

Absenteeism & Presenteeism in Swiss Nursing Homes

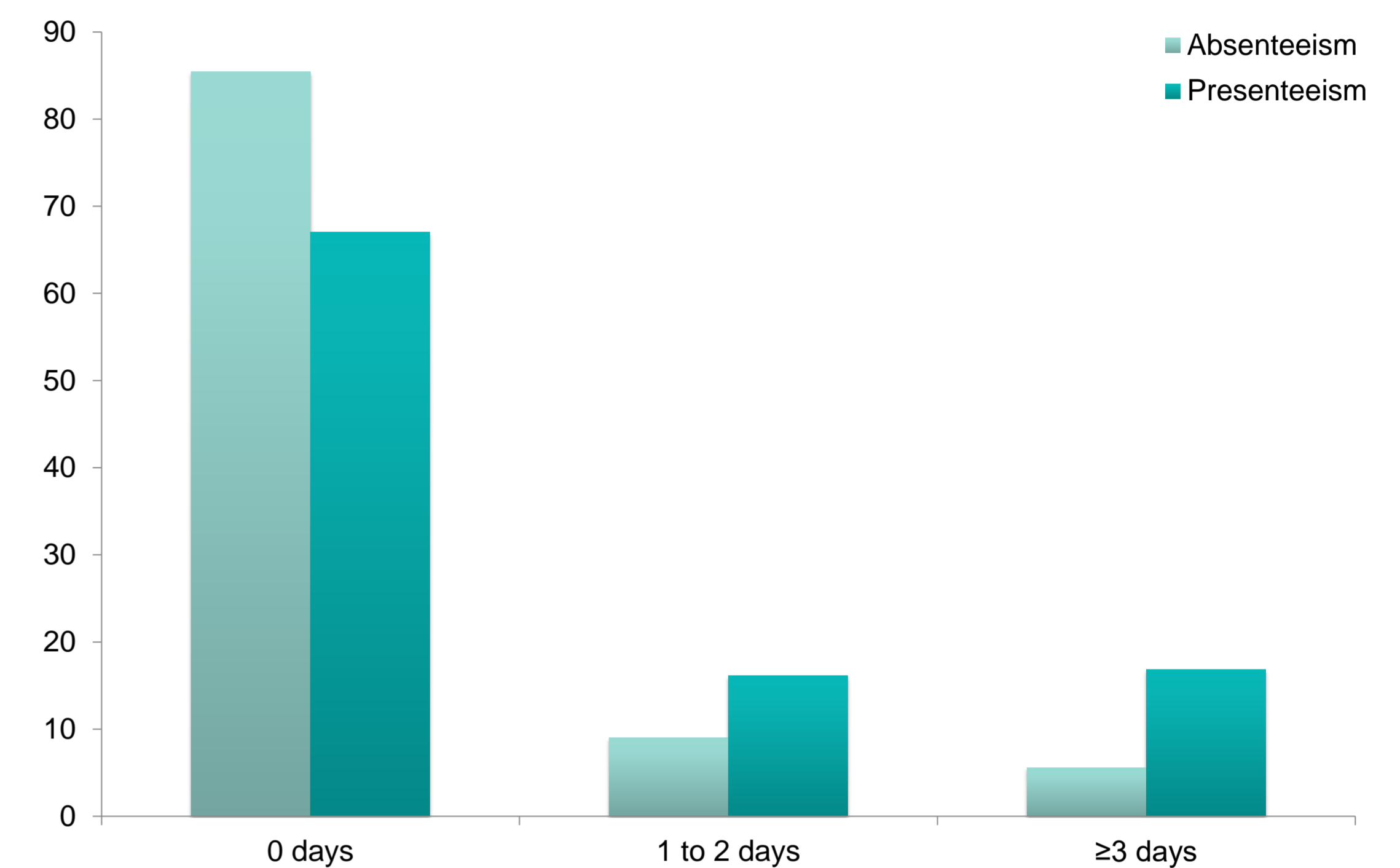
