

A study on Need of Counseling to the Industrial

Dr. S.J.Mahesha S/o Javaraiah

Seeagur villeg

Ankpur (Post) Kattaya Hobali

Hassan taluk Hassan District

Maheshasj2016@gmail.com

Introduction:

The latest trend catching up in the corporate HR across the world is employee counseling at workplace. In the world of ever increasing complexity and the stress in the lives, especially the workplaces of the employees, employee counseling has emerged as the latest HR tool to attract and retain its best employees and also to increase the quality of the workforce (Madavi Latha HR) In today's fast-paced corporate world, there is virtually no organization free of stress or stress-free employees. The employees can be stressed, depressed suffering from too much anxiety arising out of various workplace related issues like managing deadline meeting targets, lack of time to fulfill personal and family commitments pre bereaved and disturbed due to some personal problems. Organizations have realized the importance of having a stress-free at motivated and capable workplace. Therefore. Many companies have integrated the counseling services in their organizations and making it a part of their culture. Organizations are offering the service of employee counseling to its employees.

What is an HR employee?

Human resources specialists are responsible for recruiting, screening, interviewing and placing workers. They may also handle employee relations, payroll, benefits, and training. Human resources managers plan, direct and coordinate the administrative functions of an organization.

Scope of the study: - The scope of the study is limited to and selected department employee, it is

not related to any other company employee. All the information, which given by researcher.

Hypothesis: - Hypothesis is predictive statement capable of being satisfied by scientific methods that relates an independent variable to some dependent variable. This is usually considered as principal instrument in research. His prediction was that all employees of the company are satisfied towards job because the working environment and administration of the company is favorable to the employees.

This research article based on Secondary data: Secondary sources include reference of text books, magazines, journals and articles in newspapers, administration reports, college library and various websites

Review of literature:

However, globally, the employee counseling programs had evolved from employee assistance programs. In western countries, employee assistance programs concept had emerged from scattered attempts during the last forty years to establish alcoholism rehabilitation programs in a few industries. These programs were essentially alcohol-only treatment programs in the major industries. Over the years, their development had broadened to include employees whose work efficiency has been reduced by other personal problems. Most employee assistance programs today offer a variety of services for the employee for everything from marital programs to financial management other specific problems upon which the 1980s model employee assistance programs.

Employee Counseling:

Counseling in Industry: Employee counseling can be explained as providing help and support to the employees to face and sail through the difficult times in life. At many points of time in life or career

people come across some problems either work or personal life when it starts influencing and affecting their performance and increasing the stress levels of the individual. Counseling is guiding, counseling, advising and sharing and helping to resolve their problems whenever the need arises. Technically, Psychological counseling, a form of counseling is used by the experts to analyze the work related performance and behavior of the employees to help them cope with it, resolve the conflicts and tribulations and re-enforce the desired results. Ingredients of counseling; Counseling of staff is becoming an essential function of the managers. The organization can either take the help of experienced employees or expert, professional counselor to take up the counseling activities. Increasing complexities in the lives of the employees need to address various aspects like;

Performance counseling: Ideally, the need for employee counseling arises when the employee shows signs of declining performance, being stressed in office-hours, bad decision-making etc In such situations, counseling is one of the best ways to deal with them. It should cover all the aspects related to the employee performance like the targets, employee’s responsibilities, problems faced, employee aspirations, inter-personal relationships at the workplace, et al. Personal and Family Wellbeing; Families and friends are an important and inseparable part of the employee’s life. Many a times, employees carry the baggage of personal problems to their workplaces, which in turn affects their performance adversely Therefore, the counselor needs to strike a comfort level with the employees and counseling sessions involving their families can help to resolve their problems and getting them back to work- all fresh and enthusiastic.

Objectives

Counseling helps a person overcome emotional problems and weaknesses relating to performance. According to Eisenberg and Delaney, the aims of Counseling are as follows:

1. Understanding self.
2. Making impersonal decisions. A study on Need of Counseling to the Industrial Employees
3. Setting achievable goals which enhance growth.
4. Planning in the present it bring about desired future.

5. Effective solutions to personal and interpersonal problems.
6. Coping with difficult situations.
7. Controlling self defeating emotions.
8. Acquiring effective transaction skills.
9. Acquiring ‘positive self-regard’ and a sense of optimism about one’s own ability it satisfy basic needs

Functions of Counseling;

The main objective of Counseling is to help the employee attain a better mental, emotional and physical health. A counselor is the one who can help a person realize a better tomorrow by the attainment if self- confidence, self-development, patience and self-growth. The objectives of counseling are achieved through the counseling function. The counseling functions are the activities that can be done by counseling. The functions are:

1.Advice; Advice giving is not desired for counseling, as it s a process of self growth which advising would hamper. But many a time’s counselors do have to advice so as to show/ guide the counseled towards a path of action. A study on Need of Counseling to the Industrial Employees

2.Reassurance: Counseling has to provide reassurance to the employee that he or she is progressing well and moving towards achieving the desired foal. Reassurance here can be meant as encouragement also. This is mostly in the case of the mid career managers where counselor can only reassure that everything will work out Employees’ Counseling fine and also encourage him or her to work as the desired goal is within reach.

