

# Relationship between Presenteeism and Absenteeism on Employee Wellbeing of Deposit Money Banks in Rivers State, Nigeria

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**Abstract:** *The relationship between presenteeism and absenteeism on employee well-being of deposit banks in Rivers State was explored in this study. Workers of 15 deposit money banks in Rivers State made up the study's population. 255 questionnaires were sent to employees of the sampled institutions using a simple random sampling approach. Following data collection using copies of questionnaire, 201 copies were deemed to be well completed and suitable for the study and were analysed using the Pearson Product Moment Correlation Coefficient to evaluate the hypotheses. The findings suggest that absenteeism has a stronger link to physical well-being than the other variables investigated. The study found that presenteeism and absenteeism at deposit money institutions in Rivers State have a favourable relationship with employee well-being. Furthermore, the research recommended that deposit money banks establish dedicated counselling sections to assist in coaching and assisting workers who are experiencing heartbreak or other forms of emotional trauma, therefore improving their mental and emotional well-being.*

**Keywords:** *Presenteeism, Absenteeism, Employee Wellbeing, Physical Wellbeing, Mental Wellbeing, Emotional Wellbeing, Deposit Money Banks*

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## 1.0 Introduction

The “work-life balance movement,” which attempts to guarantee that workers’ lives at work and in other spheres are appropriately allied to increase their comfort and wellbeing, has grown in popularity over the years (Salolomoa & Agbaeze, 2019). Employee wellbeing, according to Obiageli, Uzochukwu, and Ngozi (2015), is a problem for both the private and public sectors since it encompasses not only the employee’s professional function and personal life, but also their social, psychological, economic, and ‘mental well-being. Employee well-being may be measured from a variety of angles, which include; professional well-being, financial well-being, physical well-being, civic well-being, and social well-being, all of which are recognized to have a significant role in employee satisfaction (Rath & Harter, 2010). In other words, the components of wellbeing of persons in the workplace, such as emotional, mental, physical, and social wellness, are strongly tied to their state of pleasure, since wellbeing is a basic feature of a happy

state of mind. Furthermore, De Simone (2014) said that the concept of employee wellbeing has been recognized by numerous researches as the absence of sickness, with a strong emphasis on the physical aspects of wellbeing. However, in recent years, the concept has received broader recognition, implying that it may be used to both work and non-work situations; employee wellness encompasses physical, emotional, mental, and social factors. Furthermore, wellbeing has been employed in managerial research in many industries such as production, hospitals, civil service, hotels, and banking, based on findings from medical and psychological studies. Lamers, Westerhof, and Bohlmeijer (2011) discovered that employees who are mentally healthy are happier and friendlier than those who are sad, furious, or dissatisfied. Employees that are mentally well have the potential to manage what happens in the workplace, according to the same study. In other words, an individual worker's well-being may be linked to his or her rate of absence from work. According to Hayward and Tuckey (2013), positive emotional wellness has a significant impact on an employee's workplace welfare, which implies mental stability. An employee with a stable mind, it appears, would minimize presenteeism (being present but not productive) and absenteeism (not being there) in the workplace.

Importantly, concerns about presenteeism and absenteeism appear to be a source of ongoing disagreement among organizations all over the world. Absenteeism, for example, has long been considered a cost to businesses and their management teams. However, other research claim that being overly present in an organization might raise costs (Burton et al., 2006; Robertson and Cooper, 2011). This means that both presenteeism and absenteeism can have a favorable or negative impact on overall organizational performance. Furthermore, according to Adejoke and Deborah (2019), presenteeism occurs when individuals in a business attend to work even though they are sick, reducing their productivity. Absenteeism has been identified as the single largest source of lost productivity for UK businesses and industry, with minor illnesses accounting for the majority of short-term absences and stress, and mental health difficulties accounting for the majority of absences lasting more than four weeks (CIPD Survey, 2005). Personal health difficulties and family issues are the primary variables that generate unexpected absence of individual workers inside an organization, according to Kocakulah, Kelley, Mitchell, and Ruggieri (2016). Furthermore, Baker-McClearn, Greasley, Dale, and Griffith (2010) noted that while absenteeism has become a severe problem in recent years, little has been done to address its influence on individual and group performance, as well as wellness. Monitoring absence and promoting health and well-being, according to James, Cunningham, and Dibben (2002), improves productivity and decreases the rate of absence, as well as the length of current and subsequent periods of absence. Many big companies, such as, have implemented proactive health and absence management policies aimed at enabling employees to take charge of their own health and well-being (Pollitt, 2007). Similarly, financial organizations such as deposit money banks are implementing proactive steps such as health insurance plans, health allowances, and other organizational personal welfare policies to guarantee that employees are enabled to deal with health difficulties on their own. However, the issue arises as to how effective these measures have been. And how many financial institutions have the managerial competence to properly implement these policies?

