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A conceptual framework for understanding responsible leadership and presenteeism: the mediating influence of organizational commitment and employee turnover intentions

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Abstract

Presenteeism refers to reduced productivity caused by employees' ill health. Presenteeism has a substantial impact on productivity and imposes a significant economic burden to businesses and national economies. In 2010, presenteeism costed the Australian economy \$AUD 34.1 and the United States economy \$USD180 billion. The purpose of this paper is to develop a conceptual framework supporting the relationship between perceived responsible leadership and presenteeism, and the mediating role of organizational commitment and employee turnover intentions. Implications of this conceptual framework are discussed both in terms of future research directions and intervention strategies.

Keywords

presenteeism, leadership, responsible, understanding, framework, conceptual, employee, turnover, commitment, intentions, organizational, influence, mediating

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01. Reshaping Management for Impact

Competitive Session

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Key Words: Leadership; Managing for impact