The impact of work and individual factors on workplace presenteeism.

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PROJECT OVERVIEW:

This PhD research investigates the concept of presenteeism and its influence on workplace productivity, which is an important issue in occupational health psychology. Presenteeism is a difficult construct to conceptualise and measure, largely due to its intangible and indirect nature. Traditionally, presenteeism has been defined within the parameters of health (Aronsson & Gustafsson, 2005; Hansen & Andersen, 2008), often disregarding the influence of a variety of non-health factors such as workload, job security, work engagement and work-life balance may have on presenteeism. Therefore, in this thesis I conceptualise presenteeism as the practice of turning up for work when suffering from a health condition or being affected by non-health factors that often lead to reduced productivity.

The overall aim of this PhD research is to develop and test a research framework for presenteeism to gain further insight into the concept, particularly, the factors that underlie presenteeism so that effective theory-driven interventions can be developed to improve workplace health and productivity. The PhD research will involve four main stages to achieve this aim:

1. Develop a research framework for presenteeism based upon the extant literature.
2. Test the proposed research framework on a cross-sectional sample to assess the interaction between the factors and to guide model refinement.
3. Investigate the psychometric properties of the survey instrument and the dimensionality of the construct of presenteeism.
4. Test the proposed research framework longitudinally so the predictive ability of the framework and the causal nature of the relationships between the factors can be assessed.

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