

# 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

**Richard Bailey**



## **Social Psychology Of Absenteeism:**

*Social Psychology of Absenteeism* John K. Chadwick-Jones, Nigel Nicholson, Colin Brown, 1982      *The Psychology of Behaviour at Work* Adrian Furnham, 2012-08-06 This superb introduction to the field of organizational psychology and organizational behaviour builds on the foundation of the highly successful first edition to provide up to date explanations of all the key topics in a clear coherent and accessible style The text is supported by numerous illustrations and examples as well as end of chapter summaries and concluding remarks Topic sections on key research studies as well as applied aspects such as human resources applications and cross cultural issues lead the reader through the complexities of the theory to its practical application The Psychology of Behaviour at Work covers all major topics in the field from vocational choice personality attitudes motivation and stress to cooperation learning training group dynamics decision making and leadership Further sections introduce corporate culture and climate as well as organisational structure change and development and a final section outlines predictions not only for the future study of organizational psychology but of the future of work itself As with the first edition The Psychology of Behaviour at Work will prove to be an invaluable resource for psychology students on work and organizational psychology courses business students on organizational behaviour courses and human resources managers eager to expand their knowledge of this fascinating field      **Handbook of Industrial, Work & Organizational Psychology** Neil Anderson, 2001-12-20 Work in the 21st century requires new understanding in organizational behaviour how individuals interact together to get work done This volume brings together research on essential topics such as motivation job satisfaction leadership compensation organizational justice communication intra and inter team functioning judgement and decision making organizational development and change Psychological insights are offered on management interventions organizational theory organizational productivity organizational culture and climate strategic management stress and job loss and unemployment      *A History of Male Psychological Disorders in Britain, 1945-1980* Alison Haggett, 2015-09-18 This book is open access under a CC BY license and explores the under researched history of male mental illness from the mid twentieth century It argues that statistics suggesting women have been more vulnerable to depression and anxiety are misleading since they underplay a host of alternative presentations of distress more common in men      *Applying Social Psychology* Abraham P Buunk, Pieter Dijkstra, Mark Van Vugt, Author, 2021-03-03 Are you hoping to apply what you've learnt in your studies to real world problems Are you wondering how your work might make a difference This book offers a model to ensure that your application of theoretical social psychology stands the best chance of success Follow the PATHS model help you develop your intervention test it action it and evaluate it Each chapter focuses on a step in the model and is built around a real world example Full of practical advice each chapter also has an assignment to help you think through your plans and check you've covered all bases Essential reading for anyone applying social psychology to real world practices and events      **The SAGE Handbook of Organizational Behavior** Julian Barling, Cary L

Cooper,2008-07-24 This milestone handbook brings together an impressive collection of international contributions on micro research in organizational behavior Focusing on core micro organizational behaviour issues chapters cover key themes such as individual and group behaviour The SAGE Handbook of Organizational Behavior Volume One provides students and scholars with an insightful and wide reaching survey of the current state of the field and is an indispensable road map to the subject area The SAGE Handbook of Organizational Behavior Volume Two edited by Stewart R Clegg and Cary L Cooper draws together contributions from leading macro organizational behaviour scholars *Employee—Organization Linkages* Richard T. Mowday, Lyman W. Porter, Richard M. Steers, 2013-09-17 *Employee Organization Linkages The Psychology of Commitment Absenteeism and Turnover* summarizes the theory and research on employee organization linkages including the processes through which employees become linked to work organizations the quality of such linkages and how linkages are weakened or severed The text identifies the determinants of employee commitment absenteeism and turnover as well as their consequences for the individual work groups and the larger organization The book also presents conceptual models on how employees become committed to decide to be absent from and decide to leave their organizations Human resource practitioners managers employers and industrial psychologists will find the book very informative and insightful

