

The impact of employee assistant programs (EAPs) on reductions of mental disturbance: Evidence from employees working in hospital in Taiwan

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Introduction



- Mental health problem
- Purpose
- The initiation of EAPs

Employee care group



Psychological Intervention



aromatherapy



aromatherapy



EAPs (Employee Assistant Programs)

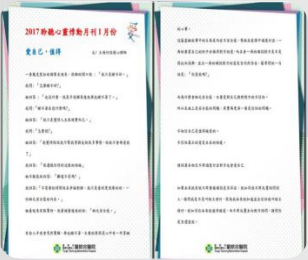


1. employee care unit and a counseling psychologist

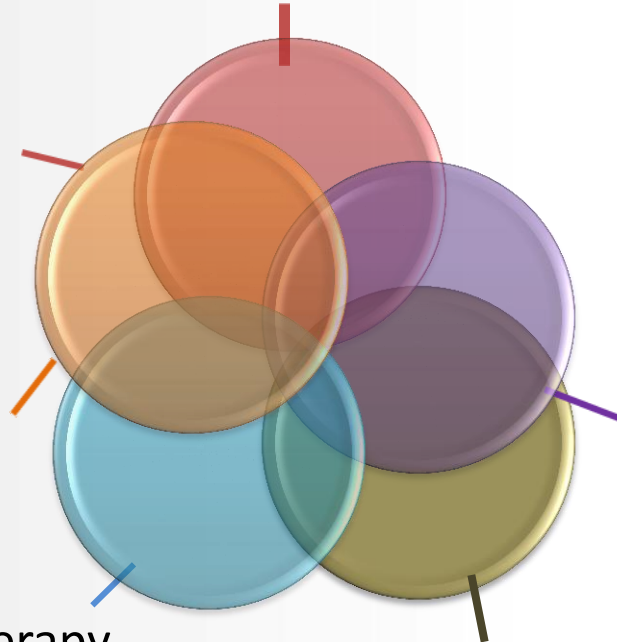
2. "Employee Caring Seeds" to promote employee care