Similarly, Cameron and Caza (2013) stated that, despite the paucity of research on employee well-being, the idea has gotten a lot of attention recently, with a focus on its link to

organizational success. As a result, only a few research have been compelled to look into the relationship between presenteeism, absenteeism, and employee welfare in the workplace. According to Lu, Cooper, and Lin (2013), because presenteeism was initially perceived as a negative phenomenon (Cooper, 1996), virtually all existing studies have focused on either its negative consequences or antecedents in the workplace (Johns, 2010), while positive personal and work-related factors such as resilient personality and work support, which may help to mitigate presenteeism-related issues, have been overlooked. Similarly, Burton, Chen, Conti, Schultz, and Edington (2006); Robertson and Cooper (2011) established an on-going strong debate between the causes and effects of presenteeism and absenteeism among workers, showing that studies argued that the more absent an individual becomes, the higher the cost it causes for an organization; it appears to still be unclear what kind of relationship exists between the two constructs and employee wellbeing, particularly among depo workers. These have left a void in the body of management knowledge, which the current research aims to fill.

### **Statement of Problem**

The Nigerian banking business is well-known for its rising employment demands and intense work schedules, which leave personnel with little time for other activities (Akingbola & Adigun 2010; Uzonwanne & Uzonwanne, 2014). Employees at deposit money banks in Rivers State and other large cities in Nigeria report to work at 7:00 a.m. for the five working days of the week, but road traffic jams in the environment prevent them from reaching home to rest, do family/home duties, and prepare for the next day. Most of these employees complain of job stress, including family-role conflict, which has a negative impact on their mental, emotional, and physical health. However, they may receive little attention in this respect, particularly low-level employees who have not yet reached the top management level, which talks directly with the banks' big owners. Furthermore, poor employee happiness appears to have a detrimental impact on employees' motivation to work, support, and contributions to overall organizational success. Most managers, it has been observed, think that an employee is feeling well when they are there and that an employee is unwell or sick when they are gone, however this is not always the case. As a result, presenteeism and absenteeism at deposit money institutions in Rivers State and Nigeria since a whole become a greater concern, as managers may be unaware of the reasons and effects on employees' well-being. Poor employee wellbeing can diminish positive efforts by employees, which can have a negative impact on the business since poor employee wellbeing suggests a worker's mental, emotional, and physical health is insufficient. It becomes more difficult in rapidly expanding and populous states such as Rivers State, where increased competition from competitors forces people to work long hours. Managers of deposit money banks in Rivers State should ideally have a better understanding of the relationship between presenteeism, absenteeism, and employee well-being; proposing remedies to the highlighted problem is the focus of the current research.

### **Objectives of the Study**

The objectives of the study are to examine the relationship between:

- i. Presenteeism and employee wellbeing.
- ii. Absenteeism and employee wellbeing.

### **Research Questions**

- i. What is the relationship between presenteeism and employee wellbeing?
- ii. What is the relationship between absenteeism and employee wellbeing?

### **Research Hypotheses**

**H<sub>1</sub>:** There is no significant relationship between presenteeism and physical wellbeing.

**H<sub>2</sub>:** There is no significant relationship between presenteeism and mental wellbeing.

**H<sub>3</sub>:** There is no significant relationship between presenteeism and emotional wellbeing.

**H<sub>4</sub>:** There is no significant relationship between absenteeism and physical wellbeing.

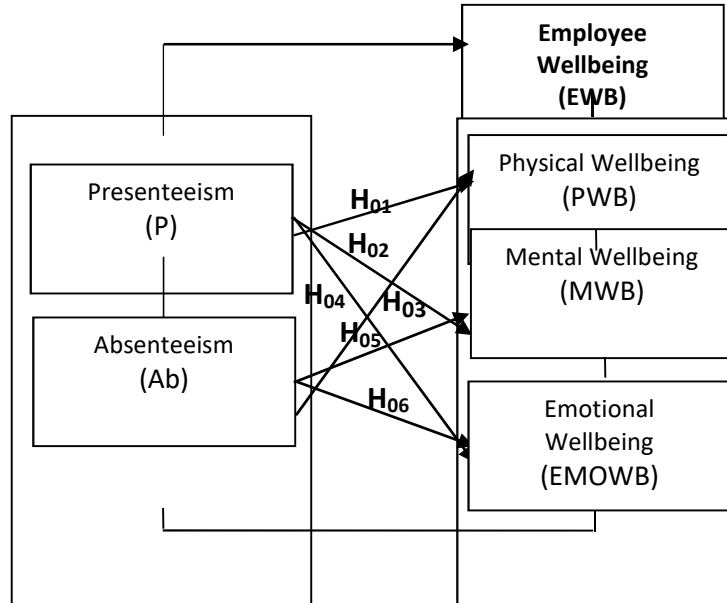
**H<sub>5</sub>:** There is no significant relationship between absenteeism and mental wellbeing.

