

EAP Studies With Impact on Employee Presenteeism

Improved Employee Presenteeism/Work Performance After Use of EAP	Study Sample Size and EAP Delivery Model for Client-Counselor Contact	Source
59% and 62% of all cases had improved work performance	704 cases from 2002 and 1,206 cases from 2003; from multiple universities; mostly in-person model	Phillips (2004)
50% of all cases had improved absence and productivity at work	882 cases – in-person model	Kirk (2006)
Reduction from 15% to 5% of all clients who “could not” do their daily work or who experienced “quite a bit” of difficulty doing their daily work in past 4 weeks	59,685 cases – internally managed EAP; mostly in-person model	Selvik, Stephenson, Plaza, & Sugden (2004)
57% of cases with improved work productivity, with average gain in productivity of 43%	11,909 cases – external national EAP provider; mostly telephonic model	Attridge (2003)
For cases with initial level of at least half day of low productivity, average number of days with work cut-back in past 30 days was reduced from 8.0 to 3.4 (58% gain in productivity)	3,353 cases – external national EAP provider; mostly telephonic model	Baker (2007)

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SOURCE OF TABLE: Attridge, M., Bennett, J. B., Frame, M. C., & Quick, J. C. (forthcoming, 2009). Corporate health profile: Measuring engagement and presenteeism. In W. Emener, W. Hutchison, Jr., & M. Richard (Eds.), *Employee Assistance Programs: Wellness/Enhancement Programming – 4th Edition*. Springfield, IL: Charles C Thomas.