

Presenteeism in Employees with Chronic Conditions: An Analysis Using Linked Claims and Self-Reported Employee Health Risk Assessment Data

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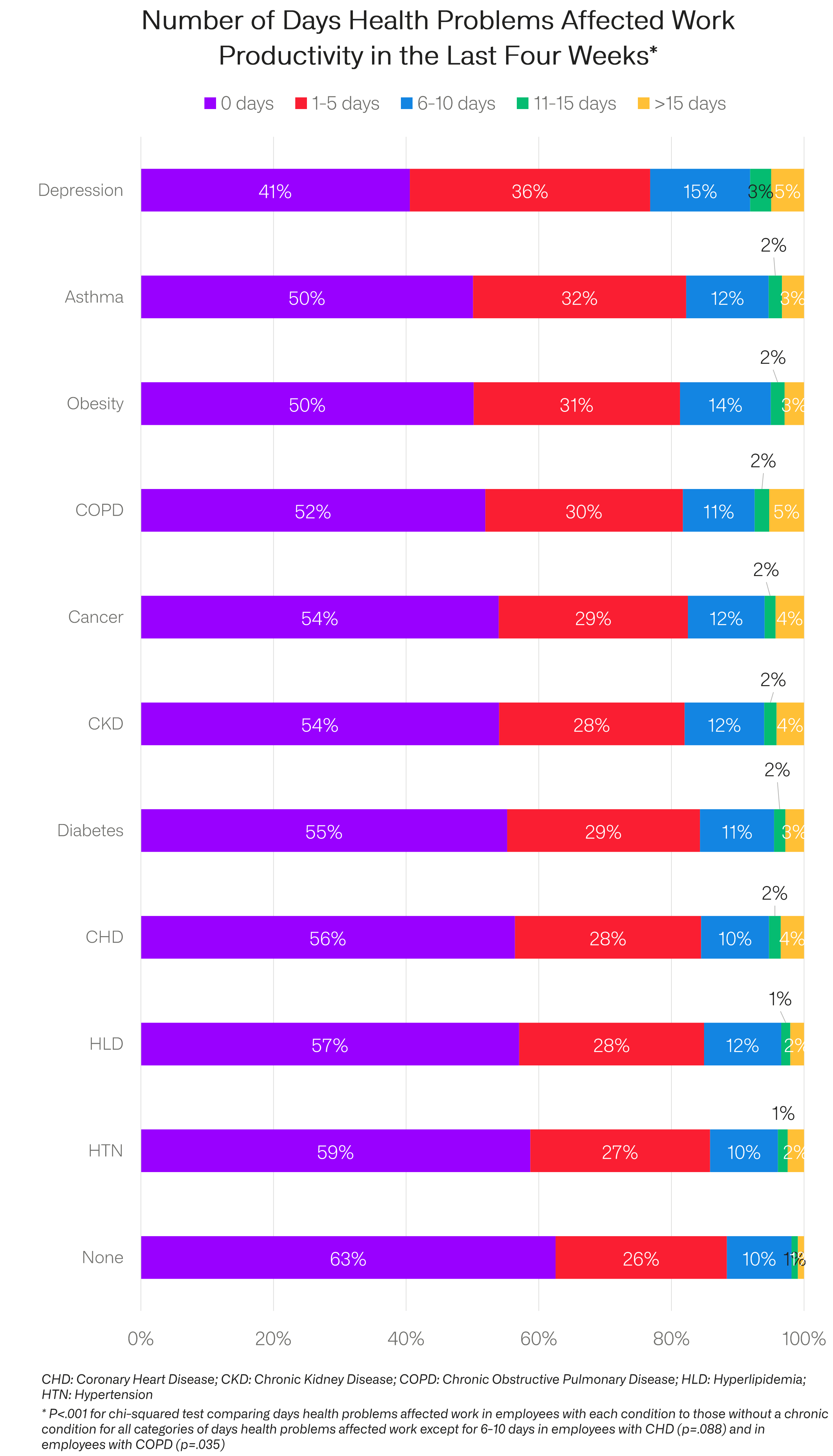


Study Summary

Study Questions: Is self-reported presenteeism more common in employees with chronic medical conditions? How does presenteeism differ in employees with common comorbid conditions?

