

**REDUCING EMPLOYEE
ABSENTEEISM
THROUGH
SELF-MANAGEMENT
TRAINING**

*A Research-Based Analysis
and Guide*

COLETTE A. FRAYNE

Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide

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Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide:

Reducing Employee Absenteeism Through Self-Management Training Colette A. Frayne, 1991-06-30 Employee absenteeism is a chronic organizational problem that costs U S corporations an estimated 30 billion annually In this pioneering volume Colette Frayne reports the results of the first study to examine empirically the use of a simple straightforward self management training program to increase employee attendance The author presents a complete description of the self management training process used in the study shows how self management can be of significant value in reducing employee absenteeism and offers precise information for the human resources professional who wishes to organize and implement self management training within his or her own organization Frayne also addresses other applications of self management in the workplace demonstrating that the approach works because it accommodates both the employees needs for freedom and the organization s need for control Following an introductory chapter which discusses the research focus for the study presenting the rationale for examining the topic and explores the basic principles of social learning theory Frayne provides a detailed overview of existing theories that were precursors to social learning theory She then outlines the methodology that was used for sample generation data collection and training implementation Two chapters examine the research results and discuss their implications for reducing employee absenteeism In the next chapter Frayne discusses the results and interpretations derived from conducting a follow up study and replication of the initial research Training in self management she shows offered many benefits to the individuals involved in the training program and to the organization that supported the program Specifically many of the trainees improved their attendance their relationships with supervisors their job performance and their career promotion opportunities improvements that held up well over time Care is taken throughout to present both practical guidelines for implementing effective self management training programs and empirical research to support the various applications of the training Numerous tables and figures enhance the text

Organizational Behavior 1 John B. Miner, 2015-03-26 This comprehensive text provides a detailed review and analysis of the building block theories in Organizational Behavior Expanding on his previous work in the field John Miner has identified the key theories that every student or scholar needs to understand to be considered literate in the discipline Organizational Behavior Essential Theories of Motivation and Leadership analyzes the work of leading theorists Each chapter includes the background of the theorist represented the context in which the theory arose the initial and subsequent theoretical statements research on the theory by the theory s author and others including meta analysis and reviews and practical applications Special features including boxed summaries of each theory at the beginning of each chapter two introductory chapters on the scientific method and the development of knowledge and detailed and comprehensive references help make this text especially useful for graduate courses in Organizational Behavior and Industrial Organizational Psychology

Managing Human Resources Randall S. Schuler, 1995 Includes case studies of Wal Mart Texas

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The Journal of Human Resources ,1992 A general journal of political science

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S.A.M. Advanced Management Journal ,1992

The Changed Life: How COVID-19 Affected People's Psychological Well-Being, Feelings, Thoughts, Behavior, Relations, Language and Communication Ramona Bongelli, Alessandra Fermani, Daniela Raccanello, Rob Hall, Ilaria Riccioni, Morena Muzi, Roberto Burro, 2023-10-30 Covid 19 changed the lives of millions of people around the world The effects of the global pandemic on the physical and psychological health of individuals as well as on their behavioral habits relationships and the way they communicate do not seem to be only short or medium term but on the contrary appear to be long lasting In the same way that it is possible to use the term long covid to refer to the long term effects on the physical health of individuals who have contracted the virus so we think it is possible to use the expression psychological long covid to indicate the long term effects on the psychological health of individuals not only of those who have been infected but more generally of all those who have had to cope with social restrictions lockdowns distancing remote work and learning etc imposed by the pandemic At the same time many people demonstrated resilience as the capacity to cope with adverse events through positive adaptation

International Human Resources Management Ben B. Shaw, John Edward Beck, Gerald R. Ferris, Kendrith Martin Rowland, 1990

Work Related Abstracts ,1992

Organizational Behavior John B. Miner, 2002 The book begins with a treatment of the role of science and the nature of theory and research A discussion of the early origins and history of organizational behavior follows This is the most comprehensive coverage of how organizational behavior emerged and grew It presents and evaluates the first generation theorists whose work began during the first 20 years The subject matter covered is motivation leadership and organizational decision making The institutional culture of organizational behavior is discussed and a vision for the future of the field is stated Here the early history and the evidence from the theories are brought together in an effort to assess the

identity of organizational behavior and where it might be headed Individuelle Selbstführung in Projektteams Martin Haberstroh, 2007-11-10 Martin Haberstroh untersucht wie eine wirksame individuelle Selbstführung unter Berücksichtigung relevanter Kontext und Erfolgsvariablen gestaltet werden kann Er zeigt dass einzelne Teammitglieder die Leistung von Projektteams durch folgende Maßnahmen steigern können Bestimmen und Fordern eines systematischen Vorgehens im Arbeitsvollzug Einholen aufgabenrelevanter Informationen und Beobachten der eigenen Aufgabenerledigung hinsichtlich projektgefordender Probleme und gegebenenfalls deren schnellstmögliche Mitteilung **Employee Relations**

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Table of Contents Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide

1. Understanding the eBook Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide
 - The Rise of Digital Reading Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide
 - Advantages of eBooks Over Traditional Books
2. Identifying Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide
 - User-Friendly Interface
4. Exploring eBook Recommendations from Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide
 - Personalized Recommendations
 - Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide User

Reviews and Ratings

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- Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide Budget-Friendly Options

6. Navigating Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide eBook Formats

- ePub, PDF, MOBI, and More
- Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide Compatibility with Devices
- Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide Enhanced eBook Features

7. Enhancing Your Reading Experience

- Adjustable Fonts and Text Sizes of Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide
- Highlighting and Note-Taking Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide
- Interactive Elements Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide

8. Staying Engaged with Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide

- Joining Online Reading Communities
- Participating in Virtual Book Clubs
- Following Authors and Publishers Reducing Employee Absenteeism Through Selfmanagement Training A

Researchbased Analysis And Guide

9. Balancing eBooks and Physical Books Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide
 - Setting Reading Goals Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide
 - Fact-Checking eBook Content of Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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