Presenteeism at Work: Problems and Promise

Professor Gary Johns, Concordia University

Abstract: Presenteeism is attending work when ill. Although an object of intense interest in occupational medicine, it has only recently attracted the attention of management and psychology scholars. The behaviour is of applied interest because of its reputedly high but largely hidden negative impact on employee productivity, with supposed costs far exceeding those attributed to absenteeism. It is also of theoretical interest because it represents a state between absenteeism and full work engagement. The presentation will recount the short history of presenteeism research and discuss some of its theoretical and methodological problems. An exploratory study of the psychosocial correlates of presenteeism, absenteeism, and productivity loss due to presenteeism will be presented, and the known correlates of presenteeism will be reviewed. Future research needs will be highlighted.

Presenter: Gary Johns is Professor and University Research Chair in Management in the John Molson School of Business, Concordia University, Montreal. He studies absenteeism, presenteeism, job design, personality, and context. He has published in leading outlets such as Academy of Management Journal, Academy of Management Review, Journal of Applied Psychology, Personnel Psychology, and Organisational Behaviour and Human Decision Processes. He is a recipient of Academy of Management OB Division's New Concept Award, SIOP’s Ghiselli Research Design Award, and, the Canadian Society for Industrial and Organisational Psychology’s Award for Distinguished Contributions.

Date: Tuesday 12 March 2013
Time: 1:00-2:00pm followed by Sandwich Reception
Venue: BUSN 201 Case Study Room
Registration: Sarah.Thoms@uwa.edu.au by 06/03/2013
For more information: Uta.Bindl@uwa.edu.au on 6488 5661