

Index

- absence culture, 151–152
- absence policies, 151–152
- absenteeism. *See also* economic research
 - assiduity at work and, 129–136
 - complementarity effect and, 131
 - dynamic model of, 133
 - relational dynamic between, 131–132
 - substitution effect and, 131–132
- cost of, 1
- definition of, 128
- Dynamic Model for Presenteeism and Absenteeism, 221–222
- expectation and, 128
- illness and, 130
- involuntary, 129
- original sources of, 130–131
- presenteeism and, 1, 36–37, 129–136
 - concurrent sickness, 23
 - future sickness, 23–24
 - as research topic, 128–129
 - voluntary, 129
- Acts of Presenteeism, 269
- addiction issues, 36
- affect regulation, for burnout, 233
- affective-motivational states, 41
- antecedents. *See* dispositional antecedents; situational antecedents
- anxiety complex, 111
- anxiety disorders, 242
- Asia. *See also* excessive availability for work; *specific countries*
 - Confucian Work Ethics in, 71–72
 - Confucianism in, 77–79, 89–90
 - loyalty in, 77–78
 - reciprocity in, 77–78
 - ICTs in, 69–70
 - long working hours in, 70–71
 - reciprocal causation, 71
- SP in, 72
- work culture in
 - excessive availability in, 74–80
 - personal factors in, 75–76
 - in SCT, 75
- assiduity, at work, 124–129
 - absenteeism and, 129–136
 - complementarity effect and, 131
 - dynamic model of, 133
 - relational dynamic between, 131–132
 - substitution effect and, 131–132
- defined, 124–125
- modeling of, 132–136, 137
 - contextual factors in, 136
 - health status factors in, 134–135
 - with integrated models, 132–134
- presenteeism and, 129–136
 - complementarity effect and, 131
 - dynamic model of, 133
 - relational dynamic between, 131–132
 - substitution effect and, 131–132
- work attitudes and, 137–139
- attitude, at work, 137–139
- augmented efficiency wage models, 171
- autonomous motivation, 102–106
 - anxiety complex, 111
 - compulsory social expectation and, 111
 - controlled motivation compared to, 102
 - dispositional antecedents of, 102–105, 220
 - motivational traits, 103–105
 - personality, 102–103
 - situational antecedents of, 105–106, 220
 - coworker relationships, 105–106

- job characteristics, 105
 - transformational leadership, 106
- autonomy, psychological wellbeing through, 195–196
- bicultural self, 80–81, 84
- boundarylessness, 16, 298
- burnout
 - cultural influences of, 224
 - depersonalization and, 223
 - depression from, 226
 - emotional exhaustion and, 223, 224
 - health and, 231, 226–230
 - interventions for, 230–234
 - through affect regulation, 233
 - with cognitive-based therapies, 232
 - through extended orientation and training programs, 233
 - through meditation, 232
 - models of, 222–223
 - COR theory, 225–226
 - individual variables, 228
 - integrated, 231, 227–230
 - intervening variables, 228–230
 - moderators in, 228–230
 - work-related variables, 227
 - personal accomplishment influenced by, 223
 - from personal interactions, 224
 - personality as factor for, 228
 - core self-evaluation traits, 228
 - Five-Factors model, 228
 - presenteeism and, 222–226
 - psychological wellbeing and, 226–227
 - Recovery Theory for, 225
 - as universal experience, 223–224
 - work productivity negatively influenced by, 222
- cardiovascular disease, 40
- CASMIT. *See* Cloud, Analytics, Social, Mobile, and Internet of Things
- CCB. *See* compulsory citizenship behavior
- Chartered Institute of Personnel and Development (CIPD), 184
- China, presenteeism in
 - Confucian Work Ethics and, 71–72
 - consequences of, 288–291
 - future research on, 304–305
 - GCC study on, 300
 - Karoshi* and, 289
 - prevalence of, 288–291
 - psychological characteristics in, 297–298
 - boundarylessness, 298
 - collectivism, 297–298
 - power distance, 297–298
 - traditionality, 298
 - in Qianchenwuyou, 288–291, 305
 - Recovery Theory and, 290
 - reduction strategies for, 300–304
 - long-term, 302–304
 - short-term, 301–302
 - WHP and, 304, 306
 - relational contracts in, between workers and employers, 85
 - the self in, as concept, 80–83
 - bicultural self, 80–81, 84
 - self-efficacy beliefs in, 83–88
 - affective processes in, 85–86
 - cognitive processes in, 83–84
 - defined, 83
 - in LMX relationship, 86–88
 - motivational processes in, 84–85
 - selection processes in, 86
 - sick leave and, 295, 306
 - sick pay benefits and, 293–294, 295
 - SP in, 291–300
 - Confucianism as influence on, 292–293
 - demographic variations, 300
 - economic fluctuation effects, 299
 - legislative influences on, 292–294
 - national cultural influences on, 292–294
 - occupational variations, 299–300
 - organizational culture and, 294–296
 - organizational experiences as factor in, 296
 - social experiences as factor in, 296–297
 - SPS-6 for, 290
 - utilitarianistic familialism and, 297
 - value systems in, 287
 - WHI for, 290
 - WLQ for, 290
 - ZhilianZhaopin recruiting platform and, 288, 305–306