Study Population: Employees who responded to a survey on self-reported work productivity between 1/1/13 and 12/31/23 in the MarketScan Health Risk Assessment (HRA) Database.

Study Results



Conclusion: Presenteeism is common in employees with chronic conditions and may contribute significantly to the overall burden of disease in patients with chronic conditions.

Background

- Chronic conditions are common among adults of working age (18-64); over 40% have one or more chronic conditions[1].
- The burden of chronic conditions extends beyond healthcare resource use and cost and includes productivity loss due to work loss and decreased productivity or presenteeism [2-4].
- Prior studies have shown decreased workplace productivity in employees with chronic conditions resulting in higher rates of work loss, presenteeism, and negative work incidents in employees with chronic conditions [2-4]

Objective

- To characterize presenteeism in employees with and without chronic conditions using self-reported work productivity data from the Merative MarketScan Health Risk Assessment Database.

Methods

- This study included employees with a valid response between 1/1/2013 and 12/31/2023 to the survey item ‘In the last 4 weeks, how many days have your health problems affected productivity at work’ (Figure 1).
- Evidence of 10 common chronic conditions was identified in the 12 months prior to work productivity response. Employees with a non-diagnostic medical claim for the 10 chronic conditions of interest were included in the cohort of employees with a chronic condition.
- Number of days where work productivity was affected by health in the last four weeks was summarized as categorical variable (0, 1-5, 6-10, 11-15, >15 days). Presenteeism was defined as ≥1 day where work productivity was affected by health problems.
- Presenteeism was compared in employees with and without chronic conditions using chi-squared tests. A p-value <.001 was considered statistically significant.