**Absenteeism in the Canadian Context** John K. Chadwick-Jones, 1980 Personnel Literature, 1983 **Work Motivation** Uwe Kleinbeck, Hans-Henning Quast, Henk Thierry, Hartmut Häcker, Hans Henning Quast, 2013-01-11 A unique compendium of international investigations into motivation and performance this book offers chapters by industrial and organizational psychologists from the United States Europe Australia and Japan as they share their theories concepts empirical evidence and practical evidence regarding the subject The volume focuses on three distinct themes the relationship between motivation and performance practical examples of building and strengthening the motivating potential with particular attention paid to productivity and the health of the employees the development of work motivation over time and the change of the relative importance of central variables Work Motivation provides an exceptional blend of modern theoretical approaches technologically sound techniques for solving practical problems and empirical results to prove theoretical and technical validities Work and Organizational Psychology José María Peiró, 1995 This text presents a selection of contributions to the Sixth European Congress of Work and Organizational Psychology held in Alicante Spain in April 1993 some of which have been previously published in the European Work and Organizational Psychologist The contributions selected to appear in this volume focus on some of the principal questions scholars and professionals concerned with work and organizational psychology are tackling in Europe The range of topics theoretical approaches methodologies and orientations discussed illustrate the richness and variety of ideas currently studied in the discipline The topics addressed in this text have a clear significance for the current European scene of work and organizational psychology Although they are not the only ones the areas discussed present important trends and interests within the discipline The main sections include

contributions which deal with psychological characteristics and processes of individuals at work work experiences and their relationship with psychological well being the study of work entry and work socialization the study of teamwork in organizations the study of leadership in organizations new forms of work and organization and the phenomenon of work in a social context This book is intended to be of relevance and interest to both academics and practitioners in the field of work and organizational psychology

**An Introduction to Social Psychology** Miles Hewstone, Wolfgang Stroebe, Klaus Jonas, 2016-08-22 For over 25 years An Introduction to Social Psychology has been combining traditional academic rigor with a contemporary level of cohesion accessibility pedagogy and instructor support to provide a definitive guide to the engaging and ever evolving field of social psychology This sixth edition completely revised and updated to reflect current issues and underlying theory in the field has been specially designed to meet the needs of students at all levels with contributions written by leading psychologists each an acknowledged expert in the topics covered in a given chapter The text benefits hugely from an updated range of innovative pedagogical features intended to catch the imagination combined with a rigorous editorial approach which results in a cohesive and uniform style accessible to all Each chapter addresses both major themes and key studies showing how the relevant field of research has developed over time and linking classic and contemporary perspectives

*The Psychology of Interpersonal Violence* Clive R. Hollin, 2016-02-16 The Psychology of Interpersonal Violence is a textbook which gives comprehensive coverage of interpersonal violence exploring the various violent acts that occur between individuals in contemporary society Examines in detail the controversial use of corporal punishment Explores ways that psychology can add to our understanding of interpersonal violence Offers directions for future research that can help to prevent or reduce incidents of interpersonal violence

*Handbook of Psychology, Industrial and Organizational Psychology* Irving B. Weiner, Neal W. Schmitt, Scott Highhouse, 2012-10-10 Psychology is of interest to academics from many fields as well as to the thousands of academic and clinical psychologists and general public who can't help but be interested in learning more about why humans think and behave as they do This award winning twelve volume reference covers every aspect of the ever fascinating discipline of psychology and represents the most current knowledge in the field This ten year revision now covers discoveries based in neuroscience clinical psychology's new interest in evidence based practice and mindfulness and new findings in social developmental and forensic psychology

*Voluntary Employee Withdrawal and Inattendance* Meni Koslowsky, Moshe Krausz, 2012-12-06 Regardless of the job market situation there is always a certain level of voluntary employee withdrawal lateness absence avoidance of work undue socializing that affects the well being of the organization This volume explores the various manifestations of employee withdrawal how they may be assessed and identifies relevant antecedents and moderators attitudinal as well as behavioral The authors have focused on issues such as national culture and perceptions of absence legitimacy components of voluntary employee turnover the role of performance management process in employee withdrawal behavior and current controversies concerning the withdrawal phenomenon In

addition some creative perspectives on changing information technology the taxonomy of lateness behavior and the association between smoking and absenteeism are offered

