

SMOKING

AND THE

WORKPLACE

*Issues and Answers
for Human Resources
Professionals*

WILLIAM M. TIMMINS

AND

CLARK BRIGHTON TIMMINS

Smoking And The Workplace Issues And Answers For Human Resources Professionals

DP Hallahan



Smoking And The Workplace Issues And Answers For Human Resources Professionals:

Smoking and the Workplace William M. Timmins, Clark Brighton Timmins, 1989-06-23 This book provides an overview of the smoking controversy The full costs of smoking to employers are discussed and documented Also considered are the changing attitudes of society as a whole and the specific positions of numerous public and private sector agencies To provide balance the authors present the Tobacco Institute s position on smoking and health And for managers who would like to control or eliminate workplace smoking successful programs such as the one implemented by U S West Communications are analyzed in depth Management Review Smoking is the most important preventable health problem in the world today In a book that is as provocative as it is balanced and authoritative the authors explore the background of the current smoking controversy that has led to heightened awareness of the dangers of smoking to both smokers and nonsmokers alike They emphasize the many difficult and delicate issues that this controversy presents to human resources professionals and provide the information necessary to deal with it effectively The book begins with an overview of the smoking controversy paying attention to both contemporary issues and emerging trends The full costs of smoking to employers are discussed and documented with current research findings Also considered are the changing attitudes of society as a whole toward smoking and the specific positions of numerous public and private sector agencies To provide balance the authors present the Tobacco Institute s position on smoking and health For managers who would like to control or eliminate workplace smoking entirely successful programs such as the one implemented by U S West Communications are analyzed in depth The foreword to the book was written by Senator Orrin G Hatch a supporter of the Smoking Prevention Health and Education Act of 1983 and the Comprehensive Smokeless Tobacco and Health Education Act Smoking and the Workplace will help to see a smokefree workplace from the benefits perspective of healthy employees a productive workforce a congenial workplace and an opportunity to involve everyone in a worthwhile outcome *National Library of Medicine Current Catalog* National Library of Medicine (U.S.), 1992 **Current Catalog** National Library of Medicine (U.S.), 1992-10 Public Relations for the Public Good Louis Capozzi, Shelley Spector, 2016-08-19 While the profession of public relations is only a century old man has been practicing the art of influencing public attitudes since the dawn of civilization This book looks at modern America through the lens of public relations showing how many of the events that have changed the course of our nation s modern history were triggered by campaigns to influence attitudes opinions and behaviors And while the channels may have evolved in the modern era from radio and newspapers billboards and magazine ads to television and the Internet to Tumblr and Instagram the underlying power of public relations to shape organizations and issues and to change human behavior has not Inside this book you ll find case studies on campaigns from the Women s Movement through Civil Rights to public education on health and safety issues that document the role public relations has played in shaping contemporary American culture and society Work Related Abstracts , 1993 **The Acceptance of Human Resource Innovation** Ellen Ernst

Kossek,1989-06-12 The Acceptance of Human Resource Innovation based on a survey done by the author at the Valiant Insurance Corp examines the adoption implementation and acceptance of workplace innovations introduced by management The purpose of the book is to provide an understanding of the gap that exists between the stated purpose of a new human resource program and its actual achievements The study done at the insurance company was designed to measure employee reaction to and acceptance of the following human resource innovations quality circles job posting flex time a fitness program flexible benefits case rewards an employee newsletter and a peer award The study found that executives and managers were more accepting of these innovations than were lower level employees Personnel Administrator A practical guide for personnel managers and human resource professionals this book examines the adoption implementation and acceptance of work innovations introduced by management The study is based on an extensive survey undertaken at a major insurance company to measure employee reactions to and acceptance of eight innovations quality circles job posting flextime a fitness program flexible benefits cash awards an employee newsletter and a peer award The author analyzes why employees tend to accept certain innovations while rejecting others and offers suggestions for encouraging employee acceptance when it is lacking Kossek begins with an interdisciplinary review of theory from the innovation personnel and organizational development literature The following chapters describe the research design examine critical historical events in the adoption of the innovations studied and set forth the measures used in the human resource innovation survey which forms the basis for the book In analyzing her results the author looks at differences in acceptance of innovations as a function of hierarchical level race sex seniority unit differences and the properties of the innovations themselves Based on her results the author offers practical guidelines for the successful implementation of new programs and innovations An indispensable tool for human resource managers and executives this book will also be of significant value to students and researchers in the field **American Journal of Public Health** ,1989-07 Includes section Books and reports **Decision-Aiding**

Software and Legal Decision-Making Stuart S. Nagel,1989-09-26 The use of microcomputers as decision aids in law practice is increasing rapidly Nagel here shows how developments in software over the last few years are making microcomputers practically indispensable to lawyers as decision aids This is in contrast to his earlier book on Microcomputers as Decision Aids in Law Practice It dealt speculatively with ways in which decision aiding software could be used by lawyers for judicial prediction litigation strategy allocating scarce resources and negotiation mediation The book is divided into three parts covering general developments specific lawyer skills and application to all fields of law The first part previews various uses of decision aiding software by practicing lawyers including a general discussion of the potential and actual benefits of such software How decision aiding software enhances specific lawyer skills comprises the second and largest part of the work Among the topics discussed are computer aided counseling computer aided mediation legal policy evaluation and computer aided advocacy law prediction and legal administration In the third part Nagel assesses applications

of decision aiding software to all fields of law with an emphasis on contracts property torts family law criminal law constitutional law economic regulation international law civil procedure and criminal procedure In a provocative concluding chapter he deals with the thorny issues of individual ethics and professional responsibility in the context of microcomputers Because decision aiding software encourages decision makers to be much more explicit about their goals than they otherwise would be its use raises questions as to whose goals should be pursued and to what degree This is a nuts and bolts guidebook that will be a valuable tool for practicing attorneys with some knowledge of microcomputers and is recommended reading for legal scholars and law students *Group Decision Support Systems for Effective Decision Making* Robert J.

Thierauf,1989-06-26 This volume explores the group approach to decision support systems Thierauf explains the principles of group decision support systems demonstrates their practical applications and describes methods that can be used to design effective group decision support systems Labor Policy and Practice: Personnel management Bureau of National Affairs (Arlington, Va.),1953

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structures although this is a cookbook and no sequential reading is required the book s structure will allow less advanced users who follow it to be gradually exposed to some of elixir