

Driving productivity and employee engagement

Encouraging essential connections in your workforce

Presenteeism can affect productivity more than absenteeism

An employee who's engaged and productive differs from one who's merely present. Presenteeism refers to workers who aren't absent from work but aren't fully functioning either. They may be mentally or physically ill, stressed, or disinterested in their job. Presenteeism isn't always as obvious as absenteeism — but it can be even more costly.

Costs of presenteeism



Can cut individual productivity by **one-third** or more¹



May cost the U.S. economy up to **\$150 billion** a year, far surpassing absenteeism costs²

Sources of stress



Work (workload, career path, lack of paid time off (PTO), or other benefits)



Personal (caregiving, relationships, physical and mental health conditions, financial concerns)

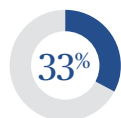


Enhance your hiring and onboarding approaches

Hiring and onboarding

Choose candidates who best fit the skills needed and the culture of your company, and design an onboarding process that gets them off to a good start.

Organizations with:²



An effective onboarding experience have 33% more employees feeling engaged



A negative onboarding experience may have new hires **2x** as likely to look for other jobs

¹ Blavo, Yolanda, and Virhia, Jasmine, "How to Support Employee Productivity and Inclusion in a Fast-Changing Workplace," LSE Business Review, June 7, 2023, <https://blogs.lse.ac.uk/businessreview/2023/06/07/how-to-support-employee-productivity-and-inclusion-in-a-fast-changing-workplace/>.

² Van Eys, Patti, "The Costs of Presenteeism and Absenteeism in the Workplace," Pathways, January 21, 2022, <https://www.pathways.com/pathways-at-work/blog/costs-of-presenteeism-and-absenteeism#:~:text=Presenteeism%20Costs%20More%20Than%20Absenteeism,far%20surpasses%20annual%20absenteeism%20costs.>

Invest in your company culture

Some call “quiet quitting” a new trend — but it might just be another name for the percentage of the workforce that isn’t engaged:¹



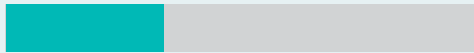
Only 1 in 4 employees strongly agree they feel connected to their company culture.



Only 1 in 3 employees strongly agree they belong at their organization.

Encourage employees to find balance

Presenteeism grows when employees feel physically or mentally spent. They need to know they can take PTO or leave when needed, without feeling like they’ll be penalized.



One-third of surveyed employees don’t feel comfortable taking vacation time.¹



One in four U.S. workers has been pressured or explicitly asked to work despite being sick.¹



Recognize employee achievements

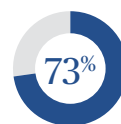
When companies recognize and reward achievement, their employees are:¹

5x

5x more likely to see a path to grow at their organization

4x

4x more likely to be engaged in their work

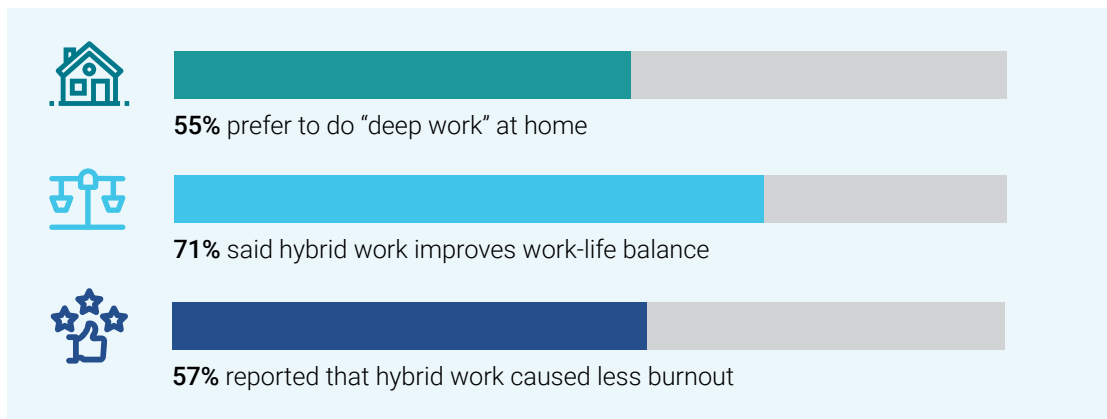


73% of senior leaders surveyed say their organization doesn’t offer managers or leaders best practices training for how to implement employee recognition.¹

¹“Unleashing the Human Element at Work: Transforming Workplaces Through Recognition,” Workhuman, May 11, 2022, https://www.workhuman.com/resources/reports-guides/unleashing-the-human-element-at-work-transforming-workplaces-through-recognition?utm_source=google&utm_medium=cpc&utm_campaign=2023q2_wh_sem_nb_awareness_blog_post_na_phr_pros&utm_content=employee_engagement&gclid=Cj0KCQjwto-kBhDIARIsAL6L0dn7_Zny1SsszboaDpqGB7zKnf0u58XMT5NeyPIGqcpODuWz5JjVygAaITuEALw_wcB&gclid=aw.ds#main-content.

Consider offering flexibility

Some employees feel they're more productive at home. When surveyed, here's what they have to say:²



Invest in employee wellness

Trying to lessen costs by trimming benefits? That strategy may have opposite effect — causing rising presenteeism and absenteeism due to employees not having the coverage or time to attend to their physical or mental health.



Presenteeism typically costs employees **two to three times more** than direct medical care.³

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² Tsipursky, Gleb, "The Return to the Office Could Be the Real Reason for the Slump In Productivity. Here's the Data To Prove It," Fortune, February 16, 2023, <https://fortune.com/2023/02/16/return-office-real-reason-slump-productivity-data-careers-gleb-tsipursky/>.

³ Van Eys, Patti, "The Costs of Presenteeism and Absenteeism in the Workplace," Pathways, January 21, 2022, <https://www.pathways.com/pathways-at-work/blog/costs-of-presenteeism-and-absenteeism#:~:text=Presenteeism%20Costs%20More%20Than%20Absenteeism,far%20surpasses%20annual%20absenteeism%20costs.>