Book Series

**Stress and Quality of Working Life**

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- Stress and Quality of Working Life
- Stress and Quality of Working Life
- Stress and Quality of Working Life
- Improving Employee Health and Well Being
- Coping and Prevention
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Stress and Quality of Working Life
Finding Meaning in Grief and Suffering
Ana Maria Rossi, International Stress Management Association; James A. Meurs, Kennesaw State University; Pamela L. Perrewé, Florida State University

According to the American Institute of Stress (AIS), job stress is far and away the primary source of stress for American adults. The relationship between job stress and heart attacks, hypertension, and other disorders is well understood. Further, the cost of job stress in the United States is estimated to be over $300 billion due to outcomes such as accidents, turnover, and lost productivity. Perhaps the most consistent findings connecting job stress to health outcomes confirm that employees who perceive a high level of job demands without the appropriate control over job demands are at an increased risk for cardiovascular disease.

In Brazil, the loss is estimated at 3.5% of the gross domestic product per year. Occupational diseases are related to the activities performed by workers and to working conditions and can trigger new or worsen already existing symptoms. Proper diagnosis and relevant information are essential for managers and workers to become aware of stressors and to take efficient measures to manage stress. Although quality of life is the responsibility of every individual, companies will definitely be able to benefit from the implementation of preventive actions, thus avoiding to pay a high price as a result of absenteeism, sick leaves, and drops in productivity and low work quality.

This book is designed to be an additional tool to provide information and to suggest ways to deal with pressures and work demands, because stress levels are still on the rise. We believe that through information – and here you will be able to find the experience and opinions of recognized professionals in this area – workers will be able to live better and more balanced lives.


Stress and Quality of Working Life
Conceptualizing and Assessing Stress
Ana Maria Rossi, International Stress Management Association; James A. Meurs, University of Calgary; Pamela L. Perrewé, Florida State University

Work-related stress is costly not only to employees, but also to organizations and society. For example, it is estimated that work-related stress, depression, and anxiety costs British employers £1,035 per employee and that workplace stress costs the US economy up to $300 billion annually. However, elevated levels of stress often cannot be changed, and, if demands were not placed on employees, employee learning, organizational innovation, and societal economic growth would be hindered. Consequently, it is vital that occupational health practitioners, employees, employers and researchers strive to better understand and manage workplace stress, such that employee health and well-being can be improved.
This book can assist organizations and individuals as they encounter workplace stress. This edition highlights research done by 25 authors across 12 chapters that challenges how work stress is viewed and assessed. Additionally, a number of social and psychological influences on the stress experience are examined. Our beliefs and expectations of stress and its results, whether helpful or hurtful, can have a profound influence on our stress experiences. Also, the way that we approach our work (e.g., job crafting) or the treatment we receive from others (e.g., with dignity) can either mitigate or exacerbate any harmful or beneficial effects of stress. Moreover, how we assess the psychological (e.g., burnout and well-being) or physiological (e.g., cortisol) outcomes of stress are meaningful, and the proper diagnosis of stress (e.g., stress surveys) underlies our understanding. We hope that the findings reported in these chapters and the insights of these scholars will provide ways for you and/or your organization to improve the health and well-being of employees.


**Stress and Quality of Working Life**

*Interpersonal and Occupation-Based Stress*

Ana Maria Rossi, International Stress Management Association; James A. Meurs, University of Calgary; Pamela L. Perrewé, Florida State University


It is an unfortunate reality that many employees experience elevated levels of stress at work. Feeling stressed has impacts beyond mere emotions. For example, a survey of European Union member states found that 28% of employees reported stress-related illness or health issues, and studies in the USA have found that over 25% of employees reported that they are often or very often burned out by their work. Also, not all stress should be or can be eliminated, as many industries and jobs are highly demanding in their nature. Therefore, it is important that employees, employers, clinicians, and researchers endeavor to develop a better understanding of workplace stressors and how employee health and well-being can be improved.

This book can help individuals and organizations better appreciate stressors faced by employees. It showcases research by over two dozen authors in twelve chapters, focusing on the interpersonal and occupation-based sources of workplace stress, as well as how to alleviate work stress. Coworkers, supervisors, and others with whom a person works can have a dramatic influence on the degree of stress a worker experiences, and it is often the interpersonal conflict that is unrelated to one’s job that is the most difficult to manage. In addition, the context of a person’s work also influences the degree and type of stressors they encounter at work, and this book examines several occupations and their associated stress. We hope that these findings provide ways for individuals and organizations to enhance the well-being of employees.

Improving Employee Health and Well-Being

Ana Maria Rossi, International Stress Management Association; James A. Meurs, University of Mississippi; Pamela L. Perrewé, Florida State University


It is widely recognized that healthy employees are happier and more productive at work. Experiencing stress at work decreases employee’s health and affects their well-being. The American Institute of Stress (AIS) estimated that US$ 300 billion/year are spent on conditions related elevated stress levels. Stress is an everyday part of life for most people in any society. However, when people experience too much stress, serious psychological and physical health problems can result. This book provides an in-depth examination of how to improve employee health and well-being. It features the research, knowledge, and experience presented by over two dozen stress scholars who author twelve chapters.

Not all stress can be prevented, and many jobs are highly demanding in multiple ways. Thus, if you cannot prevent stress, effort should be put into understanding occupational stressors and improving employee health. This book on employee health and well-being is aimed at assisting occupational health professionals and academics find ways to help employees managing stress and improve their health. But, it also can be helpful for employees to learn to how they can improve their occupational health. The research findings and knowledge offered by these well-respected leaders in stress scholarship give both employers and employees an awareness of the implications of workplace stress on employee health, and provides avenues for both organizations and individuals to improve worker well-being.

Continuous activity and high job demands surround corporate environments. These demands are considered to be key triggers for workers’ stress-related symptoms and poor health. It has been estimated by the American Institute of Stress (AIS) that US$ 300 billion/year are spent on conditions related to excessive stress levels. Of course, occupational stressors are an unavoidable part of working life. Experienced stress has helped us to survive for thousands of years and keeps us vigilant under critical situations. Of course, too much experienced stress can lead to serious psychological and physical health problems. This book is devoted to examining important issues related to coping with and preventing elevated occupational stress. This book also examines individual differences and organizational cultures that might exacerbate or mitigate experienced stress.

If we consider all choices available, it is better to prevent than to treat. Prevention can be primary, when we prevent the stress-generating situation from occurring; secondary, when we provide alternatives to minimize the damage caused by the problem and tertiary, which involves containing losses that have occurred to prevent them from becoming more serious. This book on stress prevention and coping with stress is intended to assist occupational health professionals and academics to improve their abilities to help employees managing stress, but it also can be helpful for individual workers as they learn to better handle stressors at work. The research findings and views presented by these well-respected leaders in stress research provide tools for those currently experiencing workplace stress and supplies information concerning how stress can be prevented before it occurs.

on stress and the quality of working life. We believe this information can help to raise awareness of the causes and costs of occupational stress and poor quality of working life. Further, this should provide a challenge, some incentive, and renewed insight for organizations in Brazil and elsewhere to begin thinking about and acting in ways that lead to a less stressful environment for their workforce.

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