Disability Management in Companies
An Instrument for a Viable Learning Organization

Content

• Recent Trends in Human Resources and Organizational Development
• Corporation, Gainful Employment, and Health
• The Disability Management Approach
• Comprehensive Disability Management
• Conclusions
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 adoption 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 heath-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’ ressources

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