- CIPD. *See* Chartered Institute of Personnel and Development
- citizen behavior, presenteeism as influence on, 25
- Cloud, Analytics, Social, Mobile, and Internet of Things (CASMIT), 69–70
- cognitive-based therapies, for burnout, 232
- collectivism, 297–298
- complementarity effect, 131
- componential model of creativity
organizational innovative climate and, 248
presenteeism and, 242–244
innovative behavior and, 243, 249–250
- compulsory citizenship behavior (CCB), 111
- compulsory social expectation, 111
- concurrent sickness presenteeism, 23
- Confucian Work Ethics, 71–72
- Confucianism, 77–79, 89–90
in China, 287
loyalty in, 77–78
reciprocity in, 77–78
- conscientiousness, 103
- conservation of resources theory, 191
- Conservation of Resources (COR) theory, 225–226
- consideration. *See* individual consideration
- contracts. *See* employment contracts; relational contracts
- controlled motivation, 106–111
anxiety complex, 111
autonomous motivation compared to, 102
compulsory social expectation and, 111
defined, 106–107
dispositional antecedents of, 107–108
external locus of control, 107–108
neuroticism, 107
perfectionism, 108
situational antecedents of, 108–111
financial constraints, 110
organization-related factors, 108–110
personal domain factors, 110–111
poor family relationships, 110–111
work-related factors, 108–110
- COR theory. *See* Conservation of Resources theory
- coworker motivation, 112–115
work engagement, 113–115
- coworker relationships, 105–106
- creative self-efficacy, 249–250
flow theory and, 249
- creativity
componential model of, presenteeism and, 242–244
innovative behavior and, 243, 249–250
defined, 242–243
- culture, presenteeism influenced by.
See also Ecuador; Portugal;
work-family conflict/family-work conflict; workplace culture
academic research on, 259–260
burnout influenced by, 224
in China, 292–294
WFC/FWC and, 264–266
country characteristics for, 264–266
E-R model for, 266
- cynicism. *See* depersonalization
- death from overwork. *See* *Karoshi*
- decision-making, organizational innovative climate as influence on, 247
- definitions, of presenteeism, 10–12, 35–40, 184–185
addiction in, 36
conceptual development of, 35–36
consensus for, behavioral elements in, 11–12
deficiencies in, 97–98
engagement in, 36, 37
European, 10, 36, 184, 260–261
evolution of, 125–126
expansion of, 126
job performance in, 11
job satisfaction, 19–20, 36
limitations to, 37–40
lack of distinctions in, 38–39
lack of positive actions, 39
oversimplification as, 37–38
non work-related, 37

