Communicating Change Winning Employee Support For New Business Goals

Employee Well-being SupportProviding Employment Support for People with Long-term Mental IllnessCommunicating Change: Winning Employee Support for New Business GoalsBecoming an Employee Assistance WorkerSuggested Models of Employee Assistance ProgramsEmployee Assistance ProgramsEmployee Benefits CasesAppropriations, New Offices, EtcEmployee Assistance Programmes. Factors for Organisations to ConsiderNational Guide to Funding for Children, Youth and FamiliesEmployers' Liability for Personal Injuries to Their EmployeesProblem Employee ManagementCommuniquéNational Guide to Funding for Libraries and Information ServicesNEA HandbookEffective Small Business ManagementILR Reprint SeriesSafety & HealthSafety, Systems, and PeoplePeace Research Abstracts Journal Andrew Kinder Laurie Howton Ford T. J. Larkin Laurie Anne Roemmele Heather Lee Kilty Sylvester Osaze Osagie Julia Steger Charles G. Fall Willa M. Bruce California. Department of Forestry and Fire Protection Jeffrey A. Falkenstein National Education Association of the United States Norman M. Scarborough Sue Cox (Prof.)

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Services NEA Handbook Effective Small Business Management ILR Reprint Series Safety & Health Safety, Systems, and People Peace Research Abstracts Journal *Andrew Kinder Laurie Howton Ford T. J. Larkin Laurie Anne Roemmele Heather Lee Kilty Sylvester Osaze Osagie Julia Steger Charles G. Fall Willa M. Bruce California. Department of Forestry and Fire Protection Jeffrey A. Falkenstein National Education Association of the United States Norman M. Scarborough Sue Cox (Prof.)*

employees have a set of needs as part of the psychological contract of employment however organizations operate for a reason and they too have agendas and needs it is how the two come together that determines the capacity for good human relations and optimum productivity employee well being support is an edited collection of expert contributions that explores all key issues in this increasingly critical area

more than ever before people with mental illness want to be able to secure and sustain meaningful employment in their communities providing employment support for people with long term mental illness choices resources and practical strategies provides the proven techniques and useful information needed to help people with mental illness become part of the nation s work force offering probing discussion of mental illness as well as valuable insight into the ins and outs of seeking and maintaining competitive work this comprehensive handbook addresses vital concerns such as vocational assessment and career development family involvement in vocational planning social skills and behavior management crisis intervention and workers rights under the americans with disabilities act filled with illustrative case studies and reproducible forms and checklists this informative volume is essential for all who support workers with mental illness including job development and placement specialists supported employment professionals vocational rehabilitation counselors and mental health practitioners

offers prescriptions for effecting successful change centered around three guiding principles conveying the message through supervisors communicating face to face and making the changes relevant to each work area

essay from the year 2015 in the subject ergonomics grade 1 0 university of nottingham language english abstract an employee assistance programme eap is a service that companies can make use of to provide information and support to their employees to help solve a variety of personal and work related issues that may affect work and therefore their performance this paper describes the benefits costs and outcomes of an eap the lack of valid research underpinning its efficiency and the factors that organisations need to consider when introducing an eap it is unequivocal that work has a big influence on employees unfortunately this influence can both be positive and negative teasdale 2006 to help prevent and limit any effects that might reduce performance or have other undesirable impacts on the employees and the business a company can offer various services for employees to handle stress and other psychological disturbances companies can therefore implement some kind of workplace counselling which offers a confidential place to speak about issues with a trained therapist one type of counselling is the employee assistance programme eap a strategic service for employers to provide support to their workforce first this paper is going to explain what an eap exactly is and what services are offered then the benefits and reasons for implementing an eap will be shown afterwards the costs and possible doubts are described and brought into relation with the advantages in order to show if the model is useful and worth its costs finally a guideline for factors to consider when implementing an eap is given

written for human resources managers and executives this book takes a pragmatic approach to a problem all organizations face but is often neglected in management handbooks what to do about the problem employee as the author notes at the outset problem employees constitute from ten to twenty percent of the workforce yet usually require as much as eighty percent of a manager s time this volume provides a practical guide on how to both reduce the numbers of problem employees in an organization and decrease the time required to manage them bruce calls for a proactive approach toward the problem employee and demonstrates field tested methodologies for dealing with a variety of problem workplace behaviors particular emphasis is given to the techniques of performance monitoring a

technique based on reality therapy bruce also offers an extensive discussion of the advantages and limitations of employee assistance programs and explains in detail legal issues associated with employee discharge for undesirable behavior the author begins by defining the problem employee and offering examples of typical problem employee response patterns she goes on to offer a theoretical explanation of the causes of problem behavior in the workplace and demonstrates why traditional remedies generally do not improve performance two chapters introduce effective methods for dealing with the problem employee performance monitoring is discussed in detail as are methods for dealing with particular types of problem employees such as substance abusers those involved in family crises and employees with health related problems turning to situations that require outside help bruce provides a step by step procedure for both establishing an employee assistance program and utilizing an existing one directions for training supervisors to handle problem employees are provided because the experience of managing a problem employee can be an extremely difficult one bruce provides a technique for helping the manager reduce stress understand transition and formulate a personal plan to survive the impact of the problem employee finally bruce explains the legal rights of the employee the supervisor and the organization presents relevant court decisions and shows the manager how to work within the law when employee discharge becomes the only option

covering small business management this work emphasizes entrepreneurship

this text covers the psychology and management of health and safety the book is divided into three sections which provide background and treatments of both the psychology of safety and of safety management it also includes appendices containing part of the sms audit

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