

How Presenteeism is Measured in Organizational Attendance Pressure Norms

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Received: March 4, 2016

Accepted: May 11, 2016

ABSTRACT

Presenteeism or the act of attending work while sick is one of the most important aspects in health psychology research. In positive psychology view point, presenteeism promotes in workers who has allegiance to high quality standards and are energetic, initiative, active, and responsible. Present research was based on cross-sectional survey in total 370 workers from men and women in different ages and different work position throughout Tehran during 1393. CB- SEM (Covariance-based structural equation modeling) in SPSS Amos version 21.0 was used to test statistical analysis. The results suggest that the motivational process of JD- R model does not statistically significant to presenteeism. However, the positive relationship between Organizational Adjustment Norms (OAN) and work engagement was significantly higher for workers with high level of perceived Organizational Attendance Pressure Norms (OAPN) versus those who perceived in to be low. The present study concludes a different type of presenteeism is measured in OAN and OAPN between workers.

KEYWORDS: Presenteeism, Work engagements, Organizational norms, Positive psychology.

1. INTRODUCTION

Presenteeism has been one of the most important issues in health psychology. This phenomenon is related to going to work while ill [1]. However, in many situations the health incident only is one aspect relating to whether the worker chooses to go to work or stay home. Sometimes other aspects can be workplace policies, resulting from absence, the welfare and work place norm, family situation, attitudes to work and how engaged one is in the work.

Presenteeism has a lot of definitions [1]. Most studies especially the European studies have followed the example of [2]. These studies determined that workers despite complaints and illness that should rest and absence from work, still present at work. Similar to this definition, presenteeism is based on illness [1]. There are a lot of studies on negative aspect of going to work while illness and the question most frequently used is "How often do you work despite feeling sick?" [2].

In the modern organizations, the employees is expected that in addition to innovation, interested and committed to their tasks. In contrast, organizations must have provided proper working conditions and adequate incentives for staff [3]. Research has shown that employees interested and loyal to the organization have a higher job performance and trend to have more staying in their work. There is less absenteeism and having a higher motivation. They are consistent with organizational changes. Thus, organizations are able with recognizing their employee's organizational commitment and the factors influencing realize their goals [8].

Another trend in occupational psychology is positive psychology, which is query in to the positive aspects of the human experiences [7]. One of the central concepts in positive psychology is work engagement that is one of the critical infrastructures of the new approach to organizational norms, which in recent years has been highly regarded [24]. Work engagement improves job performance, customer satisfaction, profitability and the utilization. For an employee, work engagement will be an integral part of his personality [9, 10]. Effecting factors in positive psychology in presenteeism are work interest, high job satisfaction, compensation because less absences and employees conscientious.

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Work engagement is not a very old term in organizational norm and its definition is the extent to which the person applied and actually spends time with her/him. [4, 5, 25]. [5] Showed that work engagement is one important concept of positive psychology and is related state of performance that is characterized by enthusiasm, sacrificing and absorption. Enthusiasm refers to high levels of energy and flexibility while working. The willingness to invest effort in one's work and persistence even in the face of difficulties. Enthusiasm is defined as being strongly involved in one's work and experiencing a sense of ultra, longing, inspiration, pride, and challenges more with work. Absorption is being happily attended in one's work, where by time passes quickly and one has difficulties with separate oneself from work.