Figure 1. Patient Selection

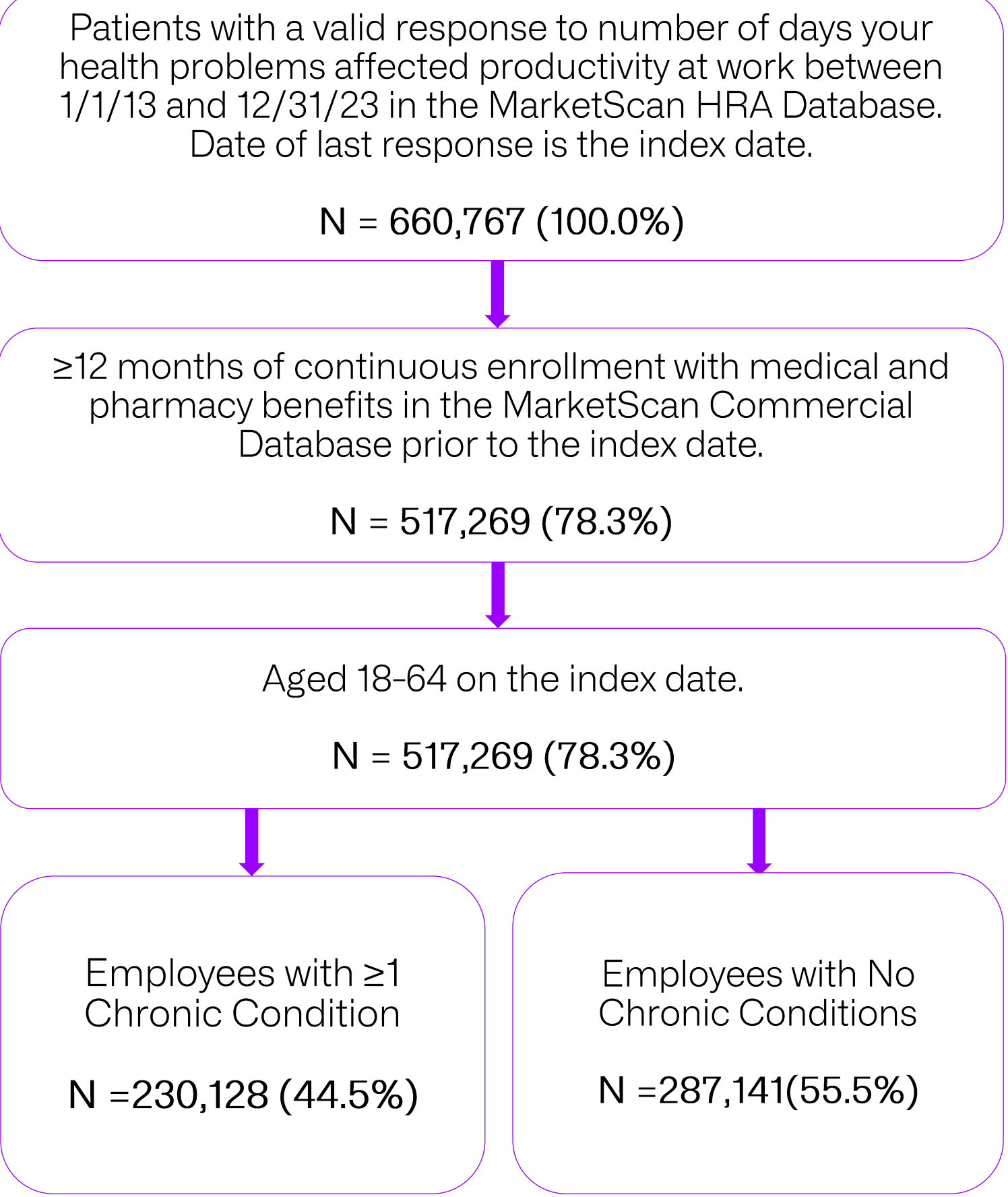


Table 1. Demographic Characteristics of Employees with and without Chronic Conditions

	≥1 Chronic Condition		No Chronic Conditions	
	N/Mean	%/SD	N/Mean	%/SD
Age (Mean, SD)	48.4	9.9	42.3	10.5
Age Group (N, %)				
18-34	26,233	11.4%	79,641	27.7%
35-44	49,986	21.7%	85,258	29.7%
45-54	79,682	34.6%	78,762	27.4%
55-64	74,227	32.3%	43,480	15.1%
Sex (N, %)				
Male	122,078	53.0%	163,181	56.8%
Female	108,050	47.0%	123,960	43.2%
Industry (N, %)				
Manufacturing	36,386	18.2%	53,733	22.1%
Transportation, Utilities	83,258	41.7%	95,143	39.1%
Finance, Insurance, Real Estate	71,306	35.7%	83,484	34.3%
Services	8,632	4.3%	10,878	4.5%
Employment Status (N,%)				
Full Time	218,388	94.9%	273,075	95.1%
Part Time	7,734	3.4%	11,888	4.1%
Unknown	4,006	1.7%	2,178	0.8%
Employment Classification (N,%)				
Salary	122,244	531%	164,072	571%
Hourly	73,140	31.8%	80,056	27.9%
Unknown	34,744	15.1%	43,013	15.0%

