



Unit 9 - Week 7

Course outline

How to access the portal

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Week 7

 Lecture 31 : Employee Counseling & Wellbeing

 Lecture 32 : Employee Counseling & Wellbeing (Contd.)

 Lecture 33 : Employee Counseling & Wellbeing (Contd.)

 Lecture 34 : Employee Counseling & Wellbeing (Contd.)

 Lecture 35 : Employee Counseling & Wellbeing (Contd.)

 Week 7 PPT

 Quiz : Assignment 7

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Assignment Solution

Assignment 7

The due date for submitting this assignment has passed.

Due on 2019-09-18, 23:59 IST.

As per our records you have not submitted this assignment.

1) Which of the following is the first step before proceeding for counselling? 1 point

- a. Arrange employee assistant program
- b. Spreading awareness about counselling
- c. Problem identification in employee
- d. Referring the employee to some wellness center

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

c

2) Directing employee to appropriate resources for assistance is known as? 1 point

- a. Medication
- b. Group therapy
- c. Counselling
- d. Referral

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

d

3) Which of the following is **TRUE** about follow-up action during counselling? 1 point

- a. It identifies health problems
- b. It is about sharing with a non-threatening person
- c. It is the actual intervention to solve problem
- d. It ensures that referral and treatment are effective

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

d

4) Which of the following is a type of treatment? 1 point

- a. Relationship building
- b. Family education
- c. Team therapy
- d. Individual therapy

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

d

5) Which of the following is an advantage of in-house-efforts with regard to counselling? 1 point

- a. Limitation in staff skills
- b. Lack of resources
- c. Confidentiality
- d. Greater internal credibility

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

d

6) Which of the following is a disadvantage of out-of-house effort with regard to counselling? 1 point

- a. Lack of organizational knowledge
- b. Better use of resources
- c. Availability of subject matter expert
- d. Higher cost

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

a

7) Which of the following tells employee about the availability of rehabilitation programs? 1 point

- a. Innovative workplace
- b. Drug free workplace policy
- c. Mental health care act
- d. Constructive construction

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

b

8) Which of the following is an organizational stressor? 1 point

- a. Recreation policy
- b. Low self esteem
- c. Leadership
- d. Good coworkers

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

c

9) Which of the following is a component of effort-reward imbalance model? 1 point

- a. Low effort
- b. overcommitment
- c. High reward
- d. Job demand

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

b

10) Environmental factor affecting individual is known as? 1 point

- a. Stressor
- b. Stress
- c. Eustress
- d. Distress

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

a

11) In which approach a supervisor confronts employee on poor performance? 1 point

- a. Adaptive confrontation
- b. Counselling service
- c. Cognitive construction
- d. Constructive confrontation

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

d

12) Which of the following is a behavior problem indicating possible substance abuse? 1 point

- a. Good relationships with coworkers
- b. Meeting expectations
- c. High accident rate
- d. Working enthusiastically

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

c

13) Which of the following causes peak performance? 1 point

- a. Optimum stress-stimulation
- b. Too little stress-stimulation
- c. Too much stress-stimulation
- d. Too much stress-under stimulation

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

a

14) Which of the following issue is addressed by Employee Assistant Programs? 1 point

- a. Lack of job knowledge
- b. Lack of job skill
- c. Compulsive gambling
- d. Lack of communication

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

c

15) A effective counselling program ensures all of the following **EXCEPT**? 1 point

- a. Decreased employee performance
- b. Health insurance benefit coverage
- c. Maintenance of records
- d. Policy of guaranteed confidentiality

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

a