

February, 2005

The Integration of Human Resource Development and Work-Life Research (Food N' Thought Session)

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Food N' Thought Session #15

Work/Life Issues and Human Resource Development Research

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Abstract:

Some of the most important topics of research in human resource development (HRD) today revolve around specific issues, policies, practices, programs, or interventions that appear to influence the performance of employees in all types of organizations. Although research in the work/life arena has been published for the last three decades in related fields (e.g., management, psychology, and family sciences), HRD literature reporting the exploration and investigation of the HRD-work/life connection is relatively new. However, it is clear that work/life issues are essential considerations with regard to the performance at the individual, group, and organizational levels. Hence, it is important that more related work within the HRD arena must be encouraged. This FNT session is designed to provide a forum that participants can 1) learn about these issues and the need for this research, 2) discuss concepts, ideas, and links between these areas for future research, and 3) become motivated and excited to start research in this area.

This session will be divided into include three primary components. First, three researchers who have already published on the topic will discuss their past, current, and future research. Second, we will facilitate a five or ten minute Q & A period to address any questions that may arise during the presentations. Third, participants will be asked to work in table groups to brainstorm new and interesting research ideas and connections between HRD and work-life. Post-it notes, flip chart paper, and markers will be provided to help them in their activities. Participants can explore topics for the allotted time, however, if some groups want to go further, they can take one exciting idea and create a visual/model. Finally, during the last five minutes groups will present one idea each and we will provide some short final comments.

Participants will leave this session with a deeper understanding of the HRD-work/life connection, and will leave with concrete ideas regarding the application of these issues to their research agendas.