**H<sub>6</sub>:** There is no significant relationship between absenteeism and emotional wellbeing.

### **2.0 Related Literature**

This research is based on Abraham Maslow's hierarchy of needs theory, which explains how people progress from one level of need to the next. Maslow proposed the theory in 1943 in a paper titled "a theory of human motivation," in which he explained humans' innate curiosity, as well as the various classes of needs available in society, which include physiological needs, security needs, love needs, esteem needs, and self-actualization needs (Maslow, 1943). Furthermore, De Simone (2014) stated that the notion of employee wellbeing is taken from Abraham Maslow's hierarchy of needs theory, which is a motivation theory. Maslow's hierarchy of needs theory, according to the author, "presented the basic principles of well-being since it deals with understanding the causes behind people's behavior." Furthermore, the idea says that one must regard an individual's requirements, understand what makes them feel at ease, and work hard in the workplace. Furthermore, the idea encompasses physical, emotional, and mental wellness, as well as how they may be linked to employee behavior such as presenteeism and absenteeism. The idea of human wants shifting from physiological (physical well-being) to self-actualization (emotional and mental well-being) raises the question of what hierarchy of needs may motivate employees to remain present even when they are unwell. Despite a health problem, at what point in the hierarchy of needs will a worker labor harder? In a similar spirit, the idea might be applied to explain what causes presenteeism and absenteeism in the workplace. As a result, the theory must be relevant to the topic in question and act as a theoretical framework.

## Research Model



**Figure 1** A conceptual framework showing the link between presenteeism, absenteeism and employee wellbeing.

**Source:** Adapted from De Simone (2014); Adejoke and Deborah (2019).

### Concept of Presenteeism

Presenteeism is a phenomena in which individuals come to work despite having complaints or illnesses that should keep them away from work (Bierla, Huver, & Richard, 2010). Presenteeism is described by Adejoke and Deborah (2019) as when employees in a company come to work despite being sick. The authors point out that, in most cases, such illness justifies a day off from work, and as a result, workers are forced to do their responsibilities in less than ideal conditions. Presenteeism is defined as a loss of productivity among employees who are present at work but are limited in some part of their job performance due to a health issue (Schultz & Edington, 2007). Presenteeism is viewed as a hidden cost since employees are physically present but unable to function at top levels due to a medical condition. In most cases, presenteeism-related overheads were bigger than direct health expenses, and they accounted for 18–60% of all costs for each of the 10 circumstances, according to a study of ten prevalent health disorders (Goetzel, Long, Ozminkowski, Hawkins, Wang, Lynch, 2004). Presenteeism expenditures in the United States are projected to be in excess of \$180 billion per year, compared to \$118 billion in absenteeism costs (Goetzel, et al. 2004). Furthermore, owing to the financial cost of presenteeism, businesses are also launching workplace health programs to reduce its impact and enhance employee well-being (Childress & Lindsay, 2006). Presenteeism, according to Levin-Epstein (2005), is described as “lost production” that happens when employees arrive to work but perform below par owing to illness. The costs of presenteeism are currently being researched. While the cost of absenteeism is obvious, as 100% of a worker’s production is lost each day the person is not there to do a task, the cost of presenteeism is more “hidden,” since the worker is present but not performing the job as necessary. Presenteeism is a typical occurrence, since the majority of employees arrive at work sick, suffering from back pain, allergies, arthritis, and other

ailments that might impair their individual performance and productivity. Furthermore, according to the same study, infectious employees may infect others, which might lead to increased absenteeism and/or presenteeism in the workplace.

Furthermore, Schultz and Edington (2007) stated that presenteeism is thought to have a greater anti-productivity effect than absenteeism, particularly in the case of specific ailments such as allergies and arthritis. Employees in the health-care industry have been shown to have a higher chance of being at work when unwell than those in other industries, according to Elstad and Vab (2008). This may be due to the high degree of professionalism and skill necessary in their employment, which may also be found among deposit money banking personnel whose services are needed on a daily basis.

### **Concept of Absenteeism**

Unlike presenteeism, absenteeism has long been a source of concern for businesses and is one of the oldest research areas in the field of work and organizational psychology (Johns, 2003). Over the last four decades, a large number of research have looked into the idea, attempting to understand not just the drivers, but also the repercussions of such conduct (Rhodes & Steers, 1990). Absenteeism is defined as a lack of physical presence at a workplace when and where an individual is needed to be at a specific moment (Harrison & Price, 2003). The primary absenteeism drivers, according to Punnett, Greenidge, and Ramsey (2007), include socio-demographic variables, personality, workplace behavior, social environment, and decision process. Furthermore, the authors pointed out that research have shown that low work satisfaction and staff dedication might lead to absenteeism. In other words, absenteeism in the workplace happens when an individual employee's fervor or drive to work begins to wane over time, as well as a loss of interest in the present task. Absenteeism is defined as a pattern of a person skipping work on a regular basis, and it may be caused by a variety of factors in the workplace. Absenteeism can be caused by employee laziness, poor pay and benefits, or the fault of the employer; other factors that can cause absenteeism include chronic illness, such as cancer, which can sap employees' motivation to work, harassment, a lack of motivation to work, stress, and family challenges (which are a major cause of absenteeism among workers), and so on (Mitrefinch, 2020). Economic downturns, worldwide crises such as the Ebola epidemic, and the Corona Virus Pandemic, also known as COVID 19, are all known to cause absenteeism. The Corona Virus epidemic in China impacted almost all institutions, industries, and corporate organizations throughout the world; as a result, employees were forced to take time from work owing to environmental concerns.

