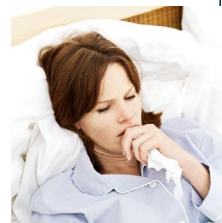


# Work disability theories Part II

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## 2. Personality

- Disease prone personality → sickness absence?
- Weak (theoretical) support
- Hostility → low sense of coherence → SA



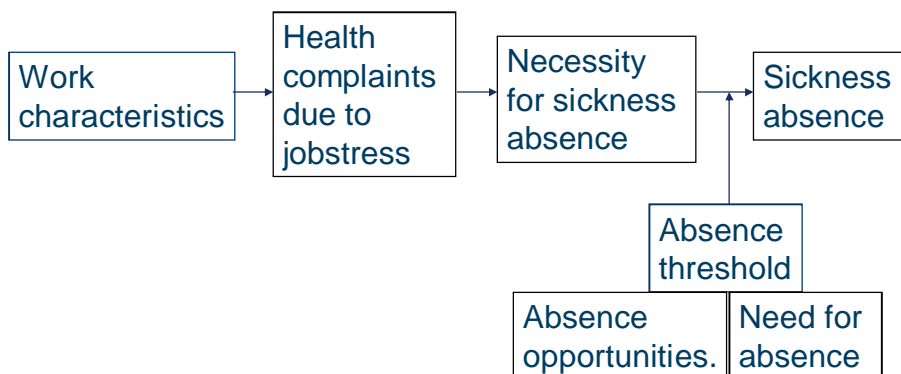
### 3. Behavioural theories

- “Sickness absence is (conscious) behaviour”
- Nicolson (1977):
  - Pain avoidance models
  - Adjustment and maladjustment models
  - Decisional theories



### 4. Combination

e.g. Veerman (1993):



## Assignment 3

- Which theory would fit with your topic / goal / concepts / data?
- Why?

## II. Explaining work disability duration once reported sick / return to work

1. Phase models
2. Work stress approach
3. Decisional theories
4. Combination

## 1. Phase models

- Stages towards return-to-work
- Readiness for change model: precontemplation, contemplation, preparation for action, action, maintenance
- Phase models for disability
- Readiness for Return-to-Work model

## Assignment 4

- Which theory would fit with your topic / goal / concepts / data?
- Why?

### III. Theories focusing on understanding

- Parsons's sick role and illness behaviour
- Empowerment theory
- Bourdieu's theory of social field, habitus and practice
- Local stakeholder theories
- Stone's political theory on work disability

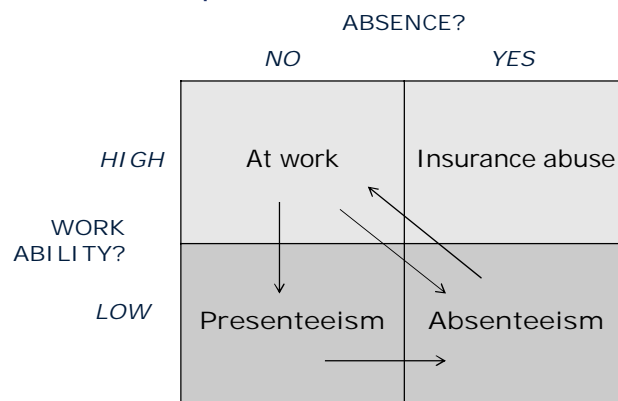
### Assignment 5

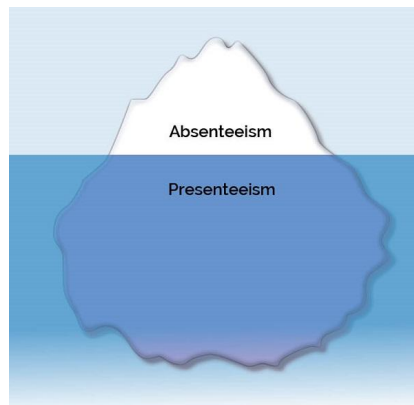
- Would a theory focusing on understanding be of interest for your topic?
  - How actors give meaning
  - Qualitative data

## Theories for sickness presenteeism

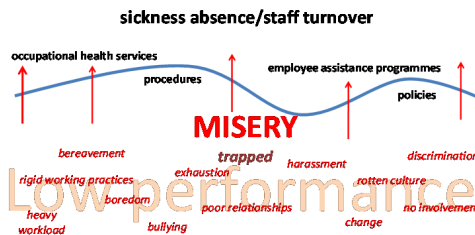
- Hansen & Andersen (2008, p. 531):  
“research (...) concerning presenteeism  
have been markedly a-theoretical”

## Sick leave process





### The Iceberg Effect of Presenteeism



## Theories sickness presenteeism (1)

- "SP lead to costs that can be prevented"
- "SP masking SA": Consequences of SP
- "RTW after SA reflected in temporary SP"

Koopmanschap, M., Burdorf, A. & Lötters, F. (2013). Work Absenteeism and Productivity Loss at Work. In: Handbook of Work Disability: Prevention and Management, P. Loisel and H. Anema (Eds). New York: Springer Science+Business Media. (p.102)

## Theories sickness presenteeism (2)

- “Certain conditions make more vulnerable for SP”:  
Antecedents of SP

Schultz, A. & Edington, D. (2007). Employee Health and Presenteeism: A Systematic Review. *Journal of Occupational Rehabilitation*, 17, 547-579.  
Aronsson, G., Gustafsson, K. (2005). Sickness Presenteeism: Prevalence, Attendance-Pressure Factors, and an Outline of a Model for Research. *JOEM*, 47(9), 958-966.

## Theories sickness presenteeism (3)

- “Organizational climate”
  - Forces SP or SA
- “Side effects of SP”
  - Quality of leadership
  - Quality of products and services
- “SP and SA as safety valves for modern working life”  
(~Aronsson & Gustafsson, 2005)





## Assignment 6

- Would a theory focusing on sickness presenteeism be of interest for your topic?

## Conclusion and discussion

- Theories differ regarding:
  - Scientific paradigm: explaining vs understanding
    - Cannot be combined
  - Focus: reporting sick or staying sick
  - Scientific discipline
    - Limits opportunity to exchange new insights
  - Amount of empirical studies using the theory: theories related to work stress are dominant
- Link with interventions: to be studied!
  - Franche & Krause (2002); Young (2005); Shaw (2006)