

**ESTABLISHING
AND
BUILDING
EMPLOYEE
ASSISTANCE
PROGRAMS**

DONALD W. MYERS

Establishing And Building Employee Assistance Programs

Clemens Wendtner



Establishing And Building Employee Assistance Programs:

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

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

Establishing and Building Employee Assistance Programs Donald W. Myers, 1984-07-24 Guide book for personnel management for psychosocially handicapped employees on enterprise level counselling programmes in the USA examines common social problems alcoholism drug abuse mental stress discusses economic implications and psychological aspects of prevention

stresses role of personnel managers in charge of job design and the importance of respecting employees attitudes provides a directory of organizations for the disabled Bibliography and diagrams

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

Guidelines to Creating an Employee Assistance Program Ontario. Addiction Research Foundation, 1993 An employee assistance program EAP offers confidential professional help to employees whose problems are having an impact on their job performance Such problems can be with drugs or alcohol with relationships with work related stress or with finances This manual describes how a worksite can develop an EAP and includes guidelines on how to plan implement and evaluate an EAP Exercises are provided which may help in building the EAP Topics covered include obtaining an EAP agreement establishment of an EAP committee determining the EAP focus developing EAP policy and procedures launching and promoting the EAP and legal issues affecting EAPs A sample list of principles that should be included in any EAP policy statement is appended

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 Drug Abuse in the Workplace Thomas E. Backer,1989 Conditions of Work Digest ,1987 **Hulett V. Department of the Navy** ,1988 *The Massachusetts register* ,1988-10-28

Suggested Models of Employee Assistance Programs Heather Lee Kilty,1978 **In Business** ,2003 Becoming an Employee Assistance Worker Laurie Anne Roemmele,1993 **Human Resources Management** Wendell L. French,2007 Ideal for management majors who plan to become HRM professionals this highly accessible text presents a conceptual model of the field placing HRM in the overall context of business management Students gain a broad practical understanding of how HRM policies affect the workplace from productivity quality and customer service to employee morale French addresses timely issues changing the current role of HRM including international topics technology and the Internet social responsibility and performance appraisal Several pedagogical features reinforce the author s conceptual approach to human resources management Chapter ending Experiential Exercises promote group discussion and role playing through real world challenges such as discrimination laws safe healthy work environments and negotiation skills Comprehensive Cases taken from respected publications such as The New York Times and The Wall Street Journal explore contemporary issues in HRM like the new face of organized labor and the implications of an aging workforce New Ethical Perspectives boxes expand on the ethical standards maintained by human resource managers today Topics covered in this new feature include employee healthcare executive incentives and outsourcing A Conceptual Model presents human resource management in the context of the overall management process Students see the connections between HRM policies and organizational outcomes such as customer service productivity quality and employee morale Cartoons with content based captions help students to interpret the concepts and real world issues facing HRM managers International Perspective boxes present current timely issues the

pros and cons of outsourcing U S educated immigrants returning home to work and employee involvement in foreign countries Contemporary Perspectives explore HRM topics from managing change and hiring accountability to connecting pay to performance

On Track Ontario. Addiction Research Foundation,1993 **California. Court of Appeal (4th Appellate District). Division 2. Records and Briefs** California (State)., **Peace Research Abstracts Journal** ,2004

Biennial Report - Public Service Commission Public Service Commission of Wisconsin,1987 Boys' Workers Round Table ,1918 **Industrial Relations Programs in Small Plants** National Industrial Conference Board,1929

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Table of Contents Establishing And Building Employee Assistance Programs

1. Understanding the eBook Establishing And Building Employee Assistance Programs
 - The Rise of Digital Reading Establishing And Building Employee Assistance Programs
 - Advantages of eBooks Over Traditional Books
2. Identifying Establishing And Building 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 Establishing And Building Employee Assistance Programs
 - User-Friendly Interface
4. Exploring eBook Recommendations from Establishing And Building Employee Assistance Programs
 - Personalized Recommendations
 - Establishing And Building Employee Assistance Programs User Reviews and Ratings
 - Establishing And Building Employee Assistance Programs and Bestseller Lists
5. Accessing Establishing And Building Employee Assistance Programs Free and Paid eBooks
 - Establishing And Building Employee Assistance Programs Public Domain eBooks
 - Establishing And Building Employee Assistance Programs eBook Subscription Services
 - Establishing And Building Employee Assistance Programs Budget-Friendly Options
6. Navigating Establishing And Building Employee Assistance Programs eBook Formats

- ePub, PDF, MOBI, and More
 - Establishing And Building Employee Assistance Programs Compatibility with Devices
 - Establishing And Building Employee Assistance Programs Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Establishing And Building Employee Assistance Programs
 - Highlighting and Note-Taking Establishing And Building Employee Assistance Programs
 - Interactive Elements Establishing And Building Employee Assistance Programs
 8. Staying Engaged with Establishing And Building Employee Assistance Programs
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Establishing And Building Employee Assistance Programs
 9. Balancing eBooks and Physical Books Establishing And Building Employee Assistance Programs
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Establishing And Building Employee Assistance Programs
 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
 11. Cultivating a Reading Routine Establishing And Building Employee Assistance Programs
 - Setting Reading Goals Establishing And Building Employee Assistance Programs
 - Carving Out Dedicated Reading Time
 12. Sourcing Reliable Information of Establishing And Building Employee Assistance Programs
 - Fact-Checking eBook Content of Establishing And Building 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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