results.
66. HEALTH BUSINESS ELITE; 63 OR 64 OR 65 [Limit to: Publication Year 2001-2010]; 54916 results.
67. HEALTH BUSINESS ELITE; (primary AND care).af; 116016 results.
68. HEALTH BUSINESS ELITE; (primary AND health AND care).af; 93696 results.
69. HEALTH BUSINESS ELITE; (primary AND prevention).af; 30456 results.
70. HEALTH BUSINESS ELITE; 67 OR 68 OR 69; 124197 results.
71. HEALTH BUSINESS ELITE; 66 AND 70 [Limit to: Publication Year 2001-2010]; 12667 results.
72. HEALTH BUSINESS ELITE; 62 AND 71 [Limit to: Publication Year 2001-2010]; 405 results.
73. HEALTH BUSINESS ELITE; NHS.af; 45340 results.
74. HEALTH BUSINESS ELITE; (national AND health AND service).af; 219286 results.
75. HEALTH BUSINESS ELITE; 73 OR 74; 244862 results.
76. HEALTH BUSINESS ELITE; 72 AND 75 [Limit to: Publication Year 2001-2010]; 263 results.
77. HMIC; exp CAREER OPPORTUNITIES/; 372 results.
78. HMIC; (career AND progression).af; 120 results.
79. HMIC; exp CAREER DEVELOPMENT/; 1024 results.
80. HMIC; (career AND mobility).ti,ab [Limit to: Publication Year 2000-Current]; 5 results.
81. HMIC; 77 OR 78 OR 79 OR 80 [Limit to: Publication Year 2000-Current]; 589 results.
82. HMIC; exp PRIMARY CARE/; 17195 results.
83. HMIC; exp "MIDDLE AND LOWER MANAGEMENT"/; 25 results.
84. HMIC; 81 AND 83 [Limit to: Publication Year 2000-Current]; 0 results.
85. HMIC; HEALTH SERVICE MANAGEMENT/; 4489 results.
86. HMIC; 81 AND 85 [Limit to: Publication Year 2000-Current]; 5 results.
87. HMIC; exp WORKLOAD/ OR exp WORKING HOURS/; 1908 results.
88. HMIC; 81 AND 87 [Limit to: Publication Year 2000-Current]; 10 results.
89. HMIC; PRIMARY CARE/; 9458 results.
90. HMIC; 87 AND 89; 83 results.
91. HMIC; exp ADMINISTRATION/ OR exp MANAGERS/ OR exp NHS ADMINISTRATION/ OR exp NHS MANAGEMENT/; 17594 results.
92. HMIC; 87 AND 91; 122 results.
93. HMIC; WORKFORCE PLANNING/; 867 results.
94. HMIC; 91 AND 93; 106 results.
95. HMIC; 82 AND 94; 3 results.
96. HMIC; 81 AND 91 [Limit to: Publication Year 2000-Current]; 56 results.
97. AMED, BNI, EMBASE, HMIC, MEDLINE, PsycINFO, CINAHL, HEALTH BUSINESS ELITE; (WORK AND SCHEDULE AND TOLERANCE).ti,ab; 120 results.
98. AMED, BNI, EMBASE, HMIC, MEDLINE, PsycINFO, CINAHL, HEALTH BUSINESS ELITE; WORK.ti,ab; 1363822 results.
99. AMED, BNI, EMBASE, HMIC, MEDLINE, PsycINFO, CINAHL, HEALTH BUSINESS ELITE; WORKLOAD.ti,ab; 35897 results.
100. AMED, BNI, EMBASE, HMIC, MEDLINE, PsycINFO, CINAHL, HEALTH BUSINESS ELITE; *WORK SCHEDULE TOLERANCE/; 4145 results.
101. AMED, BNI, EMBASE, HMIC, MEDLINE, PsycINFO, CINAHL, HEALTH BUSINESS ELITE; (work AND patterns).ti,ab; 40325 results.
102. AMED, BNI, EMBASE, HMIC, MEDLINE, PsycINFO, CINAHL, HEALTH BUSINESS ELITE; (working AND patterns).ti,ab; 13225 results.
103. AMED, BNI, EMBASE, HMIC, MEDLINE, PsycINFO, CINAHL, HEALTH BUSINESS ELITE; 97 OR 98 OR 99 OR 100 OR 101 OR 102; 1402290 results.
104. AMED, BNI, EMBASE, HMIC, MEDLINE, PsycINFO, CINAHL, HEALTH BUSINESS ELITE; *CAREER MOBILITY/; 9447 results.
105. AMED, BNI, EMBASE, HMIC, MEDLINE, PsycINFO, CINAHL, HEALTH BUSINESS ELITE; (CAREER AND MOBILITY).ti,ab; 1232 results.

