

**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

Randall S. Schuler,Vandra L. Huber



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

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Rose Army,1990 **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 **International Business Scholarship** Brian Toyne,Zaida L. Martínez,Richard A. Menger,2001-03-30 When business researchers want to add an international dimension to their work they are faced with a unique set of challenges with which they may be unfamiliar They would do well to turn for advice to experts who have been there before Toyne Mart D inez and Menger offer ideas and recommendations that are as valuable to the seasoned business researcher as they are to the doctoral student They address the four major issues faced by scholars of international business intellectual preparation institutional barriers research design challenges relating to collaboration and multidisciplinary research and using both quantitative and qualitative approaches in an international context By learning which pitfalls to avoid and which avenues to pursue readers will find many helpful suggestions for accelerating the pace of their international business research without sacrificing quality In demonstrating how recognized management marketing and international business experts have successfully met the challenges associated with the conduct of international research the contributors address several special cases public research oriented universities a junior faculty s perspective public teaching oriented universities private teaching oriented universities cross disciplinary research secondary vs primary data and verification of cross cultural theories This work is ideal for business researchers in many fields including behavioral accounting finance human resource management marketing and organizational behavior

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