

Absenteeism: Consequences for the Organization

Luiz Fernando Perin,

Business school, Faculdade de São Marcos, Brazil,

<https://orcid.org/0009-0000-6034-7442>

Uiliam Hahn Biegelmeier, Phd,

Faculdade de São Marcos, Brazil,

<https://orcid.org/0000-0002-8656-9809>

Maria Emilia Camargo, Phd,

Universidade Federal de Santa Maria, Brazil,

<https://orcid.org/0000-0002-3800-2832>

Alice Munz Fernandes, Phd,

Universidade Federal do Pampa, Brazil

<https://orcid.org/0000-0003-3023-605X>

Nilton Soares Formiga, Phd,

Universidade Potiguar, Brazil,

<https://orcid.org/0000-0003-4907-9736>

Andrea Cristina Femiano Fidelis, Phd,

Universidade Potiguar, Brazil

<https://orcid.org/0000-0003-0089-3681>

Abstract

The issue of absenteeism is increasingly present within organizations, generating great concern among managers, since employee absences negatively impact productivity and product costs. The overall objective of this research is to verify why people are absent from work and what consequences absenteeism generates for the organization. Therefore, the following specific objectives were outlined: to identify the main factors that cause absenteeism; to verify the impacts of absenteeism on productivity; and to evaluate strategies to minimize absenteeism. To provide a foundation for understanding absenteeism, the topics of human resource management and quality of work life (QWL) were also addressed, as they are complementary subjects to the proposed study. The data approach in this research is both qualitative and quantitative, of an applied nature. Regarding the method, exploratory and descriptive research was used, employing a case study for data analysis and contextualization. A closed-ended questionnaire was used with employees of a metallurgical company in the Serra Gaúcha region, in addition to a semi-structured interview with the human resources manager. The results were analyzed and compared with the literature review.

Keywords: People management. Quality of life at work. Absenteeism.