

Table of Contents



<i>Foreword</i>	xi
<i>Acknowledgments</i>	xiii

Part 1

<i>Developing and Testing a Theory of Practice</i>	1
<i>1 An Overview</i>	2
Person in Interaction in Context Over Time	2
Overview	5
Structure of This Book	7
Conclusion	7
<i>2 Developing a Theory of Practice</i>	9
The Theory-Building Process	9
Paradigms and Practice Theory Development	11
The Common Elements of a Practice Theory	18
The Variant Elements of a Practice Theory	25
Operationalizing a Practice Theory	29
Summary	31
<i>3 Testing a Theory of Practice</i>	34
Summary of the Design of the Study	34
Description of Study Participants	36
Instrument Development for Data Gathering	37
Data Analysis	38
Limitations	38

Part 2

***The Worker-Client Interaction* 41**

- 4 *Worker Skill and the Helping Relationship* 42
 - Introduction 42
 - Overview of the Practice Model 43
 - Overview of the Analysis 56
 - Worker Skill, Relationship, and Outcome Measures 57
 - Analysis of the Chapter Model 67
 - Summary 69
- 5 *The Impact of Time and Authority on the Helping Process* 74
 - Introduction 74
 - Time and the Helping Process 75
 - Authority and the Helping Process 83
 - Summary 91

Part 3

***The Person in Interaction* 93**

- 6 *Client Background, Stress, Motivation, and Support* 94
 - Introduction 94
 - Client Background 95
 - Client Stress, Acceptance of Problem, Motivation, and Ability to Use Help 101
 - Client Support System 113
 - Summary 116
- 7 *Worker Background, Stress, Motivation, Attitudes, and Support* 119
 - Introduction 119
 - Worker Background 121
 - Worker Stress 128
 - Worker Motivation and Attitudes 142
 - Worker Support System 147
 - Analysis of the Chapter Causal Path Model 153
 - Summary 156

Part 4

***The Impact of Context on Workers and Clients* 161**

- 8 *Organizational Context, Supervision, and Worker Practice* 162
 - Introduction 162
 - Overview of the Supervision-Management Model 162
 - Supervision Skill 164

Supervisor Personal Variables	182
Stress on the Supervisor	186
The Supervisor's Support System	187
Analysis of Chapter Model	191
Summary	193
9 <i>The Impact of Socioeconomic Context on the Client</i>	197
Introduction	197
Income, Housing, and Gender	200
Unemployment	209
Race and Ethnicity	218
Analysis of Chapter Model	234
Summary	236
10 <i>The Skills of Professional Impact on the System</i>	239
Introduction	239
A General Model of Professional Impact	240
Working Within the Agency System	246
Working with Other Systems	253
Summary	256
11 <i>Cost Containment and the Delivery of Service</i>	257
Introduction	257
The Impact of Cutbacks on Patterns of Service and on Staff	263
The Impact of Cutbacks on Client Outcomes	274
Summary	277
 Part 5	
<i>A Model of Social Work Practice</i>	279
 12 <i>Overview of a Model of Social Work Practice</i>	280
Summary of the Findings	280
Future Research	287
 Part 6	
<i>Research Appendices</i>	289
 A <i>Theoretical Propositions</i>	290
Introduction	290
Chapter 4—Worker Skill and the Helping Relationship	291
Chapter 5—The Impact of Time and Authority on the Helping Process	291
Chapter 6—Client Background, Stress, Motivation, and Support	291
Chapter 7—Worker Personal Variables	292
Chapter 8—Organizational Context, Supervision, and Worker Practice	293
Chapter 9—The Impact of Socioeconomic Context on the Client	294

Chapter 10—The Skills of Professional Impact on the System	295
Chapter 11—Cost Containment and the Delivery of Service	296
B Study Methodology Notes	297
Profiles of the Study Participants	297
Nonrespondent Sample	302
Instrument Development and Testing	303
Data Gathering Procedures	304
<i>Lisrel</i> Path Analysis Models	304
C Research Notes for Chapter 4	309
Findings on the Working Relationship Variables	309
Analysis of Client's Comments on Problems Relieved by Intervention	309
Notes on <i>Lisrel</i> Model for Chapter 4	310
D Research Notes for Chapter 6	312
Client Report of Problems for Themselves and Their Partners	312
Worker Perception of Client Problems	312
Client Perception of Stress	314
Complete <i>Lisrel</i> Model for Chapter 6	315
Availability of Support (Practical Help) and Child-in-Care Data	316
E Research Notes for Chapters 7 and 8	317
Age Data for Supervision and Management	317
Chapter 7 Full Causal Path Model	318
<i>Bibliography</i>	319
<i>Name Index</i>	333
<i>Subject Index</i>	336