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The AMA Handbook for Developing Employee Assistance and Counseling Programs

Masi, Dale A.

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Ama Handbook For Developing Employee Assistance And Counseling Programs

Daya Singh Sandhu



Ama Handbook For Developing Employee Assistance And Counseling Programs:

The AMA Handbook for Developing Employee Assistance and Counseling Programs Dale A. Masi, 1992 Very Good No Highlights or Markup all pages are intact **Handbook of Counselling in Organizations** Michael Carroll, Michael Walton, 1997-02-24 This major handbook covers all aspects of counselling within an organizational context The authors provide a thorough examination of all the key areas and concerns in the field including models of counselling in organizations assessing the organization for counselling provision introducing counselling into the organization how the organization can impact on the counselling process understanding and working with the organization as a counsellor evaluating counselling provision within organizations and training and supervising counsellors working with organizations 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 Workplace Counselling Michael Carroll, 1996-06-27 An invaluable resource book for anyone counsellors EAP providers and companies involved in workplace counselling Helpful and informative it is set to become a classic text in its field Counselling and Psychotherapy The Journal of the British Association for Counselling and Psychotherapy Accessible and meaningful a valuable contribution to the growing body of literature on counselling in specific contexts and Michael Carroll is to be congratulated for his skill in pulling together so many strands that influence the workplace counsellor's role Human Resource Management Journal Hand in hand with the increase in numbers of organizations offering counselling for their employees comes a growing demand for counsellors who are skilled not only in helping the individual but also in managing the counselling process within a workplace setting This practical book provides core guidance on how to operate best in an employee counsellor role and how to tackle the issues such a role raises Michael Carroll presents a generic integrative model of employee counselling which shows readers how to organize administer and manage the counselling process from assessment to termination within an organizational setting In so doing he discusses the tasks and responsibilities of employee counsellors covering such vital areas as how to contract with organizations the impact of the organization on the counselling process evaluation ethical dilemmas loyalty clashes and training and supervision *Employee Assistance Services in the New South Africa* R. Paul Maiden, 1999 Employee Assistance Services in the New South Africa discusses the immense changes in employee assistance programs EAP in South Africa since the end of Apartheid in the early 1990s EAP professionals and social workers will gain insight into the challenges of developing new programs in South Africa as this informative book explores solutions and answers for overcoming new challenges of implementing EAP programs in various industries Employee Assistance Services in the New South Africa provides you with strategies and methods to introduce diversity and new management techniques through EAPs for a now globally active South Africa Giving you insight into the challenges of finding a niche in the global business arena this informative book contains interviews and real life examples of how EAPs are working to solve problems in the workplace

Employee Assistance Services in the New South Africa examines several benefits that EAPs can offer in order to improve company environments and work ethics including discussing mental health issues with occupational social workers such as depression and posttraumatic stress in order to improve worker performance creating and managing diversity in EAP programs to gain a competitive advantage in the global marketplace helping workers and organizations cope with downsizing dealing with increased social problems such as drug use that can eventually infiltrate the workplace achieving the goals of maintaining employee physical and mental health productivity and life management and knowledge skills Discussing results of successful EAPs this important book will give you several reasons for justifying the existence of these programs in tough economic times and provides you with methods to help you promote EAP services to smaller businesses and to several different types of industries Employee Assistance Services in the New South Africa will help you locate a market where EAPs are needed and help workers with various social problems resulting in a satisfied workplace with increased productivity and performance

Handbook of Research on Challenges for Human Resource Management in the COVID-19 Era Figueiredo, Paula Cristina Nunes, Tomé, Eduardo Luís de Campos Soares, Rouco, José Carlos Dias, 2022-06-10 The importance of people in organizations has been growing in the organizational environment over the last decades Digital transformation artificial intelligence and sustainability have already reinforced the role of people as a differentiating element for the success and survival of organizations These phenomena alone are already challenging for people There is a consensus that the world of work as we knew before the pandemic will not return Human resource management HRM practices must prepare organizations for the future of work The Handbook of Research on Challenges for Human Resource Management in the COVID 19 Era analyzes state of the art HRM in a digital transformation context and investigates the factors that promote more learning and development dynamics in organizational contexts It also evaluates the impact of HRM policies on individuals organizations and societies Covering topics such as corporate social responsibility job satisfaction and electronic performance monitoring this major reference work is a crucial resource for leaders from public and private companies human resource professionals specialists students and educators of higher education researchers and academicians

Counseling Employees Daya Singh Sandhu, 2002 This book is divided into five major sections that focus on the various perspectives needs and concerns of employees in the workplace Chapters include 1 Work Meaning Matter and Job Satisfaction K M Connolly 2 Spirituality in the Workplace An Overview E J Looby and D S Sandhu 3 Developing the Whole Employee Some Practical Applications Regarding Spirituality in the Workplace B Milburn 4 Job Related Stress Sources and Prevention Strategies D Pazaratz and W Morton 5 Motivational Interviewing in the Workplace J McCarthy and P A Cluss 6 Using the Adlerian Lifestyle Construct as a Strengths Assessment Tool for Improving Employees Success P R Peluso and K B Stoltz 7 Supervising the Problem Employee P H Hardesty and S J Morris 8 Working with Ethnic Minority Employees in the Workplace J M Dillard and D A Harley 9 Counseling Employees with Disabilities K K Asner Self and P J Leconte 10 Gay

Lesbian and Bisexual Employee Issues K M Kirby 11 Issues of the Delayed or Reentry Worker M H Guindon 12 Counseling Displaced Homemakers E J Looby 13 The Storied Approach A Constructivist Perspective on Counseling Dual Career Couples M E Hall and N E Huenefeld 14 Adaptation and the Foreign Assignment Counseling Expatriates J A Lippincott and R B Lippincott 15 Temporary Employees A Primer for Counselors D S Preston 16 The Impact of Modern Performance Rankings on Career Counseling and Employee Development in Corporate America S K Rossiter 17 Addressing Depression in the Workplace S J Morris and P H Hardesty 18 Working with the White Collar Substance Abuser An Intervention Method for Counseling Practitioners O Madison Colmore J L Moore III and S Price 19 Violence in the Workplace Preventing and Managing the Effects of Critical Incidence Stress in the Workplace P N Cummins 20 Reasons Considerations and Strategies for Developing and Implementing and Employee Assistance Program in Higher Education D S Sandhu and R M Longwell Grice and 21 Evaluating Employee Assistance Programs R M Longwell Grice and D S Sandhu Includes an index as well as references at the end of each chapter GCP

Human Resources Management Gerald R. Ferris, M. Ronald Buckley, Donald B. Fedor, 2002 This collection of 60 current readings explores the important contemporary perspectives and issues in the field of human resources management from a decidedly applied rather than scholarly orientation The readings include a mix of recently published articles from journals in the field along with many articles written specifically for the book It addresses such issues as corporate culture values employee rights and responsibilities ethics the nature of the changing employment relationship mergers and acquisitions and employee cynicism and how such factors influence the practice of HRM Overview of Human Resources Management Perspectives on Human Resources Management The Contemporary Legal Environment The Labor Market and the Changing Workforce Human Resources Planning and Staffing Performance Evaluation and Management Compensation and Reward Systems Human Resources Development Labor Relations in Contemporary Work Environments Rights Responsibilities Values and Ethics Organization Culture and Change Work Environment Stressors Support Safety and Health Employee Attitudes Organizational Exit Performance and Effectiveness For Personnel and Human Resources Managers

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