Weideman, Goga, Lopez, Mayet, and Barry (2007) stated that absenteeism may be caused by personal variables like sickness, age, gender, and more, as well as socio-economic concerns including food security, transportation challenges, illnesses like HIV/AIDS, pregnancy, and more. Furthermore, in a research titled "absenteeism issues and costs: causes, consequences, and remedies," Kocakulah, Kelley, Mitchell, and Ruggieri (2016) found that employees' absenteeism has an impact on both employees and the corporate organization. According to the author, personal illness and family concerns are the leading causes of unexpected absence in the job. As a result, companies use incentives and other helpful features to lower the amount of absence in the workplace.



### **Concept of Employee Wellbeing**

The word “employee wellbeing” in the workplace enhances the likelihood of having some healthy personnel in a firm (Cooper & Robertson, 2001). Awareness the many elements that influence the quality of life at work requires an understanding of the changing features of employee wellbeing at work. Employee happiness has been a source of worry, prompting research from economists, sociologists, and psychologists in an attempt to grasp people’ feeling of happiness or suffering (Cox, Edwards, & Palmer, 2005). According to Warr (2002), cognitive elements that impact quality of life are likely to be linked to people’s perceptions of their own degree of wellbeing, whereas affective wellbeing (psychological) implies the importance of feelings about life. Furthermore, Currie (2001) defined employee wellbeing as the worker’s physical and mental health, implying that employees should work in a stress-free and physically safe setting. Bakke (2005) agrees with this viewpoint, claiming that wellbeing may be related to creating an atmosphere that makes work fascinating, gratifying, motivating, and satisfying, and that happier workplaces provide better financial results. Employee wellbeing is related to the notion of personal wellbeing at work in that it focuses on the well-being of individual employees. In a similar vein, Tehrani, Humpage, Willmott, and Haslam (2007) asserted that people still have fundamental physical and mental requirements for social support, physical safety, health, and a sense of being able to cope with life challenges. Employees are looking for management to help them meet their personal requirements because they spend so much of their time at work. Employers must create a happy environment that allows employees to thrive and attain their full potential for the benefit of both themselves and their company. Employee happiness is essential for a company’s survival in today’s competitive global economy in which we all live, work, and play. Uncluttered communication, collaboration, flexibility, coworker support, and work-life balance are just a few of the factors that contribute to employee happiness (Kraybill, 2003).

Furthermore, De Simone (2014) stated that several research have looked at the idea of employee wellbeing, referring to it as the absence of sickness with a strong focus on the physical side. Employee wellbeing is now frequently seen in a broader sense, embracing physical, emotional, mental, and social components, according to the same survey. The phrase wellbeing may be traced back to the notion of happiness, which included terms like satisfaction, economic success, quality of life, self-actualization, and wellbeing (Hefferson & Boniwell, 2011). Career wellbeing, social wellbeing, financial wellbeing, physical wellbeing, and civic wellbeing are all important facets of pleasure, according to Rath and Harter (2010). Siglitz, Sen, and Fitoussi (2009) described wellbeing as a multi-dimensional concept that encompasses several areas of life such as material living standards, health, education, personal activities, work, political voice and governance, as well as environmental and insecurity concerns.

### **Physical Wellbeing**

The soundness of an individual employee’s or worker’s physical body or components in a certain firm is referred to as physical wellbeing. It is the lack of illnesses and other bodily discomforts in an individual’s body that does not prevent a worker from executing his or her duties. Davis (2019) also stated that physical wellbeing is the capacity to improve one’s body’s functioning via appropriate food and exercise routines. According to studies from the Canadian Centre for Occupational Health and Safety (2012), literature on aging and the workforce shows that older workers endure physical changes that might have a detrimental influence on their jobs. Loss of

muscular energy and range of joint movement, decreased ability to maintain good posture and balance, decreased ability to control sleep, and reduced vision and aural capabilities are examples of such physical changes (Further, Schultz and Edington (2007); Silverstein (2008) noted that aging workers are more likely to suffer from diabetes, cardiovascular disease, depression, arthritis, and back pain). These many health concerns have the potential to damage employee well-being and quality of work life, which might have a detrimental impact on businesses. Physical well-being, according to Hoeven and Jong (2007), can influence the amount of time an employee is absent from work. In other words, the amount of physical well-being of employees may influence their level of presence at work. For example, a female employee suffering from menstruation difficulties would undoubtedly be uneasy as a result of stomachache and other body sensations or symptoms, which might impair her attitude to completing responsibilities. As a result, physical wellbeing means that an employee is free of bodily aches or discomfort in the physical body system that prevents him or her from carrying out his or her everyday tasks at work.

