

Benefits of Employee Assistance Programs

Increased employee productivity



Enhanced employee retention



Cost savings



Reduced absenteeism



Improved workplace morale and culture

Strategies For Employee Assistance Programs

Zhe Xu



Strategies For Employee Assistance Programs:

Strategies for Employee Assistance Programs William J. Sonnenstuhl, Harrison Miller Trice, 1990 Cover CONTENTS PREFACE I EMPLOYEE ASSISTANCE AN OVERVIEW Employee Assistance Terms Defined Historical Antecedents of EAPs Social Betterment Personnel Counseling Occupational Mental Health Industrial Alcoholism Employee Assistance Programs Why EAPs Are Adopted Union Reactions to Employee Assistance Member Assistance Summary II EAP PROGRAM COMPONENTS AND IMPLEMENTATION Program Policy EAP Sensitivity to Alcoholism The Core Technology of EAPs Top Management Support Program Management and Coordination Supervisory Training Peer Training Employee Education The Counseling Component In House Services External Services Community Resource Network Union Support and Involvement Summary III ISSUES IN PROGRAM DEVELOPMENT Program Strategies and Their Effectiveness Constructive Confrontation Counseling The Case for Balance Corporate and Union Responsibilities Provision of Services Confidentiality Third Party Payment Summary IV WORKERS COMPENSATION ARBITRATION AND EAPs Workers Compensation Insurance Physical Mental Injuries Mental Physical Injuries Mental Mental Injuries The Tort of Mental Distress Alcohol and Workers Compensation Arbitration Psychiatric Problems Alcohol Problems Drug Problems EAPs and Employer Responsibility V PROGRAM EVALUATION AND THE FUTURE OF EAPS Program Evaluation Some Neglected Aspects of Program Evaluation Future Studies Integrating Research into Practice The Crucial Balance A Summary EAP Strategies Constructive Confrontation and Counseling Program Adoption Labor Management Cooperation Appendix A Constructive Confrontation and Its Effectiveness Appendix B Counseling and Its Effectiveness References *Strategies for Employee Assistance Programs* William J. Sonnenstuhl, Harrison M. Trice, 2018-05-31 This Key Issues report addresses questions often raised by employers and union leaders setting out to develop job based programs to help alcoholic and other troubled employees Following chapters on the historical development and key components of EAPs the authors discuss the importance of balance in program strategies and in corporate and union responsibilities The authors also present examples to show the role EAPs might play when the problems of alcoholic and other troubled employees lead to arbitration and workers compensation cases The focus in the concluding chapter is on the future of EAPs the need for more research and further development of educational programs for EAP practitioners **Intervention Strategies in Employee Assistance Programs** Richard L. Beard, 1983 *Employee Assistance Programs* Liz Quinn, 1989 [Global Perspectives of Employee Assistance Programs](#) R Paul Maiden, David A. Sharar, 2017-10-02 [Global Perspectives of Employee Assistance Programs](#) is the first book of its kind to empirically address the Employee Assistance Program EAP concept and model in a diverse global context This book features a variety of studies which deal with the design delivery cultural adaptability evaluation and measurement of international employee assistance programs in a truly global variety of settings Contributors also evaluate the impact of EAP on expatriates the potential for an international well being assessment tool and the training of international EAP professionals

This book was originally published as a special issue of the Journal of Workplace Behavioral Health **Employee Assistance Programs in Higher Education** R Paul Maiden, Sally B Philips, 2022-05-29 Understand the challenges faced by university based EAPs and the strategies to effectively meet needs and discover what works and what does not Academia is a diverse workplace unlike any other and subsequently employee assistance program EAP issues are unique Employee Assistance Programs in Higher Education focuses on the unique challenges of employee assistance service delivery in a university setting This handy resource discusses the evolution development and strategies in managing an EAP in academia while comparing the substantial differences in program application between academic settings and corporate settings Discussions include outsourcing support groups implementation of services and effective model frameworks Employee Assistance Programs in Higher Education explores in depth how the difference of being an academic institution influences the administration of an EAP Reducing costs assessing the value of an EAP faculty resistance to accessing EAPs organizational and interpersonal problems manager support groups to reduce stress developing soft skills and addressing the deaths of faculty staff and students are examined in detail This unique resource is extensively referenced and includes tables to clearly present data Topics in Employee Assistance Programs in Higher Education include the evolution of the IAEAPE university EAP response to traumas on campus enhancing faculty access university EAPs and outsourcing creating a specialized EAP program comparison between academic and corporate cultures case study of the University of Saskatchewan EAP and more Employee Assistance Programs in Higher Education is a comprehensive resource for academic administrators benefit plan managers university based EAP managers and directors EAP work life and wellness professionals members of International Association of Employee Assistance Professionals in Education Employee Assistance Professionals Association Employee Assistance Society of North America Association of Work Life Professionals Society for Human Resource Management Schools of Social Work educators in schools of social work psychology counseling education and business