Figure 2. Prevalence of chronic conditions in the study population

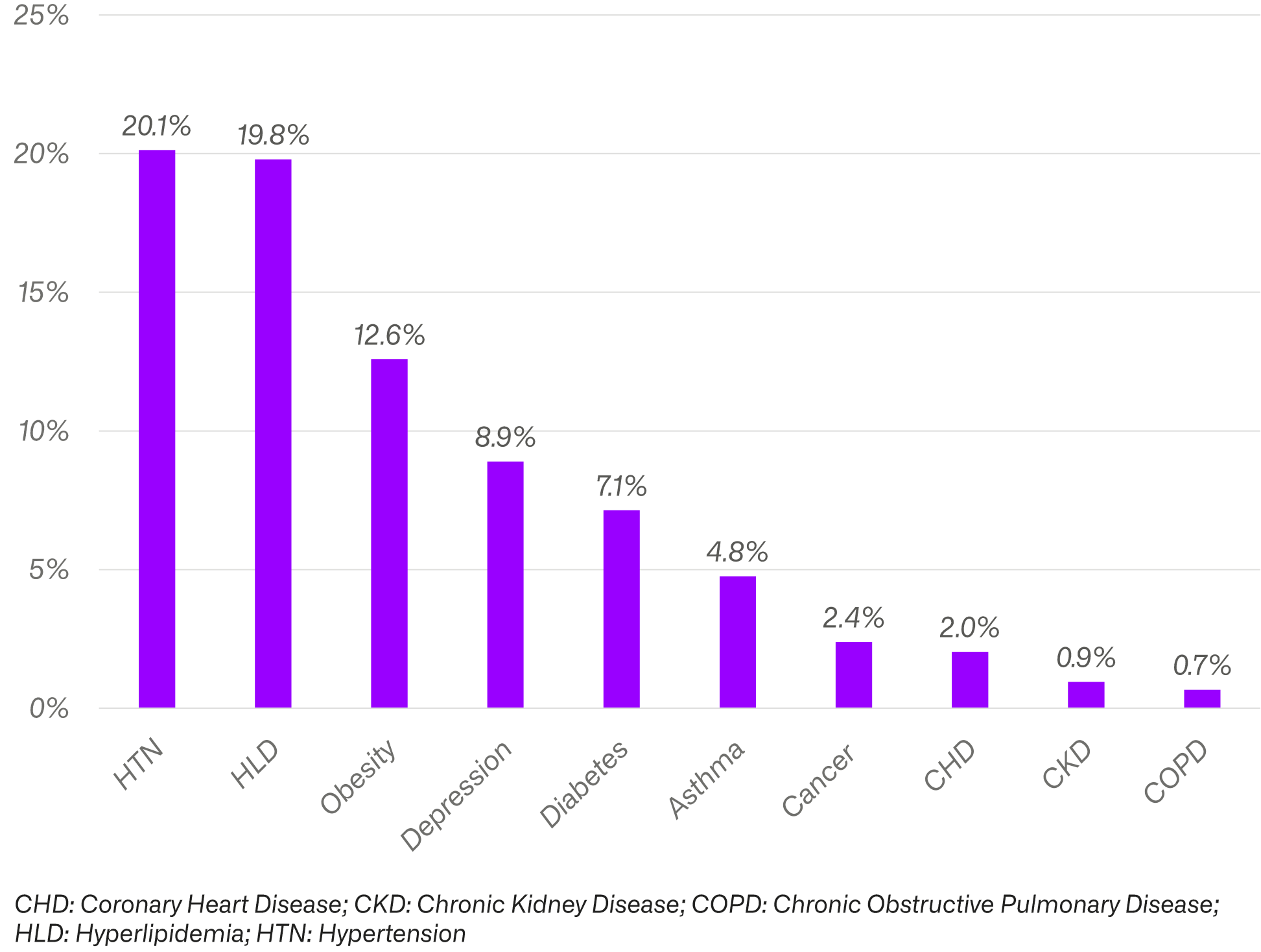


Figure 3. Number of Days Health Problems Affected Work in Employees with and without Chronic Conditions*, All Employees