- over-commitment at work, 35
- physical presence at work in, 10
- U.S., 10, 184, 260–261
- depersonalization, burnout and, 223
- depression
 - from burnout, 226
 - presenteeism and, 19–20, 40
- disease tolerance levels, 159
- dispositional antecedents
 - of autonomous motivation, 102–105
 - external locus of control, 107–108
 - motivational traits, 103–105
 - neuroticism, 107
 - perfectionism, 108
 - personality, 102–103
 - of controlled motivation, 107–108
 - external locus of control, 107–108
 - neuroticism, 107
 - perfectionism, 108
- disutility, worker health status and, 172
- dual path model, of SP, 148–150
 - collegial and supervisor support in, 149–150
 - job control in, 149
 - job demands in, 149
- Dynamic Model for Presenteeism and Absenteeism, 221–222
- economic research, on absenteeism
 - disutility in, worker health status and, 172
 - economic incentives, 169
 - economic losses as result of presenteeism, 175
 - empirical applications of, 174–176, 177–178
 - for managers, 174
 - through substitution opportunities, 174–175
- models, 176–177
 - augmented efficiency wage, 171
 - for sick pay, 170–174
 - types of workers in, 172–174
- negative externalities in, 169–170
- output hours per work, 169
- replacement workers costs, 168–169
- sickness insurance, 168
 - sick pay as part of, 156–157, 170–174
- theoretical considerations in, 168–174
- Ecuador, WFC/FWC studies for, 276–278
 - participants in, 268
 - results of, 271–274
 - structural invariance in, 270
 - variables in, 271, 272, 273, 275
- education. *See* orientation and training programs
- efficiency, 43
 - organizational innovative climate as influence on, 248
- Effort-Recovery (E-R) model, 266
- emotional exhaustion, burnout and, 223, 224
- employment contracts, 20
- engagement, with work
 - coworker motivation and, 113–115
 - defined, 263
 - innovative behavior and, 263
 - presenteeism and, 20
 - definitions of, 36, 37
 - problem solving and, 263
 - psychological wellbeing and, 263–264
 - relationships and, 263
 - in UWES-9, 269
 - WFC/FWC and, 263–264
- environmental mastery, 196
- E-R model. *See* Effort-Recovery model
- eudaimonic perspective, on wellbeing, 186
 - psychological wellbeing, 186
- Europe, presenteeism definitions in, 10, 36, 184, 260–261
- European Working Conditions Survey (EWCS), 184
- excessive availability for work, in Asia, 69–79
 - Confucianism and, 77–79, 89–90
 - loyalty in, 77–78
 - reciprocity in, 77–78
 - cultural influences on, 74–80
 - individual motivations, 79–80
 - personal agency, 79–80, 83
 - future research directions for, 88–90
 - global comparisons for, 74
 - history of, 72–74
 - ICTs and, 77
 - personal motivations, 76
 - as social contract, 77–79
 - workplace pressures, 76

- expectation, 128
 external locus of control, 107–108
 extrinsic motivation, 244–245
- family relationships, 110–111
 family-work conflict. *See* work-family
 conflict/family-work conflict
 Five-Factors model, for personality,
 228
 flow theory, 249
 future sickness presenteeism, 23–24
- GCC study. *See* Global Corporate
 Challenge study
 gender. *See also* males; women
 SP and, 154–156
 Global Corporate Challenge (GCC)
 study, 97, 300
 Global Leadership and Organizational
 Behavior Effectiveness Research
 (GLOBE), 264
 group-level presenteeism, 114–115
- hardiness, 156
 Health and Labor Questionnaire
 (HLQ), 12
 Health and Work Performance
 Questionnaire (HPQ), 45–46
 Health Enhancement Research
 Organization (HERO), 188–189
 health locus of control, 156
 health status of workers. *See also* illness;
 sickness presenteeism
 in assiduity at work models, 134–135
 burnout and, 231, 226–230
 disutility and, 172
 hedonic tradition, for wellbeing,
 185–186
 subjective wellbeing, 186
 HERO. *See* Health Enhancement
 Research Organization
 HLQ. *See* Health and Labor
 Questionnaire
 home becoming work effect, 194
 HPQ. *See* Health and Work
 Performance Questionnaire
- ICT. *See* Information and
 Communication Technologies
 idealized influence, 106
- illness
 absenteeism and, 130
 concurrent sickness absenteeism, 23
 presenteeism and, 13, 23, 40
 absence from work, 14
 attendance at work, 14
 illness flexibility model, 16
 individual consideration, 106
 individualistic value systems, 81
 individual-oriented self-efficacy, 89
 influence. *See* idealized influence
 Information and Communication
 Technologies (ICT), 1
 in Asia, 69–70
 CASMIT, 69–70
 excessive availability for work and, 77
 innovation, defined, 243
 innovative behavior
 componential model of creativity
 and, 243, 249–250
 creative self-efficacy and, 249–250
 flow theory and, 249
 employee selection and, 251
 employee training and, 251
 engagement with work and, 263
 motivation and, 244–250
 extrinsic, 244–245
 intrinsic, 244
 obligation, 245–246
 organizational, 246–249
 COR theory and, 248
 decision-making influenced by, 247
 employee efficiency from, 248
 job demands and, 248–249
 positive, 247–248
 scope of, 241–242
 inspirational motivation, 106
 intellectual stimulation, 106
 internal locus of control, 104–105
 intrinsic motivation, 244
 involuntary absenteeism, 129
 involuntary presenteeism, 15–16, 39–40
- Japan
 excessive availability for work in,
 72–73
Karoshi in, 72–73, 289
 JD-R theory. *See* job demands-
 resources theory
 job control, 153–154