### **Mental Wellbeing**

In the job or at home, an individual's mental wellbeing stability in terms of attitude, thinking, and creative state is important. Positive thinking capacity, creative ability, and greater exploitation of individual abilities and intellects in achieving both organizational and individual goals are all aspects of mental wellbeing. An employee who is mentally healthy thinks clearly and is free of mental disorders, in other words, acts and behaves in accordance with the company's rules and procedures. Similarly, the World Health Organization defined mental wellbeing as "a condition in which one recognizes one's own talents and the capacity to contribute to one's community," which is a clear description of what it comprises (WHO, 2014). Furthermore, Lamers, Westerhof, and Bohlmeijer (2011) highlighted that people who are mentally healthy are less likely to be sad, angry, or unhappy, which makes life easier for them; hence, mental health has been defined as a sense of happiness and control over one's surroundings. In addition, Jahoda (1958) divided mental well-being into three different components: self-realization, environmental control, and autonomy (capacity to approach challenges and get them solved). More specifically, Artero, Touchon, and Ritchie (2001) said that mental wellbeing includes cognitive and social abilities as well as their influence on daily activities. According to the same study, cognitive skills include the capacity to pay attention, recall, organize information, solve problems, and take appropriate action in response to challenges, whereas social skills include the ability to interact and engage with people. Similarly, an individual with mental health in the office would be able to engage with coworkers, think about difficulties that arise, and complete tasks in a coordinated manner.

### **Emotional Wellbeing**

Emotional well-being entails mental stability. Emotional stability contributes to people's overall happiness (Hills & Argyle, 2001). Positive emotions, according to Hayward and Tuckey (2013), have a vital role in determining workplace wellbeing, implying that mental stability may be reached through maintaining emotional wellbeing. Emotions, according to Crum and Salovey (2013), are wonderful messengers, motivating factors, and facilitators of wellbeing, and they also contribute to strong performance. Bao and Lyubomirsky (2013) performed research in order to better understand emotional wellbeing in relation to happiness. The study found that happy



people are always experiencing pleasant emotional experiences, and that happy people have greater success in the job and have assertive attitudes that lead to growth and excellent performance, including effective creative thing circumstances. Emotional wellbeing, according to Keyes (2006), involves happiness, interest in life, and a satisfying experience. To put it another way, an employee who is emotionally well-adjusted feels fulfilled in his or her job, is frequently joyful, and enjoys life. Employees that are emotionally healthy will be less melancholy and cranky, especially at work, and will have a strong relationship with their coworkers since they are in a stable emotional state.

## **Empirical Reviews**

Baptiste (2007) conducted a study of 100 public sector employees in Northern England on “Tightening the relationship between employee wellbeing at work and performance.” HRM takes on a new dimension.” Multiple regression was used to evaluate the data, and the results suggest that human resource management methods have a significant influence on employee wellbeing at work, with the positive impact outnumbering the negative. The study indicated that management relationship behavior that supports and develops trust improves employee wellbeing at work in general. Nkesi, Amah, and Olori (2018) also did a study with 180 respondents on “Quality of work life and employee innovativeness of deposit money banks in Port Harcourt.” The data was evaluated using the Spearman rank correlation coefficient, which revealed a substantial link between safety, wellbeing, and proactiveness. Furthermore, the research demonstrates that organizational culture has a favorable impact on the link between employee innovation and quality of life at deposit money institutions. Furthermore, McCarthy, Almeida, and Ahrens (2011) used a postal questionnaire administration approach to survey 319 people with the goal of “understanding employee well-being practices in Australian firms.” Findings suggest that Australian HR professionals provide a variety of services relating to emotional, intellectual, social, and physical well-being, but only a small%age of them provide spiritual well-being services. Furthermore, the majority of respondents believe that the advantages of well-being activities outweigh the expenses; hence, the low response rate might indicate that many organizations are still unaware of the importance of promoting employee well-being.