106. AMED, BNI, EMBASE, HMIC, MEDLINE, PsycINFO, CINAHL, HEALTH BUSINESS ELITE; (career AND development).ti,ab; 24699 results.
107. AMED, BNI, EMBASE, HMIC, MEDLINE, PsycINFO, CINAHL, HEALTH BUSINESS ELITE; (career AND progression).ti,ab; 1375 results.
108. AMED, BNI, EMBASE, HMIC, MEDLINE, PsycINFO, CINAHL, HEALTH BUSINESS ELITE; (career AND planning).ti,ab; 4937 results.
109. AMED, BNI, EMBASE, HMIC, MEDLINE, PsycINFO, CINAHL, HEALTH BUSINESS ELITE; (occupational AND success).ti,ab; 2918 results.
110. AMED, BNI, EMBASE, HMIC, MEDLINE, PsycINFO, CINAHL, HEALTH BUSINESS ELITE; 104 OR 105 OR 106 OR 107 OR 108 OR 109; 40993 results.
111. AMED, BNI, EMBASE, HMIC, MEDLINE, PsycINFO, CINAHL, HEALTH BUSINESS ELITE; 103 AND 110; 7750 results.
112. AMED, BNI, EMBASE, HMIC, MEDLINE, PsycINFO, CINAHL, HEALTH BUSINESS ELITE; personnel.ti,ab [Limit to: Publication Year 2000-2010]; 50317 results.
113. AMED, BNI, EMBASE, HMIC, MEDLINE, PsycINFO, CINAHL, HEALTH BUSINESS ELITE; adminsitration.ti,ab [Limit to: Publication Year 2000-2010]; 14 results.
114. AMED, BNI, EMBASE, HMIC, MEDLINE, PsycINFO, CINAHL, HEALTH BUSINESS ELITE; administration.ti,ab [Limit to: Publication Year 2000-2010]; 498833 results.
115. AMED, BNI, EMBASE, HMIC, MEDLINE, PsycINFO, CINAHL, HEALTH BUSINESS ELITE; (Health AND Services AND Administration).ti,ab [Limit to: Publication Year 2000-2010]; 4678 results.
116. AMED, BNI, EMBASE, HMIC, MEDLINE, PsycINFO, CINAHL, HEALTH BUSINESS ELITE; (Health AND Facility AND Administrators).ti,ab [Limit to: Publication Year 2000-2010]; 225 results.
117. AMED, BNI, EMBASE, HMIC, MEDLINE, PsycINFO, CINAHL, HEALTH BUSINESS ELITE; (Health AND Personnel).ti,ab [Limit to: Publication Year 2000-2010]; 17953 results.
118. AMED, BNI, EMBASE, HMIC, MEDLINE, PsycINFO, CINAHL, HEALTH BUSINESS ELITE; 112 OR 113 OR 114 OR 115 OR 116 OR 117 [Limit to: Publication Year 2000-2010]; 547250 results.
119. AMED, BNI, EMBASE, HMIC, MEDLINE, PsycINFO, CINAHL, HEALTH BUSINESS ELITE; 111 AND 118 [Limit to: Publication Year 2000-2010]; 203 results.
120. MEDLINE,HMIC,CINAHL,HEALTH BUSINESS ELITE,AMED,BNI,EMBASE,PsycINFO; Duplicate filtered: [1 AND 5], [2 AND 5], [4 AND 5], [22 AND 24], [30 AND 31], [36 AND 40], [47 AND 48], [43 AND 46], [(career AND mobility).ti,ab [Limit to: Publication Year 2000-Current]], [81 AND 85 [Limit to: Publication Year 2000-Current]], [81 AND 87 [Limit to: Publication Year 2000-Current]], [82 AND 94], [111 AND 118 [Limit to: Publication Year 2000-2010]]]; 444 results.
121. HEALTH BUSINESS ELITE; HOURS OF LABOR/; 2761 results.
122. HEALTH BUSINESS ELITE; CAREER DEVELOPMENT/; 11054 results.
123. HEALTH BUSINESS ELITE; 121 AND 122; 19 results.
124. HEALTH BUSINESS ELITE; QUALITY OF WORK LIFE/; 2010 results.
125. HEALTH BUSINESS ELITE; 121 AND 124; 58 results.
126. HEALTH BUSINESS ELITE; LABOR TIME/; 204 results.
127. HEALTH BUSINESS ELITE; LABOR TIME/; 204 results.
128. HEALTH BUSINESS ELITE; 121 OR 126; 2817 results.
129. HEALTH BUSINESS ELITE; 122 OR 124; 12951 results.
130. HEALTH BUSINESS ELITE; 128 AND 129; 71 results.
131. PsycINFO; (LABOR AND TIME).ti,ab; 2087 results.
132. PsycINFO; *CAREER DEVELOPMENT/; 4786 results.
133. PsycINFO; 131 AND 132; 21 results.
134. HEALTH BUSINESS ELITE; (LABOR AND TIME).ti,ab; 2760 results.
135. HMIC; (HOURS AND OF AND LABOR).ti,ab; 4 results.
136. HMIC; (LABOR AND TIME).ti,ab; 7 results.
137. HMIC; (LABOR AND TIME).ti,ab; 7 results.
138. HMIC; (LABOuR AND TIME).ti,ab; 324 results.
139. HMIC; (HOURS AND OF AND LABOuR).ti,ab; 110 results.
140. HMIC; 135 OR 136 OR 137 OR 138 OR 139; 399 results.
141. HMIC; (career AND development).ti,ab; 523 results.
142. HMIC; exp CAREER DEVELOPMENT/; 1024 results.
143. HMIC; 141 OR 142; 1411 results.
144. HMIC; 140 AND 143; 4 results.
145. HMIC; JOB MOBILITY/; 18 results.
146. HMIC; exp WORKLOAD/ OR exp WORKLOAD ANALYSIS/ OR exp WORKLOAD MANAGEMENT/; 980 results.

- 147. HMIC; 142 AND 146; 4 results.
- 148. HMIC; exp PRIMARY CARE/; 17195 results.
- 149. HMIC; 146 AND 148; 192 results.
- 150. HMIC; (middle AND management).ti,ab; 193 results.
- 151. HMIC; 149 AND 150; 0 results.
- 152. HMIC; management.ti,ab; 25938 results.
- 153. HMIC; 149 AND 152; 35 results.

1. Examining the role of gender in career advancement at the Centers for Disease Control and Prevention.

Citation:	American Journal of Public Health, March 2010, vol./is. 100/3(426-34), 0090-0036;1541-0048 (2010 Mar)
Author(s):	Chen Z; Roy K; Gotway Crawford CA
Institution:	Office of Workforce and Career Development, Atlanta, GA 30333, USA. zchen1@cdc.gov
Language:	English
Abstract:	During the past decade, efforts to promote gender parity in the healing and public health professions have met with only partial success. We provide a critical update regarding the status of women in the public health profession by exploring gender-related differences in promotion rates at the nation's leading public health agency, the Centers for Disease Control and Prevention (CDC). Using personnel data drawn from CDC, we found that the gender gap in promotion has diminished across time and that this reduction can be attributed to changes in individual characteristics (e.g., higher educational levels and more federal work experience). However, a substantial gap in promotion that cannot be explained by such characteristics has persisted, indicating continuing barriers in women's career advancement.
Country of Publication:	United States
Publication Type:	Journal Article
Subject Headings:	Age Factors Analysis of Variance *Career Mobility *Centers for Disease Control and Prevention (U.S.)/og [Organization & Administration] Decision Making, Organizational Educational Status Employment/og [Organization & Administration] Fellowships and Scholarships Female *Gender Identity Humans Logistic Models Male Personnel Staffing and Scheduling/og [Organization & Administration] Policy Making Prejudice Public Health Administration/ed [Education] *Public Health Administration/td [Trends] *Salaries and Fringe Benefits/sn [Statistics & Numerical Data] Sex Factors Time Factors United States Women, Working/ed [Education] Women, Working/px [Psychology] *Women, Working/sn [Statistics & Numerical Data]
Source:	MEDLINE
Full Text:	Available in <i>fulltext</i> at EBSCO Host Available in <i>fulltext</i> at EBSCO Host Available in <i>fulltext</i> at ProQuest

2. Propensity for self-development of leadership attributes: Understanding, predicting, and supporting performance of leader self-development.