- job demands, 222
 - organizational innovative climate and, 248–249
 - as stressor, 191–192
- job demands-resources (JD-R) theory, 190–191
- job insecurity, 19, 109, 150–151
 - as stressor, 192
- job performance, 11
- job resources, 222
- job satisfaction, 19–20, 36

- Karoshi* (death from overwork)
 - in China, 289
 - in Japan, 72–73, 289

- leader-member exchange (LMX)
 - relationship, 86–88
- leadership. *See* transactional leadership; transformational leadership
- life satisfaction, 193–195
- LMX relationship. *See* leader-member exchange relationship
- locus of control
 - external, 107–108
 - health, 156
 - internal, 104–105
- loyalty, in Confucianism, 77–78

- males
 - SP among, 154–156
 - WFC/FWC for, 257
- managers, 174
 - wellbeing and, role in, 203
- mastery. *See* environmental mastery; personal mastery
- measurement, of presenteeism, 11–12, 42–59
 - of comparative productivity, 43, 50–51
 - estimated lost work time, 43
 - through consequences, 50
 - of efficiency, 43
 - limitations to, 46–59
 - of performance, 43
 - assessment of perceived impairment, 43–49
 - single-items in, 43
 - tools, 44–49. *See also specific questionnaires; specific scales*
- meditation, for burnout, 232
- mental health. *See also* burnout
 - presenteeism and, 2, 24, 98
- mental wellbeing, 188–195
 - individual worker's assessment of, 189–190
 - life satisfaction for, 193–195
 - physician assessment of, 189–190
 - stress and stressors on, 190–193
- modeling
 - of assiduity at work, 132–136, 137
 - contextual factors in, 136
 - health status factors in, 134–135
 - with integrated models, 132–134
 - for burnout, 222–223
 - COR theory, 225–226
 - individual variables, 228
 - integrated models, 231, 227–230
 - intervening variables, 228–230
 - moderators in, 228–230
 - work-related variables, 227
 - economic research, 176–177
 - augmented efficiency wage, 171
 - for sick pay, 170–174
 - types of workers in, 172–174
 - of SP, 147–150
 - dual path, in meta-analytic study, 148–150
 - in research, 147
- mood disorders, 242
- motivation. *See also* autonomous motivation; controlled motivation; dispositional antecedents; self-determination theory; self-efficacy; situational antecedents
 - coworker, 112–115
 - work engagement, 113–115
 - definition of, 99
 - excessive availability for work, in Asia
 - cultural influences on, 79–80
 - personal motivations, 76
 - Global Corporate Challenge, 97
 - innovative behavior and, 244–250
 - extrinsic motivation, 244–245
 - intrinsic motivation, 244
 - obligation motivation, 245–246
 - inspirational, 106
 - purpose of, 97