Educating Organizational Consumers About Employee Assistance Programs Paul Roman, Terry Blum, Nathan Bennett, 2015 Focuses on the solution of employee assistance program EAP to organizational problems in the U S Distinction between EAP and parallel workplace strategies Perspectives on assessing the effectiveness of employee assistance programs Implementation of EAP into organizational functioning **Employee Assistance Programs in Higher Education** Richard W. Thoreson, Elizabeth Pascoe Hosokawa, 1984 Evaluation of Employee Assistance Programs Marvin D Feit, Michael J Holosko, 2012-11-12 This timely book brings together for the first time critical information about the evaluation of employee assistance programs Although EAPs have existed for over 40 years the assessment of their value has been fragmented Contributors to this new volume blending practical and academic insights document concerns address the newer issues and developments in the field of EAPs and present case examples of actual evaluations The range and diversity of topics reflect EAPs in transition their growth patterns evaluation needs and evaluation methods Overall this important volume emphasizes

that successful evaluations depend not only on methodological expertise but a consideration of much broader salient and societal issues

Accreditation of Employee Assistance Programs R Paul Maiden, 2014-06-11 Explore the evolution development and applications of accreditation standards for employee assistance programs Accreditation ensures private or public sector organizations that an employee assistance program EAP has an acceptable level of experience advisement and expertise Accreditation of Employee Assistance Programs examines all facets of EAP accreditation while revealing the council on accreditation COA standards Thorough and focused chapters discuss the value of EAP accreditation to future customers the development of accreditation standards for employee assistance programs and the smoothest road to travel to your destination of EAP accreditation Accreditation of Employee Assistance Programs describes in depth the evolution development and applications of accreditation standards for EAPs Respected authorities discuss the history and outlook of accreditation while providing valuable information on the entire process Illustrative case studies provide further valuable insight Accreditation of Employee Assistance Programs explores the history of accreditation of EAPs in the United States and Canada EAP core technology the best strategies for developing standards for accreditation the COAs employee accreditation process in depth accreditation case studies the future of credentialing and accreditation in EAPs Thorough and informative Accreditation of Employee Assistance Programs is of interest to those in employee assistance professions benefits consultants human resource managers and students in the EAP field

Employee Assistance Programs Sonia Muchnick-Baku, Kelly L. Traw, Washington Business Group on Health, 1992* Employee Assistance Services in the New South Africa R. Paul Maiden, 1999 Employee Assistance Services in the New South Africa discusses the immense changes in employee assistance programs EAP in South Africa since the end of Apartheid in the early 1990s EAP professionals and social workers will gain insight into the challenges of developing new programs in South Africa as this informative book explores solutions and answers for overcoming new challenges of implementing EAP programs in various industries Employee Assistance Services in the New South Africa provides you with strategies and methods to introduce diversity and new management techniques through EAPs for a now globally active South Africa Giving you insight into the challenges of finding a niche in the global business arena this informative book contains interviews and real life examples of how EAPs are working to solve problems in the workplace Employee Assistance Services in the New South Africa examines several benefits that EAPs can offer in order to improve company environments and work ethics including discussing mental health issues with occupational social workers such as depression and posttraumatic stress in order to improve worker performance creating and managing diversity in EAP programs to gain a competitive advantage in the global marketplace helping workers and organizations cope with downsizing dealing with increased social problems such as drug use that can eventually infiltrate the workplace achieving the goals of maintaining employee physical and mental health productivity and life management and knowledge skills Discussing results of successful EAPs this important book will give you several reasons for justifying the existence of

these programs in tough economic times and provides you with methods to help you promote EAP services to smaller businesses and to several different types of industries Employee Assistance Services in the New South Africa will help you locate a market where EAPs are needed and help workers with various social problems resulting in a satisfied workplace with increased productivity and performance