Citation:	The Leadership Quarterly, February 2010, vol./is. 21/1(159-178), 1048-9843 (Feb 2010)
Author(s):	Boyce, Lisa A; Zaccaro, Stephen J; Wisecarver, Michelle Zazanis

Correspondence Address: Boyce, Lisa A.: Institute for Information Technology Applications, U.S. Air Force Academy, Colorado Springs, CO, US, 80840, lisa.boyce@usafa.edu

Language: English

Abstract: Little systematic research has been reported to advance understanding of the characteristics associated with individuals who initiate self-development activities to grow leadership skills. The purpose of the present research was to examine cognitive, dispositional, and motivational precursors to the propensity to engage in leadership self-development. A second purpose was to examine the role of organizational support on the relationships between self-development propensity and reported self-development activities. Over 400 junior-military leaders participated in a three-stage survey administration designed to test a structural model of leader self-development. Results indicate that a person having individual characteristics related to mastery, work, and career-growth orientations displayed more motivation to perform leader self-development and more skilled at performing instructional and self-regulatory processes. Higher self-development motivation and skill resulted in greater reported self-development activities. Surprisingly, organizational support reduced the magnitude of this relationship. This study concludes with implications for future research on and practice of leader self-development activities. (PsycINFO Database Record (c) 2010 APA, all rights reserved) (journal abstract)

Publication Type: Journal; Peer Reviewed Journal

Subject Headings: [*Leadership](#)
[*Leadership Qualities](#)
[*Military Personnel](#)
[*Motivation](#)

Source: PsycINFO

3. What are the factor that affect band 5 nurses' career development and progression?

Citation: Nursing Times, 2010, vol./is. /15, 0954-7762 (20 April 2010)

Author(s): Balls, Paula

Abstract: BACKGROUND: Continuing professional development (CPD) and career progression opportunities have been linked with job satisfaction and intent to remain in nursing. AIM: To provide an insight into band 5 registered nurses perception of development opportunities and their ability to change posts. METHOD: A hermeneutic phenomenological approach was used, collecting data through semi structured interviews with six RNs. RESULTS: Seven themes emerged, including the thirst for knowledge and the importance of structured learning and career advice. Barriers to career development were perceived as the working environment and the trust not enabling and facilitating development through funding and release time. CONCLUSION: Ward and team culture can inhibit career development and progression by failing to nurture staff and promote self confidence. In addition, organisational changes can facilitate career mobility. 17 refs. [Abstract]

Publication Type: Article

Subject Headings: [NURSES](#)
[NHS](#)
[ORGANISATIONAL STRUCTURE](#)
[JOB SATISFACTION](#)
[CONTINUING PROFESSIONAL DEVELOPMENT](#)
[CAREER DEVELOPMENT](#)

Source: HMIC

Full Text: Available in *print* at [Bolton PCT](#)

4. Work-Life Conflict and Social Inequality in Western Europe.

Citation: Social Indicators Research, 15 September 2009, vol./is. 93/3(489-508), 03038300

Author(s):	McGinnity, Frances; Calvert, Emma
Language:	English
Abstract:	Recent debates on time-use suggest that there is an inverse relationship between time poverty and income poverty (Aguiar and Hurst in Q J Econ C(3):969–1006,), with Hammermesh and Lee (Rev Econ Stat 89(2):374–383,) suggesting much time poverty is ‘yuppie kvetch’ or ‘complaining’. Gershuny (Soc Res Int Q Soc Sci 72(2):287–314,) argues that busyness is the ‘badge of honour’: being busy is now a positive, privileged position and it is high status people who work long hours and feel busy. Is this also true of work-life conflict? This paper explores the relationship between work-life tension and social inequality, as measured by social class, drawing on evidence from the European Social Survey. To what extent is work-life conflict a problem of the (comparatively) rich and privileged professional/managerial classes, and is this true across European countries? The countries selected offer a range of institutional and policy configurations to maximise variation. Using regression modelling of an index of subjective work-life conflict, we find that in all the countries under study, work-life conflict is higher among professionals than non-professionals. Part of this is explained by the fact that professionals work longer hours and experience more work pressure than other social classes, though the effect remains even after accounting for these factors. While levels of work-life conflict vary across the countries studied, country variation in class differences is modest. We consider other explanations of why professionals report higher work-life conflict and the implications of our findings for debates on social inequality.
Publication Type:	Academic Journal
Subject Headings:	QUALITY of work life SOCIAL classes PROFESSIONAL employees NONPROFESSIONAL employees HOURS of labor -- Social aspects EUROPE, Western
Source:	HEALTH BUSINESS ELITE

5. Workload pressure among recently qualified pharmacists: an exploratory study of intentions to leave the profession.

Citation:	International Journal of Pharmacy Practice, June 2009, vol./is. 17/3(181-7), 0961-7671;0961-7671 (2009 Jun)
Author(s):	Eden M; Schafheutle EI; Hassell K
Institution:	The Centre for Pharmacy Workforce Studies, School of Pharmacy and Pharmaceutical Sciences, The University of Manchester, Manchester, UK. martin.eden@manchester.ac.uk
Language:	English
Abstract:	OBJECTIVES: To explore the reasons why recently qualified pharmacists had chosen to follow non-standard career paths, or were thinking of doing so. METHODS: Participants in a nationwide longitudinal cohort study examining pharmacy careers who were either working in non-standard roles (i.e. not primarily employed in community, primary care or hospital pharmacy), or who had expressed a likelihood of leaving the profession in the near future, were invited to participate in a follow-up qualitative study. After pilot work to inform the design of a semi-structured interview schedule 12 telephone interviews were conducted with pharmacists who had qualified within the last 5 years. KEY FINDINGS: Regardless of the sector in which these early career pharmacists had gained work experience, there was a common occurrence of workload pressures influencing career decisions. Pressures in community pharmacy were often related to the need to meet certain targets in a business environment. Community pharmacists also bemoaned a lack of resources, such as support staff, which often meant that their day-to-day routines became monotonous and unfulfilling. A feeling of being undervalued and underutilised was the main concern voiced by all pharmacists and represented the views of those with experience of working in both the community and hospital sectors. This situation arose because participants felt that they had been highly trained to deliver new pharmaceutical

services yet the opportunities to use their skills did not materialise, partly due to the nature of their workloads. **CONCLUSIONS:** Early career pharmacists can become disillusioned because the pressure to perform routine tasks often results in a lack of time to provide new pharmaceutical services. Increased job satisfaction levels are seen when more opportunities for clinical input are afforded to pharmacists. This could be achieved through the use of clear guidelines on staffing levels and, more importantly, the provision of adequate support staff.

