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# Psychological, social, and organizational factors that influence the imitation of work absenteeism

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*Factores psicológicos, sociales y organizacionales que inciden en la imitación del ausentismo laboral*

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## Abstract

Absenteeism is a main problem in human resource management. It is costly, disrupts workflow, obstructs operations, and interferes with decision-making. Absenteeism has been linked to hospital staff in factors as quality of life and work satisfaction. The objective of this study was to understand the phenomenon of imitation of absenteeism, meaning observation and modeling of behavior. Also, it was intended to analyze the psychological, social, and organizational factors that influence this conduct. The method consisted of a qualitative design with an exploratory approach (IRB: CIPSHI 1819-220). Semi-structured interviews were conducted with eight participants from a nursing staff. The interviews were transcribed and analyzed using thematic analysis. The results are divided in three main areas: 1) imitation of absenteeism, 2) reasons for absence, 3) consequences of absenteeism. Most participants expressed that they do not imitate absenteeism behavior of their colleagues. Among the main factors for absenteeism were respiratory diseases and family care. Various participants indicated that absenteeism causes work overload and high levels of stress, although these are not main reasons for absence. In terms of consequences, it affects the nursing sample because they are assigned to cover shifts in vacant areas for which they lack the necessary skills. As for recommendations, it is important that stress levels caused by work overload and lack of experience when filling vacancies should be addressed. Hospitals may consider care centers for employees' children and family members, in addition to providing trainings for managing the lack of employees' skills when relocated.