

Emerging Trends for EAPs in the 21st Century

Edited by Nan Van Den Bergh



Emerging Trends For Eaps In The 21st Century

Hier, Sean, Greenberg, Joshua



Emerging Trends For Eaps In The 21st Century:

Emerging Trends for EAPs in the 21st Century Nan Van Den Bergh, 2012-10-12 Raise your organization's productivity and morale with the proper EAPs. The development of employee assistance programs (EAPs) was one of the 20th century's most important workplace innovations. Emerging Trends for EAPs in the 21st Century examines the evolution of EAPs from their origin as a way of dealing with alcoholic employees to the multifaceted EAPs in the modern workplace. Today's EAPs serve employees affected by a great number of stressors related to the rapidly changing environment of today's workplaces as well as stressors related to the balancing of work and family issues. Emerging Trends for EAPs in the 21st Century stresses the important advantages to be found in working from a strengths and solution oriented case management approach rather than an assessment and referral model and of considering individuals challenged rather than troubled. Thus you will learn that trauma and abuse, illness and struggle may be injurious but they also may be sources of challenge and opportunity and you will see that every individual, couple, family, group, organization and community has strengths that can be fortified to help those who need it. Emerging Trends for EAPs in the 21st Century will show you the impact of today's changing workforce demography, the need for workplace sponsored services to assist caregivers and older workers, sophisticated intervention skills that organizations are using to help manage crisis change and evolution, today's new ways of providing help to your employees and bring you stimulating discussions and examinations of child, elder, dependent care services, prevention interventions for older workers, work-family programs, critical incident interventions, management consultation, health and wellness promotion. Emerging Trends for EAPs in the 21st Century offers insightful commentary, pragmatic information and predictions for the future of employee assistance programs as we move into the 21st century. Monthly Labor Review United States. Bureau of Labor Statistics, 2006. Publishes in depth articles on labor subjects, current labor statistics, information about current labor contracts and book reviews. *Workplace Disaster Preparedness, Response, and Management* R. Paul Maiden, Rich Paul, Christina Thompson, 2013-05-13 Respond quickly and effectively to workplace trauma. For years employee assistance programs have been providing critical incident stress management services to employees who have been involved in or witness to workplace fatalities and accidents that are likely to traumatize workers and affect quality of work and increase sick leave and health claims. *Workplace Disaster Preparedness, Response and Management* presents successful strategies for rapid response to episodes of workplace violence, natural disasters and acts of terrorism that have become all too common occurrences in the workplace. *Workplace Disaster Preparedness, Response and Management* is a must read for professionals in the business of providing crisis response services and for employers responsible for planning and coordinating organizational responses to disasters. This unique book presents first hand accounts from EAP program managers, Critical Incident Stress Management (CISM) professionals and crisis managers on their trauma response techniques and from health professionals involved in the aftermath of Hurricane Katrina and the Sept 11

attacks on the World Trade Centers and the Pentagon Workplace Disaster Preparedness Response and Management examines similar and dissimilar experiences of EAP professionals in responding to large scale traumatic events using military models in trauma response managing trauma in the South African mining industry trauma response techniques in high risk work settings compassion fatigue among professional helpers how various types of industries handle critical incidents EAP responses to natural disasters repetitious violence in the workplace organizational crisis intervention and much more Workplace Disaster Preparedness Response and Management also includes Bern Beidel's first person account as EAP Director for the United States House of Representatives of the response to anthrax contamination in mailrooms and office buildings in the nation's capital

The Integration of Employee Assistance, Work/Life, and Wellness Services Mark Attridge, Patricia A. Herlihy, R. Paul Maiden, 2006-02 This book presents a comprehensive cross section of experienced professionals who discuss their efforts to fully integrate employee assistance work life and wellness services

Global Perspectives of Occupational Social Work Paul Maiden, 2013-04-03 Explore the history and practice of social work around the world This fascinating book presents a broad international survey of the development and current practices of occupational social work Covering seven countries around the world Global Perspectives of Occupational Social Work offers a unique cross cultural perspective on issues of interest to social workers everywhere From India to Ireland issues of training sexual harassment and workplace health and safety are remarkably similar and intriguingly varied Global Perspectives of Occupational Social Work describes the evolution of social work in factories and later in offices When industrialization brought women into factories owners hired nurses or governesses to guard chaperone and advise the young women in their employ Since then occupational social work has sought to keep a balance between the interests of management and workers In addition to discussing history and professional development Global Perspectives of Occupational Social Work reveals the way professionals like you handle the same situations you face every day including the shift toward privatization corporate restructuring and downsizing developing alcohol and substance abuse interventions creating employee assistance programs racism and sexism in the workplace HIV AIDS and other health problems workplace violence Covering Australia India Germany Ireland South Africa Israel and the US Global Perspectives of Occupational Social Work is a major contribution to the professional literature Not only will this book increase international awareness it may supply you with unique perspectives and fresh strategies for solving the problems your colleagues in Jerusalem and Pretoria also face

