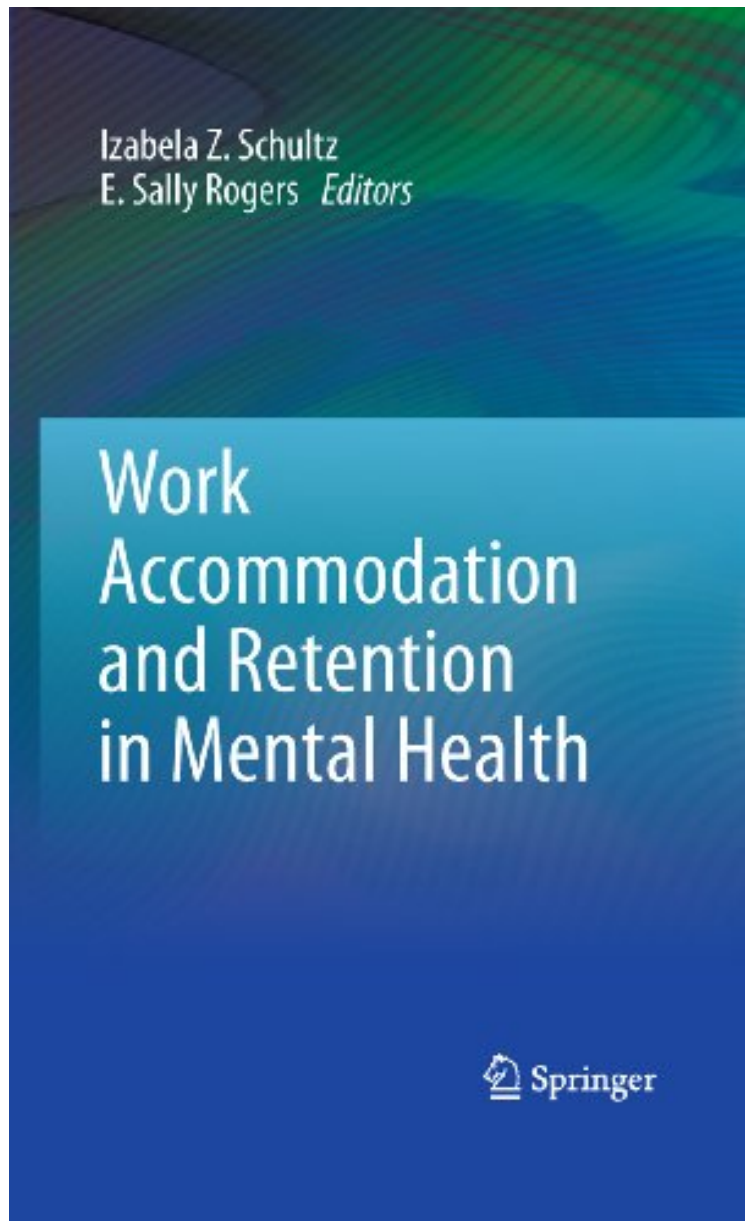



Work Accommodation and Retention in Mental Health

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From Springer : Work Accommodation and Retention in Mental Health before purchasing it in order to gauge whether or not it would be worth my time, and all praised Work Accommodation and Retention in Mental Health:

Growing interest in the field of mental health in the workplace among policy makers, clinicians, and researchers alike

