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Workplace Substance Abuse Problems Prevention: Bio-Psychological and Social Approaches and Implications for Theory and Practice

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Abstract

The workplace is filled with various stressors and individuals with diverse abilities to cope with stress, as well as different coping mechanisms. Substance abuse, which often culminates in addiction problems orchestrated by work-related elements among different categories of workers in the work settings, deserves more attention. Hence, the paper examines the prevalence of substance abuse/addiction problems in the workplace and explores the preventive measures based on an alternative approach. The paper considers motivations and indicators of substance abuse/addiction problems among employees and their implications for self-efficacy, work attitude and in the long run productivity. Based on the challenges which substance abuse/addiction problems pose to the workplace, the article proffers solutions in terms of preventive measures using the template of bio-psychological and social approaches. The implications of these approaches for theories and practice are discussed. It is recommended that personality tests be made compulsory at the point of entry for all categories of workers and be conducted regularly.

Keywords: Workplace; Substance Abuse; Addiction Problems; Work-Related Variables; Bio-Psychological Approach; Social Approach and Personality Test