



Psychology and the Healthy Organization: Rhetoric and Reality

Marie McHugh

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Psychology and the Healthy Organization is an exploration of the concept and practice of the healthy organization. It will: explore the concept of organizational health and well-being; highlight the need for organizations to be healthy in order to cope effectively with the diverse forces impacting upon them; highlight the differing perspectives of organizational health; present the argument which illustrates the rhetoric that exists in the exposition of the healthy organization; and present an integrated model which will enable those concerned with the well being of individuals and organizations to work towards the creation of a healthy organization. Through a critical analysis of the concept and the existing literature, this book highlights the fact that the healthy organization is a multi-dimensional concept, which encompasses numerous aspects of organizational functioning. Psychology and the Healthy Organization argues for a holistic approach to conceptualising, understanding and creating a healthy organization. Psychology and the Healthy Organization is an essential text for students of organizational psychology, management and organizational health.

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