

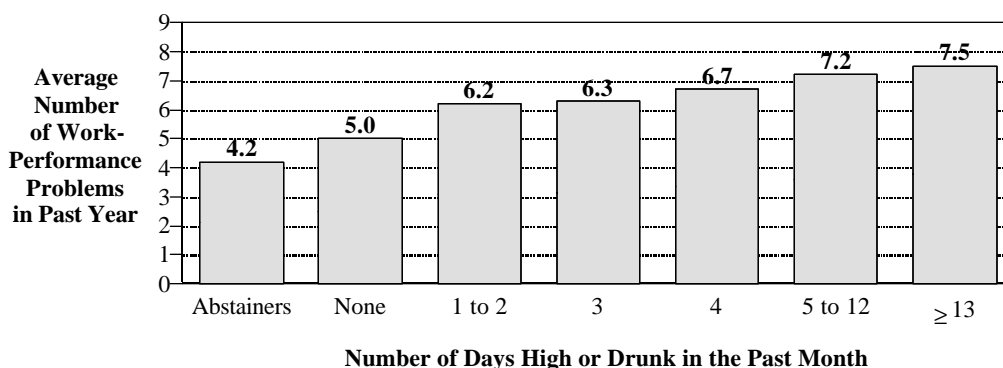
A Weekly FAX from the Center for Substance Abuse Research

University of Maryland, College Park

Corporate Drinking Study Finds Relationship Between Alcohol Use and Work Performance

The more frequently employees get high or drunk from consuming alcohol, the more likely they are to report work-performance problems, according to a study of over 6,000 employees. Employees who abstained from alcohol reported an average of 4.2 work-performance problems in the past year; employees who were high or drunk on 13 or more days in the past month reported an average of 7.5 problems (see figure below). While the authors acknowledge that "the data cannot establish whether heavy drinking causes performance problems at work by way of hangovers, . . . or whether such problems lead to heavy drinking," they believe that their findings, combined with previous research, "support the position that episodes of heavy drinking leading to hangovers can cause day-after work-performance problems" (pp. 7-8). The authors suggest that the focus of work-place alcohol policies should be expanded to include employees who drink heavily from time to time, but are not necessarily dependent.

**Average Number of Work-Performance Problems* Among Employees,
by Number of Days High or Drunk from Consuming Alcohol in the Past Month**
(n=6,540)



* Work-performance problems were defined as absenteeism, arriving to work late or leaving early, doing poor-quality work, doing less work, or having arguments with coworkers.

NOTE: Questionnaires were mailed to the homes of employees at sixteen worksites that represented a range of industries and of management attitudes toward drinking. The response rate was 71%.

SOURCE: Thomas W. Mangione, Jonathan Howland, and Marianne Lee, "New Perspectives for Worksite Alcohol Strategies: Results from a Corporate Drinking Study," December 1998. Funded by The Robert Wood Johnson Foundation and the National Institute on Alcohol Abuse and Alcoholism.

CESAR Seeking Manager for Treatment Outcome Project

CESAR is currently seeking a project manager for a three-year substance abuse treatment outcome assessment. Applicants must have a Ph.D. in a relevant discipline and experience in generating grant/contract income. Please contact CESAR at 301-403-8329 or cesar@cesar.umd.edu for a complete job description.

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