



ABSENTEEISM LABOR

*The motivating factors
and teaching prevention*

*Davi Fideles de Oliveira
Carlos Marcelo Balbino
Lucrécia Helena Loureiro*



Absenteeism Labor



The unscheduled absence of a worker from the workplace due to absences, delays or early departures can be defined.

Absence from work is one of the main concerns of employers around the world, as it directly affects productivity and profitability. This phenomenon is defined as missing a day or period of work..

Motivating Factors

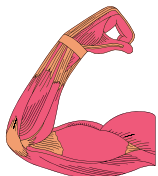
The causes and motivations for absenteeism are very diverse and the impacts generated by absences from work affect both the company and the employee who carries out such action.



There are multiple factors that are biased towards absenteeism, in this material we identify the main motivating factors cited in Brazil and around the world.

MOTIVATING FACTORS

• Musculoskeletal Disorders



Musculoskeletal disorders, such as: coccydynia (inflammation of the coccyx region), tendonitis, epicondylitis (inflammation of the elbow tendons), osteoarthritis of the knee, piriformis syndrome (rare condition that affects compression of the sciatic nerve by the piriformis muscle in the buttock) , herniated discs, among others, are common among workers, being responsible for a large proportion of sick days and absences from work.

The structures of the musculoskeletal system assist in posture and movement of the body, are attached to the bones and around the joints. Staying in the same position for hours can lead to some occupational illnesses or repetitive injuries.

How to prevent?

Taking short breaks during work and practicing gymnastics at work are essential for preventing musculoskeletal disorders.



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• Mental illnesses



There are different types of mental illnesses, the most common among workers are: anxiety, depression, bipolar affective disorder, dementia, schizophrenia, Burnout syndrome and other psychoses, mental illnesses affect the worker's routine significantly inside and outside of work..

How to prevent?



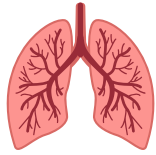
Regular physical exercise, adopting healthy eating habits and getting adequate sleep are important self-care practices for mental health.

The adoption of management open to dialogue, and employee participation in the construction and adaptation of work routines are also essential for mental health at work.

Know more...



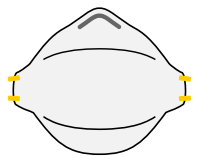
• Respiratory diseases



Diseases that affect the respiratory system, such as: flu, asthma, bronchitis, sinusitis, pneumonia, tuberculosis, viral pathologies such as covid-19 and others harm the worker and can affect the development of their activities at work, being also harmful to the adequate oxygenation of the blood, generating several impacts.

How to prevent?

Some measures can prevent respiratory diseases and their problems: increase fluid intake, avoid smoking, minimize exposure to chemicals and dust through the use of personal protective equipment, keep work environments ventilated, perform hand hygiene frequently, maintain up-to-date vaccination coverage, maintain healthy habits, such as adequate sleep, balanced diet and physical exercise.



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● Joint Diseases



The joints offer good dynamics for the body's functioning, allowing the worker to perform important movements necessary for carrying out work activities.

When the joints are affected by diseases such as: arthrosis/osteoarthritis, arthritis, rheumatoid arthritis, gout, bursitis, tendinitis and others, the worker may have a reduction in their professional development and their work capacity, leading to a withdrawal from their activities.

How to prevent?

Practicing low-impact physical activities such as swimming or walking, as recommended and guided by specialized professionals, can help strengthen the muscles close to the joints, preventing injuries.

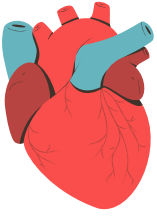


Maintain good posture and avoid repetitive movements. helps preserve joints.

Know more...



• Cardiovascular diseases



Cardiovascular diseases affect the blood vessels and the heart, one of the main structures of the circulatory system. Injuries to this system are the reason for temporary and even permanent absences of workers.

Among the main heart diseases are: high blood pressure, arrhythmias, myocardial infarction, myocarditis and heart failure.

How to prevent?



Maintaining a healthy lifestyle, practicing physical exercise regularly such as: walking, cycling, swimming and sports, with the supervision of specialized professionals, can help prevent such diseases.

.Before starting physical activities, remember to consult specialized professionals.

Maintaining a healthy and balanced diet through specialized professional guidance tends to promote a better quality of life.

Know more...



PREVENTION AND INTERVENTIONS FOR REDUCED ABSENTEEISM

- **Quality of Life Programs**



The adoption of worker quality of life programs, which include: health, sport, leisure, social activities and promotion of physical and mental well-being can help reduce casualties during working hours. Such actions can be carried out within the company itself or through partnerships.

- **Professional recognition**

Recognizing and rewarding workers for exceptional performance in activities tends to improve performance and reduce absences from work.



- **Flexibility of schedules**

A more flexible working day tends to help employees balance their personal and professional activities. Home office work can be an alternative to minimize absences from work.



- **Internal Marketing / Internal Communication**



Effective communication with workers to keep them informed about company policies, benefits and available resources.

- **Professional development**



Promoting professional development and growth can motivate workers to better develop their activities in the workplace, the probability of growth generates greater potential for satisfaction.

- **Training Programs**



Carrying out training and ongoing education with employees and managers can promote improvements in organizational culture.

**OSWALDO ARANHA FOUNDATION
VOLTA REDONDA UNIVERSITY CENTER
DEAN OF RESEARCH AND POSTGRADUATE DEPARTMENT
PROFESSIONAL MASTER'S DEGREE IN SCIENCE TEACHING
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Carlos Marcelo Balbino

Post-doctorate in Production Engineering; PhD in Health Care Sciences; Master in Nursing Care; Specialist in Higher and Professional Education Teaching; Coordinator and Professor of the undergraduate and postgraduate course - UNIFOA.

<http://lattes.cnpq.br/2757282565715178>

Lucrécia Helena Loureiro

Post Doctorate in Nursing and Biosciences; PhD in health sciences; Master's Degree in Health and Environmental Sciences; Professor of undergraduate and postgraduate nursing at UniFOA.

<http://lattes.cnpq.br/6766173053167523>

Davi Fideles de Oliveira

Master's student in Teaching in Health and Environmental Sciences; Postgraduate in Occupational Nursing; Graduated in Nursing; Guest Professor of the Nursing Technical Course at the University Center of Volta Redonda - UniFOA;

<http://lattes.cnpq.br/0066829705343153>

