



Canadian Journal of
Administrative Sciences
Revue canadienne des
sciences de l'administration

Call for Papers:

Presenteeism: Theory, Research, and Practice

This call for papers is one of the 18 tracks for the 2013 International Network of Business and Management Journals (INBAM) conference. For more information about the conference, INBAM, and the call for papers visit <http://2013.inbam.net>

Deadline for Submission: December 15, 2012

Guest Co-editors:

Professor Gary Johns
Concordia University Research Chair
in Management
Department of Management
John Molson School of Business
Concordia University
Montreal, QC, H3G 1M8
Canada
E-mail: gjohns@jmsb.concordia.ca

Professor Louise Tourigny
Management Department
College of Business & Economics
University of Wisconsin-Whitewater
800 West Main Street
Whitewater, WI 53190-1790
USA
E-mail: tourignl@uww.edu

About the topic:

Presenteeism refers to being at work despite being sick, instead of being absent. Much like its counterpart absenteeism, it is ubiquitous in organizations. Nevertheless, our understanding of presenteeism, compared to our understanding of absenteeism, is woefully inadequate. In fact, published works on absenteeism outnumber those on presenteeism by 100 to one. Yet, there is ostensible evidence that the cost of presenteeism is roughly 10 times that of absenteeism!

The motivation for this special issue stems from the fact that presenteeism has huge financial implications and is of substantial practical interest for management. At the same time, managers have only a poor understanding of the phenomenon. From a theoretical point of view, presenteeism lies somewhere in the conceptual space between absenteeism and full work engagement but we do not know where. However, we are at that stage of development of the concept where we have begun to identify and theoretically justify the nomological network for presenteeism. We have also begun to model the phenomenon, develop measures, and observe its empirical manifestations across contexts. It is time to share what we know and what we are doing to stimulate intellectual interest.

We call for a special issue on presenteeism where we hope to trace conceptual development, share measures, test theoretical connections, and discuss economic and psychological consequences of presenteeism along with its managerial implications.

There is little theoretical direction in much of the writing to date on presenteeism. Gary Johns (*Journal of Organizational Behavior*, 2010) provided the basic brush strokes toward a theory of presenteeism by identifying preconditions that need to be addressed in formulating a theory. These include:

- how one evaluates the severity of one's health condition and the subjectivity inherent in such evaluations;
- how presenteeism interfaces with absenteeism across levels of observation and analysis;
- how perceptions, ranging from insecurity to pressure to a sense of moral obligation influence the practice of presenteeism;
- how personality and individual differences affect presenteeism;
- how social dynamics shape the prevalence of presenteeism in organizations
- how contextual or job related factors, such as industry, job design, understaffing, and shift work among others, influence presenteeism
- how cross-cultural differences influence presenteeism; and how such differences should be taken into consideration in the conceptualization, measurement, and study of presenteeism

In this special issue, we hope to address these points, refining our optic on presenteeism using both conceptual and empirical lenses to observe the phenomenon.

Papers can be from various theoretical perspectives and use various empirical methods, large scale survey work, and archival databases, but must constitute fresh work that genuinely advances existing debates on presenteeism.

Submission guidelines:

Consideration will be given to both theoretical and empirical papers for this special issue, and it is not restricted to Canadian content or data. The format of papers should not exceed 40 pages including references, tables, and figures. All papers should conform to American Psychological Association (APA format) guidelines.

Please submit your manuscripts through the INBAM website at <http://2013.inbam.net/submissions> and select track 7: Canadian Journal of Administrative Sciences.

All submitted papers to CJAS will undergo a "double-blind" peer review. If a topic of an article does not fit with the special issue, the author(s) will be contacted to determine if the paper should be forwarded to the review process for a regular CJAS issue. Both French and English papers will be accepted for review.

CJAS is celebrating its 30th anniversary in 2013, is an ISI-listed journal (search ISSN - 0825-0383), and is published by Wiley-Blackwell. Papers accepted for publication will be accessible electronically from the Wiley-InterScience Platform, as well as appear in the print copy of the journal. For more information about CJAS, visit our website at <http://cjas.mcmaster.ca>.