

ALCOHOL AND ILLICIT DRUG USE IN THE WORKFORCE AND WORKPLACE

Michael R. Frone

Alcohol And Illicit Drug Use In The Workforce And Workplace

Robert L. Dipboye



Alcohol And Illicit Drug Use In The Workforce And Workplace:

Alcohol and Illicit Drug Use in the Workforce and Workplace Michael Robert Frone, 2015-05-09 Despite continuing interest in employee alcohol and illicit drug use there has been little systematic and integrative dissemination of research findings This has led to many inaccurate claims and beliefs regarding the prevalence causes and productivity outcomes of employee substance use In this authoritative book Michael R Frone takes a close hard look at what we know and don't know about workforce and workplace substance involvement In doing so he exposes the lack of evidence behind many popular myths that have persisted since the 1980s war on drugs including The myth that workplace alcohol and illicit drug use is highly prevalent The myth that employee substance use has a strong effect on productivity leading to high costs for employers The myth that drug testing and employee assistance programs are proven ways for employers to deter substance use Frone's comprehensive review covers nearly all of the related research conducted over the past 20-30 years including several national studies and government reports as well as the broader research literature In particular Frone analyzes methodological limitations and the tendency of many science reporters to go beyond the data when interpreting results Given the need for evidence based management and policy this book will be a comprehensive resource for researchers and practitioners in management occupational health and addiction treatment prevention

The SAGE Handbook of Organizational Behavior Julian Barling, Cary L Cooper, 2008-07-24 This milestone handbook brings together an impressive collection of international contributions on micro research in organizational behavior Focusing on core micro organizational behaviour issues chapters cover key themes such as individual and group behaviour The SAGE Handbook of Organizational Behavior Volume One provides students and scholars with an insightful and wide reaching survey of the current state of the field and is an indispensable road map to the subject area The SAGE Handbook of Organizational Behavior Volume Two edited by Stewart R Clegg and Cary L Cooper draws together contributions from leading macro organizational behaviour scholars

The Oxford Handbook of Substance Use and Substance Use Disorders Kenneth J. Sher, 2016-07-13 Substance use and substance use disorders SUDs have been documented in a number of cultures since the beginnings of recorded time and represent major societal concerns in the present day The Oxford Handbook of Substance Use and Substance Use Disorders provides comprehensive reviews of key areas of inquiry into the fundamental nature of substance use and SUDs their features causes consequences course treatment and prevention It is clear that understanding these various aspects of substance use and SUDs requires a multidisciplinary perspective that considers the pharmacology of drugs of abuse genetic variation in these acute and chronic effects and psychological processes in the context of the interpersonal and cultural contexts Comprising two volumes this Handbook also highlights a range of opportunities and challenges facing those interested in the basic understanding of the nature of these phenomena and novel approaches to assess prevent and treat these conditions with the goal of reducing the enormous burden these problems place on our global society Chapters in

Volume 1 cover the historical and cultural contexts of substance use and its consequences its epidemiology and course etiological processes from the perspective of neuropharmacology genetics personality development motivation and the interpersonal and larger social environment Chapters in Volume 2 cover major health and social consequences of substance involvement psychiatric comorbidity assessment and interventions Each chapter highlights key issues in the respective topic area and raises unanswered questions for future research All chapters are authored by leading scholars in each topic The level of coverage is sufficiently deep to be of value to both trainees and established scientists and clinicians interested in an evidenced based approach **Mental Health in the Workplace** Michelle B. Riba,Sagar V. Parikh,John F. Greden,2019-02-13

This book offers a guide to better understanding models of workplace mental health as well as best practices for mental health professionals employee assistance groups employers and employees alike The cost of depression at the workplace is staggering both in terms of absenteeism and productivity loss while at work and in terms of human and family suffering Depression is highly prevalent and affects employees concentration decision making skills and memory contributing to accidents and quality issues Analyses indicate that the returns on investment for workplace mental health programs are significant with employers reporting lower productivity related financial losses and less need staff turnover due to mental health conditions The book also addresses substance use and misuse and ways to address such problems **The**

Science of Leadership: Lessons from Research for Organizational Leaders Julian Barling,2014-01-02 In The Science of Leadership Julian Barling takes an evidenced based approach relying primarily on the knowledge generated from research on organizational leadership conducted around the world and personal reflections based on two decades of involvement in leadership research and leadership development with executives While leadership has been studied within all the major social sciences Barling mainly focuses on findings from psychological research The first part of the book explains the nature of organizational leadership responds to the question of whether leaders matter and explains how leadership works A longstanding issue is whether leadership can be taught Barling explores the debate over whether leadership is born or made as well as the effectiveness of leadership development interventions in organizations He gives consideration to what can be learned from leadership in other contexts such as sports the political arena and schools and devotes individual chapters to topics that include gender and leadership destructive leadership and followership *The Emerald Review of Industrial and Organizational Psychology* Robert L. Dipboye,2018-09-07

This book provides a comprehensive review of the theory research and applications in Industrial and Organizational I O Psychology Analyzing three primary objectives of I O psychology improving the effectiveness of employees and organizations enhancing employee well being and gaining an understanding of human behavior in organizations **Misbehavior in Organizations** Yoav Vardi,Ely Weitz,2016-04-20 This revised edition of Misbehavior in Organizations updates and expands upon the integrative OMB organizational misbehavior framework pioneered by the authors Streamlined for improved readability it covers key topics that have emerged in the scholarly

literature in the past decade including insidious workplace behavior bullying and harassment in the workplace information hiding cyberbullying and organizational spirituality A thorough and up to date resource on this crucial and evolving topic in organizational studies this book provides insights on misbehavior at the individual position group and organizational levels

An Analysis of Worker Drug Use and Workplace Policies and Programs John Patrick Hoffmann, Cindy Larison, Allen Sanderson, 1997 **SAMHSA, An Analysis of Worker Drug Use and Workplace Policies and Programs, Office of Applied Studies, July 1997**, 1997 *An Integrative Proposal in Addiction and Health Behaviors Psychosocial Research: Overview of New Trends and Future Orientations* Álvaro García Del Castillo-López, Paulo Dias, Anthony

Copez-Lonzoy, 2025-02-24 The field of addiction and health behaviors is a multifaceted area of psychosocial research that integrates insights from psychology public health neuroscience and social sciences This domain explores the complex interplay between individual psychological processes social environments and biological factors in developing maintaining and treating addictive behaviors and related health outcomes Recent trends in this area emphasize a holistic approach considering not only the addictive behaviors themselves but also associated health behaviors such as physical activity diet and sleep patterns which can significantly influence recovery and overall well being Integrating technology including digital health interventions and data analytics has opened new avenues for personalized and accessible treatment options Future orientations may focus on enhancing interdisciplinary collaboration developing culturally sensitive interventions and harnessing technological advances to improve prevention strategies therapeutic interventions and policy making in addiction and health behaviors research

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