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 corporate cultures case study of the University of Saskatchewan EAP and more Employee Assistance Programs in Higher Education is a comprehensive resource for academic administrators benefit plan managers university based EAP managers and directors EAP work life and wellness professionals members of International Association of Employee Assistance Professionals in Education Employee Assistance Professionals Association Employee Assistance Society of North America Association of Work Life Professionals Society for Human Resource Management Schools of Social Work educators in schools of social work psychology counseling education and business

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

Practical Human Resources for Public Managers Nicolas A. Valcik, Teodoro J. Benavides, 2011-08-24 Employers face a myriad of issues when hiring how to recruit whom to select how to interview Equal Employment Opportunity policies fair salary offerings health issues performance evaluations behavior

disciplinary actions turnover and the list goes on and on Practical Human Resources Management for Public Managers A Case Study Approach provides insight into human resource trends and demonstrates how complex situations can be successfully managed by public sector practitioners The authors take us step by step into the real world with examples of historical events that compare What Happened with What Could Have Happened as well as suggested readings for more in depth analysis and important points to remember Exploring the space between theory and what actually occurs in the world this book supplies instructional case studies based upon actual events The authors introduce key human resources issues with clear concise language and provide techniques to address these issues in a real world setting The case studies cover legal and liability issues recruiting and hiring employee performance reward and discipline issues retention termination workplace violence mentorship motivation and managing through transitions The authors bring know how from a wide array of working environments including teaching and administrative experience in public universities and management in municipalities of various population sizes from a few thousand to more than a million They have also worked in a variety of capacities within these organizations which allow them to see different perspectives on how different departments handle similar situations They use their from the trenches knowledge to explore pragmatic ways to deal with human resource issues in public sector workplaces Human Resource Management John M. Ivancevich, 2004 Managers are constantly faced with Human Resource Management issues problems and decision making Offering a managerial orientation this book pays attention to the application of HRM approaches in organizational settings and situations Meant for both students and faculty it offers information on HRM thinking and practice Book Review Digest , 2002 **Encyclopedia of Management** , 2009 Covers numerous topics in management theories and applications such as aggregate planning benchmarking logistics diversification strategy non traditional work arrangements performance measurement productivity measures supply chain management and much more Book Review Index , 2003 Vols 8 10 of the 1965 1984 master cumulation constitute a title index **American Book Publishing Record** , 2001 **The Surveillance Studies Reader** Hier, Sean, Greenberg, Joshua, 2007-08-01 Examines thoughts about self surveillance scrutiny of specific parts of society sophisticated data gathering techniques and the ubiquity of CCTV This book is suitable for students of sociology politics social policy media and communications studies social psychology and criminology Focus on Federal Employee Health and Assistance Programs , 1995 **Personnel Management Abstracts** , 2000 Business Periodicals Index , 2001 Higher Education, Public Good and Markets Jandhyala B. G. Tilak, 2017-10-16 This book critically examines some of the major trends in the development of higher education It demonstrates how in the context of liberalisation globalisation and marketisation the crisis in higher education has assumed different dimensions in all advanced and emerging societies The author shows how the state tends to slowly withdraw from the responsibility of higher education including in the arena of policy making or simply adopts a policy of laissez faire of non involvement which helps in the rapid unbridled growth of private sector in

higher education The notion of higher education as a public good is under serious contestation in current times The book argues for the need to resurrect the compelling nature of higher education along with its several implications for public policy and planning while providing a broad portrayal of global developments comparative perspectives and key lessons The volume will be of interest to scholars and researchers of education political science public policy and administration governance development studies economics and those working in the higher education sectors think tanks policymakers as well as NGOs

Encyclopedia of Management Marilyn M. Helms, 2006 This updated fifth edition of Encyclopedia of Management covers more than 300 topics in management theories and applications written by academics and business professionals All information has been reviewed and edited by the esteemed Dr Marilyn M Helms sesquicentennial endowed chair and professor of management at Dalton State College

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