INDEX

Absenteeism, 98
Academic journals, 21
Accelerometer, 33
Acquisition failure, 21
Adaptive response, 3, 5, 11
  phased approach to, 7–9
  retrenchment, 9–11
Affect intensity, 82, 86–87
Affect Intensity Measure (AIM), 90
Allostatic load model of stress, 5
Ambassadors engage in action taking, 131–132
Announcement, 19, 21–22
Apple iWatch, 33
Artificial neural network models, 107
Attract and retain workers, 53–54
Autoencoders, 108
Automatic question-answering systems, 107–108

Balanced scorecard, 30
Behavioral theory of the firm (BTF), 84
Bidirectional recurrent neural networks, 107
Blood pressure, 32
Boundary management, 46, 49
  theories, 49–50
Burden of power, 73–74

Chief Executive Officers (CEOs), 66
  emotions, 24, 82
  future research directions, 75–76
  loneliness, 67–69
  outcomes, 74–75
  ownership and compensation, 22
  personality, 23–24
  relationships, 66
  role, 66, 68
  theory and hypotheses, 83–89
Chronic stressors, 12–13
Cognition, 22, 86
Cognitive appraisal, 86
Cognitive complexity, 83
  and impact on risk-performance relationship, 87–89
Computer technology, 98
Conscientiousness, 23
Conservation of resources theory of stress (COR theory of stress), 3, 12
  theoretical context, 4–6
COVID-19, 2
Culture change, 54–57
Customer satisfaction, 98

Daily diaries, 36
Daily energy pulse experiment, 132–134
"Dark Triad" of leadership traits, 70
Decision-makers, 82
Decision-making, 19, 82
Deductive paradigm, 100
Deep bidirectional neural networks, 107
Deep learning models, 107–108
Deficiency model of loneliness, 66
Dictionary-based approaches to sentiment analysis, 103–104
Discovery, 102–103
Disruptions, 4
Diversity, equity, and inclusion (DEI), 101–102
Divestitures, 18
Document generation, 108
Downsizing, 18
Dynamic capabilities, 3–4, 12
  theoretical context, 4–6

Efficiency, 13
Emotional contagion effect, 27

Emotional dissonance, 27–28
Emotional labor, 25, 27–28
Emotions, 18, 24, 85–86
Empathy, 70
Employee energy, 125–127
Employee engagement, 98
Employee satisfaction, 98
Employee sentiment, 98
Employee stress, 18
Employee surveys, 98, 131
Energy construct, 123–125
Environmental stimuli, 5
Environmental stressors, 6
Ethnographic study, 36
Evolutionary fitness, 3
Exiting, 10
Exogenous events, 4
Experimental design, 36
External shocks, 2–3, 12
  theoretical context, 4–6
External stressors, 6

Family sacrifice climates, 48
Financial assessment, 29–30
Firm, 2–3, 5
  stress, 3, 6–7, 12
  temporal focus, 23
Flexible work arrangements, 50

Galvanic skin response, 33
Glassdoor. com, 109
Google, 97
Google Fitbit, 33
Gradient boosted trees, 106

Healthcare industry, 97
Heart rate variability (HRV), 32
Heat flux, 33
Hewlett-Packard, 97
Human resources (HR), 21–22
  professionals, 96

Individual well-being assessment, 30–31
Inductive paradigm, 100–101
Inference, 108
Initial public offering (IPO), 125
Innovating/innovation, 10–11, 13
Iterative paradigm, 101–102
Iterative research paradigm, 97
Ivory tower syndrome, 72–73

Job anxiety, 25
Job attitudes, 97
Job demands–resources theory, 5
Job involvement, 98
Job satisfaction, 98

Latent Dirichlet Allocation, 104
Leader buy-in, 50–52
Leader factors impacting decision-making, 22–25
Leadership, 35, 66
Leadership Pulse, 120
  employee energy, 125–127
  energy construct, 123–125
  insights, 120–121
  interventions, 130–134
  research topics, 122–123
  specific learning from subsets, 127–129
Leverage points, 47
Life satisfaction, 30
Linguistic Inquiry and Word Count (LIWC), 97, 104
Loneliness, 66–67
  burden of power, 73–74
  economic performance and, 71
  individual characteristics, 70
  ivory tower syndrome, 72–73
  loneliness-provoking factors in CEO role, 69
  structural characteristics, 71–74
Lonely at the top, 67
Long-term short memory networks, 107
Loss frame, 84, 87
Loyalty, 74