Baker-McClearn, Greasley, Dale, and Griffith (2010) also conducted a survey of 123 workers with the goal of learning more about “absenteeism management and presenteeism: the pressures on employees to attend work and the influence of attendance on performance.” The transcription was checked for correctness using Nvivo (QSR International), and the findings revealed that employee performance and well-being are more closely linked to the organizational response to presenteeism and absenteeism than the act itself. Lu, Cooper, and Lin (2013) performed a research titled “A cross-cultural analysis of presenteeism and supervisory support,” using data from 245 Chinese and 128 British employees at various organizations. The data was evaluated using hierarchical regression methodology to anticipate the influence of one variable on another: findings found that presenteeism was more prevalent among Chinese, and they reported higher levels of stress than their British counterparts. Presenteeism has negative impacts on tiredness for both Chinese and British employees, according to hierarchical regression models. Furthermore, supervisory assistance reduced the harmful impact of presenteeism on weariness in both Chinese and British workers. Similarly, Adejoke and Deborah (2019) did a research with a sample of 248 participants in Kwara State using multi-stage sampling of eight commercial banks on

“Presenteeism at work places and its effects on workers’ health: experiences of bankers in the Nigerian banking industry.” Findings revealed that 43.5% of respondents were at work when they were sick, with 34.8% being sick owing to a heavy workload, 28.0% due to a strong desire to work, 19.6% due to work pressure, and 17.3% due to the minor nature of the respondents’ sickness. Furthermore, the same research advised that the Nigerian government and other policymakers enact regulations prohibiting bankers from reporting to work when they are sick, as long as their illness has been confirmed by a medical practitioner.

### **3.0 Methodology**

The study used a survey design technique, which allowed for the collection of data from the study’s target population within a set time frame. Employees of 15 deposit money banks in Rivers State included in the Central Bank of Nigeria (CBN) bulletin are the target population. The study used a probability sampling strategy with a simple random sample procedure to distribute 225 copies of the questionnaire to bank personnel, with 15 copies distributed to each bank and the instrument being self-administered. The researcher used a simple random selection procedure to distribute copies of the questionnaire to workers of deposit money institutions who had an equal chance of being chosen. Five questions are used to assess the independent variable (presenteeism) (e.g. I go to work when I am ill, family issues reduce my performance at work, the task out hand affect your presence at workplace). Also, absenteeism was measured using five items (e.g., I am absent from work when I am sick, I deliberately don’t come to work in most cases, Work pressure causes me to reduce my presence at work, management relations influence my level of absence from work), as adapted from Adejoke and Deborah 2019; Kocakulah, Kelley, Mitchell, & Ruggieri, 2016; Lu, Cooper, & Lin, 2013). Also, the dependent variable (employee wellbeing) was assessed using five items (e.g., I think appropriately when my mind is stable, I am more coordinated when my mind is stable, I am more creative when my mind is free, etc.). Physical wellbeing was assessed using five items (e.g., I think appropriately when my mind is stable, I am more coordinated when my mind is stable, I am more creative when my mind is free, etc.). I avoid work when I have body pains, physical weakness affects my approach to task, illness reduces my chances of getting the job done even while at work, and so on), while emotional wellbeing was measured with 5 items (e.g. when I am happy, I relate well with coworkers, I don’t frequently feel sad when I am emotionally sound, I think positive towards task because my emotional feeling is positive as well, and so on, as adapted from De Simone (2014); Nkesi, Amah, Items were assessed on a 4-point Likert scale, with 1-strongly disagree, 2-disagree, 3-agree, and 4-strongly agree being the most common responses. Statistical Package for Social Sciences (SPSS) version 21.0 was used to examine the association between the constructs using the Pearson product moment correlation coefficient.

### **4.0 Results**

Only 201 (89%) of the 225 copies of the questionnaire were returned and usable for data analysis, while 24 (10.1%) were not retrieved and usable for analysis. The null hypotheses were tested at a 95% confidence interval, meaning a 0.05% level of significance, with the decision rule set at a critical region of  $p > 0.05$  for acceptance and  $p < 0.05$  for rejection.

## Test of Hypothesis

**Table 1: Correlation for Presenteeism and Physical Wellbeing**

		Correlations	
		Presenteeism	Physical Wellbeing
Presenteeism	Pearson Correlation	1	.711*
	Sig. (2-tailed)		.000
	N	201	201
Physical Wellbeing	Pearson Correlation	.711*	1
	Sig. (2-tailed)	.000	
	N	201	201

\*. Correlation is significant at the 0.05 level (2-tailed).

With a value of  $0.000 < 0.05$  level of significance and a  $r$  value of 0.711, the bivariate analysis in table 1 revealed that there is a significant link between presenteeism and physical wellbeing. As a result, the null hypothesis was rejected, and the alternative hypothesis, stating that there is a strong association between presenteeism and physical well-being, was accepted.

**Table 2: Correlation for Presenteeism and Mental Wellbeing**

		Correlations	
		Presenteeism	Mental Wellbeing
Presenteeism	Pearson Correlation	1	.787*
	Sig. (2-tailed)		.000
	N	201	201
Mental Wellbeing	Pearson Correlation	.787*	1
	Sig. (2-tailed)	.000	
	N	201	201

\*. Correlation is significant at the 0.05 level (2-tailed).

With a value of  $0.000 < 0.05$  level of significance and a  $r$  value of 0.787, the bivariate analysis in table 2 revealed that there is a significant link between presenteeism and mental wellbeing. As a result, the null hypothesis was rejected, and the alternate hypothesis, that there is a substantial association between absenteeism and mental well-being, was accepted.

