OVERCOMING WORKPLACE LONELINESS

Praise for *Overcoming Workplace Loneliness*

> *In a world dominated by multiple connections on social media, we face a stunning increase in people experiencing loneliness. This is a particular issue in the mass movement to remote work. This timely book is a much-needed research investigation into workplace loneliness. It is a must-read for leaders, HR professionals, and workers themselves.*
>
> —Ronald E. Riggio, PhD,
> Kravis Professor of Leadership and Organizational Psychology,
> Claremont McKenna College, USA

> *It is rare to find a study that is both relevant and balanced. This study offers the story of loneliness along with data to support the multiple causes and effects it has on our workplaces. In a world forever changed by the COVID-19 pandemic, aspects of our work environments once easily ignored are now laid bare for all to see. This book offers readers an opportunity to view workplace loneliness with new eyes and then reflect on how they might lead themselves and others to mitigate loneliness in the workplace.*
>
> —Chris Cartwright, MPA, EdD, Inclusion,
> Intercultural and Global Leadership Assessment Consultant

> *Through their extensive research and experience, authors Cenkci, Downing, Bircan, and Perham-Lippman have written a comprehensive, actionable, and much-needed guide to address the challenges of workplace loneliness and foster a sense of belonging in the remote workplace.* Overcoming Workplace Loneliness: Cultivating Belonging for a Remote Workforce *is a timely and relevant book; a must-read for leaders and members of remote or hybrid teams.*
>
> —Dr Melody Rawlings,
> Director of the Center
> for the Advancement of Virtual Organizations,
> National University, USA

Overcoming Workplace Loneliness: Cultivating Belonging for a Remote Workforce, *authored by Ada Cenkci, Megan Downing, Tuba Bircan, and Karen Perham-Lippman, not only explores*

loneliness at work but also commits to easing loneliness among remote workers. The book addresses two important and timely considerations: loneliness and belonging in remote settings, which makes it an ideal read for students and scholars in evidence-based regulation of workplace cognition, behaviours and emotions of loneliness under remote working conditions.

—Professor Mustafa Ozbilgin,
Chair in Organisational Behaviour, Brunel University London, UK

Authors Ada Cenkci, Megan Downing, Tuba Bircan, and Karen Perham-Lippman have written a timely, informative, and highly useful disquisition on overcoming workplace loneliness. Their work couldn't be more relevant and important to society. Cultivating employee belonging for the well-being of a remote workforce is an important need. This treatise is ideal as a pre-read for class discussion about a consequential topic in the world of work today. This is an excellent monograph for the academic world.

—Dr George Manning, Professor of Psychology,
Northern Kentucky University, USA

The authors have initialized research and provided leadership solutions to the immense issues of workplace loneliness and belonging in both the remote and traditional workplaces. Their research results and astute data analyses will be great assets to leaders in the workplace, family, and community. The author team has provided important research into the crucial areas of caring leadership and employee development.

—Dr Kent Curtis,
Professor Emeritus of Organizational Leadership,
Northern Kentucky University, USA

The content in this book is important and very timely to understanding how to navigate the rapidly changing work-environment in a way that brings us greater health and fulfilment. The study and findings make this an essential read for leaders.

—Helen Abdali Soosan Fagan, PhD,
Author of Becoming Inclusive,
Founder and CEO at Helen Fagan and Associates,
and Lecturer at University of Nebraska-Lincoln, USA

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Cultivating Belonging for a Remote Workforce

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INVESTOR IN PEOPLE

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Megan S. Downing, EdD, is an Associate Professor of Organizational Leadership in the Department of Political Science, Criminal Justice, and Organizational Leadership at Northern Kentucky University (NKU), where she teaches leadership courses in the College of Arts & Sciences and Honors College. Dr Downing's research interests center on leadership education and development, service learning, online learning, workplace loneliness, belonging, and impostor phenomenon. Her scholarly work has been published in the *International Journal of Organization Theory and Behavior*, *Journal of Leadership Education*, *Journal of Nonprofit Education and Leadership*, and *Journal of College Student Retention*.

Tuba Bircan, PhD, is an interdisciplinary researcher and a mentor with a passion for equal opportunities. Her research interests encompass a broad range of topics, including public perception and attitudes toward new technologies, ethical and socially responsible use and governance of Big Data and AI for global challenges, diversity, migration, gender, inequalities, and social and public policies. With extensive experience in quantitative and mixed research methods, she has made significant contributions to empirical research that informs policymaking. Her publications predominantly focus on migration studies, the use of Big Data and AI in social sciences, and inclusive policies and inequalities.

Karen Perham-Lippman, CDP, CAGS, is Jensen Hughes' Diversity, Equity and
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