The influence of presenteeism on job satisfaction and employee turnover intentions: Evidence from Bangladeshi employees

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Abstract
This study investigates the association of presenteeism with job satisfaction and employee turnover intentions. Presenteeism refers to attending work while ill and not being able to work up to full capacity. Hypotheses are tested using data from 200 full-time Bangladeshi employees with a web-based online survey. As predicted, significant negative associations were identified between presenteeism and job satisfaction as well as among job satisfaction and employee turnover intentions. A further analysis also revealed a significant positive relationship between presenteeism and employee turnover intentions. This study suggests that presenteeism is associated with job satisfaction and employee turnover intentions and should be considered in future studies of health consequences for employees, and in managerial interventions.

Keywords
presenteeism, bangladeshi, employees, job, satisfaction, employee, turnover, intentions, influence, evidence

Disciplines
Business

Publication Details

This conference paper is available at Research Online: http://ro.uow.edu.au/buspapers/857
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Keywords: Presenteeism, job satisfaction, employee turnover intentions, structural equational modeling, Bangladesh

[Presented at the 29th Australian and New Zealand Academy of Management Conference (ANZAM), 2015, Queenstown, New Zealand]