

# Absenteeism - a Social Fact in Need of a Theory<sup>\*)</sup>

by Dagfinn As

In sociological and social psychological studies of work behavior, measures of absenteeism have often been used in the analysis. Most often the measures have been looked upon as dependant variables; indicators of the effectiveness of the organization or also indicators of satisfaction and adjustment of the employees. Some studies have had as their explicit goal to find correlates of absenteeism and spell out the causal relationships; thereby making it possible to improve the situation, that is, to reduce the degree of absenteeism.<sup>1)</sup> We would like to state here at the outset that absenteeism is not necessarily an unquestionable evil. For the absentee personally it might often be psychologically important to take the day off, and in many cases will a certain degree of absenteeism fit the particular organization and even have specific positive functions.

In studying the various reports from studies of absenteeism, however, one is struck by two phenomena: first the multitude of factors that seem to be related to absenteeism<sup>2)</sup>, and secondly the number of contradictions that appear when a comparison of the findings are performed. In order to cut through this chaos and construct a model for research on absenteeism there is first a need for grouping of the factors and weeding out the irrelevant ones in order to be able to handle a particular study. Secondly we need more work on finding and defining broad conditional or situational variables that might explain the contradictions between the findings.

In a recent article John B. Knox<sup>3</sup> has suggested a first grouping of determining variables into categories that he calls "incentives to continue employment", "barriers to adjustment", and "barriers to attendance". The inclusion of any one variable into these categories – or rather the relevance of the variables in studies of industrial absenteeism – will depend upon *the degree to which the particular variable clearly impinge upon the tie between the employees and the company, or his tendency at any given morning to appear at work*. This argument correspond to the general conclusion drawn by Hill and Trist<sup>4)</sup> in their excellent study of industrial accidents and absenteeism. They conclude that their data "suggest that

<sup>\*)</sup> "The data reported on in this paper originate in a study of organizational behavior and change performed under the auspices of the Survey Research Center at the University of Michigan where the author stayed in 1958-59 under a grant from the Rockefeller Foundation.

# Social Psychology Of Absenteeism

**RS Peters**



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