- motivation (cont.)
 scope of, 97
 in self-efficacy beliefs, in China,
 84–85
 for working while ill, 99–101
 approach strategy, 99
 avoidance strategy, 99
- motivational traits, 103–105
 internal locus of control, 104–105
 personal mastery, 104
 self-efficacy, 104
- musculoskeletal disorders, 40
- negative outcomes, from presenteeism,
 22–24, 40–42
 financial and productivity costs,
 22–23
 mental well-being, 24
 work ability and, 24
- neuroticism, 107
- non work-related presenteeism, 37
- obligation motivation, 245–246
- organizational citizenship behaviors
 (OCBs), 111
- organizational culture. *See also*
 workplace culture
 in China, 294–296
 policies and resources, 109
- organizational innovative climate,
 246–249
 COR theory and, 248
 employee efficiency from, 248
 job demands and, 248–249
 positive, 247–248
- orientation and training programs, 233
 innovative behavior and, 251
- output hours per work, 169
- over-commitment, at work, 35. *See also*
 excessive availability for work
- overwork. *See* excessive availability for
 work; *Karoshi*
- PBSE. *See* performance-based self-
 esteem
- perfectionism, 108
 self-oriented, 108
 socially-described, 108
- performance-based self-esteem (PBSE),
 197
- personal accomplishment, burnout as
 influence on, 223
- personal mastery, 104
- personality, 102–103
 burnout and, 228
 core self-evaluation traits, 228
 Five-Factors model, 228
- conscientiousness and, 103, 156
 hardiness, 156
 health locus of control, 156
 neuroticism and, 107
 SP and, 156
 workaholism, 156
- physical wellbeing, 188–195
 individual worker's assessment of,
 189–190
 life satisfaction for, 193–195
 physician's assessment of, 189–190
 stress and stressors on, 190–193
- Portugal, WFC/FWC studies for,
 276–278
 participants in, 268
 results of, 271–274
 structural invariance in, 270
 variables in, 271, 272, 273, 275
- positive organizational innovation,
 247–248
- positive outcomes, from presenteeism,
 25–26
 citizen behavior, 25
 motivational benefits, 25
 recovery facilitation, 25
 work performance improvements, 25
 workplace camaraderie, 25–26
- positive presenteeism, 41–42
 wellbeing and, 201–202, 203
- positive relationships with others,
 197–198
- power distance, 297–298
- pregnancy, presenteeism influenced
 by, 22
- presence culture, 151–152
- presenteeism. *See also* definitions;
 measurement
 absenteeism and, 1, 36–37, 129–136
 concurrent sickness, 23
 future sickness, 23–24
 affective-motivational states as
 influence on, 41
 anxiety disorders, 242

- assiduity at work and, 129–136
 - complementarity effect and, 131
 - dynamic model of, 133
 - relational dynamic between, 131–132
 - substitution effect and, 131–132
- burnout and, 222–226
- circumstantial determinants of, 21–22
 - pregnancy, 22
- componential model of creativity and, 242–244
 - innovative behavior and, 243, 249–250
- conceptual development of, 16–19
 - adjustment latitude in, 17
 - boundarylessness in, 16
 - illness flexibility model, 16
 - integrated model in, 16–17
 - social cognitive model, 19–19
 - typologies in, 17–18
- depression and, 19–20, 40
- Dynamic Model for Presenteeism and Absenteeism, 221–222
- as dysfunctional, 40
- economic deprivation as result of, 26
- economic losses as result of, 175
- empirical research on
 - antecedents, 19–22, 220–222
 - methodological issues, 52–58, 59–61
 - outcomes in, 22–26
- employment contracts and, 20
- employment experience and, 21
- financial pressures and, 19
- group-level, 114–115
- hidden costs of, 2
- historical study of, 1–3
- illness and, 13, 23, 40
 - absence from, 14
 - attendance with, 14
 - concurrent sickness absenteeism, 23
 - in flexibility model, 16
- involuntary, 15–16, 39–40
- job control and, 20
- job demands and, 20, 222
- job insecurity and, 19
- job resources and, 222
- job satisfaction and, 19–20
- management studies, 2
 - global, 4
- mental health issues from, 2, 24, 98
- mood disorders and, 242
- negative outcomes from, 22–24, 40–42
 - financial and productivity costs, 22–23
 - mental well-being, 24
 - work ability and, 24
- physical health issues from, 2
- positive, 41–42
- positive outcomes from, 25–26
 - citizen behavior, 25
 - motivational benefits, 25
 - recovery facilitation, 25
 - work performance improvements, 25
- workplace camaraderie, 25–26
- positive understandings of, 40–42
- scheduling issues and, 21
- SCT and, 3–4
- sick pay policies and, 21
- in SMEs, 22, 59, 60–61
- staff replacement difficulties and, 20
- teamwork issues and
 - interdependent work, 20
 - personal obligations to team, 20
- technological influences on, 1
- theories on, 52–58
- time pressure and, 20
- types of, 127–128, 305
- voluntary, 15–16
- wellbeing and, 187–188, 201–207
 - managers' role in, 203
 - positive, 201–202, 203
- work engagement and, 20
- work flexibility and, 21
- work responsibilities and, 20
- workers' tenure and, 175–176
- workplace culture and, 21
 - norms in, 21
 - professional values in, 21
- problem solving, engagement with work and, 263
- productivity, comparative, 43, 50–51
 - burnout as negative influence on, 222
 - estimated lost work time, 43
 - WFC/FWC as influence on, 278–279
 - WPAI, 12

