



Rebecca Rengo On Presenteeism

Transcript of Interview

Linda: Hello everybody, this is Linda Binns and I am here with another expert interview, and today I'm delighted to be interviewing Rebecca Rengo. Rebecca has a Masters in Social Work and a Master of Arts in Public Administration, both from the Ohio State University. Rebecca has worked in a variety of settings, including Long-Term Care, Home Health, Hospice, Hospitals and Private Practice. So welcome Rebecca.

Rebecca: Thank you Linda, I'm glad to be here.

Linda: Well, first of all, what is Presenteeism? It's quite a new term I think.

Rebecca: It is a new term. It was coined in 2002 so it's only 7 years old, and it means that people are present in the work force, so they're showing up work, but they're functionally absent. They're not producing like they're capable of producing. It can be taking more time to complete a task; having a lower quality of work; impaired functioning; lowered performance; not completing the quantity of work that they're capable of; impaired functioning with their co-workers, so they're having behavioral problems and more arguments and not getting along well with supervisors or co-workers at work and just overall decreased motivation.

Linda: Really? Now that sounds pretty serious, so what actually causes presenteeism?

Rebecca: Presenteeism is caused by a number of different factors and that's what can make it so complex get a handle on.

Linda: Wow. So, since this is so prevalent, why doesn't everybody know about this?

Rebecca: That's a great question. It's largely invisible.

Another reason is that the decision makers, the CFO's and the CEO's don't know about it. People don't tend to monitor for presenteeism, a lot of corporations don't know how to assess for it, and if they are aware that it's an issue, then they don't know what to do about it. And so it really is a hidden problem right now

Linda: Is there anything out there? Is there anything that's being done to help with this issue right now?

Rebecca: Well right now there's a Hodge Podge of efforts that are being done and they're really on a small scale and kind of spattered around, and so different programs are getting at different pieces of it.

Wellness programs are very popular now and they tend to also focus on weight and fitness.

Linda: And so if somebody wanted to contact you to find out more about this program that you're putting on or to find out more information, how could they do that?

Rebecca: Well, I'm available by e-mail any time: Rebecca@BeyondChronicPain.com and also by phone, and my phone number is: 636-300-3948, and I have a toll free number: 866-934-5065. And I would be happy to answer any questions that anyone has or if they're interested in this field to share, as well as to discuss further ways that I could help them.

Linda: Well that's wonderful, and thank you so much for sharing that great information.

Rebecca: Thank you so much Linda, I really appreciate it.

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