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***IDENTIFICATION OF EMPLOYEES NEEDS TO BE ADDRESSED  
IN  
THE HIV/AIDS PROGRAMME AT AVENTIS PHARMACEUTICAL  
COMPANY***

***BY***

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## Summary

HIV/AIDS is the most formidable public health problem facing South Africa today. It has medical and social implications because it is incurable and leads to social problems in the lives of affected people. The epidemic poses a major challenge to everyone. The South African industry will be mostly affected by the epidemic and will therefore have an important role to play in managing the problem in an appropriate way.

The researcher conducted a needs analysis with the Employee Assistance Programme practitioner of Aventis Pharmaceutical Company and the HIV/AIDS manager of Aventis. Both identified the need to do the research on the identification of employee needs to be addressed in the HIV/AIDS programme because of the problems encountered during the implementation of HIV/AIDS programmes and its negative effects on the company's production.

The study was conducted at Aventis Pharmaceutical Company Aventis situated in Pretoria at Silverton. The company produces and supplies medicines to many organizations in South Africa. It is the concern of Aventis management and the aim of this study to identify employees' needs in order to address them in the HIV/AIDS programme at Aventis Pharmaceutical Company.

A literature review regarding the concepts HIV/AIDS; means of transmission, stages, impact, prevention and treatment was undertaken by using relevant books and journals.

A study of the literature equipped the researcher with knowledge of the theories, definitions and theoretical argumentation concerning the problem theme.

A qualitative approach was utilized in this study to understand employee's life and the meanings they attach to everyday life. The researcher utilized applied research to develop solutions for problems in the practice and to understand the problem in more detail. An exploratory research design was undertaken to develop an initial, rough understanding of the phenomenon.

A semi-structured interview schedule was presented to 13 respondents from Aventis in the same way to minimize the role and influence of the interviewer and to enable a more objective comparison of the results. The data was analysed and interpreted. The tape recordings were transcribed and a research report was compiled to document the research findings.

The outcome was that employees are still not fully knowledgeable about HIV/AIDS. Awareness still needs to be created and employees' must be encouraged to attend these programmes. Employees needs were identified, conclusions drawn and recommendations made.

Key concepts in the study were:

HIV

AIDS

Need

Programme

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