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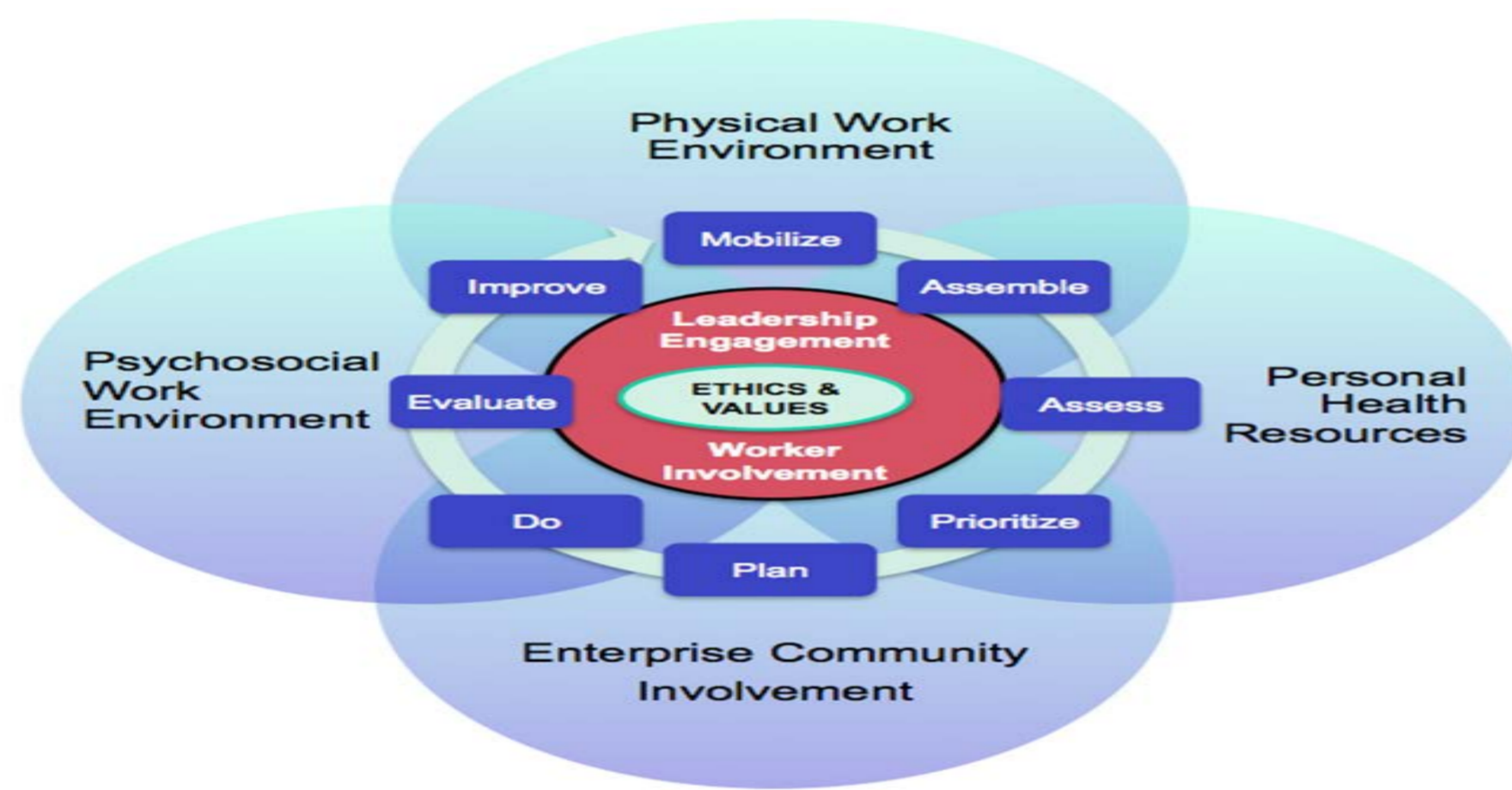
Background

