

## **EMPLOYEES ASSISTANCE PROGRAMS- AN EFFECTIVE SOLUTION FOR HUMAN RESOURCE CHALLENGES**

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### **ABSTRACT**

As the world of work has become increasingly aware that the competitive edge in a global economy depends on the productivity of its work force, the key agents in the workplace-management and labour unions-have devoted significant attention to meet the needs of those human beings. In the last two decades, an important new therapeutic delivery system has been emerging to serve the needs of the workforce, known as Employee Assistance Programs (EAP). EAP is an emerging issue in India. After introduction of new economic policies in last decades the new industries & commercial organizations including MNCs are fastly coming up in India. Since view of EAP are quite similar and close to social work professional it provides preventive therapeutic and developmental services. Establishing EAP services in the industry will not only help the employees, but it also makes good financial sense because quality workmanship and higher employee morale will result in higher profiles.

**KEY WORDS:** Employees, assistant, productivity, Alchohal, Drug, Mental health.

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