

Dr Rea Prouska



Biography

Rea is a Senior Lecturer and Director of Programmes at Middlesex University Business School in the Leadership, Work and Organisations Department. Her area of specialisation is Human Resource Management (HRM). She is an Academic Member of the Chartered Institute of Personnel and Development (CIPD) and has an MSc in HRM and a PhD with a specialization in outsourcing HR activities from the University of Manchester. Rea has also been employed as a seminar leader in Manchester Business School and as a research assistant for University of Manchester funded research projects. Her research interests are in HRM issues in the European periphery, quality of working life particularly in times of financial crisis and austerity and organizational change. She is co-editor of 'Critical Issues in Human Resource Management' (CIPD) and 'Business and Management Practices in Greece: A Comparative Context' (Palgrave Macmillan).

Talk summary

Work-Life Balance, Health and Well-being in Greece in Times of Financial Crisis

This talk presents the context of the Greek policy on work-life balance (WLB), health and well-being at work within the recent financial crisis context. Data from two exploratory qualitative research studies are presented. The first one explores the impact of crisis and austerity on quality of working life from the perspectives of highly-skilled public and private sector professional and managerial workers in Greece (doctors, teachers, lawyers, senior managers) at the height of the recession. The findings present a significant decline in quality of working life particularly for public sector professionals and the implications of this are discussed. The second explores managerial and employee responses to worsening working conditions in Greece during the crisis. Employees have come to the rationalisation that 'resistance is futile' and neither they, nor managers, see much possibility of getting away from such extreme conditions. The discussion explores the types of employee and managerial responses to the crisis and the implications of these responses. Summarising both studies, the concluding discussion raises issues for theory, policy and practice specifically within the area of WLB, health and well-being at work.