Country of Publication: England

Publication Type: Journal Article; Research Support, Non-U.S. Gov't

Subject Headings: [Adult](#)
[*Career Mobility](#)
[Community Pharmacy Services](#)
[Female](#)
[Humans](#)
[Job Satisfaction](#)
[Male](#)
[*Pharmacists](#)
[Pharmacy Service, Hospital](#)
[*Workload](#)

Source: MEDLINE

6. Female executives are particularly prone to the sleep-disturbing effect of isolated high-strain jobs: a cross-sectional study in German-speaking executives.

Citation: Journal of Sleep Research, June 2009, vol./is. 18/2(229-37), 0962-1105;1365-2869 (2009 Jun)

Author(s): Gadinger MC; Fischer JE; Schneider S; Fischer GC; Frank G; Kromm W

Institution: Mannheim Institute for Public Health, Social and Preventive Medicine, Ludolf-Krehl-Strasse 7-11, Mannheim 68167, Germany.
 michael.gadinger@medma.uni-heidelberg.de

Language: English

Abstract: This study assessed the main, curvilinear, interactive and gender-dependent effects of job demands, job control and social support in the prediction of sleep quality. Participants were 348 male and 76 female executives and managers from Germany, Austria and Switzerland. A multiple regression controlling for age, occupational hierarchy and various health behaviors was computed. On the level of the main effects of the Job-Demand-Control-Support (JDCS) model, the results indicate a sleep-promoting effect of social support. A significant three-way interaction of job demands, job control and social support was observed. This interaction confirms the buffering effect of high job control and high social support on high job demands. Further, this three-way interaction of the JDCS dimensions is moderated by gender as indicated by a significant four-way interaction. The directions of the significant interactions suggest that female executives are especially prone to react with impaired sleep quality when exposed to isolated high-strain jobs. The study seems to imply that the JDCS model is a suitable framework for the prediction of sleep quality among executives and managers. The results suggest that the JDCS model might contribute to a better understanding of the higher prevalence of poor sleep amongst female executives. Further, the results imply that high job control and high social support might help executives to maintain good sleep quality despite experiencing high job demands.

Country of Publication: England

CAS Registry Number: 58-08-2 (Caffeine)

Publication Type: Comparative Study; Journal Article; Research Support, Non-U.S. Gov't

Subject Headings: [Adult](#)
[Alcohol Drinking/ep \[Epidemiology\]](#)
[Alcohol Drinking/px \[Psychology\]](#)

Austria
 Caffeine/ad [Administration & Dosage]
 *Career Mobility
 Cross-Sectional Studies
 Female
 *Gender Identity
 Germany
 Humans
 Internal-External Control
 Life Style
 Male
 Middle Aged
 Sleep Initiation and Maintenance Disorders/ep [Epidemiology]
 *Sleep Initiation and Maintenance Disorders/px [Psychology]
 Smoking/ep [Epidemiology]
 Smoking/px [Psychology]
 *Social Isolation
 Social Support
 *Stress, Psychological/co [Complications]
 Switzerland
 *Workload/px [Psychology]

Source: MEDLINE

7. Remaining time and opportunities at work: Relationships between age, work characteristics, and occupational future time perspective.

Citation: Psychology & Aging, June 2009, vol./is. 24/2(487-93), 0882-7974;0882-7974 (2009 Jun)

Author(s): Zacher H; Frese M

Institution: Department of Work and Organizational Psychology, Justus-Leibig-University, Giessen, Germany. Hannes.Zacher@psychol.uni-giessen.de

Language: English

Abstract: The authors adapted the concept of future time perspective (FTP) to the work context and examined its relationships with age and work characteristics (job complexity and control). Structural equation modeling of data from 176 employees of various occupations showed that age is negatively related to 2 distinct dimensions of occupational FTP: remaining time and remaining opportunities. Work characteristics (job complexity and control) were positively related to remaining opportunities and moderated the relationship between age and remaining opportunities, such that the relationship became weaker with increasing levels of job complexity and control. (c) 2009 APA, all rights reserved.

Country of Publication: United States

Publication Type: Comparative Study; Journal Article; Research Support, Non-U.S. Gov't

Subject Headings:
 Adult
 Age Factors
 *Aging/px [Psychology]
 *Career Mobility
 Employment/px [Psychology]
 Factor Analysis, Statistical
 Female
 Forecasting
 Humans
 Job Satisfaction
 Male
 Middle Aged
 Motivation
 *Occupations/sn [Statistics & Numerical Data]
 Organizational Culture
 Time Factors

[*Time Perception](#)
[*Work/px \[Psychology\]](#)
[Workplace](#)

Source: MEDLINE

8. Changes in mental health as a predictor of changes in working time arrangements and occupational mobility: results from a prospective cohort study.

Citation: Journal of Psychosomatic Research, February 2009, vol./is. 66/2(137-45), 0022-3999;0022-3999 (2009 Feb)

Author(s): De Raeve L; Kant I; Jansen NW; Vasse RM; van den Brandt PA

Institution: Department of Epidemiology, School for Public Health and Primary Care, Maastricht University, Maastricht, The Netherlands. lore.deraeve@epid.unimaas.nl

Language: English

Abstract: **OBJECTIVE:** The aim of this prospective study was to gain insight into a possible causal relationship between mental health and characteristics of the work situation. **METHODS:** Using longitudinal data from the Maastricht Cohort Study, this study examines whether deterioration in mental health (prolonged fatigue, need for recovery, and psychological distress) results in a subsequent change in working time arrangements (assessed by means of logistic regression analysis) or occupational mobility (assessed by means of Cox regression analysis). **RESULTS:** Compared to employees not experiencing a deterioration in mental health, employees who became a prolonged fatigue case were more likely to reduce their working hours (OR 2.49; 95% CI 1.42-4.35) and leave a shift work job (OR 3.44; 95% CI 1.42-8.38). Employees who became a need for recovery case were more likely to reduce their working hours (OR 2.83; 95% CI 1.53-5.26) or change jobs within the company (RR 1.31; 95% CI 1.07-1.61). Employees who became a psychological distress case were more likely to change jobs within the company (RR 1.38; 95% CI 1.16-1.65) or to change jobs from one employer to another (RR 1.45; 95% CI 1.03-2.03). **CONCLUSION:** The results of this study provide evidence for a possible causal relationship between deterioration in mental health and subsequent change in working time arrangements or occupational mobility. These results suggest that workers adapt to the onset of a mental health problem by reducing their working hours, by leaving a shift work job, by changing jobs within the company, or by changing jobs from one employer to another.

