

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

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*A Research-Based Analysis  
and Guide*

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**COLETTE A. FRAYNE**

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

**JA Banks**



## **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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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

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

**Employee Relations Bibliography and Abstracts Journal** , 1991 **S.A.M. Advanced Management Journal** , 1992

*Forthcoming Books* Rose Arny, 1990

**Individuelle Selbstführung in Projektteams** Martin Haberstroh, 2007-04-25

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