

# ▲ BENEFITS OF EMPLOYEE ASSISTANCE PROGRAMS (EAPS) ▼



# Strategies For Employee Assistance Programs

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**Velavancorresponding**



## **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

**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

*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

*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

*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      **Drug Abuse Curriculum for Employee Assistance Program Professionals** ,1989      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 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      **Strategic Approach to Human Resource Management** Tapomoy Deb,2006 The Present Book Is The Most Authentic Presentation Of Contemporary Concept Tools And Application Of Human Resource Management All The Latest Developments In The Arena Have Been Incorporated It Remarkably Differs From The Books On The Subject Written In A Conventional Manner As It Does Not Attempt To Rediscover Personnel Management Under The Garb Of Human Resource Management A Separate Chapter On Strategic Human Resource Management Is The Uniqueness Of This Book Attempt Has Been Made To Provide For The Ambitious Students And The Inquisitive Scholars A Comfortable Genuine And Firm Grasp Of Key Concepts For Practical Application Of Human Resource Management Techniques In Actual Business Organisations Review Questions Have Been Provided At The End Of Each Section To Help The Students Prepare Well For The Examination In Its Description Of The Entire Conceptual Framework Of Human Resource Management Care Has Been Taken To Avoid Jargons Which Usually Obscure A Work Of This Kind Another Speciality Of The Book Is That It Can Be Used As A Textbook By Students And As Handbook By Hr Managers And Practitioners It Will Be Highly Useful For The Students Of Mba Mhrm Mpm Mlw Msw In Hrm And M Com Courses Of All Indian Universities      *Women in the Workplace and Employee Assistance*

*Programs* Marta Lundy,1994 Comprises ten essays aimed to increase awareness about employee assistance programmes for women Identifies special needs of women workers that result from their multiple roles      *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      Focus on Federal Employee Health and Assistance Programs ,1994      Strategic Planning for Workplace Drug Abuse Programs Thomas E. Backer,1987

**Work Stress and Coping in the Era of Globalization** Rabi S. Bhagat,James Segovis,Terry Nelson,2016-04-01 This book examines the phenomena of how individuals experience work stress and coping in both developed and developing countries in the world Rabi Bhagat known for his cross cultural scholarship in this area and his co authors help us recognize the causes and consequences of work stress They present a systematic comprehensive review of this topic with plenty of practical insights and case studies examining work stress and coping in the era of globalization Researchers practitioners and students in the field of industrial organizational psychology organizational behavior and human resources management will find this book of interest

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