Country of Publication: England

Publication Type: Journal Article

Subject Headings: [Adult](#)
[*Career Mobility](#)
[*Employment/px \[Psychology\]](#)
[Fatigue/px \[Psychology\]](#)
[Female](#)
[*Health Status](#)
[Humans](#)
[Logistic Models](#)
[Longitudinal Studies](#)
[Male](#)
[*Mental Health/sn \[Statistics & Numerical Data\]](#)
[Middle Aged](#)
[*Occupations/sn \[Statistics & Numerical Data\]](#)
[Prospective Studies](#)
[Regression Analysis](#)
[*Workload/px \[Psychology\]](#)
[Workload/sn \[Statistics & Numerical Data\]](#)

Source: MEDLINE

9. Innovative behaviour across the lifespan: Effects of feedback, support for lateral career mobility, and self-efficacy for development.

Original Title:	Innovatives verhalten uber die atersspanne: Effekte von feedback, unterstutzung der horizontalen mobilitat und entwicklungsbezogener selbstwirksamkeit.
Citation:	Zeitschrift fur Personalpsychologie, 2009, vol./is. 8/2(47-58), 1617-6391 (2009)
Author(s):	Noefer, Katrin; Stegmaier, Ralf; Molter, Beate; Sonntag, Karlheinz
Correspondence Address:	Noefer, Katrin: Psychologisches Institut, Abteilung fur Arbeits-und Organisationspsychologie, Hauptstr. 47-51, Heidelberg, Germany, 69117, Katrin.Noefers@psychologie.uni-heidelberg.de
Language:	German
Abstract:	The present study tested a model concerning the relationship between age, work characteristics, personnel development characteristics, and personal characteristics and its relationship with idea generation and idea implementation. Firstly, it was assumed that age is negatively related to feedback from co-workers as well as support for lateral career mobility. Secondly, it was assumed that those two contextual characteristics are positively related to self-efficacy for development. This in turn should, according to the third assumption, be positively related to idea generation and idea implementation. It was further tested whether the positive relationship between feedback from co-workers and support for lateral career mobility with innovative behavior was mediated by self-efficacy for development. A questionnaire study was undertaken with 766 employees, ranging from 18-65 years of age. Results from structural equation modelling confirmed the before mentioned assumptions, whereas additional effects of job complexity and autonomy on innovative behavior were controlled. An additional multigroup analysis showed that the model's postulated relationships were independent from the employees' type of work (age enhanced, age neutral, and age impaired). (PsycINFO Database Record (c) 2010 APA, all rights reserved) (journal abstract)
Country of Publication:	HOLDER: Hogrefe Verlag, Gottingen; YEAR: 2009
Publication Type:	Journal; Peer Reviewed Journal
Subject Headings:	*Age Differences *Feedback *Occupational Mobility *Personnel *Self Efficacy Career Development Employee Characteristics Innovation Personnel Training
Source:	PsycINFO

10. The transmission of work-related attitudes: a social learning analysis.

Citation:	Journal of Managerial Psychology, 01 August 2008, vol./is. 23/5(524-557), 02683946
Author(s):	O'Shea, Deirdre; Korrane, Melrona
Language:	English
Abstract:	<p>Purpose — The purpose of the paper is to focus on personal and social background factors as potential channels for the transmission of work related attitudes in young adults. The paper aims to examine the extent to which gender, parental job type, job status, and education, as well as school experience, influence the development of attitudes towards work and family life. Design/methodology/approach — The study comprised a quantitative (questionnaire based) survey with a sample of 782 final year undergraduate students attending various third level institutions in Ireland and the USA. Findings — The results indicated that individuals who had grown up in traditional mixed families had more positive attitudes towards balancing work and home roles than did those who had</p>

grown up in traditional single earner families. Father's educational level also emerged as a significant factor in the career-family attitudes of the participants. Research limitations/implications — The results of this research indicate that young people have developed attitudes towards managing the work/family interface on entering the workforce, which they acquire through a social learning process. Limitations included the cross-sectional nature of the design and future longitudinal research is needed. Practical implications — Organizations and managers need to be aware of the well-developed attitudes of new entrants in order to address early issues of psychological contract and person-organizational fit, which have an impact on career success and career management. Originality/value — The findings of the paper break new ground on the role of social learning on the formation of attitudes towards managing the work-family interface. Such attitudes proceed to inform behavioral patterns and decisions in the harmonious management of the two domains.

Publication Type: Academic Journal

Subject Headings: [EDUCATION](#)
[FAMILIES](#)
[LEARNING](#)
[CREATIVE ability](#)
[ATTITUDE \(Psychology\)](#)
[GENDER](#)
[PARENTS](#)
[LABOR supply](#)
[WORK & family](#)

Source: HEALTH BUSINESS ELITE

11. Benefits of a supportive development climate for older workers.

Citation: Journal of Managerial Psychology, 01 June 2008, vol./is. 23/4(419-437), 02683946

Author(s): Armstrong-Stassen, Marjorie; Schlosser, Francine

Language: English

Abstract: Purpose - This study aims to test a model of the relationships among older workers' propensity to engage in development activities (development orientation), their perceptions of the development opportunities associated with their job (job development climate), their commitment to their organization, and their intention to remain with their organization. Design/methodology/approach - Separate questionnaires were completed by 395 individuals aged 50 to 70, who were in their career job and 195 individuals aged 50 to 70 who were employed in a bridge job. Both questionnaires included measures of development orientation, job development climate, affective commitment and intention to remain as well as individual characteristics and organizational characteristics. Findings - The findings supported the proposed model in that development orientation was positively related to job development climate which, in turn, was positively related to affective commitment and affective commitment was positively related to intention to remain with the organization. There were both similarities and differences in the patterns of relationships for career-job and bridge-job respondents. Research limitations/implications - The question of causality cannot be determined because of the cross-sectional research design. Practical implications - To create a supportive development climate and retain older workers, employers need to foster older workers' development orientation and ensure that their work assignments provide opportunities to learn new knowledge and skills. Originality/value - There is little empirical research addressing issues related to the development and retention of older workers. No previous studies have investigated both development orientation and job development climate in the context of older workers.

Publication Type: Academic Journal

Subject Headings: [OLDER people -- Employment](#)
[PERSONNEL management](#)
[EMPLOYEES -- Training of](#)
[CAREER development](#)

EMPLOYEE retention
 EMPLOYEE orientation
 JOB satisfaction
 WORK environment
 EMPLOYERS

Source: HEALTH BUSINESS ELITE

12. Chained to Your Desk? You're Not Alone.

Citation: T+D, 01 December 2007, vol./is. 61/12(23-25), 15357740

Author(s): Salopek, Jennifer J.