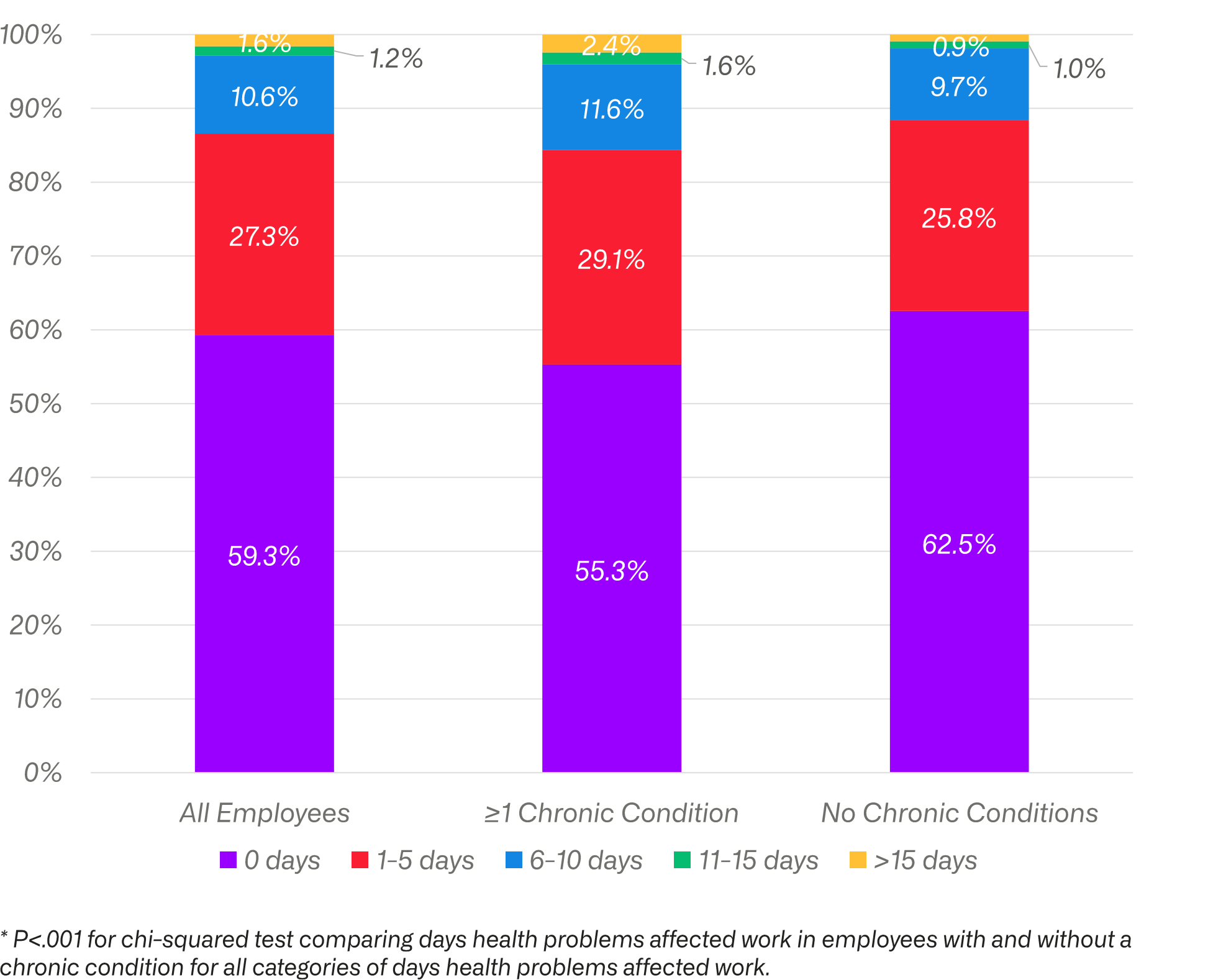
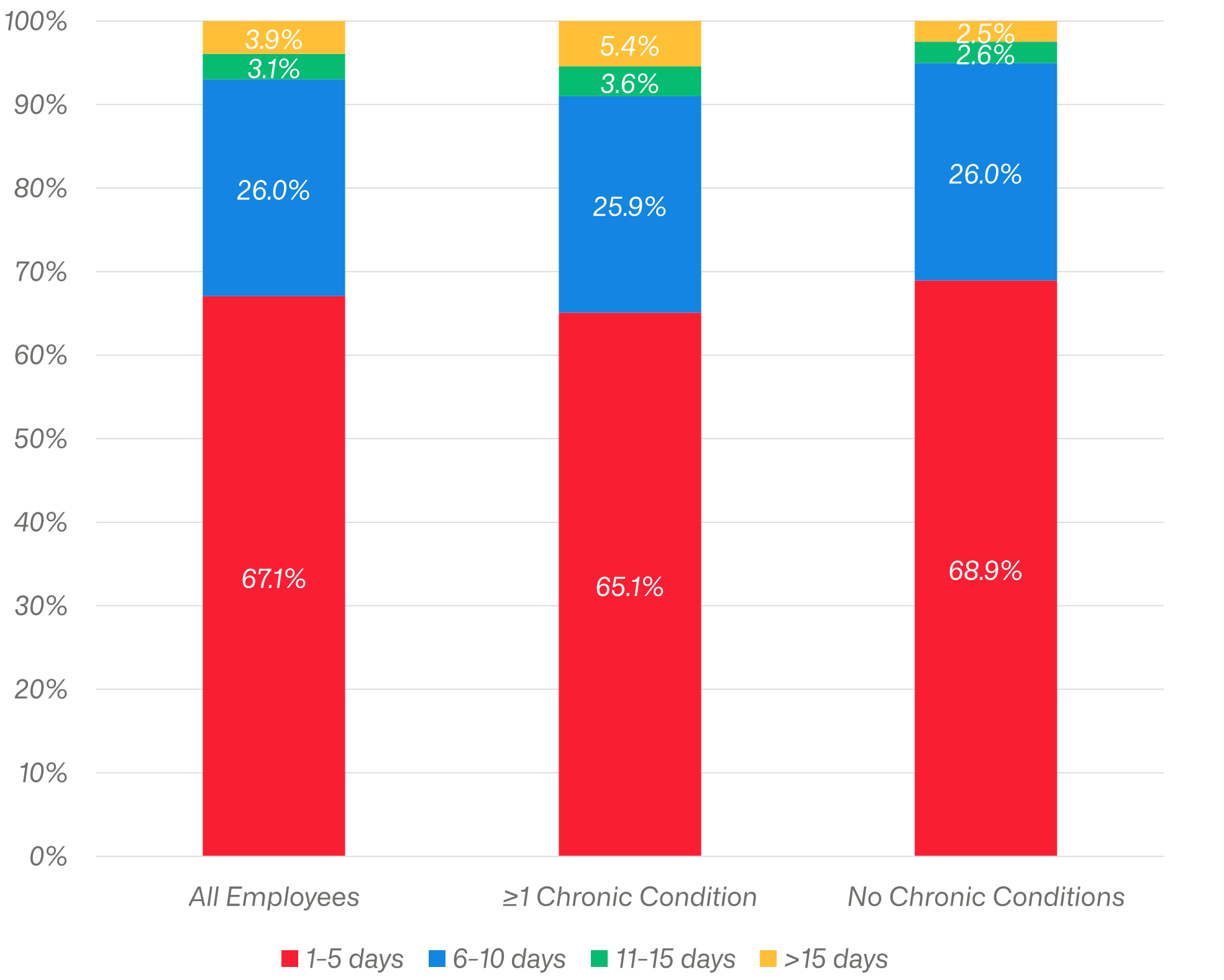