- Productivity at the individual level is fundamental for the success of the organization (Burton, 2010).
- Presenteeism is the opposite of absenteeism, i.e. attending to work despite illness (Aronsson 2000) and both impair productivity (Bockerman 2010).
- International presenteeism rates among hospital care workers ranges from 22% to 62% (Szymczak, 2015; d'Errico, 2013; Lhetvak 2012).
- Work environment factors (e.g. workload, ease of replacement, & job commitment) are linked to presenteeism, yet determinants of absenteeism & presenteeism in nursing homes are unclear.

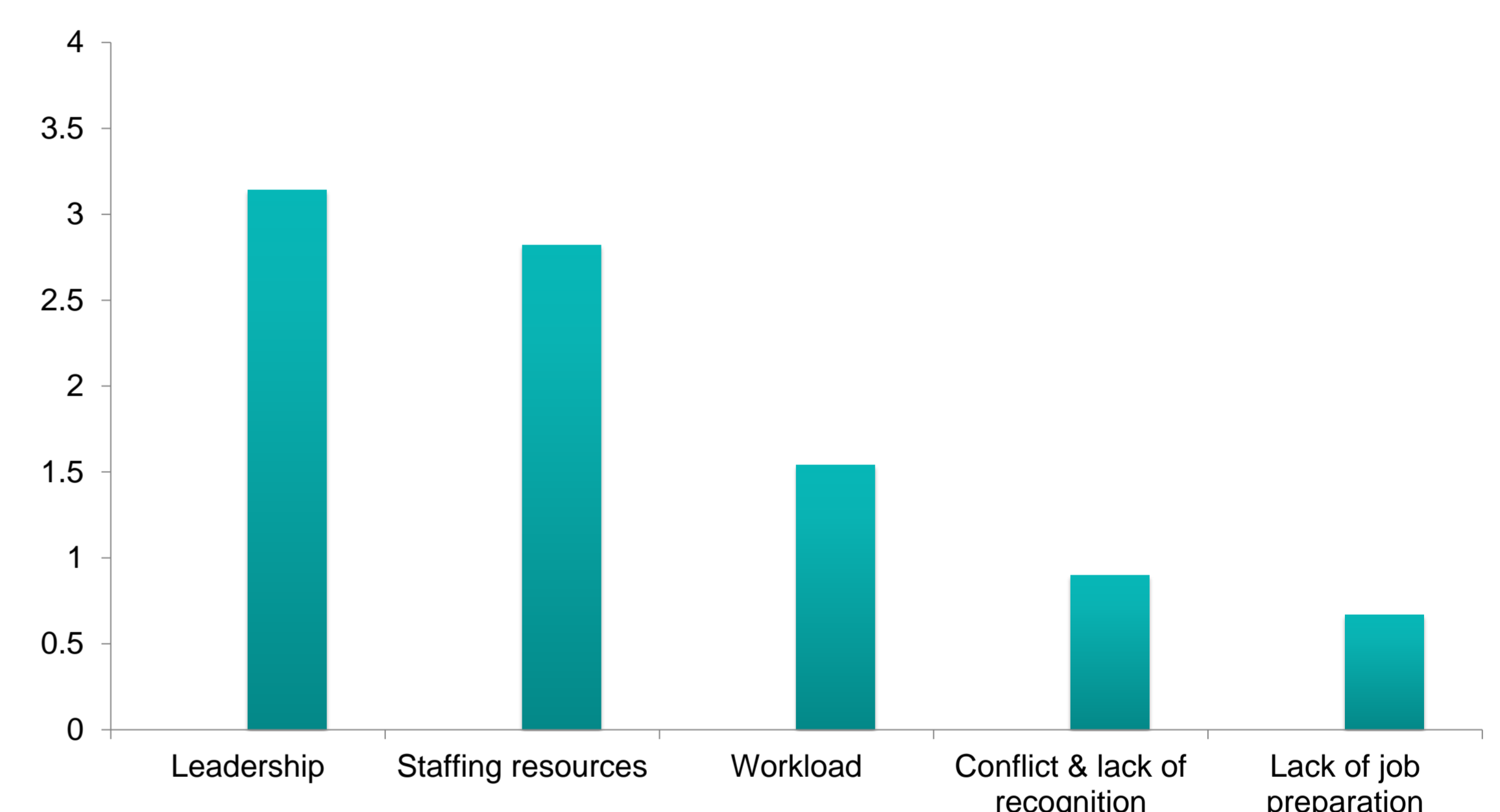
Presenteeism & Absenteeism rates



WHO Model for Healthy Workplaces



Work environment measures



Objectives

- To determine the prevalence of absenteeism and presenteeism among professional care workers in Swiss nursing homes; and
- To explore psychosocial work environment factors' association with absenteeism and presenteeism.