Language: English

Abstract: The article reports on the results of a survey conducted by Chartered Institute of Personnel and Development (CIPD) regarding human resources (HR) professionals in London, England and the number of hours they work during a week. It shows that 56 percent of HR professionals in Great Britain are working an average of 20 percent more hours in 2007 than they were in 2005. The study also points out that their American counterparts are also spending more time at the office. The author also explains that entry-level HR employees work an average of 42 hours a week while senior and executive-level HR professionals work 48 to 54 hours per week.

Publication Type: Periodical

Subject Headings: HOURS of labor
 PERSONNEL departments
 PERSONNEL management
 LABOR time
 SCHEDULING
 CAREER development

Source: HEALTH BUSINESS ELITE

13. Flexible benefits evolve as workforce changes.

Citation: Business Insurance, 08 October 2007, vol./is. 41/41(48-49), 00076864

Author(s): Eichner, Tina

Language: English

Abstract: The article focuses on the implementation of flexibility in work arrangements in the U.S. The schemes predates the advent of flexible benefit programs, but employers have made considerable strides in both areas during the past 40 years. In the 1970s and 1980s, as more women joined the workforce, the federal government pioneered options for flexible work and benefits arrangements, with private sector following suit. Broader implementation of family-friendly policies in the 1990 helped validate the needs of employees.

Publication Type: Periodical

Subject Headings: HOURS of labor
 WORK environment
 WORK-life balance
 QUALITY of work life
 UNITED States

Source: HEALTH BUSINESS ELITE

Full Text: Available in *fulltext* at [EBSCO Host](#)

14. Effort-based career opportunities and working time.

Citation: International Journal of Manpower, 01 September 2007, vol./is. 28/6(489-512), 01437720

Author(s): Bratti, Massimiliano; Staffolani, Stefano

Language:	English
Abstract:	<p>Purpose - The purpose of this paper is to describe the hypothesis of effort-based career opportunities as a situation in which profit maximising firms create incentives for employees to work longer hours than the bargained ones, by making career prospects depend on working hours. The paper aims to test some implications of this hypothesis using UK data. Design/methodology/approach - The empirical analysis uses the British Household Panel Survey (BHPS) and panel data estimators to investigate the existence of a robust correlation between working hours and workers' expected probability of promotion in the current job. Findings - The analysis shows the existence of a robust positive correlation between working time and workers' expected likelihood of promotion in the BHPS data even when controlling for several individual characteristics and for workers' unobserved heterogeneity. Research limitations/implications - Although the paper uses panel data, the BHPS does not allow for the identification of the firms in which individuals work, and therefore to control for firm fixed effects. Employer-employee datasets would have allowed a better assessment of the hypothesis. Originality/value - The paper provides a theoretical explanation for the empirically observed positive association between working time and expected promotion probability and, unlike previous papers that used pooled OLS estimates, it exploits the panel structure of BHPS data to control for individual unobserved heterogeneity.</p>
Publication Type:	Academic Journal
Subject Headings:	MANPOWER -- Research CAREER development HOURS of labor PROMOTIONS INCENTIVES in industry GREAT Britain
Source:	HEALTH BUSINESS ELITE

15. A life-span perspective on women's careers, health, and well-being.

Citation:	Social Science & Medicine, 15 August 2007, vol./is. 65/4(685-697), 02779536
Author(s):	Johansson G; Huang Q; Lindfors P
Language:	English
Abstract:	<p>The purpose of this study was to investigate if and how health and well-being in mid-life are influenced by the ways in which individuals have combined educational, occupational, and family involvement throughout their adult lives. Life-career patterns (LC) and occupational career patterns (OC) were retrieved from a longitudinal cohort of Swedish women born in the 1950s. Retrospective occupational biographies retrieved at age 43 generated nine LC and 10 OC patterns which served as the basis for the present study. LC patterns combined timing, ordering, duration, and content of activities (e.g., education, work, and parenthood), while OC patterns considered occupational level and its stability over time. Data on life and job satisfaction, psychological well-being, work-family conflict, optimism, and mental distress were collected at age 49. For a sub-sample of the women who took part in a medical examination, seven biomarkers were combined into a measure of allostatic load (AL). The results showed that LC pattern-groups differed significantly but modestly in four aspects of health and well-being whereas OC pattern-groups displayed significant between-group differences in all outcome variables except life satisfaction. The results are interpreted in terms of a social-health gradient effect and a supportive societal context of the Swedish welfare state, which offered a considerable amount of free choice to the women in the cohort.</p>
Publication Type:	journal article
Subject Headings:	Career Planning and Development Health Status Personal Satisfaction Quality of Life Adult

[Analysis of Variance](#)
[Attitude Measures](#)
[Chi Square Test](#)
[Coefficient Alpha](#)
[Descriptive Statistics](#)
[Education](#)
[Family Relations](#)
[Female](#)
[Funding Source](#)
[Interviews](#)
[Middle Age](#)
[P-Value](#)
[Post Hoc Analysis](#)
[Prospective Studies](#)
[Psychological Tests](#)
[Questionnaires](#)
[Scales](#)
[Sweden](#)
[Human](#)

Source: CINAHL

16. Recruitment and Retention of Paraprofessionals.

Citation: Recruitment & Retention of Paraprofessionals: An IOM presentation, 01 June 2007, vol./is. /(1-31),

Author(s): Dawson, Steven L.

Language: English

Abstract: The article looks at issues about the recruitment and retention of paraprofessionals and the quality of job for caregivers. It examines the trends within the long-term care practice of these paraprofessionals. The stability and adequacy of the their workforce are evaluated through wages, training opportunities, and supervision. A discussion on the elements of a quality job for caregivers based on studies is included. Among these elements are affordable health insurance, full-time, stable, and balance work schedules, and career advancement opportunities.

Publication Type: Book

Subject Headings: [PARAPROFESSIONALS](#)
[CAREGIVERS](#)
[WAGES](#)
[QUALITY of work life](#)
[EMPLOYEES -- Training of](#)
[HOURS of labor](#)
[HEALTH insurance](#)
[CAREER development](#)

Source: HEALTH BUSINESS ELITE

17. WORK LESS, EARN MORE.

Citation: Canadian Business, 12 March 2007, vol./is. 80/6(30-31), 00083100

Author(s): Pooley, Erin

Language: English

Abstract: The article discusses how workers can spend less time working and earn more money by working smarter. Business coach Terry Dean offers suggestions on how to achieve this goal. It is suggested to minimize the amount of time that outside sources, including bosses, colleagues, and e-mail, influence time spent working. It also suggested to delegate tasks.