3. "Listening to the Worries of the Heart" monthly magazine



4. aromatherapy



5. Implement care for new employees to reduce maladjustment



6. all the health promotion activities in one system

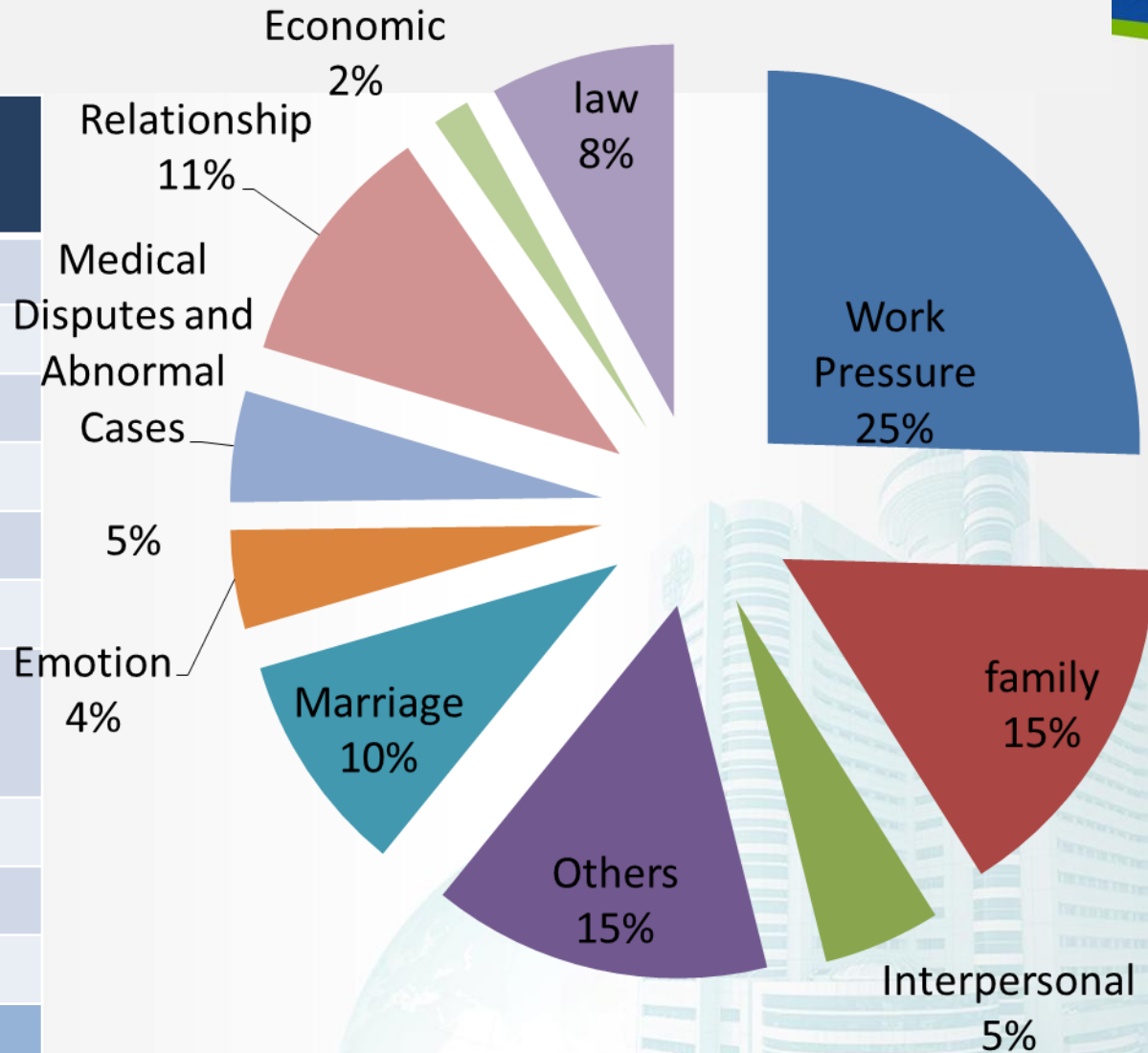


employee care consultation



Average : 31.0

issue	Person times
Work Pressure	95
family	58
Interpersonal	19
Others	55
Marriage	36
Emotion	16
Medical Disputes and Abnormal Cases	18
Relationship	40
law	30
Economic	6
Sum	373



Caring Seeds Training-

142 person times · 95.8 points

Nominate
Advocate
Introduce
Increase



~group learning~



~group photo~



~group discussion~



~Relax~

care training for supervisor

194 person times · 93.2 points



Suicide prevention gatekeeper
Mood/interpersonal/ high risk





Listening to the Worries of the Heart

published	Goal	Achieved
12 issues	Publish 12 issues	100%

Month	Article title	note
2017/01	Love yourself	liberty times 2017/02/08
2017/02	Dream meet yourself	liberty times 2017/03/05
2017/03	Closer to fragile	liberty times 2017/04/26
2017/04	Away from fear	
2017/05	Away from debt	
2017/06	Is that you in the dream	
2017/07	Death dream	
2017/08	Happy family	
2017/09	Sleep quiz	
2017/10	Love and gratitude	liberty times 2017/09/13
2017/11	Good communication	
2017/12	Online sales	

allow/recognize
/resolve/special
mailbox/receive

聆聽心靈悸動月刊 10 月份
恩情與愛情 傻傻分不清 文/王鈞竹心理師

身形纖細的女子戴著口罩走進諮商室：「我的男友有一夜情的習慣，我在他的 line 中發現的。」

我回答：「你很難解。」

她說：「他病了嗎？」

我問：「替他找理由並不能改變什麼，所以你還是愛著他，對吧！」

她說：「他幫我很多。」

我問：「所以妳用感情回報他。」

她說：「我離不開他，我愛著他。」

我問：「一方面覺得該離開，一方面又走不了。」


她沉默。

眼角流下淚水：「我不知道該怎麼辦。」

一段感情如果少了最基本的信任與尊敬，那麼存在的意義會剩什麼？離不開的背後是什麼意思？是代表自己沒有辦法單身，還是太多的需要只有他能滿足？感情跟感恩從來不同。

她說：「我夢到了在公車上過站了卻沒有下車。」

我說：「也許你的潛意識知道該走了，卻卻仍然停留，提醒妳該下車了，在另個

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Listening to the Worries of the Heart



