

Addiction in the Workplace: Prevalence; Risks; and Strategies for Organizational Support

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Abstract

Addiction in the workplace is an issue that has long been overlooked but is increasingly recognized for its impact on both individual employees and organizational performance. This paper investigates the prevalence of addiction in the workplace; its risks; and the strategies that organizations can adopt to support employees struggling with addiction. The prevalence of various forms of addiction; including substance use disorders; gambling; and behavioral addictions; is examined through existing studies and workplace surveys. The paper further explores the risks associated with addiction in the workplace; including productivity loss; workplace accidents; absenteeism; organizational culture. Key strategies for organizational support; such as employee assistance programs (EAPs); counseling services; policy development; and managerial training; are discussed in detail. The goal of this paper is to provide organizations seeking to support their employees' well-being while maintaining a productive and safe working environment.

Keywords: Addiction; Prevalence; Risks; Organizational Support; Employee Assistance Programs

Introduction

Addiction in the workplace is a growing public health concern that has significant implications for organizational productivity and employee well-being. This paper explores the prevalence of addiction in the workplace, the associated risks, and strategies for organizational support.

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Received: 04-Dec-2024, Manuscript No: jart-24-156089, **Editor assigned:** 07-Dec-2024, Pre QC No: jart-24-156089 (PQ), **Reviewed:** 20-Dec-2024, QC No: jart-24-156089, **Revised:** 26-Dec-2024, Manuscript No jart-24-156089 (R), **Published:** 30-Dec-2024, DOI: 10.4172/2155-6105.100722

Citation: Kenneth W (2024) Addiction in the Workplace: Prevalence; Risks; and Strategies for Organizational Support. J Addict Res Ther 15: 722.

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