Publication Type: Periodical

Subject Headings: CAREER development
TIME management
WORK environment
HOURS of labor
QUALITY of work life
LABOR productivity
WAGES

Source: HEALTH BUSINESS ELITE

Full Text: Available in *fulltext* at [EBSCO Host](#)

18. Work-Life Balance: How Do You Get It?

Citation: Training, 01 September 2006, vol./is. 43/9(9-), 00955892

Author(s): Duda, Amie

Language: English

Abstract: This article offers insights about work-life balance. The average work weeks in various countries vary. For instance, employees work 35 hours a week in Japan. Work-life balance is defined as the integration of work and family by setting personal goals and understanding personal values so that neither work nor family consumes the other. Advice are given for people who want to achieve work-life balance.

Publication Type: Periodical

Subject Headings: WORK & family
QUALITY of work life
HOURS of labor
CAREER development
VALUES

Source: HEALTH BUSINESS ELITE

Full Text: Available in *fulltext* at [EBSCO Host](#)

19. Lightening workload heightens job satisfaction, productivity.

Citation: Employee Benefit News, 15 April 2006, vol./is. 20/5(19-19), 10446265

Author(s): Davolt, Steve

Language: English

Abstract: Discusses the productivity benefits of reduced work loads in the workplace. Implication of work-life balance of workplace transformation; Ability of workplace flexibility to boost female workforce levels; Effect of rigid reliance on head count approaches to accounting and administration as a form of structural hurdle.

Publication Type: Periodical

Subject Headings: INDUSTRIAL productivity
HOURS of labor
QUALITY of work life
PERSONNEL management
CAREER development

Source: HEALTH BUSINESS ELITE

Full Text: Available in *fulltext* at [EBSCO Host](#)

20. GPs secure better work-life balance.

Citation: Hospital Doctor, 12 January 2006, vol./is. /(1-), 02623145

Author(s): Gilbert, Helen

Language: English

Abstract: The article presents the results of a survey on the quality of work life of medical consultants and general practitioners conducted by the periodical "Hospital Doctor" in Great Britain. The average consultants spend more time on duty compared to general practitioners. 62% of the consultants believe that they do not enjoy life due to high work loads. According to physician Paul Miller, the dissatisfaction of consultants on their job has resulted from the increased attention of the government to secondary care.

Publication Type: Periodical

Subject Headings: [QUALITY of work life](#)
[MEDICAL consultants](#)
[PHYSICIANS \(General practice\)](#)
[HOURS of labor](#)
[JOB satisfaction](#)
[GREAT Britain](#)

Source: HEALTH BUSINESS ELITE

Full Text: Available in *fulltext* at [EBSCO Host](#)

21. Managing health services

Citation: Maidenhead: Open University Press/McGraw-Hill Education, 2006(viii, 235p)

Author(s): Goodwin, Nick; Gruen, Reinhold; Iles, Valerie

Abstract: Excellent management skills are required in the delivery of contemporary health services. This guide provides detailed advice for managers and uses examples from a range of countries to illustrate key points. The guide is arranged in five sections. Section one explores managers' roles and health care management issues. It includes general information on the fundamental principles of good management, incorporating skills, qualities and problem-solving abilities. Section two relates to funding of health care including purchasing services. People management is the subject of the third section. It discusses human resource management and associated planning as well as recruitment, selection, appraisal and career development issues. Section four concentrates on managing results, namely performance and quality and includes some information about performance related pay. Section five addresses change management including strategic planning. The final section reviews the concept of leadership and outlines some techniques for successful leadership. Cites references at the end of each chapter.

Publication Type: Book

Subject Headings: [HEALTH SERVICE MANAGEMENT](#)
[PERFORMANCE RELATED PAY](#)
[MANAGEMENT](#)
[HEALTH SERVICES](#)
[MANAGERS](#)
[FINANCING](#)
[LEADERSHIP](#)
[MANAGEMENT SKILLS](#)
[HUMAN RESOURCES MANAGEMENT](#)
[DEMAND MANAGEMENT](#)
[RECRUITMENT](#)
[STAFF SELECTION](#)
[PERFORMANCE MANAGEMENT](#)
[EVALUATION](#)
[CAREER DEVELOPMENT](#)
[QUALITY MANAGEMENT](#)
[STRATEGY](#)

Source: HMIC

22. Excessive workload, uncertain career opportunities and lack of funding are important barriers to recruiting and retaining primary care medical researchers: a qualitative interview study

- Citation:** Family Practice, 2006, vol./is. 23/5(545-549), 0263-2136 (Oct 2006)
- Author(s):** Thomsen, Janus Laust; Jarbol, Dorte; Sondergaard, Jens
- Abstract:** Research activity in primary care has been steadily increasing, but is still insufficient and more researchers are needed. Many initiatives have been launched to recruit and retain primary care researchers, but only little is known about barriers and facilitators to a research career in primary care. The objective of the study was to examine barriers and facilitators to recruiting and retaining primary care medical researchers. The methods were semi-structured interviews with 33 primary care medical researchers, all medical doctors. The authors used a phenomenological approach to analysing the interviews. Important barriers to pursuing a research career in primary care were heavy workload, isolation of work, short-term funding and low salary. Important facilitators to attracting and retaining primary care researchers were the desire and opportunity to improve primary care, the flexible working conditions, the career opportunities, including the possibility of combining university-based research with clinical work and a friendly and competent research environment. Better strategies for recruiting and retaining researchers are a prerequisite for the development of primary care, and in future the main emphasis should be on working conditions, networking and mentoring. Studies including those primary care physicians who have chosen not to do research are highly needed. Cites 19 references. [Journal abstract]
- Publication Type:** Article
- Subject Headings:** PRIMARY CARE
MEDICAL RESEARCH
STAFF RETENTION
RECRUITMENT
WORKLOAD
FINANCE
CAREER OPPORTUNITIES
- Source:** HMIC
- Full Text:** Available in *fulltext* at [Highwire Press](#)
Available in *fulltext* at [ProQuest](#)

23. INFORMAL OR FORMAL: HOW SHOULD YOU ORGANISE FLEXIBLE WORKING?

- Citation:** People Management, 14 July 2005, vol./is. 11/14(50-), 13586297
- Author(s):** Hall, Laura; Atkinson, Carol
- Language:** English
- Abstract:** The article focuses on the findings of a study on formal and informal flexible working option aimed at providing work-life balance among employees in Great Britain. It cites that National Health Service (NHS) managers are required to achieve the Improving Working Lives standard. The study found that all employees have accessed and valued informal flexible working. Employees prepared to be flexible were found to generate a reciprocal effort when the informal flexibility option was granted.
- Publication Type:** Periodical
- Subject Headings:** FLEXTIME
QUALITY of work life
WORK life programs
EMPLOYEES
HOURS of labor
GREAT Britain
- Source:** HEALTH BUSINESS ELITE

24. Work-life can create a career-wrecking imbalance.

- Citation:** Employee Benefits, 01 August 2004, vol./is. /(5-), 13668722

Author(s): O'Donovan, Deb

Language: English

Abstract: Discusses some of the disadvantages of work-life balance policies. Long-term negative effects of reduced working hours for employees; Reward gap between men and women as a result of flexible working policies.

