

Research Trends in Factors Influencing Presenteeism and Absenteeism

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Aim and Methodology: A number of studies have highlighted an array of factors that precede presenteeism, such as attending work despite health problems (Daniela & Wolfgang, 2019).

Presenteeism has been associated with economic losses resulting from reduced labor productivity (Goetzel et al., 2004) and has been linked to mental health concerns (Conway et al., 2014).

Therefore, it is important to systematize our understanding of presenteeism and examine its underlying processes. However, it has been observed that, compared to absenteeism, which represents sickness-related absence, not enough consideration has been given to the factors and processes that drive presenteeism (Daniela & Wolfgang, 2019). The purpose of this article is to review the literature on presenteeism and absenteeism, and organize and compare the factors that influence these two phenomena.

For this analysis, we included articles in which the factors influencing presenteeism and absenteeism were examined. Papers that incorporated outcome measures such as productivity during presenteeism were excluded from the analysis as the purpose of the paper is to examine the factors that influence attendance behavior during states of poor health.

Results: While it has been suggested that presenteeism may be strongly influenced by cognitive factors such as stress and psychological distress compared to absenteeism, the specific indicators were not systematically organized. Furthermore, there is a limited number of studies directly comparing presenteeism and absenteeism, and most of them were based on interindividual comparisons.



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Introduction

- Presenteeism = eg) attending work despite health problems (Lohaus & Habermann, 2019)
- Presenteeism has been associated with reduced labor productivity (Goetzel et al., 2004), mental health concerns (Conway et al., 2014), which represents sickness-related absence, not enough consideration has been given to the factors and processes that drive presenteeism (Lohaus & Habermann, 2019).

The purpose of this article is to review the literature on presenteeism and absenteeism, and organize and compare the factors that influence these two phenomena.

- A literature search was performed with PsycInfo using "presenteeism AND absenteeism".
- Literature that met the following criteria was included in the study.
 - 1, The report examines the factors that precede presenteeism and absenteeism and compares them.
 - 2, The definition of presenteeism does not include the decrease in productivity.
 - 3, The study is an academic journal.

Literature studies

- Twelve papers were used in the analysis.

Results (excerpts)

Author/Year	Participants	Result
Banks & Pearson (2021)	Nurses	Increased work-related stress was also a significant predictor of presenteeism ($\beta = .221, p \leq .001$), but not relate absenteeism ($\beta = .084, p = n.s.$)
Lauzier et al. (2017)	Employees of higher education institutions	Employees who are more stressed tend to have higher rates of absenteeism ($r = .18, p \leq .05$) and presenteeism ($r = .47, p \leq .001$) due to
Gosselin et al. (2013)	executives from the Public Service	Psychological stress by itself accounts for a 5% increase of the explained variance in our respondents' presenteeism behaviors ($F^2 = .056$). As for absenteeism job-related stress ($\beta = .064, p \leq .05$) add a small but significant 1% to the model's predictive capacity ($F^2 = .011$).

Discussion

- Presenteeism was more strongly influenced by cognitive factors such as stress and psychological distress compared absenteeism, suggesting that mental illness may make it more difficult to choose absenteeism.
 ⇒ However, specific indicators and processes have not been systematically organized.
- Furthermore, there is a limited number of studies directly comparing presenteeism and absenteeism, and most of them were based on interindividual comparisons.

Conclusion

Future research should focus on the specific identification of individual cognitive variables and the processes through which individuals transition to presenteeism and absenteeism.

Reference

Conway, P. M., Hogh, A., Rugulies, R., & Hansen, A. M. (2014). Is Sickness Presenteeism a Risk Factor for Depression? A Danish 2-Year Follow-Up Study. *Journal of Occupational and Environmental Medicine*, 56(6), 595-603. <https://doi.org/10.1097/JOM.0000000000000177>

Lohaus, D., & Habermann, W. (2019). Presenteeism: A review and research directions. *Human Resource Management Review*, 29(1), 43-58. <https://doi.org/10.1016/j.hrmr.2018.02.010>

Goetzel, R. Z., Long, S. R., Ozminkowski, R. J., Hawkins, K., Wang, S., & Lynch, W. (2004). Health, Absence, Disability, and Presenteeism Cost Estimates of Certain Physical and Mental Health Conditions Affecting U.S. Employers. *Journal of Occupational and Environmental Medicine*, 46(4), 398-412. <https://doi.org/10.1097/OJEM.00000000000001152.40433b>

※There is no COI relationship with any company that should be disclosed in connection with the presentation of the abstract.
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注：以下の資料を添付してください。

① 発表抄録（英文）、②発表実績証明書類、③参加実績証明資料

発表概要報告書

【大会概要】

2024年2月28日から3月3日にかけてインドで開催された、8th Asian Cognitive Behavioural Therapies Congressに参加した。前回大会は、2021年にマレーシアでオンライン開催であったが、今年度は、対面での開催であった。本大会のテーマは、**Cognitive Behavioural Therapies Across Illness & Health: Advances, Challenges & Way forward**であった。

【発表内容の概要】

Research Trends in Factors Influencing Presenteeism and Absenteeism（プレゼンティズムとアブセンティズムの生起要因に関する研究動向）という題目でポスター発表を行った。

本研究は、健康上の問題があるにも関わらず出勤することなどを表す Presenteeism は、労働生産性の低下やメンタルヘルスとの関連が示されているが、その生起プロセスに関して、十分に検討されていないことに着目した。具体的には、病欠を表す Absenteeism と比較して Presenteeism を選択するプロセスに関して、文献のレビューを行った。その結果、Presenteeism は Absenteeism と比較して、ストレスや心理的苦痛などの認知的要因が影響する可能性が示唆されたが、具体的な指標については体系的に整理されていないことが示された。そのため、今後は個人が体調不良に陥った際の個人の認知的変数の具体的な同定とプロセスに焦点を当てた検討を行っていくことが重要であると考えた。

【学会体験記】

ポスター発表は、2日間に分けられて実施された。1日目は3時間、2日目は3時間30分の間、参加者は自由にポスターを閲覧することができた。会場には数台のPCとモニターが設置されており、参加者は自由にPCを操作しポスターを閲覧することができた。同じ時間に割り当てられている参加者全員のポスターが常に表示されていなかったため、自身のプレゼンテーションを実施するためには、積極性が求められた。国際発表は2回目であったが、口頭での発表に自信がなかったため、前回の国際発表の際に役に立ったハンドアウトを作成して、興味を持っていただいた方にいつでも配布できるように、事前に準備して臨んだ。自身の研究を発信し、先生方と情報交換ができたことは貴重な経験となった。今後も、国際学会に積極的に参加し、自身の知見を広めていきたいと感じた。

採用された方についてはウェブページ等で内容が公開される場合があります。