The Effectiveness of Employee Assistance Programs in Reducing Stress in the Occupational Environment Mark Richard Linke, 1993 This paper explores the effectiveness of employee assistance programs as a strategy to reduce occupational stress from the viewpoint of the occupational health and safety practitioner This is achieved by first looking at the nature of stress and its causes from a work perspective followed by its effect on the employee and the employer There are a number of strategies that can be used to manage stress in the workplace one such strategy the Employee Assistance Program is examined in detail along with other methods including human resource management practices such as matching the person to the job improved communication practices which the author concludes are equally important as implementing an Employee Assistance Program if stress is to be reduced in the workplace Methods of evaluating an Employee Assistance Program to determine their effectiveness or otherwise are also discussed with doubts being cast on the reliability of standard indicators such as absenteeism and workers compensation claims A case study on the implementation of an Employee Assistance Program within a Local Government Authority is also discussed including the manner in which the EAP is evaluated by the organisation The paper concludes that it is difficult to attribute any reduction in stress or improvement in morale to the Employee Assistance Program alone as many other variables including human resource management practices can also have an impact in this area Indeed many of the benefits are intangible However from discussions with EAP providers and the organisations they serve where an EAP is tailored to suit an organisation and the issues within it and is adequately communicated to staff then it is likely to have an effect on stress reduction provided the organisational issues that need to be addressed are done so by the employer

Abstract

Social Forces Affecting Curriculum Development for Employee Assistance Programs George James Doss, 1993

Employee Assistance Programs in Canada Irene Wnek, 1991

Alcoholism and Drug Abuse in the Workplace Walter F. Scanlon, 1991-06-30

Deteriorating job performance resulting from alcohol and drug dependency requires special handling and specific skills Developing these skills and learning what to do with them are not difficult tasks Employee assistance program professionals provide such training for key personnel Focusing on strategic intervention designed to help employees with personal problems that interfere with job performance Walter Scanlon describes the functions and benefits of employee assistance programs EAPs discusses their training and consultation objectives and shows how EAPs effectively identify and address such problems An important EAP goal is to reduce both the incidence of alcohol and drug related problems and the costs associated with them EAPs target employees whose work performance has deteriorated because of chemical dependency or other personal problems Scanlon has divided his discussion of EAPs into seven workable segments the concept of EAP EAP

history the history of drug and alcohol use current drug and alcohol use in the United States the legal corporate societal and individual influences on rehabilitation and EAP governmental influences including the Drug Free Workplace Act and mandatory drug screening and cost considerations including the trend toward managed health care Suggested Models of Employee Assistance Programs Heather Lee Kilty,1978 **Johnson V. Kmart Corporation** ,2000 **Sharpe V. Jefferson Distributing Co., Inc** ,1998 **Hooker V. Retirement Board of the Firemen's Annuity and Benefit Fund of Chicago** ,2013

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Table of Contents Strategies For Employee Assistance Programs

1. Understanding the eBook Strategies For Employee Assistance Programs
 - The Rise of Digital Reading Strategies For Employee Assistance Programs
 - Advantages of eBooks Over Traditional Books
2. Identifying Strategies For Employee Assistance Programs
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Strategies For Employee Assistance Programs
 - User-Friendly Interface
4. Exploring eBook Recommendations from Strategies For Employee Assistance Programs
 - Personalized Recommendations
 - Strategies For Employee Assistance Programs User Reviews and Ratings
 - Strategies For Employee Assistance Programs and Bestseller Lists
5. Accessing Strategies For Employee Assistance Programs Free and Paid eBooks
 - Strategies For Employee Assistance Programs Public Domain eBooks
 - Strategies For Employee Assistance Programs eBook Subscription Services
 - Strategies For Employee Assistance Programs Budget-Friendly Options
6. Navigating Strategies For Employee Assistance Programs eBook Formats

- ePub, PDF, MOBI, and More
 - Strategies For Employee Assistance Programs Compatibility with Devices
 - Strategies For Employee Assistance Programs Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Strategies For Employee Assistance Programs
 - Highlighting and Note-Taking Strategies For Employee Assistance Programs
 - Interactive Elements Strategies For Employee Assistance Programs
 8. Staying Engaged with Strategies For Employee Assistance Programs
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Strategies For Employee Assistance Programs
 9. Balancing eBooks and Physical Books Strategies For Employee Assistance Programs
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Strategies For Employee Assistance Programs
 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
 11. Cultivating a Reading Routine Strategies For Employee Assistance Programs
 - Setting Reading Goals Strategies For Employee Assistance Programs
 - Carving Out Dedicated Reading Time
 12. Sourcing Reliable Information of Strategies For Employee Assistance Programs
 - Fact-Checking eBook Content of Strategies For Employee Assistance Programs
 - Distinguishing Credible Sources
 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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