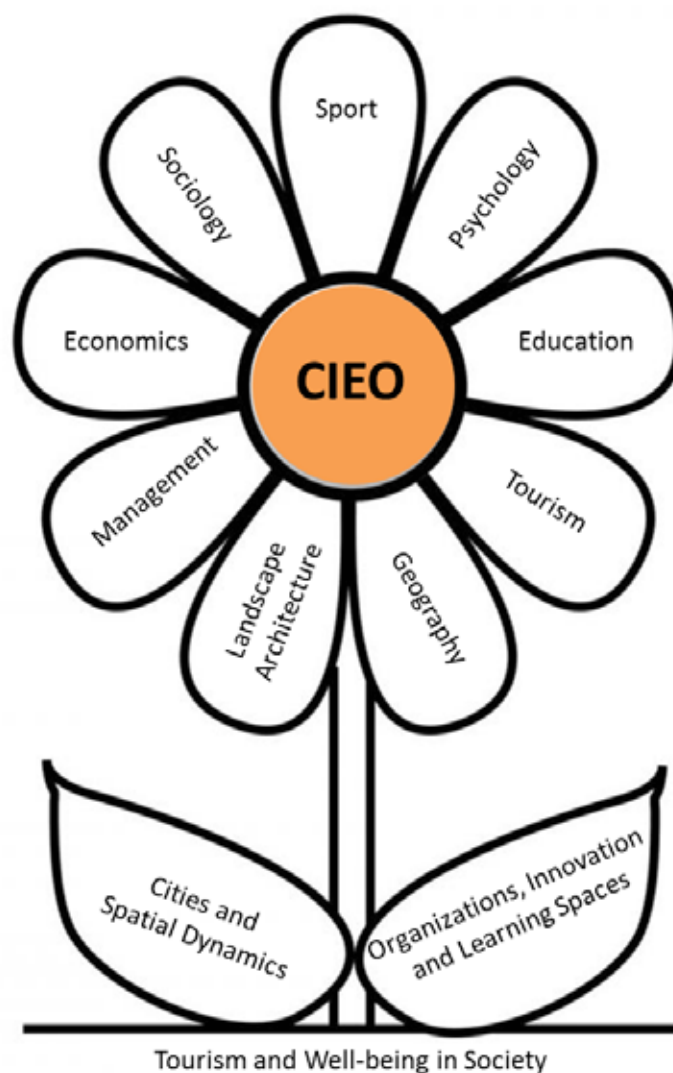


International Congress Interdisciplinarity in Social and Human Sciences

5th - 6th May 2016

Book of Abstracts



University of Algarve
Faro, Portugal

BOOK OF ABSTRACTS

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TECHNICAL INFORMATION

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Managing the Effects of Presenteeism on Productivity of a Company in the Foodtransformation Sector

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ABSTRACT

Introduction: Presenteeism consists in going to work without conditions to produce, which can have a much higher impact than absenteeism on the productivity of an organisation. Presenteeism translates in both physical (low back pain, headache, arthritis) as psychological perturbations (anxiety, depression, stress, attention deficit). It is a difficult to quantify reality as is its translation into direct and indirect costs within the organisation.

Goal: Analyse the effects of presenteeism on the productivity of a company in foodprocessing sector.

Method: Study of exploratory nature, descriptive and transversal, using a case study. The Stanford Presenteeism Scale SPS-6 (validated by Ferreira et al, 2010) and a semistructured interview to the management were used.

Results: Most of the workers referred having already gone to work feeling ill at least two days in the last year, mentioning that their health condition affected their performance, feeling desperate and lacking pleasure from the tasks. The incidence of presenteeism varied according to the function performed in the company being that there was a higher incidence in the more demanding functions. Management mentioned that presenteeism has a direct impact on productivity without, however, being able to quantify the true costs.

Conclusions: Presenteeism is a reality in the organisational scenarios, exceling in the educational and health sectors. We underline the importance of making organisations aware of the psychosocial risks and the importance of having healthy leaderships, work stress control and the presence of clinical psychologists and professional coaches.

Keywords: Presenteeism, Productivity, Work Stress.

People Management: Practices, Organizational Commitment and Job Satisfaction of Nursingteachers

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ABSTRACT

Higher education has changed over time by trying to respond to the new challenges of contemporary society. The redefinition of the roles played by institutions and people who are part of them, necessarily leads to a new policy and institutional practice design that proactively contributes to the overall development of society. In this sense, the organization of higher education institutions is important, as well as the kind of relationships that are established there. The aim of this study is to assess the relationships between people management practices, organizational commitment and job satisfaction, as perceived by nursing professors in public schools of higher education in Portugal and Brazil. It is a quantitative research, using an online questionnaire, which uses descriptive statistics to characterize the respondents, confirmatory factor analysis to validate the structure of the scales applied to measure the three constructs and structural equation modeling to confirm the research hypotheses. The results show that the perception of people management practices contributes positively to organizational commitment and to job satisfaction, and that these two constructs are positively correlated.

Keywords: People Management, Organizational Commitment, Job Satisfaction, Structural Equation Modeling.