## **Contents**

	Introduction: Changing Human Resources Challenges— Responding to New Problems in the Work Setting Abraham K. Korman	· 1
PAR	T I DILEMMAS: INDIVIDUAL SOURCES	
1	The Evaluation of an Employee Assistance Program as an Agent for Organizational Change  Walter Reichman and Bernard E. Beidel	13
2	Stress Management Intervention and Assessment: An Overview and an Account of Two Experiences Shimon L. Dolan	37
3	Coping with Total Life Stress Kerry A. Bunker	58
PART	II DILEMMAS: ORGANIZATIONAL SOURCES	
4	Managing Marginal Performance in an Organization Striving for Excellence	95
5	Manuel London and Edward M. Mone Regrouping after Downsizing Mitchell Lee Marks	125
6	Organizational Systems and Employee Ethics Frank J. Navran	149
PART	III DILEMMAS: CULTURAL SOURCES	
7	The Promise and the Practice: Elder Care Initiatives in the Corporate Culture  Mindy L. Gewirtz	175

ii		Contents
8	Righting Racial Wrongs: Change in a South African Organization Allen Zimbler and Caryn Solomon	215
9	Applying an Entrepreneurship Development Program to Economic Problems in the Buffalo Area  John B. Miner and Susan Stites-Doe	243
ART	IV CONCLUSION	
10	The Expanding World of the Human Resources Specialist: The Pace Accelerates Abraham K. Korman	275
	Index	288

288

xii