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Relative magnitude of presenteeism and absenteeism and work-related factors affecting them among health Care professionals.

Abstract

The purpose of this research is to examine the extent and relative value of absenteeism, presenteeism and work-related factors affecting them among health care professionals.

Physicians and nurses estimated their hours of absenteeism and presenteeism during the last 4 weeks due to health reasons, and how much their work capacity had been reduced during their presenteeism hours. Socio-economic background, factors related to work and work conditions and possible chronic and acute diseases were solicited.

According to the results, presenteeism was more common but indicated lower monetary value than absenteeism. Job satisfaction explained the probability and magnitude of presenteeism, but not absenteeism. Experience of acute disease(s) during the study period of 4 weeks significantly predicted the probability of both absenteeism and presenteeism. Finally, the conclusions are that experience of presenteeism seemed to be common among health care workers, and it had significant economic value, although not as significant as absenteeism had.

Key words: Absenteeism, presenteeism, productivity costs, monetary value, willingness to accept, contingent valuation.

La magnitud relativa del presentismo & ausentismo y factores relacionados con el trabajo que afectan a los profesionales de la salud.

Resumen

El propósito de esta investigación es examinar el alcance y el valor relativo de ausentismo, presentismo y los factores relacionados con el trabajo que les afectan, entre profesionales de la salud. Médicos y enfermeras estiman sus horas de ausentismo y presentismo durante las últimas 4 semanas por motivos de salud, y la cantidad de su capacidad de trabajo se había reducido durante sus horas de presentismo.

Según los resultados, el presentismo es más común, pero indicó valor monetario menor que el ausentismo. La satisfacción en el trabajo explica la probabilidad y la magnitud del presentismo pero no del ausentismo. La experiencia de enfermedades agudas durante el período de estudio de 4 semanas predijo significativamente la probabilidad de ausentismo y presentismo. Por último, las conclusiones son que la experiencia de presentismo parecía ser común entre los trabajadores de la salud, y tenía un valor económico significativo, aunque no tan significativo como el ausentismo.

Palabras clave: Ausentismo, presentismo, costos de productividad, valor monetario, disposición a aceptar, valoración contingente.