Publication Type: Periodical

Subject Headings: [PERSONNEL management](#)
[HOURS of labor](#)
[WORK life programs](#)
[QUALITY of work life](#)
[INDUSTRIAL management](#)
[MANAGEMENT](#)

Source: HEALTH BUSINESS ELITE

Full Text: Available in *fulltext* at [EBSCO Host](#)

25. Home discomforts.

Citation: Director (00123242), 01 July 2004, vol./is. 57/12(27-27), 00123242

Author(s): Simms, Jane

Language: English

Abstract: Examines the effects of the work-life balance campaign on employees in Great Britain. Reasons for the failure of the flexible working scheme; Consequences of long hours of work; Information on a survey on self-employed people; Factor that prevents women from playing a full role in the workplace.

Publication Type: Periodical

Subject Headings: [QUALITY of work life](#)
[FLEXTIME](#)
[EMPLOYEES](#)
[WORK & leisure](#)
[HOURS of labor](#)
[SELF-employed](#)
[WOMEN employees](#)
[GREAT Britain](#)

Source: HEALTH BUSINESS ELITE

Full Text: Available in *fulltext* at [EBSCO Host](#)

26. Reality bites.

Citation: Management Today, 01 May 2003, vol./is. /(37-37), 00251925

Author(s): Reeves, Richard

Language: English

Abstract: The author focuses on challenges and stress faced by managers and professionals on job. There are many evidences that these people are working more intensively, for longer hours and suffering from higher levels of work-related stress. One in 10 people are working more than 60 hours a week. The biggest rise in working hours has been among management-level women, who are spending on extra hours of unpaid overtime very fast. The more educated we become, the greater our need for our trained brain to have meaningful tasks to be done by them. One of the unfortunate side-effects of the rise in the proportion of young people entering higher education has been a decrease in job satisfaction in the graduate population. In fact, graduates now have lower job satisfaction than non-graduates, according to the Work Foundation.

Publication Type: Trade Publication

Subject Headings: [QUALITY of work life](#)
[EMPLOYEE retention](#)
[HOURS of labor](#)
[EMPLOYEES -- Attitudes](#)
[JOB satisfaction](#)

Source: HEALTH BUSINESS ELITE

Full Text: Available in *fulltext* at [EBSCO Host](#)

27. EIGHT DAYS A WEEK.

Citation: People Management, 21 November 2002, vol./is. 8/23(22-22), 13586297

Author(s): Philpott, John

Language: English

Abstract: Comments on the working time directive in Great Britain. Disadvantages of too much work; Average working hours in a week; Purpose of work-life balance policies.

Publication Type: Periodical

Subject Headings: [HOURS of labor](#)
[QUALITY of work life](#)
[GREAT Britain](#)

Source: HEALTH BUSINESS ELITE

28. ATTITUDES TOWARD WORK SCHEDULES: CONSTRUCT DEFINITION, INSTRUMENT DEVELOPMENT, AND VALIDATION.

Citation: Academy of Management Journal, 01 March 1986, vol./is. 29/1(170-182), 00014273

Author(s): Dunham, Randall B.; Pierce, Jon L.

Language: English

Abstract: In this article the authors discuss research they conducted that was designed to develop a set of scales that determine employees' attitudes towards various work schedules. They hope that the creation of such a scale would help employers determine the strengths and weaknesses of their current work schedule and help them design the ideal work schedule for their organization. The authors note that work schedules have been shown to be related to job satisfaction, job stress, work motivation, job involvement and organizational commitment.

Publication Type: Academic Journal

Subject Headings: [HOURS of labor -- Research](#)
[EMPLOYEES -- Attitudes -- Research](#)
[JOB satisfaction](#)
[ORGANIZATIONAL commitment](#)
[EMPLOYEE loyalty](#)
[EMPLOYEE retention](#)
[JOB stress](#)
[QUALITY of work life](#)
[FLEXTIME -- Research](#)
[HOURS of labor, Staggered](#)
[PSYCHOLOGY, Industrial -- Research](#)
[ORGANIZATIONAL effectiveness](#)

Source: HEALTH BUSINESS ELITE

Full Text: Available in *fulltext* at [EBSCO Host](#)

29. Job mobility: a paper tiger?

Citation: Manpower Policy and Practice, 1986, vol./is. 2/2 (1986 Winter)

Author(s): BROWN, Mike
Publication Type: Article
Subject Headings: [EARLY LEAVERS](#)
[OCCUPATIONAL PENSIONS](#)
[JOB MOBILITY](#)
Source: HMIC

30. Does flexitime improve productivity?

Citation: Harvard Business Review, 01 September 1979, vol./is. 57/5(12-16), 00178012
Author(s): Nollen, Stanley D.
Language: English
Abstract: This article comments on the influence of flexitime on improving labor productivity in the United States. Under flexible work hours, employees are allowed to choose their arrival and departure times within limits set by management. This scheduling system was first used in the U.S. starting in the 1970s and has spread rapidly. Flexible hours is regarded as an employee benefit and morale builder, but now there is news, based on employers' experience, that flexible hours may yield a financial productivity gain to business enterprises.
Publication Type: Periodical
Subject Headings: [HOURS of labor](#)
[FLEXTIME](#)
[WORK environment](#)
[BUSINESS planning](#)
[LABOR productivity](#)
[INDUSTRIAL productivity](#)
[EMPLOYEE morale](#)
[EMPLOYEES -- Psychological aspects](#)
[JOB satisfaction](#)
[QUALITY of work life](#)
[SHIFT systems](#)
[UNITED States](#)
Source: HEALTH BUSINESS ELITE
Full Text: Available in *fulltext* at [EBSCO Host](#)