

▲ BENEFITS OF EMPLOYEE ASSISTANCE PROGRAMS (EAPS) ▼



Employee Assistance Programs Benefits Problems

O García



Employee Assistance Programs Benefits Problems:

Employee Assistance Programs, 1987 **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 **Drug Abuse Curriculum for Employee Assistance Program Professionals** DIANE Publishing

Company, 1995-07 Identifies the critical issues and information needs of the field and to develop a training program which was responsive to the identified needs Designed to assist employee assistance program EAP professionals in understanding and addressing employee drug abuse problems **Employee Assistance Programs on Liberal Arts Campuses** Gregory Pogue, 1997 The purpose of this book is to build a database which would assist administrators of colleges and universities in recognizing and meeting the needs of their troubled employees Higher education in the 1990s is in a state of retrenchment Employee Assistance Programs EAPs are rapidly becoming an integral part of the overall philosophy of the Human Resource function in higher education EAPs are designed to provide professional assistance for employees who are experiencing problems that interfere with their work performance Complaints that many jobs are debilitating lives and injuring the health of employees are not uncommon The concept of assisting employees with problems is especially appropriate for institutions of higher education since they recognize the highly labor intensive nature of their organizations Understanding and recognizing declining performance and its impact on an organization has become an important function of management

Drug Abuse Curriculum for Employee Assistance Program Professionals, 1989 Drug Abuse Curriculum for Employee Assistance Professionals, 1989 **Psychiatric Disabilities, Employment and the Americans with Disabilities Act (ADA)** DIANE Publishing Company, 1994-06 An evaluation of the current efforts under the ADA in the area of psychiatric disabilities employment a review of the data that may assist future implementation Conclusion is that the current level of guidance technical assistance research activities are unlikely to optimally assist employers people with psychiatric disabilities in exercising their rights responsibilities under the law Describes a variety of workplace accommodations that may be useful to people with psychiatric disabilities Glossary Illustrated *Psychiatric Disabilities, Employment, and the Americans with Disabilities Act* United States. Congress. Office of Technology Assessment, 1994

Employee Assistance Program [packet of Information]. Illinois. Office of Secretary of State, 1975 *EMPLOYEE ASSISTANCE PROGRAMS: Wellness/Enhancement Programming (4th Ed.)* Michael A. Richard, William G. Emener, William S.

Hutchison,2009 This landmark text discusses current issues and trends to help employee assistance and human resource professionals do their jobs better and help people live happier more productive lives by providing them with the resources to deal with personal problems The current spiraling and escalating rate of change within the business and working world fueled by other events and phenomena since September 11 2001 were the impetus and driving force behind the initiative and development of this new fourth edition This book contains 43 chapters a total of 21 are from the first two editions eleven were written specifically for the third edition and eleven new chapters were exclusively written for this new fourth edition While savoring the still pertinent meaningful and relevant to today materials from the previous editions there are nine new updates written by an all star team of experts in their respective areas The topics include history and philosophy structure and organization client services and characteristics program planning and evaluation professional and paraprofessional training and development special issues selected examples and future directions An excellent textbook for college and university courses and preparation source this book is a must for professionals wanting to be up to date on employee assistance programming for students in graduate courses and seminars for college and university courses and in service training and continuing education programs

Doyle V. Holy Cross Hospital ,1997 *The Effect of Employee Assistance Programs (EAPs) on Behavioral Healthcare Utilization: The Role of Race/Ethnicity* Courtney Coles,2019 Research Objective Employee assistance programs EAPs are employer sponsored interventions aimed at addressing a variety of issues that impact employee well being and job performance EAPs are designed to offer early intervention to mitigate problems experienced by employees and their spouses and dependents without requiring copayment Despite the widespread offering of EAP services there is little evidence in recent years describing the types of patients who utilize EAP services It has been estimated that EAP services are benefits offered by tens of thousands of employers however estimates suggest only upwards of 6% of employees utilize these services Researchers have urged that future research in the EAP field focus on identifying facilitators and barriers to EAP utilization and characteristics of EAP users Compared to gender and age race ethnicity is a characteristic less commonly examined as a potential factor influencing EAP service use This is likely because the study often lacks race ethnicity data The differential use of EAP services by race ethnicity reported in the literature suggests that there may be a group that potentially benefits from these services but is not obtaining them due to inaccessibility unawareness or negative perceptions of these services Therefore it is important to characterize employees who underutilize EAP services when they have access with little to no financial obstacles to utilize these services Predictors of behavioral healthcare resource utilization are commonly studied however the receipt of EAP services has rarely been examined in recent years A key research question yet to be answered is whether EAP services serve as a complement or a substitute for behavioral health services Few studies have rigorously evaluated the effect of EAP use on subsequent behavioral healthcare utilization and the results are mixed Further the literature is inundated with evidence that there are lower rates of behavioral health

