

PROJECT ADMINISTRATION DATA SHEET

ORIGINAL



REVISION NO. _____

Project No./(Center No.) M-50-652 R6325-OAOGTRC/~~GTR~~DATE 6 / 19 / 87Project Director: Dr. Terry C. BlumSchool/~~Lab~~College of ManagementSponsor: DHHS/PHS/NIH/ National Institute on Alcohol Abuse and AlcoholismAgreement No.: Research Grant No. 1 R01 AA07192-01Award Period: From June 1, 1987 To May 31, 1988 (Performance) August 31, 1988 Reports

Sponsor Amount:

New With This ChangeTotal to Date

Contract Value: \$ _____

\$ 150,251

Funded: \$ _____

\$ 150,251

Cost Sharing No./(Center No.) _____

Cost Sharing: \$ _____

Title: Worksite Integration of ADM Prevention StrategiesADMINISTRATIVE DATAOCA Contact E. Faith Gleasonx4-4820

1) Sponsor Technical Contact:

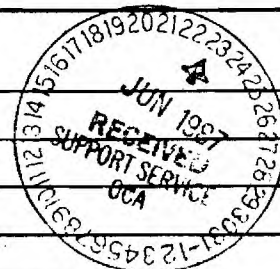
Ms. Elsie Taylor, Project OfficerNIAAA5600 Fishers LaneRockville, Maryland 20857(301) 443-4223

2) Sponsor Issuing Office:

Edward B. Ellis, Grant Mgt. SpecialistGrants Management BranchNIAAA5600 Fishers Lane, RM 16-86Rockville, Maryland 20857(301) 443-4703Military Security Classification: N/AONR Resident Rep. is ACO: _____ Yes X No(or) Company/Industrial Proprietary: N/ADefense Priority Rating: N/ARESTRICTIONS

See Attached _____ Supplemental Information Sheet for Additional Requirements.

Travel: Foreign travel must have prior approval — Contact OCA in each case. Domestic travel requires sponsor approval where total will exceed greater of \$500 or 125% of approved proposal budget category.

Equipment: Title vests with GITCOMMENTS:This grant has been recommended for support for 5 years.Includes subcontract to the University of Georgia.COPIES TO:SPONSOR'S I.D. NO. 02.105.001.86.039Project Director
Research Administrative Network
Research Property Management
AccountingProcurement/GTRI Supply Services
Research Security Services
Contract Support Div.(OCA)(2) *Pat*
Research CommunicationsGTRC
Library
Project File
Other C. Stanford

SPONSORED PROJECT TERMINATION/CLOSEOUT SHEETDate 6/17/88Project No. M-50-652School/Lab Mgmt./BlumIncludes Subproject No.(s) N/AProject Director(s) T. C. Blum

GTRC/GIT

Sponsor DHHS/PHSTitle Worksite Integration of ADM Prevention StrategiesEffective Completion Date: 5/31/88 (Performance) N/A (Reports)

Grant/Contract Closeout Actions Remaining:

- ☐ None
- ☒ Final Invoice or Copy of Last Invoice Serving as Final
- ☐ Release and Assignment
- ☐ Final Report of Inventions and/or Subcontract:
Patent and Subcontract Questionnaire
sent to Project Director ☐
- ☐ Govt. Property Inventory & Related Certificate
- ☐ Classified Material Certificate
- ☐ Other _____

Continues Project No. _____ Continued by Project No. M50-655

COPIES TO:

Project Director
Research Administrative Network
Research Property Management
Accounting
Procurement/GTRI Supply Services
Research Security Services
Reports Coordinator (OCA)
Program Administration Division
Contract Support Division

Facilities Management - ERB
Library
GTRC
Project File
Other _____

SECTION IV
PROGRESS REPORT SUMMARY

GRANT NUMBER

R01 AA07192 - 02

PRINCIPAL INVESTIGATOR OR PROGRAM DIRECTOR

Terry C. Blum

PERIOD COVERED BY THIS REPORT

FROM

THROUGH

APPLICANT ORGANIZATION

Georgia Institute of Technology

6/1/87

5/31/88

TITLE OF PROJECT (Repeat title shown in item 1 on first page)

Worksite Integration of ADM Prevention Strategies

(SEE INSTRUCTIONS)

1. The plans, objectives and specific aims for the next year of support are the same as those indicated in the original proposal. The goal of the research is an improved scientific understanding of worksite human resource management for prevention and early intervention of alcohol abuse, drug abuse and mental health (ADM) disorders among workers. In addition to testing hypotheses and constructing typologies derived from organizational theory, the proposed research will describe the variety of strategies related to ADM prevention and their configurations that exist in the workplace. The research will ascertain how human resource managers, who are centrally involved in implementation decisions, interpret information from their internal and external environments with regard to ADM issues. We will examine which policies and programs are implemented, those which are not, and the conditions under which they are perceived as most effective relative to ADM prevention and intervention. A model that will guide the research is that managerial interpretation of ADM issues reflects the internal and external environment of organizations and affects formal and informal strategies that exist, the use of those strategies and the eventual impact on ADM prevention or early intervention.

