

Analisa Keperluan *Employee Assistance Program (EAP)* Bagi Guru-guru Sekolah Menengah di Bahagian Betong, Sarawak.

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Kajian bertujuan untuk mengenalpasti persepsi dan penerimaan tentang keperluan pelaksanaan EAP berdasarkan sembilan permasalahan iaitu masalah kesihatan, kewangan, keluarga, kerohanian, tekanan, masalah kerja, kerjaya, hubungan interpersonal dan persekitaran fizikal tempat kerja. Cadangan model pelaksanaan *Employee Assistance Program (EAP)* bagi guru-guru sekolah menengah di bahagian Betong, Sarawak turut dihasilkan. Borang soal selidik dan temuramah digunakan untuk mendapatkan maklumat dari 154 guru-guru sekolah menengah dari 5 buah sekolah menengah di sekitar bahagian Betong, Sarawak. Data dianalisis menggunakan kekerapan, peratusan, min, Crosstab dan Korelasi Pearson. Dapatan menunjukkan responden memerlukan pemerhatian EAP bagi empat permasalahan utama iaitu masalah tekanan, kerja, kerjaya dan persekitaran fizikal. Terdapat hubungan yang signifikan antara empat permasalahan iaitu masalah kewangan, kerohanian, tekanan dan hubungan interpersonal dengan kesemua permasalahan lain. Justeru itu dicadangkan satu model *EAP* terdiri daripada tujuh elemen utama iaitu objektif, perkhidmatan, sumber kaunselor, polisi dan prosedur, lokasi perundingan, pentadbiran dan penglibatan kesatuan sekerja.

Kata kunci: *Employee Assistance Program (EAP)*, sekolah menengah, kaunseling di tempat kerja

Abstract

The purpose of this study is to identify perception and acceptance towards the implementation of EAP based on nine problems which are health problems, finance, family, spiritual, stress, work related problems, career, interpersonal relationship and work environment. The Employee Assistance Program (EAP) intervention model for teachers in Betong secondary schools at Sarawak is also proposed. Questionnaire and interview were used to get information from 154 teachers from 5 different secondary schools in Betong division, Sarawak. Data were analysed using frequency, percentages, min, Crosstab and Correlation Pearson. The findings show that EAP needs arised in stress problem, work related, career and work environment. There is significant relationship between four major problems of financial, spirituality, stress and interpersonal relationship in the work place with all of the other problems. Therefore, researcher has suggested the EAP implementation model consists of seven elements known as objective, services, EAP practitioner resources, policy and procedure, the placement of EAP consultation room, the administration of EAP and the involvement of Sarawak Teacher's Union in EAP intervention.

Keywords: Employee Assistance Program (EAP), secondary schools, counseling at the work place