3.Communication; Counseling is mostly about proper communication. A Proper Communication is required to pass the employee problems to the management and also to air the views of the management to the employees. Communication skills such as listening, providing feedback and so on are required for an effective counseling.

4.Release of Emotional Tension; Counseling gives a scope to the employees to release their emotional tension Emotional outbursts help the employee to release one’s anger and frustration to a sympathetic listener, which in turn helps in subsiding the tension. A study on Need of Counseling to the Industrial Employees

5. Clarified Thinking; Discussing one's problem with someone helps the person to see those points and facts which have been overlooked earlier due to emotional involvement with the problem. The counselor is not required to guide the person in such a case, as only listening to the outpouring will help. Once the counseled person starts speaking to the outpouring will help. Once the counseled person starts speaking very soon many fact are clarified as the counseled person starts speaking very soon many facts are clarified as the counseled starts thinking aloud which in turn results in rational and logical thinking and helps in solving the problems, real or imaginary.

Counseling Benefits :

The benefits of counseling are;

- Helping the individual to understand and help himself
- Understand the situations and look at them with a new perspective and positive outlook
- Helping in better decision making
- Alternate solutions to problems
- Coping with the situation and the stress A study on Need of Counseling to the Industrial Employees.

Types of counseling;

Counseling session depends upon the counselor to give it a direction. The type of direction the counselor gives to the session differentiates it into three types of counseling;

1. Directive counseling; In this type of counseling the counselor gives the full direction. The counselor leads the session completely and the type of counseling fulfils the criteria of the counselor giving advice and reassurance. The counselor listens to the counseled and decides on behalf of the counseled as to what should be done. It also helps in releasing the emotional tension. But this form of counseling does not equip the counseled person to handle similar situations in future as no self-growth has taken place. The self- growth can be achieved when a development person tries to look for the answers himself or herself with some help from someone; But as stated earlier, in this case a person will always have to look towards someone else to advice and sort

out the problems in future. A study on Need of Counseling to the Industrial Employees

2.Non-directive counseling; This type of counseling is counselee oriented. This means that the counselor does not act as an advisor; rather the counselor only listens to the counselee. Understands the problem but does not offer any solutions. The counselee here has to the find the solution and his or her own. This type of counseling helps in employee orientation as the employees are given a chance to find their own solution. Thus they are prepared to handle at least similar kinds of problems in future an own.

3. Co-operative/participative counseling; This is a compromise between the above two extreme type of counseling. It is a mutual contribution for diagnosing a problem, analyzing the problem and then looking for a solution. It is a mutual counselor-counselee relationship where both participate to find a solution. Here an exchange of ideas takes place between the two. Both the participants provide a bit of knowledge, experience and insight and thus it is a case of balanced compromise. In general, it provides four counseling functions, of reassurance, communication, emotional release and clarified thinking.

Bibliography

- 1) Discman F. Ingredients of an effective employee assistance program. IN: Meaner WG; Hutchison WS. Jar; eds. Employee Assistance programs: Wellness/Enhancement programming (3rd ed.). Springfield IL: Charles
- 2) Anon. public employees. Alcoholism: Rehabilitated alcoholic keeps job. NYLS city. Law 9: 138,2003. (2 ref)
- 3) Bamberger P; Boron M. The prevalence and distribution of employee substance – related problems and programs in the Israeli workplace.
- 4) Bennett JB; Patterson CR; Reynolds GS; Waialua WL; Lehman WEK. Team awareness, problem drinking, and drinking climate: Workplace social health promotion in a policy context. American Journal of health promotion 19(2): 103-113, 2004. (42refs)
- 5) Croissant B; Klein O; Lobber S; Mann K. Drug prevention at the place of work: Feasibility study in a large chemical company [German]. Gesundheitswesen 66 (8-9): 505-510, 2004. (6refs).

- 6) Dietz D; Cook R; Herschel R. workplace health promotion and utilization of health services: Follow-up data findings. Journal of Behavioral health services & Research 32(3): 306-319, 2005. (25 refs.)
- 7) Chopro B. S. et. Al. "Leadership for the Indian Managers, A human relation approach", The Times Research Foundation.
- 8) Craig, R. L. N. "Training and development handbook A guide to Human Resource Development", McGraw Hill (1976)
- 9) Davar R. S.. "Personnel Management & Industrial Relation", Vikas Publishing House Private Ltd., New Delhi, 1979
- 10) Davis, Keith. "Human Behaviour at work", "Organisational Behaviour", Tata McGraw Hill Co. Ltd. New Delhi, 1977

