

**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

R Sandford



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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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
 - Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide and Bestseller Lists
- 5. Accessing Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide Free and Paid eBooks
 - Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide Public Domain eBooks
 - Reducing Employee Absenteeism Through Selfmanagement Training A Researchbased Analysis And Guide eBook Subscription Services
 - 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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