

5 Title	Changing Work Environments and Employee Wellbeing: an Introduction
Author	Thomas Kalliath, Parveen Kalliath
Source	International Journal of Manpower
Pub Date	2012
Keywords	Work environment; Employee wellbeing; Work engagement; Workplace bullying; Inter-organizational networks; Workplace; Welfare
Abstract	<p>Purpose – The purpose of this overview is to provide a brief introduction to the theme of the special issue, the expert commentary, and six papers included in the special issue. The authors conclude by articulating four avenues of future research that are likely to contribute significantly towards building work-environments in which employees and organizations can flourish.</p> <p>Design/methodology/approach – The <i>International Journal of Manpower's</i> usual double blind review process was used to select the six papers from various parts of the world including Estonia, USA, Australia, Brazil, and Israel that focus on important aspects of the changing work environment and its influence on employee wellbeing. The papers represent a wide variety of research designs, methodologies, and analytic strategies used to investigate the influence of changing work environment on employee wellbeing. An expert commentary provides an overview of current scholarship on changes occurring in the work environment and its impact on employee wellbeing.</p> <p>Findings – The findings of the studies included in this special issue provide insights into six specific work-environmental issues influencing employee wellbeing, including workplace bullying; inter-organizational networks; professional contractor well-being; inter-generational differences; commitment and intention to leave; and work-engagement.</p> <p>Practical implications – Each article includes practical implications with regard to promotion of employee wellbeing.</p> <p>Originality/value – Taken as a collective, the six papers in this special issue highlight frontier issues in the relationship between changing work environment and employee wellbeing. The expert commentary provides an easy to access summary of the current scholarship in the area and specifies fruitful areas for future research.</p>