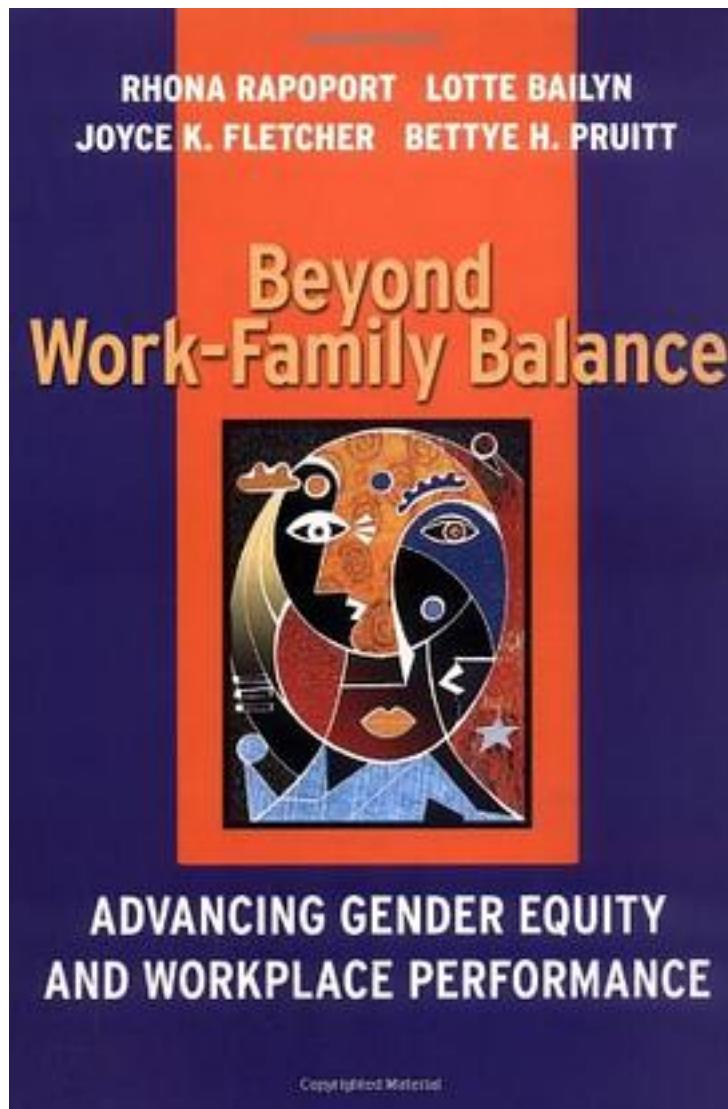


# Beyond Work-Family Balance



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出版者:

出版时间:2001-12

装帧:

isbn:9780787957308

Everyone who struggles to meet the demands of work and personal-life responsibilities knows how tough it is to do so. This bold new book shows that it is the deeply engrained separation of work and personal life that has limited our ability to deal effectively with the conflict between them. "Beyond Work-Family Balance" demonstrates why the image of "balance" is outmoded and why a new approach - work-personal life integration - offers greater promise for meaningful change. Providing many examples from action research projects in more than a dozen organizations of different kinds, the authors show how using their method of integrating rather than separating personal-life considerations from the workplace can achieve positive outcomes, not only for workers but also for the work. The method offers a way of looking deeply into the work culture to find inequitable and ineffective work practices that are so embedded and routine that no one thinks to question them - they are just the way things get done. Once identified, these work practices can be changed to achieve what the authors call a Dual Agenda: a more equitable workplace where both men and women can achieve their full potential and a more effective workplace where the needs of the work, rather than gendered and outmoded assumptions, determine what gets done and how.

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评论

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