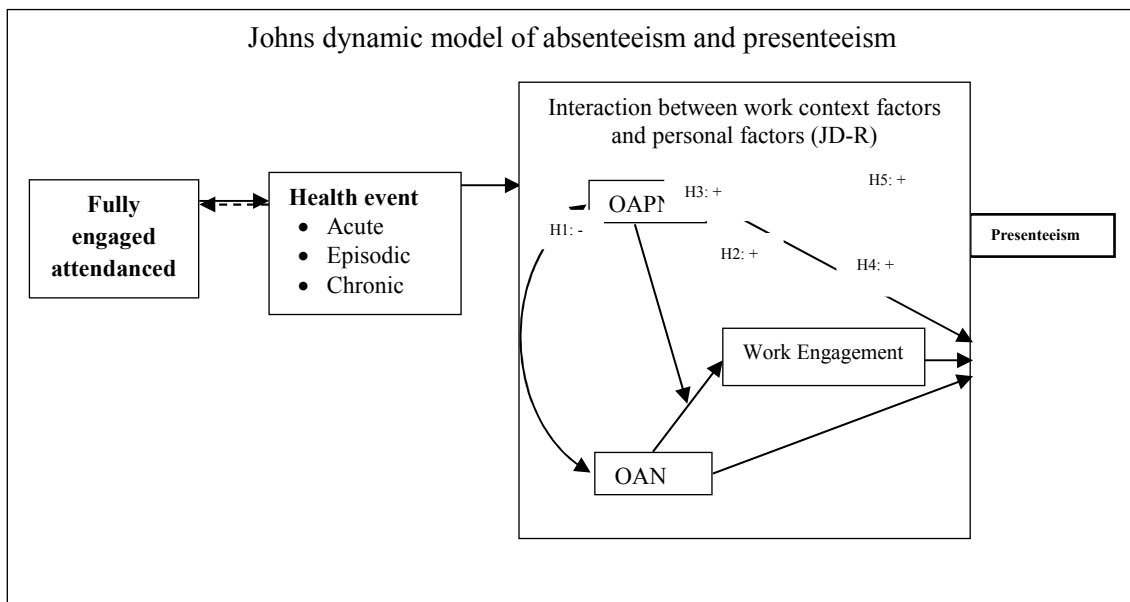
Work engagement employees have very high energy and to perform their job duties have enough passion. They focus and drown on their work and will not be realizing rescheduling [6, 11]. It seems that job engagement led to positive attitudes and enthusiasm sent to organization, because work engagement employees experience feeling of happiness, joy and satisfaction and these experiences lead them to be committed to the organization where they work.

Organizational norms are hypothesis of the way participants in an organization should obey them [12]. In this research organizational attendance pressure norms (OAPN) are depends on organizational norm variables those workers in to attending their job despite their health condition [12, 13]. Organizational adjustment norms (OAN) are organizational norm variables that take into account illness and to allow workers for adjustments so the worker can perform normal work tasks or alternative tasks in illness period or after improving [12].

OAPN yield as a job demand and OAN as a job resource. No studies have performed on the relationship between presenteeism and OAN. However it seems that OAN as a factor causes workers to perceive that attending work is best for their health and thus to want to present at work status factor which increase presenteeism in sickness that means the OAN factor can be categorized as a positive pressure work context factor. also no studies has not been investigated on the relationship between OAPN and sickness presenteeism so research findings have suggested a negative relationship between presenteesim and absence legitimacy [23], as well as a positive association between presenteeism and censure pressure are not identical to OAPN, their associations with presenteeism suggest that a norm that by definition pressure a worker to attend work despite illness can also increase the chance of presenteeism. Hence, OAPN can be classified as a negative presence work context factor [14].

[2] Showed that about one third of the respondents had performed preseneeism during the last 12 months, also five years later they reported that about half of respondents had been sick and present at work. [16, 2] Found higher prevalence of presenteeism among general practioners and hospital doctors. Employees in some educational institutions and companies had a greater chance of being present while sick [2]. Several studies have pointed to negative health effects resulting from presenteeism such as risk of Cardiovascular incident, stressor [17], defect in complete remission, reducing staff performance [2]. This might be because attending work while ill can be perceived as a workplace stressor, thus potentially creating.

This research relies on John's (2010) dynamic model, the job demand- resources (JD-R) model [18], and also the conservation of resources (OR) Theory [19, 20] (Fig 1). Within this context, The JD-R model is apt because it provides a model for investigating the interplay of work context factors and personal factors in predicting presenteeism. However, the model sorts all risk factors in to two broad groups: Job demand and Job resources [18].



OAPN: Organizational Attendance Pressure Norms. OAN: Organizational Adjustment Norms. H: Hypotheses with corresponding numbers.

H1: Organizational attendance pressure norms are negatively related to organizational adjustment norms.

H2: High organizational adjustment norms are associated with high work engagement.

H3: Organizational adjustment norms, meaning influence work engagement in conditions of high organizational attendance pressure norms, meaning that the association between organizational adjustment norms and work engagement is strongest when the levels of organizational attendance pressure norms are high.

H4: High organizational adjustment norms are related to high sickness presenteeism.

H5: High organizational attendance pressure norms are associated with high sickness presenteeism.