treatment by minorities compared to Whites and it is plausible that EAP services may serve as an entry point specifically for minorities who would not otherwise pursue behavioral health services Understanding whether minorities have an alternative route to behavioral health treatment may be helpful in ameliorating behavioral health care disparities In summary the research objective of this dissertation was to evaluate if 1 race ethnicity serves as a predictor of EAP service utilization 2 individuals utilize EAP services as a complement or a substitute for behavioral health services and 3 whether that relationship differs by race ethnicity Study Design An individual level retrospective cross sectional analysis The unit of observation was the person year Principal Findings Among the sample of commercially insured adults with access to both EAP services and behavioral health services through a managed behavioral health organization n 1 364 539 person years the EAP service utilization rate was 2% Most minorities were found to have statistically significantly lower EAP service utilization relative to Whites after controlling for other variables in the model EAP services were utilized as complements rather than substitutes of traditional behavioral health services When examining the results stratified by race ethnicity this association is seen by each racial ethnic group Conclusions The low EAP service utilization suggests stakeholders e g employers EAP vendors should consider options to increase utilization The study findings also suggest that in a population of adults with employer sponsored insurance there are racial ethnic differences in EAP service utilization Due to the similar rates of behavioral health disorders relative to Whites it is unclear why minorities would utilize these services less often The finding that EAP services were utilized as complements suggests that access to the EAP may have encouraged more employees to seek outpatient behavioral health services as EAPs are typically promoted to employees in a way designed to have a destigmatizing effect This was found to be true among all racial ethnic groups Implications for Policy or Practice A key challenge facing stakeholders is how to best encourage racial ethnic minorities to utilize behavioral health services Due to the overlapping nature of EAP services and behavioral health services EAP services appear to be a valuable substitute for traditional behavioral health services

The Employee Assistance Program Management Yearbook Jennifer L. DeFalco, 2001 **Employee Benefit Programs** Robert M. McCaffery, 1988 **Performance Benchmarks for the Comprehensive Employee Assistance Program** Donald Jones, 1983 **Employee Benefit Issues**, 1992 **Problem Employee Management** Willa M. Bruce, 1990-05-07 Written for human resources managers and executives this book takes a pragmatic approach to a problem all organizations face but is often neglected in management handbooks what to do about the problem employee As the author notes at the outset problem employees constitute from ten to twenty percent of the workforce yet usually require as much as eighty percent of a manager's time This volume provides a practical guide on how to both reduce the numbers of problem employees in an organization and decrease the time required to manage them Bruce calls for a proactive approach toward the problem employee and demonstrates field tested methodologies for dealing with a variety of problem workplace behaviors Particular emphasis is given to the techniques of Performance Monitoring a

technique based on Reality Therapy Bruce also offers an extensive discussion of the advantages and limitations of Employee Assistance Programs and explains in detail legal issues associated with employee discharge for undesirable behavior The author begins by defining the problem employee and offering examples of typical problem employee response patterns She goes on to offer a theoretical explanation of the causes of problem behavior in the workplace and demonstrates why traditional remedies generally do not improve performance Two chapters introduce effective methods for dealing with the problem employee Performance Monitoring is discussed in detail as are methods for dealing with particular types of problem employees such as substance abusers those involved in family crises and employees with health related problems Turning to situations that require outside help Bruce provides a step by step procedure for both establishing an Employee Assistance Program and utilizing an existing one Directions for training supervisors to handle problem employees are provided Because the experience of managing a problem employee can be an extremely difficult one Bruce provides a technique for helping the manager reduce stress understand transition and formulate a personal plan to survive the impact of the problem employee Finally Bruce explains the legal rights of the employee the supervisor and the organization presents relevant court decisions and shows the manager how to work within the law when employee discharge becomes the only option

Employee Assistance Programs in Canada Irene Wnek,1991 **Labor and Employment in New York** Jeffrey L. Liddle,Michael F. Marino,1997 *Labor Relations Forms & Agreements* ,1987

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