**Table 3: Correlation for Presenteeism and Emotional Wellbeing**

		Correlations	
		Presenteeism	Emotional Wellbeing
Presenteeism	Pearson Correlation	1	.799*
	Sig. (2-tailed)		.000
	N	201	201
Emotional Wellbeing	Pearson Correlation	.799*	1
	Sig. (2-tailed)	.000	
	N	201	201

\*. Correlation is significant at the 0.05 level (2-tailed).

With a Sig value of  $0.000 < 0.05$  level of significance and a  $r$  value of 0.799, the bivariate analysis

in table 3 revealed that there is a significant link between presenteeism and emotional wellbeing. As a result, the null hypothesis was rejected, and the alternate hypothesis, that there is a strong association between presenteeism and emotional wellbeing, was accepted.

**Table 4: Correlation for Absenteeism and Physical Wellbeing**

		Correlations	
		Absenteeism	Physical Wellbeing
Absenteeism	Pearson Correlation	1	.923*
	Sig. (2-tailed)		.000
	N	201	201
Physical Wellbeing	Pearson Correlation	.923*	1
	Sig. (2-tailed)	.000	
	N	201	201

\*. Correlation is significant at the 0.05 level (2-tailed).

With a value of  $0.000 < 0.05$  level of significance and a  $r$  value of 0.923, the bivariate analysis in table 4 revealed that there is a significant link between absenteeism and physical wellbeing. As a result, the null hypothesis was rejected, and the alternate hypothesis, that there is a substantial association between absenteeism and physical wellbeing, was accepted.

**Table 5: Correlation for Absenteeism and Mental Wellbeing**

		Correlations	
		Absenteeism	Mental Wellbeing
Absenteeism	Pearson Correlation	1	.901*
	Sig. (2-tailed)		.000
	N	201	201
Mental Wellbeing	Pearson Correlation	.901*	1
	Sig. (2-tailed)	.000	
	N	201	201

\*. Correlation is significant at the 0.05 level (2-tailed).

With a Sig value of  $0.000 < 0.05$  level of significance and a  $r$  value of 0.901, the bivariate analysis in table 4 revealed that there is a significant link between absenteeism and mental wellbeing. As a result, the null hypothesis was rejected, and the alternative hypothesis, which claims that there is a substantial association between absenteeism and mental well-being, was accepted.

**Table 6: Correlation for Absenteeism and Emotional Wellbeing**

		Correlations	
		Absenteeism	Emotional Wellbeing
Absenteeism	Pearson Correlation	1	.911*
	Sig. (2-tailed)		.000
	N	201	201
Emotional Wellbeing	Pearson Correlation	.911*	1
	Sig. (2-tailed)	.000	
	N	201	201

\*. Correlation is significant at the 0.05 level (2-tailed).

With a Sig value of  $0.000 < 0.05$  level of significance and a  $r$  value of 0.911, the bivariate analysis

in table 6 revealed that there is a significant link between absenteeism and mental wellbeing. As a result, the null hypothesis was rejected, and the alternative hypothesis, stating that there is a strong association between absenteeism and mental well-being, was accepted.

## **5.0 Discussion of Findings**

As a result of the influence on organizational and individual well-being, presenteeism and absenteeism are obviously important topics to examine. As a result, the application of the constructs in respect to their relationship with employee well-being attracts management's interest in investigating the link between the constructs and employee well-being in organizational contexts. The first hypothesis revealed that presenteeism has a linear notable correlation with physical wellbeing, based on the Sig value 0.05 ( $\text{Sig} = 0.000 < 0.05$ ) and  $r$  value of 0.711, implying that elements of presenteeism such as going to work when sick, the task at hand affecting presence at work, and illness affecting availability are all in the same positive direction with physical wellbeing among individual deposit money bank employees in Rivers State. The coefficient of determination ( $r^2$ ) is 0.505, and the  $r$  value of 0.711 suggests a significant positive association between the variables. This indicates that presenteeism and physical wellbeing of deposit money banks in Rivers State have a 50.5% positive correlational link. Furthermore, the analysis of the second hypothesis shows that presenteeism has a linear notable correlation with mental wellbeing based on the Sig value 0.05 ( $\text{Sig} = 0.000 < 0.05$ ) and  $r$  value of 0.787, implying that elements of presenteeism such as going to work when sick, the task at hand affecting presence at work, and present when sick affecting your thinking capacity are all in the same positive direction with mental well-being among individual workers of deposit money banks in Rive. The coefficient of determination ( $r^2$ ) is 0.619, and the  $r$  value of 0.787 suggests a significant positive association between the variables. This indicates that presenteeism and mental wellbeing of deposit money banks in Rivers State have a 61.9% positive correlational link. More specifically, the analysis of the third hypothesis shows that presenteeism has a linear notable correlation with emotional wellbeing based on the Sig value 0.05 ( $\text{Sig} = 0.000 < 0.05$ ) and  $r$  value of 0.799, implying that elements of presenteeism such as going to work when sick, the task at hand affecting presence at workplace, present when sick affect your mood, and co-worker relationships are in the same positive direction with emotional welling among individual deposit workers. The coefficient of determination ( $r^2$ ) is 0.638, and the  $r$  value of 0.799 suggests a significant positive association between the variables. This indicates that presenteeism and emotional wellbeing of deposit money banks in Rivers State have a 63.8% positive correlational link.