2. MATERIALS AND METHODS

The name of 370 persons aged between 15 and 75 years out of women and men individuals were randomly drawn by the Statistical Center and general register office of Tehran in 2014.

In this research, in order to respect participant's rights privacy and prevent the release of their personal information, after sending the invitation letter, a questionnaire containing 114 questions related to psychological factors to work place was sent by mail, and at the end, all questionnaires which inserted the identifying code by the participants returned. 51 questionnaires were returned because of false mailing address and finally 319 complete questionnaires investigated by CB-SEM method in SPSS Amos (21.0).

This study was based on sectional evaluation in different ages and work places throughout Tehran, Iran.

The item used in this study were on presenteeism, work engagement, OAN, OAPN, overall health, gender ease of replacement, health locus of control, and absence legitimacy.

Presenteeism exhibited by employees was measured with the question "How many days did you go to work with illness in the last 6 months? This item was modeled on [23] and the responses were categorized in to 5 groups from never to more than 5 times as modeled by [21]. Base of work engagement consists of 3 subclass item each: absorption, enthusiasm and sacrificing based on UWES-9 scale. That's all of items were defined as one latent variable representing work engagement (Cornbrach's $\alpha = 1.65, 0.71-1.65$).

19 different item designed for measure OAN and OANP were included in this study to measure the perception various attitudes in the organization that encourage workers to go to work when ill [13]. 5-point Likert scale was performed in this research [22].

In this study health control variable are included (5- point Likert scale, Cornbach $\alpha = 0.79$), overall health (5- point Likert scale). work replacement (positive relationship with presenteeism, 5- point Likert scale, Cornbach $\alpha = 0.068$) [23], absence legitimacy (negative relationship with presenteeism, 5- point Likert scale, cornbach $\alpha = 0.86$) are related to presenteeism also all of the variables except age and gender included and measured by Covariance based structural equation modeling (CB_SEM) and 5- point Likert scale.

3. RESULTS AND DISCUSSIONS

The results showed that 44.9% of participants were men and 55.1% were women. 0.3% was between 15-20 years, 12.1% between 20-30 years, 46.41% between 30-40 years, 40.61% between 40-60 years and 0.5% were between 60-75 years (Table 1).

	Gender		Age				
	Men	Women	15-20	20-30	30-40	40-60	60-75
Sample	44.9%	55.1%	0.3%	12.1%	46.41%	40.61%	0.5%

Table 1: Descriptive Statistic

Also 32.41% of participants were formal employment, 36.12% private employment, 9.97% contractive employment and 21.5% have own employment (Table 2). In this study 7% of participants were under diploma, 14% diploma, 45.7% bachelor, 21.2% master and 12.1% were PhD (Table 3).

	Gender		Employment			
	Men	Women	formal employment	private employment	contractive employment	own employment
Sample	44.9%	55.1%	32.41%	36.12%	9.97%	21.5%

Table 2: Descriptive of employment

	Gender		Employment				
	Men	Women	under diploma	diploma	bachelor	master	PhD
Sample	44.9%	55.1%	7%	14%	45.7%	21.2%	12.1%

Table 3: Descriptive of Education

In this research “Cornbacha” determined that a lot of factors are almost more than 0.7 that showed good significant statistical. One of the OAPN factors was 0.59 that is acceptable by [26].

Matrix pattern showed satisfactory structure in this study. The KMO index was used for analysis of data, and was 0.823 that is between 0-1, and whatever is closer to the amount of data that is suitable for factor analysis. Bartlett's test actually indicates that how is the correlation matrix, in this study $df=939$ and Sig was 0.008 that was ≤ 0.05 and the result is that factor analysis is to identify the variables as default.

One of the hidden and influencing factors on employee behavior is their organizational commitment. Attention and commitment of human resources are very important in the public and private sector.[27] Showed that in the perception of job involvement with demographic variables (gender, education level, work experience and employment status) there is no significant difference. There is a significant difference on understanding work engagement with some demographic variables (gender, education level, work experience and employment status) But there was no significant difference on the perception work engagement and age.

According to [28], after reading a number of Finnish teachers, they found that there is a significant relationship between the components of work engagement (energy, dedication and job attractiveness) that confirms the results of this study.

Acknowledgment:

The authors wish to express their gratitude to the Memarian Research Institute for support during the course of this research.

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