

The relationship between organisational workplaces and psychological wellbeing is an ever-increasing problem that continues to require attention and continuous evaluation. It is critical to understand the role and purpose of Employee Assistance Programs (EAP) and how they are utilised in organisations. This psychology honours research project aims to evaluate the effectiveness of EAPs on the emotional wellbeing of employees, in order to identify how the health and safety of people at work may be improved.

The continued development and promotion of EAPs necessitates the ongoing evaluation of EAP effectiveness, making clear the individual and organisational benefits of EAP provision. There has been a steady increase in the prevalence of EAPs, however assessing the relative effectiveness of these programs has lagged behind. It is imperative that EAPs are continually assessed as they are increasingly incorporated into workplaces and organisations, as well as to improve the services and highlight their role individually and organisationally.

This research study will contribute to the developing body of EAP research by investigating the relationship to the organisation's psychosocial safety climate (PSC) and evaluating client satisfaction of EAP services.

It is deemed necessary to consider how PSC and EAPs may interact with each other and affect individuals and the organisations in which they work. By assessing PSC, links between the effectiveness and success of EAPs and organisational climate may be determined. Therefore, highlighting the importance of PSC as a predictor of psychological wellbeing. Currently, no research has been conducted on the proposed relationship between PSC and the effectiveness of EAPs.

Client satisfaction has been used in previous research as a measure of EAP effectiveness. The assessment of client satisfaction in EAP evaluation is necessary to analyse the varying therapeutic process and its outcomes and gain information regarding client's perspectives on the organisation's health intervention for its employees.

Based upon previous literature, it is hypothesised that:

1. The use of Employee Assistance Programs in the workplace will significantly improve the emotional and general psychological wellbeing of employees.
2. The effectiveness of Employee Assistance Programs as assessed by an increase in emotional wellbeing (indicated by a decrease in GHQ scores) will be significantly higher in workplaces with a higher Psychosocial Safety Climate (PSC-12) when measured pre and post EAP.
3. The effectiveness of Employee Assistance Programs as assessed by an increase in emotional wellbeing (indicated by a decrease in GHQ scores) will significantly increase as client satisfaction (measured with a self-reported satisfaction scale) increases when measured post-EAP.

Data will be collected from multiple organisations in Australia and New Zealand.

If you have participated in this study, we are very thankful and appreciative of your time.

If there are any further questions, please do not hesitate to contact supervisors, **Prof Maureen Dollard**, PhD (tel: 08 8302 4846) and **Dr Ali Afsharian** (tel: 08 8302 4515) at the University of South Australia, Asia Pacific Centre for Work Health and Safety, A WHO Collaborating Centre in Occupational Health; or industry supervisor, **Oliver Brecht** (tel: +61 2 9929 8515), President of the Employee Assistance Professional Association of Australasia (EAPAA), or **Sophia Bouzikos** (tel: +61 0425 355 704).