The proposed research uses a field survey methodology with operating units of private work organizations as the units of analysis. Data are collected via on-site interviews conducted by field interviewing specialists and supplemented by questionnaires. Data will be collected from 260 organizations during the next year of the grant. By the end of the next grant year data will be collected from a sample of 300 organizational operating units.

The research will produce data on how ADM interventions are integrated with each other and with other human resource management strategies as well as data about barriers that exist to the implementation of ADM strategies. The research results will have an impact on the academic community in terms of filling a gap in knowledge about organizational and human resource management theory through substantive operationalization of ADM issues. It will also have relevance to practitioners who will have available new interpretations and modes that could translate into creation and successful implementation of new or better strategies for preventing ADM problems through the worksite.

Months 13-24 of the project include data collection from multiple respondents in a total of 300 organizations (260 in year 2). Interviews will be scheduled, conducted, coded, entered into the computer. Questionnaires will be administered, follow-up for high response rate will be conducted, coded, entered. Interviews and questionnaire data will be linked. Comparisons of respondents and non-respondents will be made.

2. The activities conducted during the current budget year conform to those outlined in the original proposal. The project was started, staff was hired, population frames were compiled, instruments and preliminary codebooks were developed and pre-tests completed. We used many lists to compile a population frame of organizations in Atlanta and Athens, Georgia, SMSAs. The list that many organizational researchers use, the Dun's Marketing Indicators tape, was found to be overwhelmingly lacking in the

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exhaustive listing of organizations. The bias in the list is greater as organizational locations get smaller. However, even the smallest organizations we are working with (250+) are not very small and not entirely represented in the list.

In random digit dialing surveys (N=524, response rate 67.5%) we found that almost 34% of those employed in the state of Georgia are employed by organizations that provide employee assistance services. This percentage is up from 25% one year earlier. The increase is evident in each size workplace, but the growth is the largest in the smaller employers. In 1986, 30% of employees in the Atlanta SMSA had EAPs. In 1987, the percent increased to 39%. In North Georgia the percentage increased from 19% to 26%, and in South Georgia the percentage increased from 25% to 32%. Data from these surveys indicated a wide knowledge of individuals being helped with their own or their family members alcohol problems through workplace programs, with individuals in higher positions in organizational hierarchies more likely to know someone personally who was helped with an alcohol problem through an EAP.

Telephone calls to human resource departments of organizations, that could fall in our sample, during January and February, 1988 indicated that 55% of the organizational units with 1000 or more employee had EAPs, 65% of these were internal programs and 35% were externally contracted. Forth-seven percent of the organizational units with 750-999 employees had EAPs, 70% were externally based programs and 30% were internal programs.

Thirty-four percent of organizational units with 1000 or more employees did some form of drug screening, but 78% of these 34% only did pre-employment screening. That is 26.5% of all organizational units with more than 1000 employees do pre-employment screening only. Forty-five percent of organizational units with 750-999 employees do some drug screening. The preponderance of screening is pre-employment screening.

In reanalysis of data collected from six states in 1985 indicated no significant differences in EAP usage for alcohol and drug problems in organizations that pre-employment screen for drug use and those that do not.

3. Human subjects protocols are the same as those when the application was competitively reviewed.

4. Vertebrate animals: Not applicable

5. Publications:

"Notes on the New Epidemiology of Alcoholism," Paul M. Roman and Terry C. Blum, JOURNAL OF DRUG ISSUES, 17, No. 4 (Fall, 1987):321-332.

"The Relation of Employee Assistance Programs to Corporate Social Responsibility Attitudes: An Empirical Study," Paul M. Roman and Terry C. Blum, RESEARCH IN CORPORATE SOCIAL PERFORMANCE AND POLICY, Vol. 9, Greenwich, CT: JAI Press, 1987: 213-236.

"New Occupations and Division of Labor in Workplace Alcoholism Programs," Terry C. Blum, RECENT DEVELOPMENTS IN ALCOHOLISM, Vol. 6, New York: Plenum, 1987.

"Educating Organizational Consumers about Employee Assistance Programs," Terry C. Blum, Paul M. Roman and Nathan Bennett, PUBLIC PERSONNEL MANAGEMENT, vol. 16, no. 4, (Winter, 1987): 299-312.

"Formal Intervention in Employee Health: Comparison of the Nature and Structure of Employee Assistance Programs," Paul M. Roman and Terry C. Blum, SOCIAL SCIENCE AND MEDICINE, 1988.

Terry C. Blum

- "Purveyor Organizations and the Implementation of Employee Assistance Programs," Terry C. Blum and Paul M. Roman, JOURNAL OF APPLIED BEHAVIORAL SCIENCE, 1988.
- "Public Images of Alcoholism: Data from a Georgia Survey," Terry C. Blum, Nathan Bennett and Paul M. Roman, JOURNAL OF ALCOHOL STUDIES (forthcoming).
- "Employee Assistance Programs" Terry C. Blum and Paul M. Roman, RESEARCH IN PERSONNEL AND HUMAN RESOURCE MANAGEMENT, vol. 7 (forthcoming).