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IMPLEMENTING CHANGE

*Alcoholism Policies
in Work Organizations*

Janice M. Beyer
Harrison M. Trice

Implementing Change Alcoholism Policies In Work Organizations

Beverly Davenport Sypher



Implementing Change Alcoholism Policies In Work Organizations:

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.

Implementation Jeffrey L. Pressman, Aaron Wildavsky, 1984-06-05 This book confronts the widespread impression that policy or program implementation should be easy, arguing instead that implementation even under the best of circumstances is exceedingly difficult. Using the Oakland Project as a case study, this book discusses each stage of the process of implementation, demonstrating that completion of what might seem to be a simple sequence of events will in fact depend on a complex chain of reciprocal interactions. Each part of the chain must be built with the others in view so the separation of policy design from implementation is fatal. The first four chapters illustrate the movement from simplicity to complexity. Chapter 5 discusses the number of decision points throughout the process, giving an indication of the magnitude of the task. Chapter 6 examines why project targets may be set even if they are unlikely to be met, considering both the position of those who set targets (top federal officials who wish large accomplishments from small resources in a short time) and those who must implement them (career bureaucrats and local participants characterized by high needs and low cohesion). The last chapter discusses the relationship between the evaluation of programs and the study of their implementation, arguing that tendencies to assimilate the two should be resisted.

Implementing Change Janice M. Beyer, Harrison Miller Trice, 1978

The Integration of Employee Assistance, Work/Life, and Wellness Services Mark Attridge, Patricia A. Herlihy, R. Paul Maiden, 2006-02-01 From their roots in the occupational alcohol programs in the 1940s, human services programs within organizations have grown exponentially. However, the seamless integration of each facet of those expanding programs into a cohesive whole has proven to be a major challenge. This book presents a comprehensive cross section of experienced pro-

Recent Developments in Alcoholism Marc Galanter, 2012-12-06 From the President of the Research Society on Alcoholism This annual book series is a valuable resource for the alcoholism field because it provides critical and timely reviews of selected areas that have interest to both practitioners and researchers It tries to achieve a balance between psychosocial and biomedical topics and between research and patient care activities Such a mix is offered in Volume 6 The Research Society on Alcoholism whose membership embraces researchers from all disciplines that study the etiology treatment and prevention of alcoholism and alcohol related disabilities regards the support and sponsorship of this book series as one of its major missions Ting Kai Li M D President Research Society on Alcoholism From the President of the American Medical Society on Alcoholism and Other Drug Dependencies The broadening scope of clinical and scientific interest in alcohol dependence is reflected in this sixth volume of Recent Developments in Alcoholism It offers valuable reviews on important current issues in the field namely the intertwining of nature and nurture a continuing search for predictors and indicators of the disease and the social impact of alcoholism on the job and in special populations This material should pique the interest of clinicians from all disciplines Medical social and political planners also need to turn to the expanding body of knowledge in the field of chemical dependence reflected here The volume is therefore of value to a contemporary readership and to those who will turn to it in future years

Occupational Subcultures in the Workplace Harrison Miller Trice, 1993 In the last decade interest has returned to the study of a cultural rather than bureaucratic model of the organization Trice emeritus Cornell U School of Industrial and Labor Relations argues that essential to this study is recognition of occupations as potent subcultures which adapt and interact within the context of the organization He uses as examples a variety of occupations from pipe welders to concert pianists Paper edition unseen 16 95 Annotation copyright by Book News Inc Portland OR

Personnel Management Function United States. Office of Personnel Management, 1981 *The Personnel Management Function* United States. Office of Personnel Management. Library, 1981

Making Health Communication Programs Work (rev. Ed.) Elaine Bratic Arkin, 2009-05 A revision of the original Making Health Communication Programs Work first printed in 1989 which the Nat Cancer Inst NCI developed to guide communication program planning During the 25 years that NCI has been involved in health communication ongoing evaluation of their communication programs has affirmed the value of using specific communication strategies to promote health and prevent disease Research and practice continue to expand the NCI's understanding of the principles and techniques that provide a sound foundation for successful health communication programs This revision updates communication planning guidelines to account for advances in knowledge and technology during the past decade

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

Handbook on Drug Abuse ,1979 **Personnel Bibliography Series** United States. Office of Personnel Management. Library,1979 *Manager's Handbook* United States. Office of Personnel Management,1979 *Case Studies in*

Organizational Communication 2 Beverly Davenport Sypher,1997-05-10 Spotlighting the central role of communication in today s varied workplace this up to date collection of new case studies will succeed its highly acclaimed predecessor as a valued reference and teaching text The studies both highlight creative and positive uses of communication and demonstrate how communication practices can hinder organizational functioning Topics addressed include new communication technologies the dynamics of teamwork cross cultural communication sexual harassment and stress and burnout Back cover

Prevention, Intervention; and Treatment ,1982 Personnel Bibliography Series United States Civil Service Commission. Library,1960 Special Report to the U.S. Congress on Alcohol & Health from the Secretary of Health, Education, and Welfare United States. Department of Health, Education, and Welfare,1978 *Handbook of Community Psychology* Julian Rappaport,Edward Seidman,2012-12-06 As a field progresses people write about their own work in journals chapters and books but periodically the work needs to be collected and organized It needs to be brought together in a format that can both introduce new members to the field and reacquaint continuing members with the work of their colleagues Such a collection also affords an opportunity for the growing number of people with particular expertise to provide a reference for others whose work is related but differs in focus This is the first Handbook of Community Psychology It contains contributions from 106 different authors in addition to our editorial introductions Its thirty eight chapters including two that are divided into multiple individually authored parts are concerned with conceptual frameworks empirically grounded constructs intervention strategies and tactics social systems design assessment and analysis cross cutting professional issues and contemporary intersections with community psychology Although interrelated each chapter stands on its own as a statement about a particular part of the field and the volume can serve as a reference for those who may want to explore an area about which they are not yet familiar To some extent community psychologists eschew the distinction between researcher and practitioner and regardless of one s primary work environment university small college practice setting government or grassroots organization there is something of interest for anyone who wants to explore the community psychology approach Third Special Report to the U.S. Congress on Alcohol and Health United States. Department of Health, Education, and Welfare,1978 **Manager's Handbook** ,1981

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