Figure 4. Number of Days Health Problems Affected Work in Employees with and without Chronic Conditions*, Employees with Presenteeism



Results

- In total, 517,269 employees were included in the study; mean age was 45.0 years (SD: 10.7) and 44.9% were female (Table 1). Chronic conditions were present in 44.5% of employees; the most prevalent chronic conditions were hypertension (20.1%) and hyperlipidemia (19.8%) (Figure 2).
- Employees without chronic conditions were more likely to report no work days where health problems affected productivity (62.5% vs. 55.3%; p<.001) (Figure 3).
- Most employees with presenteeism reported health problems affected productivity 1-5 days in the last month (67.1%), though 26.0% reported their productivity had been affected 6-10 days and 7.0% reported 11 or more days in which their productivity was affected (Figure 4).
- Among employees with a chronic condition, presenteeism was most common in those with depression (59.4%), asthma (49.9%), obesity (49.8%), and COPD (48.1%) (Summary Figure).

Limitations

- This study was based on employees with commercial health coverage; results may not be generalizable to employees with other types of insurance or without health insurance coverage.
- Diagnoses on claims may be mis-coded, potentially resulting in misclassification of patients with and without chronic conditions.

Conclusions

- Presenteeism is common in employees with chronic conditions and may contribute significantly to the overall burden of disease in patients with chronic conditions.
- Employees with diagnosed depression were more likely to report presenteeism and were most likely to report more than half of their work days affected by health problems, highlighting the need for management of behavioral health conditions as well as other chronic conditions.

References
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