Furthermore, based on the Sig value 0.05 ( $\text{Sig} = 0.000 < 0.05$ ) and  $r$  value of 0.923, the fourth hypothesis shows that absenteeism has a linear notable correlation with physical well-being among individual deposit money b workers. This means that elements of absenteeism such as you are absent when you are ill, deliberately refuse to be present at work, family issues reduce the number of hours in the office, and so on, are in the same positive direction with physical well-being among The coefficient of determination ( $r^2$ ) is 0.852, and the  $r$  value of 0.923 suggests a very strong positive association between the variables. This indicates that there is an 85.2% positive correlational association between absenteeism and physical wellbeing of deposit money banks in Rivers State; obviously, the correlation between the two constructs has a higher correlation than the others in this study. Furthermore, based on the Sig value 0.05 ( $\text{Sig} =$



0.000<0.05) and r value of 0.901, the fifth hypothesis shows that absenteeism has a linear notable correlation with mental wellbeing. This means that elements of absenteeism such as you are absent when you are ill, you intentionally don't come to work in most cases, family issues reduce the number of times you come to work, and absent from work impacts on your thinking capacity are in the same positive direction as me. The coefficient of determination ( $r^2$ ) is 0.811, and the r value of 0.901 suggests a very strong positive association between the variables. This indicates that there is an 81.1% positive correlational association between absenteeism and mental well-being in Rivers State's deposit money institutions. Also, based on the Sig value 0.05 (Sig = 0.000<0.05) and r value of 0.911, absenteeism has a linear notable correlation with emotional wellbeing among individual deposit money bank employees in a positive direction. The coefficient of determination ( $r^2$ ) is 0.830, and the r value of 0.911 shows a very strong positive association between the variables. This indicates that absenteeism and emotional well-being of deposit money banks in Rivers State have an 83% positive correlational link.

The study also discovered a link between presenteeism, absenteeism, and markers of employee wellbeing. The findings are also in line with Maslow's hierarchy of needs theory, which served as the study's theoretical underpinning, since it assumes that an individual's needs influence their wellbeing and conduct in life pursuits, including work. The willingness to be present or absent at work is related to how effectively their emotional, bodily, and mental requirements are addressed, according to the findings. The positive correlation between presenteeism, absenteeism, and employee wellbeing is consistent with findings from studies such as Nkesi, Amah, and Olori (2018), who discovered a link between employee safety, wellbeing, and proactive behavior; and Baker-McClearn, Greasley, Dale, and Griffith (2010), who discovered that employee wellbeing affects performance. Furthermore, Adejoke and Deborah (2019) did a study with a sample of 248 participants in Kwara State by multi-stage sampling of eight commercial banks on "Presenteeism at work places and its effects on workers' health: experiences of bankers in the Nigerian banking industry." The study found that 43.5% of respondents go to work when they are sick, implying that there is more presenteeism than absenteeism among bankers, particularly in Kwara State, whereas the current study found a stronger correlation between absenteeism and physical wellbeing, implying that missing work has a positive correlation with physical wellbeing among bankers in Rivers State. Employees of deposit money banks in Rivers State's absenteeism had a higher association with their mental, physical, and emotional states of mind than presenteeism, according to the findings.

## **6.0 Conclusion and Recommendation**

Presenteeism and absenteeism are based on the concept that employees may be present at work but their presence may not be perceived owing to conditions around their wellbeing. Absenteeism is more hidden because their presence may not yield much result due to unseen issues such as family challenges, role conflict, and ill health factors, whereas absenteeism is more obvious because the individual worker is not present at work and thus may not be able to get task done at a specific time. As a result, the study shows that presenteeism and absenteeism in deposit money institutions in Rivers State have a good wellbeing with employee well-being. Following the findings and conclusions, the following recommendations are made:

- i. To prevent emotional and mental disorders at work, bank managers should develop stronger relationships with workers in order to have a better understanding of their personal issues.
- ii. Employees who have medical confirmation of their condition should be offered a break to avoid presenteeism.
- iii. To prevent presenteeism in the workplace, employees should ensure that family concerns are resolved peacefully before returning to work.
- iv. Deposit money banks should establish specialized counselling sections to assist in coaching and assisting workers who are experiencing heartbreak or other forms of emotional trauma, therefore improving their mental and emotional well-being.
- v. Health-related seminars should be held on a regular basis to improve employees' awareness on how to improve their physical and mental health, particularly at work.

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