- productivity, comparative (cont.)
WPI, 44
WPSI, 12
- psychological wellbeing, 195–198
autonomy as part of, 195–196
burnout and, 226–227
engagement with work and, 263–264
environmental mastery and, 196
eudaimonic perspective on, 186
positive relationships with others
and, 197–198
self-acceptance and, 196–197
self-efficacy and, 196
- Qianchenwuyou, China, 288–291,
305
- reciprocal causation, 71
reciprocity, in Confucianism, 77–78
recovery, facilitated by presenteeism,
25
- Recovery Theory
for burnout, 225
in China, 290
- relational contracts, between workers
and employers, 85
- relationships. *See also* self-group
relations; self-society relations
burnout from, 224
coworker, 105–106
engagement with work and, 263
family, 110–111
LMX, 86–88
positive, with other workers,
197–198
- replacement workers, costs of, 168–169
Resource Conversation Model, 276
- SCT. *See* social cognitive theory
SDT. *See* self-determination theory
the self, as system
in China, 80–83
bicultural self, 80–81, 84
in individualistic value systems, 81
self-group relations, 82
self-other relations, 82
self-society relations, 81–82
in Western cultural tradition, 81
self esteem. *See* performance-based self-
esteem
- self-acceptance, 196–197
self-determination theory (SDT),
99–112. *See also* autonomous
motivation; controlled
motivation
applications of, 102
social connectedness and, 105–106
self-efficacy, 79, 80
in Chinese cultural beliefs, 83–88
affective processes, 85–86
cognitive processes, 83–84
defined, 83
in LMX relationship, 86–88
motivational processes, 84–85
selection processes, 86
creative, 249–250
flow theory and, 249
individual-oriented, 89
motivational traits and, 104
psychological wellbeing and, 196
social-oriented, 89
task-mastery experiences, 87
self-evaluation traits, 228
self-group relations, 82
self-oriented perfectionism, 108
self-other relations, 82
self-society relations, 81–82
sick leave, 146
in China, 295, 306
sick pay, 156–157, 170–171
in China, as benefit provision,
293–294, 295
as economic model, 170–174
sickness insurance, 168
sick pay as part of, 156–157,
170–174
sickness presenteeism (SP), 72. *See also*
China; economic research;
illness
constraints for, 150–153
absence and presence culture,
151–152
absence policies, 151–152
job insecurity, 150–151
staff reductions, 150–151
disease tolerance levels and, 159
employee explanation of, 157–159
job design factors, 153–154
job control, 153–154
workload demands, 154