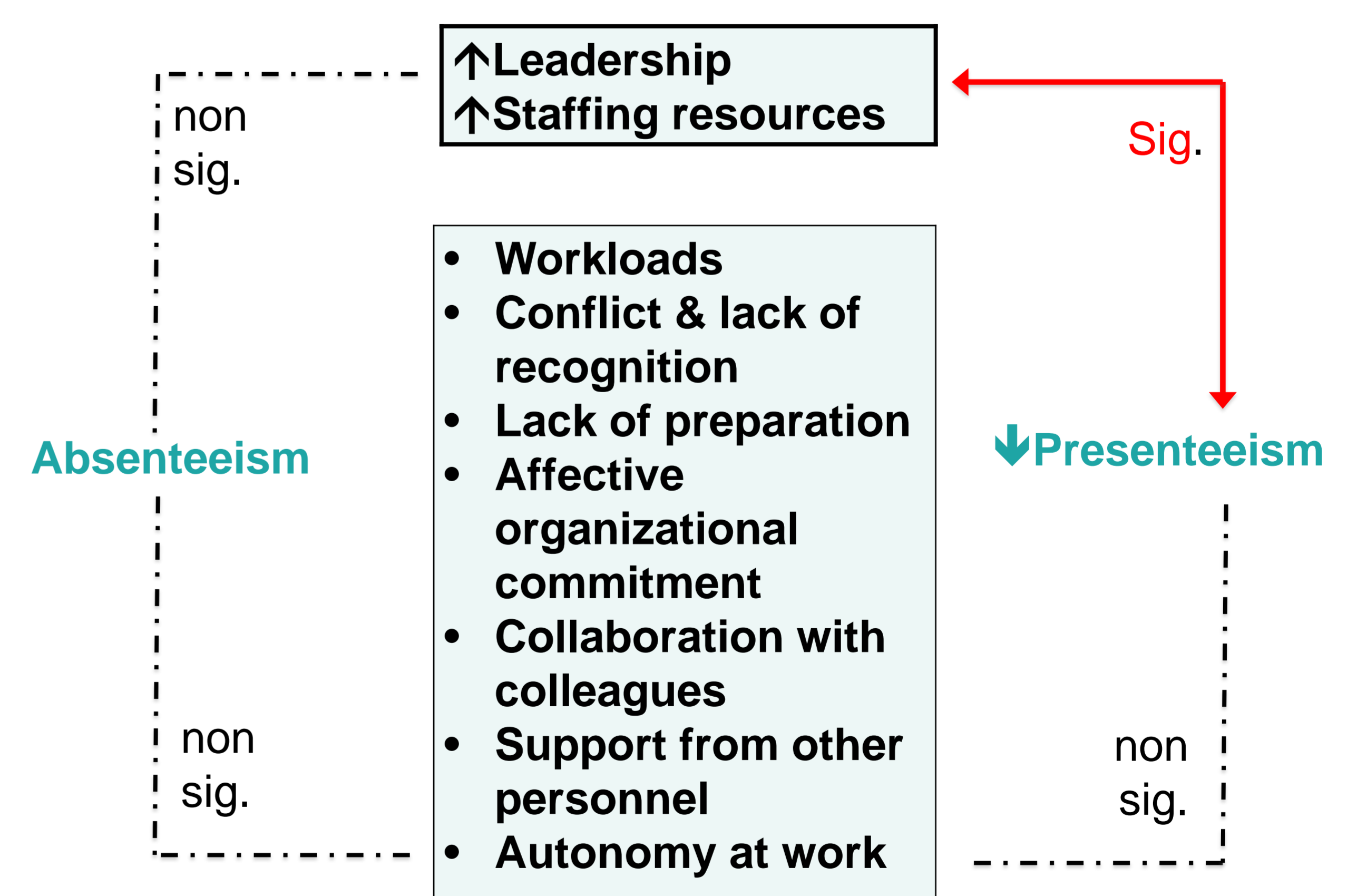
Methods

- Cross-sectional, multi-center study (2011-2013).
- Random sample of 162 Swiss nursing homes with at least 20 beds, stratified according to language region (German-, French-, Italian-regions) and nursing home size (small: 20-49 beds, medium: 50-99 beds, large: 100 and more beds).
- Questionnaire survey of direct bed side care workers, n=3,176 on perceived work environment and outcome measures.

Results

- 92.2% females; 32.7% >50 years; 27.9% registered nurses.
- Absenteeism: 14.6% reported at least 1 and more days.
- Presenteeism: 32.9% reported 1 and more days.
- Overall work environment was perceived positive.

Association of Work environment, presenteeism and absenteeism



Conclusions

- In nursing homes presenteeism is more common than absenteeism.
- Perceived supportive leadership & staffing resources adequacy are associated with presenteeism, unlike absenteeism.