

▲ BENEFITS OF EMPLOYEE ASSISTANCE PROGRAMS (EAPS) ▼



Strategies For Employee Assistance Programs

**William J. Sonnenstuhl, Harrison Miller
Trice**



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 *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

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

Employee Assistance Programs in Managed Care William Winston, Norman Winegar, 2014-02-25 Make sense of the managed care systems that dominate the world of EAP professionals and programs today Employee Assistance Programs in Managed Care gives you a valuable overview of modern employee assistance

programs It compares and contrasts EAPs with managed behavioral care products and examines how EAPs are often provided in conjunction with managed care services This timely book vital in today s ever changing EAP climate will familiarize you with essential managed behavioral technology such as the application of medical necessity criteria This is especially important today in an environment dominated by employer or insurer sponsored managed care systems You also get a helpful directory of EAP managed care companies

Employee Assistance Programs in Managed Care is your guidebook to today s EAPs providing vital information about the services modern EAPs offer to employers and employees participating in networks to provide both therapy and EAP services how EAPs interface with managed behavioral care organizations how EAPs are sold how EAPs are marketed and managed today professional issues certification credentials ethics and more ways that counseling professionals can participate in them to the advantage of their clients and to their professional practices EAP professionals clinical social workers professional counselors psychologists benefit consultants insurance brokers psychiatric nurses and clinical nurse specialists can all improve their practices and stay current with **Employee Assistance Programs in Managed Care**

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

Drug Abuse Curriculum for Employee Assistance Program Professionals ,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

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