- model of, 147–150
 - dual path, in meta-analytic study, 148–150
 - in research, 147
- personal factors for, 154–157
 - financial situation, 156–157
 - gender influences, 154–156
 - personality, 156
- research on, 146–147
 - models in, 147
 - qualitative, 147
 - scope of, 146–147
 - sick pay, 156–157
 - wellbeing and, 198–204
- situational antecedents
 - of autonomous motivation, 105–106, 220
 - coworker relationships, 105–106
 - job characteristics, 105
 - transformational leadership, 106
 - of controlled motivation, 108–111, 220
 - financial constraints, 110
 - organization-related factors, 108–110
 - personal domain factors, 110–111
 - poor family relationships, 110–111
 - work-related factors, 108–110
- small and medium-sized enterprises (SMEs), presenteeism in, 22, 59, 60–61
- social cognitive model, 19–19
- social cognitive theory (SCT), 78–79
 - Asian work culture, 75
 - presenteeism and, 3–4
 - self-efficacy in, 79, 80
 - triadic reciprocal determinism, 79
- social connectedness, 105–106
- socially-described perfectionism, 108
- social-oriented self-efficacy, 89
- SP. *See* sickness presenteeism
- SPS. *See* Stanford Presenteeism Scale
- staff reductions, 150–151
- staff replacement issues, 20
- Stanford Presenteeism Scale (SPS), 12, 45, 46–50, 269–270
 - in China, 290
- stimulation. *See* intellectual stimulation
- stress, stressors and, 190–193. *See also* burnout
 - job demands, 191–192
 - job insecurity, 192
 - in organizational and occupational literature, 219
- subjective wellbeing, 186
- substitution effect, 131–132
- substitution opportunities, 174–175
- Taiwan, excessive availability for work in, 73, 74
- Taoism, 287
- teamwork, presenteeism and
 - interdependent work between team members, 20
 - personal obligations to team, 20
- traditionality, in China, 298
- training programs. *See* orientation and training programs
- transactional leadership, 109–110
- transformational leadership, 106
 - idealized influence in, 106
 - individual consideration and, 106
 - inspirational motivation and, 106
 - intellectual stimulation, 106
- triadic reciprocal determinism, 79
- United States (U.S.), presenteeism
 - definitions in, 10, 184, 260–261
- utilitarianistic familialism, 297
- Utrecht Work and Well-being Survey (UWES-9), 269
- voluntary absenteeism, 129
- voluntary presenteeism, 15–16
- wellbeing. *See also* psychological wellbeing
 - conservation of resources theory and, 191
 - defined, 185–188
 - eudaimonic perspective, 186
 - psychological wellbeing, 186
 - hedonic tradition for, 185–186
 - subjective wellbeing, 186
 - home becoming work effect and, 194
 - JD-R theory and, 190–191
 - mental, 188–195
 - individual worker's assessment of, 189–190
 - life satisfaction for, 193–195

- wellbeing (cont.)
 physician assessment of, 189–190
 stress and stressors on, 190–193
 multidimensionality of, 186–187
 physical, 188–195
 individual worker's assessment of, 189–190
 life satisfaction for, 193–195
 physician's assessment of, 189–190
 stress and stressors on, 190–193
 presenteeism and, 187–188, 201–207
 managers' role in, 203
 positive, 201–202, 203
 sickness presenteeism and, 198–204
 WFC/FWC. *See* work-family conflict/family-work conflict
 WHI. *See* Work and Health Interview
 WHP. *See* Work Health Promotions
 WLQ. *See* Work Limitations Questionnaire
 women
 SP among, 154–156
 WFC/FWC for, 257
 Work and Health Interview (WHI), 12
 in China, 290
 work engagement. *See* engagement
 Work Health Promotions (WHP), 304, 306
 Work Limitations Questionnaire (WLQ), 12, 44–45
 in China, 290
 Work Productivity and Activity Impairment Questionnaire (WPAI), 12
 Work Productivity Index (WPI), 44
 Work Productivity Short Inventory (WPSI), 12
 workaholism, 156
 work-family conflict/family-work conflict (WFC/FWC), 261–266
 cultural values and, 264–266
 country characteristics and, 264–266
 E-R model for, 266
 engagement with work and, 263–264
 males as caregivers and, 257
 methodological approach to, 267–278
 measures in, 269–270
 participants in, 268
 strategy for, 267
 organizational change as factor in, 257–258
 Resource Conversation Model, 276
 studies for
 analysis of, 276–278
 participants in, 268
 results of, 271–274
 structural invariance in, 270
 variables in, 271, 272, 273, 275
 variables for, 262–263
 women in workplace and, 257
 work productivity influenced by, 278–279
 workload demands, 154. *See also* job demands
 workplace culture
 in Asia
 excessive availability in, 74–80
 personal factors in, 75–76
 in SCT, 75
 presenteeism and, 21
 professional values as factor in, 21
 workplace norms, 21
 WPAI. *See* Work Productivity and Activity Impairment Questionnaire
 WPI. *See* Work Productivity Index
 WPSI. *See* Work Productivity Short Inventory
 ZhilianZhaopin recruiting platform, in China, 288, 305–306