

## Big Data Hrs Golden Opportunity Arrives

National Park Statistical Abstract Storm Data Between desirability and reality Aquatic Herbicide Data Currents in San Francisco Bay Individual Long-term Care Facility Financial Data Inflation Report Comparing Bird and Bat Use Data for Siting New Wind Power Generation QSAR in Toxicology and Xenobiochemistry Technical Papers Comparative Data for California Health Facilities Individual Long-term Care Facility Data for California Herald of the Golden Age Proceedings Handbook of Freshwater Fishery Biology: Life history data on Centrarchid fishes of the United States and Canada. 1st ed. 1977 Apple, Quince, & Pear Rootstocks in California Factors Influencing the Yield, Composition, and Quality of Raisins Report Report of the Agricultural Experiment Station of the University of California Bulletin United States. Environmental Data Service Hiemer, Julia Richard A Denton K. Shawn Smallwood Miloň Tichý Kenneth Dixon Carlander Leonard H. Day Harry Ernest Jacob University of California (System). College of Agriculture

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overemployment i e the preference for fewer work hours is a widespread phenomenon in western societies which may have

negative consequences for individual well being and organizational functioning previously overemployment has been defined from an economic perspective mainly as a time money trade off problem this work is the first to adopt a psychological and subjectivist view on overemployment over three research projects a theory of overemployment its causes and consequences is constructed and tested in addition a multidimensional overemployment scale is developed and initially validated the three research projects include first a review on overemployment conceptualizations and measurements second a grounded theory interview study with the aim to develop a theory on overemployment its causes and consequences and third a scale development study comprising over 1 400 participants over 4 studies the importance of overemployment for individual well being e g burnout job satisfaction as well as for organizational variables e g commitment turnover intention is shown overemployment is found to be a multidimensional construct consisting of three dimensions length density and distribution of work time the developed theory and scale will allow future researchers to analyze overemployment in more detail the work offers interesting insights for hr and management practitioners when it comes to creating attractive working conditions

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