

2 Absenteeism or Presenteeism? Attendance Dynamics and Employee Well-Being

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Abstract

The purpose of this article is to examine the relationships between absenteeism and presenteeism and employee well-being. Absenteeism is the failure to report for work as scheduled. Presenteeism is showing up to work when one is ill and the decrement in productivity that follows from this practice. On a continuum, presenteeism stands between full work engagement and absenteeism. This article considers how attendance dynamics are affected by employee well-being. It also considers how attendance dynamics might affect well-being, a less researched subject. It takes a broad stance on what constitutes well-being, encompassing physical, mental, and emotional well-being and assuming that a positively evaluated work experience is conducive to employee well-being. It does *not* assume that the mere occurrence of either behavior somehow “speaks for itself” as an indicator of well-being.

Keywords: [absenteeism](#), [presenteeism](#), [employee well-being](#), [attendance dynamics](#), [work experience](#)

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