

EMPLOYEE ASSISTANCE PROGRAM

Employees assistance programs can help in improving the employee's retention rate and also creating a favorable work environment for them. In addition to that, there are several other benefits of implementing EAP for both organizations and employees such as-



IMPROVED PRODUCTIVITY

Employees dealing with any type of personal issues might find it difficult to stay productive at work.



POSITIVE WORK CULTURE

Creating a healthy work environment is essential for the well-being of employees.



DECREASE TURNOVER RATE

Increased turnover rates might impact organizational revenue and market value. However, by addressing and resolving issues, a company can make employees feel valued and stay motivated at work. Thereby reducing the overall turnover rate.



PROVIDES ASSISTANCE 24X7

Most of the employee assistance program providers work 24x7 to aid the employees regarding any issues. This allows employers to help employees even outside the office hours for their betterment.



REDUCE ABSENTEEISM

When employees do not feel physically and mentally fit, they tend to take more leaves to maintain their well-being. However, when they are provided with the proper counselling, their health improves, and they are more likely to come to the office regularly.

Employee Assistance Programs Benefits Problems

Carol L. Barbeito



Employee Assistance Programs Benefits Problems:

Employee Assistance Programs, 1987 *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 *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 **Cost-effectiveness and Preventive Implications of Employee Assistance Programs** Terry C. Blum, Paul M. Roman, 1995 This report considers what the appropriate role of employee assistance programs EAPs might be with attention to their contributions to the prevention of alcohol and other drug AOD problems The principal contribution to the cost effectiveness of EAPs in dealing with mental health problems especially alcoholism and other drug dependence is through prevention EAPs are important components of comprehensive worksite AOD abuse prevention programs Their effectiveness can be demonstrated in reducing chronic heavy drinking as the focus of socializing and recreation and in providing increased social support and respect for the recovering alcoholic and other drug dependent coworker Stemming indirectly from the EAP s presence and impact employers employees and the family and community at large can become more thoughtful reasonable and careful about the use and abuse of alcohol and

other drugs **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 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 Employee Benefits Burton T. Beam,John J. McFadden,2001 This new edition has been updated to include the Health Insurance Portability and Accountability Act HIPAA and the Social Security and Medicare implications of the new 1997 tax and budget bills In all its editions Employee Benefits is considered to be the most comprehensive benefits text on the market This is a great resource for small business owners and human resource professionals Human Resource Policies and Procedures for Nonprofit Organizations Carol L. Barbeito,2004-10-06 Get the tools you need to build a successful human resource management system Learn about organizational policies and procedures nondiscrimination affirmative action recruitment hiring termination compensation supervision employment conditions administration and volunteer policies the framework for developing a comprehensive human resource management system for paid employees volunteer workers and outsourced work This practical guide has handy features like a customizable CD ROM full of sample policies procedures and forms that can be easily adapted to individual nonprofit organizations of any size and it uses checklists extensively enabling you to perform a step by step implementation of a complete up to date human resource management system **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 *Drug Abuse Curriculum for Employee Assistance Professionals* ,1989 *Psychiatric Disabilities, Employment, and the Americans with*

Disabilities Act United States. Congress. Office of Technology Assessment,1994 **Employee Assistance Program (EAP)**
California. State Department of Personnel Administration. Benefit Programs Branch,1986 **Handbook of Employee**
Benefits and Administration Christopher G. Reddick,Jerrell D. Coggburn,2008-04-09 Fiscal realities and changing social
priorities are requiring a dramatic shift in the way that benefits are selected and awarded to employees especially in the
public sector This means that public administrators and policy researchers must consider new parameters and contingencies
both financial and social when evaluating choices and making pol **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 Substance Abuse Provisions in Employee Benefit Plans Marc E. Kronson,1992
Global Perspectives of Employee Assistance Programs R Paul Maiden,David 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 **Alcohol Problem Intervention in the Workplace** Paul M. Roman,1990-07-24 Since the
1950s social scientists have devoted serious attention to the relationship between alcohol and the workplace In recent years
awareness of the tremendous costs both human and financial associated with alcoholism has led to a dramatic increase in
both scholarly and practical interest in the field Although researchers working in this area are relatively few they have
sustained a lively interest in the alcohol work nexus and have attracted others to the field through conferences where ideas
and research strategies are exchanged The larger part of Alcohol Problem Intervention in the Workplace provides an up to
date thorough examination of the problem the research and the possible solutions This volume is directed toward both
practitioners and researchers providing a wide range of new data and new ideas that bear upon coping with alcohol problems
in the workplace Part I addresses issues regarding the distribution and correlates of alcohol problems and alcohol use among
employees Part II is centered on issues associated with Employee Assistance Programs And Part III is a general conclusion
and overview offering suggestions and implications for the practitioner in the workplace Because this collection supplies the

most current thinking and information on controlling alcohol problems in the workplace it will be of particular interest to human resource management and to employee assistance specialists who are now required to pass a certification examination

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

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