has been fueled by equal employment rights legislation and increasing disability statistics in mental health. The importance of addressing this topic is underscored by the fact that depression now ranks second on the hierarchy of occupational disabilities. The problem is compounded by a host of factors, including major difficulties in job retention and productivity experienced by persons with mental health disabilities; younger age and higher education of persons with mental health problems; and labor shortages and an aging workforce in many industrialized countries. In addition, particularly in the United States, the vocational needs of army veterans returning from duty with mental health disorders require system-based solutions and new rehabilitation approaches. The pressure created by these powerful legislative, societal, and economic forces has not been matched by the state of evidence-based practices in the field of employment retention and job accommodation in mental health. Current research evidence is fragmented, limited in scope, difficult to access, and adversely affected by the traditional divide between the fields of psychiatry and psychology on one hand and interdisciplinary employment research and practices on the other. As a result, policy makers, employers, disability compensation systems, and rehabilitation and disability management professionals have been left without a critical "how to" evidence-informed toolbox for occupational practices to accommodate and retain persons with mental health disabilities in the workplace. Currently, no single source of knowledge and research evidence exists in the field that would guide best practices. Yet the need for workplace accommodations for persons with mental health disabilities has been growing and, based on epidemiological trends, is anticipated to grow even more in the future. These trends leave physicians, psychologists, occupational therapists, vocational rehabilitation professionals, disability managers, human resource professionals, and policy makers poorly prepared to face the challenge of integrating and maintaining persons with mental health disabilities in the workplace. The aim of the Handbook is to close the gap between the needs of the professionals and networks that work with or study persons with mental health disorders in an employment context and the actual knowledge base in the field. The Handbook will be written in language that can easily be understood by readers representing a multitude of disciplines and research paradigms spanning the mental health, rehabilitation, and employment fields of inquiry. The Handbook will contribute an integration of the best quantitative and qualitative research in the field, together with experts' consensus, regarding effective work retention and accommodation strategies and practices in mental health. The book will consist of five major sections, divided into chapters written by recognized experts in these areas.

From the reviews: "This book addresses how mental health issues affect employee productivity, unemployment, and underemployment, emphasizing the importance of vocational rehabilitation and job accommodation. The primary target audience includes occupational and rehabilitation physicians, vocational rehabilitation providers, occupational therapists, psychiatrists, psychologists, neuropsychologists, and social workers who assist individuals with mental health disabilities to get and keep work. This book addresses an employment problem, offering practical suggestions to increase job productivity." (Gary B. Kaniuk, Doody's Service, April, 2011) From the reviews: "This book addresses how mental health issues affect employee productivity, unemployment, and underemployment, emphasizing the importance of vocational rehabilitation and job accommodation. ... The primary target audience includes occupational and rehabilitation physicians, vocational rehabilitation providers, occupational therapists, psychiatrists, psychologists, neuropsychologists, and social workers who assist individuals with mental health disabilities to get and keep work. ... This book addresses an employment problem, offering practical suggestions to increase job productivity." (Gary B. Kaniuk, Doody's Service, April, 2011) From the Back Cover Work Accommodation and Retention in Mental Health Izabela Z. Schultz and E. Sally Rogers, Editors Mental illness has long been recognized as a cause of unemployment and decreased job productivity. More recently, a myriad of social, legal, and demographic factors have brought more people with mental health impairments into the workplace, resulting in considerable practical questions for employers, rehabilitation specialists, and other professionals, particularly on accommodation and retention issues. Work Accommodation and Retention in Mental Health occupies a unique place in the mental health and vocational rehabilitation literature by assembling a scattered and fragmented knowledge base into an evidence-informed sourcebook and how-to guide. With its in-depth background on conceptual and legal issues, extensive discussion of the effects of psychological conditions on work outcomes, and equal emphasis on clinical and occupational interventions, this book is accessible to readers across a wide range of disciplines seeking effective job retention and accommodations strategies in mental health. Included in the this coverage: • A conceptual framework for job accommodations in mental health. • The relationship between psychological disorders and work performances. • Employment interventions for mental health disorders. • Barriers and facilitators to job accommodations. • Evidence-based best practices. • Future directions for improving work outcomes for those with mental illnesses. Work Accommodation and Retention in Mental Health will solve a multidisciplinary readership in occupational medicine, psychiatry, clinical rehabilitation, industrial/organizational, and neuropsychology; vocational rehabilitation counseling; occupational therapy; disability management; and human resources management.