

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

**Washington State Employee
Assistance Program**



Employee Assistance Programs:

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 Employee Assistance Handbook James M. Oher, 1999-06-25 This book edited by a member of the EHS class of 1966 presents a review of the best practices in Employee Assistance Programs

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 *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

Employee Assistance Program (EAP) California. State Department of Personnel Administration. Benefit Programs Branch, 1986

Employee Assistance Programs in Managed Care Norman Winegar, 2002 This book 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 You also get a helpful directory of EAP managed care companies But more than that this is an essential guidebook to today s EAPs their services for employers and employees their interfaces with managed behavioral care organizations how they are sold and managed and how to best work within them

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

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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

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

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

Employee Assistance Programs Lawrence P. Mannion,2004 Returns the evaluation of the current sorry state of employee assistance programs to their roots their traditions and their true purpose *Employee Assistance Programs* ,1988

Employee Assistance Programs Lawrence Mannion,2004 Employee assistance as a profession and as a practical endeavor is in serious trouble Employee assistance programs that seemed so promising when they were initiated have fallen far short of their potential Here the author addresses the need for employee assistance programs to return to traditional roots recover original purpose and vitality and resurrect their true mission The field is in an advanced state of dissolution Why have employee assistance programs which seemed so promising when they were initiated fallen so far short of their potential There are many reasons including a preoccupation on the part of employee assistance professionals with vague notions of change and diversity without a corresponding concrete idea of what those terms mean why they are desirable goals or how to achieve them There is also a lack of emphasis on management s role in anchoring employee assistance in the worksite The solutions that are often proposed fall into three categories trying to be all things to all people by including welfare to work and outplacement functions discarding the traditional structure of employee assistance altogether while chasing the latest fad and integrating employee assistance with managed mental health care All three will fail because none addresses the need for employee assistance to return to its traditional roots recover its purpose and vitality and resurrect its true mission This book does address that need

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