- Interconnection activities~

After reading, their feedback

27 employees gave feedbacks by mail

2 person seek for help after reading



Newcomer training



Newcomer Assembly: help to adjust new Job/relaxation/ manage/increase



Result

Newcomer Assembly	2017 events	2017 participants	Rating
Pre-service training (mindful/suicide)	16	349	92
Newcomer general training	4	574	90
sum	20	923	91

Aromatherapy



136 person times · 97.8 points



Aromatherapy





"Happiness Bank Book Point Rewards"



Goal

- Increase participation in employee health promotion activities

Reason

- help maintain positive, healthy behavior, and improve physical, psychological, and spiritual health
- in order to promote first rate prevention

Method

- recognized by rewarding health points and a lottery system would encourage active participation

"Happiness Bank Book Point Rewards"



	2016		2017	
	participant	Person times	participant	Person times
Feb.	-	-	88	88
Mar.	62	62	626	714
Apr.	27	89	9	723
May	241	330	82	805
June	287	617	466	1271
July	181	798	37	1380
Aug.	139	937	594	1974
Sep.	68	1005	357	2331
Oct.	811	1816	859	3190
Nov.	41	1857	325	3515
Dec.	141	<u>1998</u>	23	3538

Achieved

3538

"Happiness Bank Book Point Rewards"



assistant administrator open the secret gift



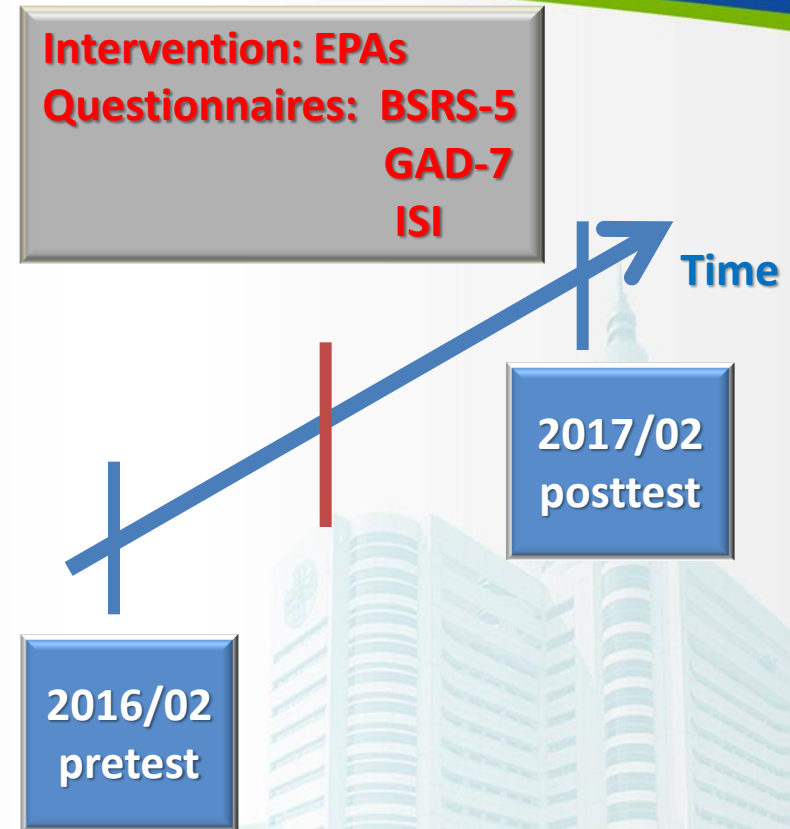
Psychologist play a psychological game related to secret gift with supervisors



Method and Result



- Design
- Questionnaires
- Result



Conclusion & Implication



Any feedback
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