Employee wellness/mental health in library work places

Title (link)	Description
Role-related Stress Experienced by Academic Librarians. (2015)	Although a substantial body of research has identified stressors and their consequences in a number of organizational populations, very little systematic research has investigated the stress experienced by librarians. The study described here addresses this oversight by examining two sources of role-related stress experienced in a diverse sample of academic librarians. Results of the study were largely consistent with predictions. The librarians experienced role ambiguity, role overload, and burnout at or above the level experienced by other occupational samples, and the role stressors significantly predicted an array of psychological, health-related, and work-related outcomes
Managers, Stress, and the Prevention of Burnout in the Library Workplace. (2014)	Explains the differences between stress and burnout and clarifies how managers can minimize their negative impact by monitoring six areas in which workers are most likely to experience them: (1) the demands of the job which include the quantity of work and the knowledge required to perform; (2) the amount of control employees are permitted to exercise in the workplace; (3) the amount of the social support employees feel they have from managers and colleagues; (4) the quality of workplace relationships; (5) the clarity of one's role on the job; and (6) support and honest communication during times of change. The practical implication of this information aimed at managers is to help them create a better workplace and mentally and physically healthier staff members
Taking Care of Yourself: Stress and the Librarian. (2013)	Stress is a part of our working lives and is not likely to decrease in tomorrow's workplace. A difficult economy, downsizing, taking on additional responsibilities without assistance or additional pay—all are taking their toll on our physical, mental, and emotional well-being. Community college librarians can often feel isolated as the only professional in the field, sometimes serving multiple campuses. They also share many of the same stressors as librarians in other settings: difficulty of keeping up with and maintaining fluency with new technologies in education, competing demands on their time with little or no

	staff support, rapidly changing responsibilities within a hierarchical academic structure, student and staff needs, and busy workloads to be completed within limited timeframes. This article looks at quick ways and easily implemented ideas for librarians to step back from daily demands and find time and activities to help reduce workplace stress
We Are All In This Together: Stress Reduction and Team Building Activities for Modern Library Organizations. (2013)	Research studies document the negative impact of stress on the physical and emotional health of library employees and on productivity in the workplace. This article will explore the negative impact of workplace related stress on employee health and productivity and suggest a series of engaging activities adapted to the library setting that can be used to help employees identify the symptoms of work related stress
Burnout and Job Engagement Among Business Librarians. (2013)	Stress and burnout among librarians and library employees has been the focus of a number of studies over the years. Results have varied considerably, especially regarding the incidence of burnout. New developments in understanding about job engagement shed light on employees' response to stress, the dynamics of burnout and a range of inner health. This paper will describe a study of the incidence of burnout and job engagement among a sample of business librarians. Implications for library employers will also be addressed
Evaluating the Well-Being of Public Library Workers (UK) (2012)	The results identified eight dimensions of library worker well-being; organizational, advancement, job design aspects, physical health, psychological health, interpersonal relationships, workload and facilities. Analyses indicated that organizational aspects most impaired well-being and longer-serving employees were worst affected.
PEOPLE MATTERS: Issues in library human resources management. (2008)	Purpose - The purpose of this paper is to provide a guideline for a good employee relations program in any type of library organization. Design/methodology/approach - This paper used the personal expertise of the author who has been a professor of human resources management as well as a library consultant to all types of libraries for over 15 years. Findings - This paper proposes the concept of LISTEN - learning, involvement, structure, training, empathy, and needs - as the basis of a good

	employee relations program, emphasizing the importance of being attentive to the needs and expectations of employees. Originality/value - This paper helps the library director and the library department manager more intelligently manage employees
[Managing Stress and Conflict in Libraries](#) (UK) (2007)	Stress and conflict in the workplace undermine performance and can make people mentally and physically ill. Research indicates that ever-increasing numbers of people are experiencing excessive pressure of this kind in our rapidly changing world of work. This applies to libraries and information organizations as much as anywhere; indeed they can be particular targets for verbal and non-verbal violent behaviour because of their accessibility to the public. In addition, as in all organizations, a certain proportion of library staff is suffering aggression, abuse, bullying or harassment from a work colleague. Tackling - and preventing - these situations effectively is a responsibility for management under health and safety legislation in the UK and many other countries..
[Work and mental health: an employer's guide (eBook)](#) (2002)	- Management of change - Legal aspects of mental health in the workplace - Risk management approach to mental health: the London Electricity case study, and more
[Humor in the Academic Library: You Must Be Joking! or, How Many Academic Librarians Does It Take To Change a Lightbulb?](#) (1999)	Focuses on appropriate and potentially helpful applications of workplace humor to enhance the work atmosphere in academic libraries. Provides an overview of humor literature and Internet sites. Discusses a conference on incorporating humor into the workplace, humor in academic libraries, personal applications, and applications for management in academic libraries. (AEF)
[Technostressed Out? How to Cope in the Digital Age.](#) (1996)	The increased pace of technological change and the ability to multitask often cause library employees to become overwhelmed. The cause is not the technology but administrators' inability to manage change and staff resistance to it. Technostress management techniques include communicating with staff, hiring flexible employees, reducing anxiety through individualized approaches to training, and providing technical support. (LAM)

Stress in the Library. (1988)	Reports results of a survey of 800 library staff members on aspects of library work that they find stressful. The findings include sources of satisfaction and stress for all participants, and sources of stress specific to public services librarians, technical services librarians, and support staff members. (CLB)