

Development of a Multidimensional Presenteeism Belief Scale

Abstract

A pool of 57 items represented different dimensions of presenteeism belief including reasons for overtime work and sickness presenteeism. Three hundred and forty Hong Kong full time employees participated in the current study and suggested the final presenteeism scale with 24 items in presenteeism belief scale and 10 items in non presenteeism belief scale. Results showed that different subscales in the presenteeism scale were categorized into six factors including 'Concerns for Perceptions', 'Rivalry', 'Work Engagement', 'Workload', 'Slack Work Attitude' and 'Fairness'; whereas the subscales of non presenteeism scale consisted of 'Positive Work Attitude', 'Concerns for Consequence' and 'Concerns for Procedures'. Using these factors plus job security as predictor variables while controlling sex, age, educational level, monthly working days and weekly working hours, it is found that all the nine factors predicted the criterion variables with different forms of presenteeism acts, including inattention presenteeism, sickness presenteeism and general presenteeism. It is also found that factors of 'Rivalry', 'Work Engagement' and 'Fairness' were predictors of OCB; whereas job security severed as the strongest predictor that it negatively predicted all forms of presenteeism acts but positively predicted OCB.

Presenteeism