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The Value of Wellness in the Workplace: A Perspective of the Employee-Organisation Relationship in the South African Labour Market (SpringerBriefs in Economics)

Bennie Linde

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This book examines the links between employee-organisation relationships, work wellness and the impact thereof on the labour market from a South African perspective. By employing this focus, the book explains the role of the employment relationship and the psychological contract in improving work wellness. To do so, it reviews the establishment and management of contracts in the context of labour relations at South African organisations. The studies presented focus on a range of topics, from individual wellness, the employment relationship and psychological contract, to relational wellness, the broader labour approach, and industrial action. The book presents a structural framework from an individual and labour relational perspective that links the employee-organisation relationship with wellness and its economic value, making it of interest to general and financial managers seeking to better grasp the link between work wellness and its financial implications.

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