

Employee assistance

[Business](#), [Management](#)



The article also considers the personnel professionals to be responsible for managing substance abuse in the work place. This include offering guidance and counseling to people affected by substance abuse. Employees are able to perform and meet their expectations if they are free from destructive habits. Most employees get involved in substance abuse due to work-related issues such as stress. Personnel professional such as supervisors are charged with the responsibility of ensuring that employees within an organization perform to their expectations. Supervisors are therefore responsible for ensuring that employees within their organization lead a life that is free from substance abuse.

Supervisors within an organization face the issue of diversity in their daily responsibilities. Substance abuse is a common factor that contributes to the diversity of employees within an organization. Supervisors can use the information contained in Smits and Pace article to formulate policies for the management of substance abuse in their workplace. The information can also be used to articulate workers such that they avoid getting involved in drug abuse. This will greatly help the organization to meet its objectives.