

Disability Management in Companies

An Instrument for a Viable Learning Organization



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Recent Trends in Human Resources and Organizational Development

narrow understanding

- administration and qualification
- marginalized: not a core issue of a company

extensive understanding

- includes team- and organizational development
- operational action oriented towards the company's inherent qualification potential
- combines systematically individual, interpersonal, and apersonal (organizational) starting points
- human resource development is dissolving itself into a learning organization (Berthel & Becker, 2007)

further trends

- Diversity Management
- Workplace Health Promotion

Corporation, Gainful Employment, and Health

sickness and gainful employment

- personal and social identity is affected extensively by the adaption of a socially stigmatized role
- in work-centered societies, there are just a few occupations that show a lower social prestige than the state of unemployment
- loss of workplace as well as continuing unemployment are to be regarded as independent risk factors for health
 - influence health related behavior negatively
 - cause the development of health-related problems (psycho-social or mental)
- sickness as a precarious form of social integration

developments in workplace health promotion

- the WHO declaration ratified in 1986
- ENHWP
- workplace health promotion in Switzerland: program health promotion and work

The Disability Management Approach

in Switzerland

- not much explicitly known
- private and public companies: in-house DM
- external DM

case work as a professional guided and structured process

- follows the objective of individual work integration
- is embedded into a context: the situatedness of the concrete case in regard to the integration into the corporate functional processes and the social expectation structures inherent to a company
- for DM it is crucial to connect the individual, case-related level with the organizational-structural level

Comprehensive Disability Management

case level

- to support diseased and injured employees
- using the social case management approach
- focussing on the employees' resources

organizational level

- organizational-related development
- general measures of workplace health promotion
- contribution to the transformation of the corporation into a learning organization

Conclusion

diversity management as a new approach has begun to flourish

importance of heterogeneity and equal opportunities

case and system are linked together in a specific way