

**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

**Ben B. Shaw, John Edward Beck, Gerald
R. Ferris, Kendrith Martin Rowland**



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

Instruments General Electric Avon Saturn Levi Strauss Swiss Bank Corporation Chrysler Coca Cola Dow Chemical Disney Lincoln Electric Aetna Waste Management Weyerhaeuser Federal Express UPS PepsiCo Grand Union and Aid Association to Lutherans

Reader's Guide to the Social Sciences Jonathan Michie, 2014-02-03 This 2 volume work includes approximately 1 200 entries in A Z order critically reviewing the literature on specific topics from abortion to world systems theory In addition nine major entries cover each of the major disciplines political economy management and business human geography politics sociology law psychology organizational behavior and the history and development of the social sciences in a broader sense

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

Organizational Behavior 4 John B. Miner, 2015-03-26 This unique work bridges the gap between theory and practice in organizational behavior It provides a practical guide to real life applications of the 35 most significant theories in the field The author describes each theory and then analyzes its usefulness and importance to the successful practice of management His analysis covers key managerial topics such as goal setting training and development assessment job enrichment influence processes decision making group processes organizational development organizational structuring and effective organizational operation

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**

Bibliography and Abstracts Journal, 1991 *Forthcoming Books* Rose Arny, 1990 **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 Martínez 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 The Cumulative Book Index, 1991 A world list of books in the English language Personnel and Human Resource Management Randall S. Schuler, Vandra L. Huber, 1993 Includes Appendix Name Index Subject Index *Directions*, 1991 *Subject Guide to Children's Books in Print 1997* Bowker Editorial Staff, R R Bowker Publishing, 1996-09 *Library Acquisitions List* Martin P. Catherwood Library, 1990

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