Machiavellianism, 70
Machine learning (ML)
  approaches to sentiment analysis, 104
  training ML models, 105–106

Machine translation, 108
Managerial experience, 22
Marketing, 52–53
Maximum entropy model, 106
Measurement, 103–108, 123
  devices, 32–33
Merger syndrome (*see* Employee stress)
Mergers and acquisitions (M&A), 18–19
  announcement, 21–22
  context for change, 18–19
  factors, 24–25
  leader factors impacting decision-making, 22–25
  phases, 19–20
  planning, 20–21
  post-merger integration, 22
  reciprocal interactions of well-being and M&A strategic decisions, 25–29
Microsoft, 97
Model deployment and updating, 106–107
Model testing and validation, 106
Mutuality, 74

Naïve Bayes model, 106
Narcissism, 24, 70
Neurons, 107
Neuroticism, 23
New normal, 9, 11

On-body technology, 34
Openness, 23
Opinion mining, 96
Organization-level outcomes, 56–57
Organizational boundary management strategies, 47–54
Organizational change, 18
Organizational commitment, 98
Organizational policy, 50
Organizational readiness assessment, 29
Organizational well-being assessment, 29–30

Perfectionism, 70
Persevering, 10
Personal construct theory, 87
Personality traits, 22
Pets, plants, and partners (three Ps), 46
Phased approach to adaptive responses, 7–9
Physical health
  incorporation of physical health data, 34
  well-being as measure of, 31–34
Physical signs of stress, 31–32
Physical stress, 33
Planning, 19–21
Post-merger integration (PMI), 19
Prior experiences, 23
Procter & Gamble Company, 98
Prospect theory, 83–84
Psychological well-being, 30
Psychopathy, 70
Pulse surveys, 131

Quality of life, 30

Random forest models, 105–106
Readiness scorecard, 29
Reciprocal interactions of well-being and M&A strategic decisions, 25–29
Recurrent neural networks, 107
Reflective learning, 130–131
Resource depletion, 5
Resource-depleting shocks, 7
Respect, 74
Retrenchment, 3, 8–11
Rigidity, 70
Risk, 19
Risk-reward paradigm, 23
Risk-taking, 82

SAP, 97
SAS, 97
Security and Exchange Commission (SEC), 21
Segmentation, 50
Self-awareness, 70

Self-confidence, 70
Self-reported surveys and assessments, 98
Sentiment analysis, 96
  general research paradigms for text-based sentiment analyses, 99–102
  illustrative examples, 108–114
  for organizational research, 96–98
  recommended analytical procedures for, 102–108
  traditional and modern approaches to, 98–99
Signaling theory, 48, 52
Skin conductance response (SCR), 32
Skin temperature, 33
Social adeptness, 70
Social distance, 73
Social isolation, 66
Strategic decision-making, 19–29
Strategic decisions, 18
Strategic opportunity, 57–59
Strategy, 47
Stress, 5
  physical signs of, 31–32
  state, 7–9
Structural topic modeling (STM), 102
Subjective well-being, 30
Support vector machines, 106
Support worker well-being and needs, 55–56

t-tests, 109
Talent retention, 25, 28
Technological shocks, 2
Text analysis, 97
Text data, 97
Text mining, 97
Text pre-processing and transformation, 104–105
Text-based sentiment analyses, 99
  deductive paradigm, 100
  general research paradigms for, 99–102
  inductive paradigm, 100–101
  iterative paradigm, 101–102
Tiredness, 25
Top management team members (TMT), 19, 22
Traditional survey-based sentiment assessment, 98
Training, 52–53
Transactional model of stress, 5, 25
Trust, 74
Turnover, 98

Uncertainty, 19, 25
  management theory, 25
Unprecedented events, 4
Unpredictable events, 4
Upper echelons theory (UE theory), 82, 84–85

Wearable devices, 31, 33
Well-being, 46
  as antecedent and outcome, 27
  assessment of, 29
  individual well-being assessment, 30–31
  as measure of physical health, 31–34
  organizational well-being assessment, 29–30
Wellness, 123
WHO-5 Well-Being Index, 29
Wildfires, 11
Word embedding techniques, 107–108
Word2Vec model, 108
Work-to-nonwork, 46, 49–50
  culture change, 54–57
  implications and future directions, 59–61
  organizational boundary management strategies, 47–54
  policies and practices, 46
  strategic opportunity, 57–59
Work/non-work conflict, 29
Work–family, 46
  conflicts, 25, 28–29
  cultures, 48
Workplace culture, 98