

عنوان مقاله:

A Literature Review of Adoptive Current Leadership Models and Management Systems, Practices and Procedures Utilized to Occupational Safety and Health (OSH) For Distributed Workers

محل انتشار:

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نویسندگان:

Ahmad Aali - PhD student in Public Administration, Faculty of Management, Economics and Accounting, Tabriz Branch, Islamic Azad University, Tabriz, Iran

Shamsolsadat Zahedi - Professor, Department of Public Administration, Faculty of Management and Accounting, Allameh Tabataba'i University, Tehran, Iran

خلاصه مقاله:

Distributed workers - those who work autonomously and remotely from their organization's main locations for at least some of their work time - are an important and growing proportion of the workforce that share common characteristics of temporal and spatial distance. Yet, many leadership styles and management practices assume face-to face interaction, potentially rendering them less helpful in trying to ensure good occupational safety and health (OSH) outcomes for distributed workers. We conducted a systematic literature review to examine the leadership and management of OSH for distributed workers. Twenty-three papers were identified. Eleven papers identified established leadership styles, including leader-member exchange (safety specific) transformational and considerate leadership. Twenty papers examined management. Findings from these twenty papers were interpreted as representing resources, deployed through management and utilized by managers to ensure OSH for distributed workers, including communication technologies, social support and a good safety climate. Despite limited research in this area, findings indicate the importance of both leadership and management in ensuring OSH for distributed workers. Findings suggest a fertile area for future enquiry.

کلمات کلیدی:

Distributed Workers, Management Resources, Leadership, Safety, Health

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