

A modern office interior with several desks, computers, and large windows overlooking a city skyline. The room is brightly lit with natural light and modern pendant lights. A large, stylized graphic of two overlapping curved lines, one teal and one orange, is positioned on the right side of the image.

Cutting Costs and Absenteeism

May 19, 2021



Vensure Employer Services and our PEO Partners



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Instructions for Submitting Questions with GoToWebinar



› When you launched GoToWebinar, a control panel and a screen share window opened up



› In the control panel, there is a dropdown section entitled, “Questions”



› Open up that section and type your question into the dialog box and hit enter. **If you are a client, please put “CLIENT” in your question**



› Please note that you will not see the questions or comments of others



› We will try to answer all the questions within the allotted time; however, if you did not get your question answered or if you come up with a question after the webinar ended, please contact webinarHRhelp@Vensure.com

Our Panelist



Robin Paggi
Training and Development Specialist

1

The Cost of Absenteeism

The Cost of Absenteeism

Direct Costs:

- › Wages and Benefits Paid to the Employee During an Absence
- › Overtime Paid to Other Employees
- › Temporary Staffing

Indirect Costs:

- › Customer Service
- › Low Productivity
- › Employee Morale

Indirect Costs Often Exceed The Direct Costs of Absenteeism

2

Trends in Absenteeism

A modern meeting room with a white table, black chairs, and whiteboards. The room has a light-colored wooden floor and a white wall. There are two whiteboards on the wall, one on each side of the table. The room is well-lit and has a clean, professional appearance.

Trends In Absenteeism

- › The Higher Rate of Pay and the Greater the Length of Service of The Employee, the Fewer the Absences
- › As an Organization Grows, There is a Tendency Towards Higher Rates of Absenteeism
- › Women are Absent More Frequently Than Men
- › Single Employees are Absent More Frequently Than Married Employees
- › Younger Employees are Absent More Frequently Than Older Employees
- › Older Employees are Absent for Longer Periods of Time Than Younger Employees
- › Unionized Organizations Have Higher Absenteeism Than Non-Union Organizations

3

Mandated Rights to Be Off Work

Mandated Rights to Be Off Work

- › Pregnancy Disability
- › Family Care
- › Workers' Compensation
- › Disability Jury or Witness Duty
- › Victims of Domestic Violence
- › Voting
- › School
- › Emergency Duty as a Volunteer Firefighter, Reserve Police Officer, or Emergency Rescue Personnel
- › Military Service/Military Spouse Leave
- › Any Other Reason Agreed to by the Employer/Employee



4

Reasons Employees Don't Show Up For Work

Reasons Employees Don't Show Up For Work



Low Morale



Inadequate Leadership And Poor Supervision



Poor Working Conditions



Stress



Boredom On The Job



Excessive Workload



Lack of Job Satisfaction



Discontent

5

Reasons Employees Show Up for Work

Reasons Employees Show Up For Work

They Identify with the Goals of the Organization and Care What Happens to it

They Find Their Jobs Meaningful

They Like Working for the Organization

They Feel Free to Discuss Their on-the-job Problems with Their Immediate Supervisor

They Feel Confident and Have Supportive Relationships at Work

6

How to Manage Absenteeism



How to Manage Absenteeism

- › Create an Attendance Policy That Clearly Communicates the Employer's Expectations of Attendance
- › Monitor Attendance and Communicate with Employees the Purpose of Sick Leave and the Impact of Their Absence on the Organization and Their Co-Workers
- › Provide Supervisory Training
- › Provide Conflict Resolution and Teambuilding Training for All Employees
- › Provide Incentives
- › Provide Flexibility if Possible

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**Thank You for
Your Time**