### **Personnel Psychology and Human Resources**

**Management** Ivan T. Robertson, Cary L. Cooper, 2015-01-12 Part of a three volume set of books which are themed collections of reprinted articles from the International Review of Industrial and Organizational Psychology IRIOP from 1997 2001 Each volume provides collections around a topic area with new introductions written by the editors for each volume Written by leading scholars with international reputations in their fields this authoritative collection provides a high quality review that will be an invaluable resource for students researchers and practitioners Topic focussed best of collections on a specific theme conveniently incorporated into one book Ideal for graduate study dissertations projects seminars This volume covers key topics at the interface of human resource management HRM and Industrial Organizational Psychology The chapters focus on the individual and are grouped into two sections Personnel Psychology covering topics such as personnel selection assessment 360 degree feedback assessment centres and cognitive ability testing and HRM which considers wider issues including learning strategies training absence turnover commitment and the psychological contract *Presenteeism at Work* Cary L. Cooper, Luo Lu, 2018-08-23 Coming to work sick may do more harm than staying home for the employee the team and the firm Whilst the cost of absenteeism in organizations has been widely acknowledged and extensively examined the counter issue of presenteeism has only recently attracted scholarly attention as a phenomenon that harms employee wellbeing disrupts team dynamism and damages productivity This volume brings together leading international scholars from diverse scientific backgrounds including occupational psychology health and medicine to provide a pioneering review of the subject International in scope the collection incorporates both Western and East Asian perspectives making it an informative resource for multinational companies seeking to formulate human resource strategies and better manage their culturally diverse workforce It will also appeal to scholars and graduate students researching human resource management organization studies organizational health and organizational psychology

### **Organizational Behavior**

Stephen P. Robbins, Tim Judge, 2009 Robbins Judge provide the research you want in the language your students understand accompanied with the best selling self assessment software SAL Some topics include management functions the social sciences helping employees balance work and other responsibilities improving people skills improving customer service motivational concepts communication power and politics conflict and negotiation culture and stress management Globally accepted and written by one of the most foremost authors in the field this is a necessary read for all managers human resource workers and anyone needing to understand and improve their people skills [Handbook of Mental Health in the Workplace](#) Jay C. Thomas, Michel Hersen, 2002-08-15 Organizations need to contend with issues related to disruptive psychopathological behavior that in years past may have been swept under the rug Also clinicians are more aware that their clients mental health concerns are influenced by the workplace and that treatment without regard to what happens at work

is not apt to be successful The Handbook of Mental Health in the Workplace explores how psychological disorders impact the ability to work and recommends treatments and their likely side effects It is designed to give the mental health clinician I O psychologist and human resources manager the information they need to determine the employee s fitness for work and what if any accommodations may be needed The handbook is divided into five parts Part I General Issues Presents an overview of the field and outlines the legal rights and responsibilities for employees and employers Part II Working Conditions Life Stressors and Mental Health Presents the current research on job stress and its effects on mental health the effects of work family conflicts women s health issues and organizational interventions for reducing stress and conflict Part III Effects of Psychopathology on Work Provides detailed descriptions of the most common forms of psychopathology that may affect the workplace Part IV Effects of Disruptive Behavior at Work Explores behavior that may not relate to standard diagnostic categories but has clear mental health implications This includes anger and violence poor social skills the effects of abuse exposure to traumatic events passive aggressive behavior and grieving Part V Organizational Practice and Mental Health Presents the mental health considerations for designing organizational policy job analysis and accommodations for the disabled This handbook should prove beneficial to human resources professionals mental health practitioners I O psychologists and administrators of employee assistance programs EAPs Graduate students and professors in psychology and management will also find this a valuable reference

**The Family-School Connection** Bruce A. Ryan, 1995-05-15 What is the nature of the relationships between family variables and children s successes in school An examination of this question is the basis of this volume Building on a model for evaluating the relationships between families schools and children the contributors analyze how school achievement is influenced by parent child interactions how early adolescents are affected by the overlapping spheres of influence of school family community and peer group and how family environment influences educational attainment Other issues discussed include education for children with learning difficulties school truancy and the effects of parental discord and divorce on children s learning In conclusion the book offers examples of prev

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