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Sickness absenteeism is a widely researched workplace health problem that has long been seen as a cost to employers. However, recent literature indicates that the counterpart of absenteeism - termed as 'presenteeism' which refers to the practice of coming to work despite health complications, such

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and A Working Definition Chandani Werapitiya (werapitiyac@yahoo.com) H.H.D.N.P. Opatha (opatha@sjp.ac.lk) R.L.S.Fernando (rlsf@sjp.ac.lk) Abstract: As far as Sri Lanka is concerned, the term Presenteeism seems to be a novel concept though it is a concept being currently researched and discussed particularly in Australia, USA, UK and

[Measuring the Costs of Presenteeism | SpringerLink](#) Abstract. It has been noted in earlier chapters that presenteeism is an invisible cost to employers. To manage costs of presenteeism, employers need to have a clear idea about the nature and extent of such behaviour and its costs to their respective organizations.