

INFLUENCE PRESENTEEISM AND ABSENTEEISM WORK TOWARDS COMMITMENT WORK WITH QUALITY WORK EMPLOYEE AS A VARIABLE INTERVENING AT THE REPRESENTATIVE OFFICE OF BANK INDONESIA PEMATANGSIANTAR

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ABSTRACT

This study aims to analyze the influence of Presenteeism and Absenteeism on Work Commitment, with Employee Work Quality as an intervening variable at the Bank Indonesia Representative Office in Pematangsiantar. The research approach used a quantitative method with Structural Equation Modeling (SEM) analysis techniques based on SmartPLS 3.0. The research sample consisted of all employees at the Bank Indonesia Representative Office in Pematangsiantar. The results indicate that Presenteeism and Absenteeism significantly influence Employee Work Commitment and Work Quality. Furthermore, Employee Work Quality has been shown to significantly influence Work Commitment. However, the results of the indirect effect test indicate that Employee Work Quality is unable to mediate the relationship between Presenteeism and Absenteeism on Work Commitment, thus the indirect effect is declared insignificant. This study implies that managing employee attendance and performance levels needs to be a critical focus to improve work quality and commitment within an organization.

Introduction

Rapidly evolving workplace conditions, particularly in the financial services industry such as banking, force organizations to continuously improve productivity and efficiency. In this context, human resources (HR) are not only a crucial asset but also fundamental to ensuring organizational stability and achievement. The excellence of high-quality HR is judged not only by their physical presence in the workplace, but also by their dedication, work output, and role in achieving organizational goals. A significant challenge facing contemporary organizations is the increasing trend of presenteeism and absenteeism, which have both direct and indirect effects on employee commitment and

quality. Presenteeism refers to a situation where employees come to work despite being physically, mentally, or emotionally ill (Husna, F., & Wahyuni, 2023). While this behavior can be seen as evidence of dedication and loyalty, having sick employees in the workplace can lead to decreased effectiveness and poorer work quality.

Workers suffering from presenteeism typically exhibit decreased performance, make errors, have difficulty concentrating, and face an increased likelihood of long-term health problems. Conversely, absenteeism occurs when an employee is absent from work for a period of time due to various reasons, such as personal matters, health issues, or other external factors. High levels of absenteeism can significantly disrupt workflow, increase the burden on other employees, reduce overall team productivity, and even damage workplace relationships. In this scenario, work quality and commitment are key interrelated aspects. Work quality relates to the effectiveness and efficiency in completing work responsibilities, while work commitment indicates the extent of an employee's emotional and psychological attachment to the organization.

Bank Indonesia Pematangsiantar, which acts as the local representative of national financial institutions, plays a crucial role in maintaining the stability of the national economy and financial system. With crucial responsibilities such as managing payment systems, currency circulation, and supervising financial institutions, employee performance in this organization significantly impacts its overall credibility and success. Therefore, various elements that can influence work quality and commitment require serious consideration. One relevant method for examining the relationship between these issues involves the use of an intermediary variable—work quality—which serves as a link between presenteeism, absenteeism, and work commitment. This is important because work quality can serve as a clear indicator of how employees' presence or absence affects their dedication to their roles. Employees who frequently exhibit inappropriate attendance (presenteeism) or who are frequently absent (absenteeism) may experience decreased work quality, which can ultimately lead to lower commitment to the organization.

Previous studies have shown that both presenteeism and absenteeism affect not only the individual involved, but also the entire team and organization. Presenteeism can lead to hidden costs for companies, including lower productivity and increased errors in the workplace. Uncontrolled absenteeism can put additional pressure on other employees, leading to uneven distribution of tasks, which can ultimately damage group morale. In the workplace, especially in sectors like banking, such as Bank Indonesia Pematangsiantar, the issues of presenteeism and absenteeism are increasingly common and impact organizational effectiveness. Presenteeism occurs when employees come to work even though they are sick or not feeling their best. This behavior may stem from work pressure, a workplace culture that prioritizes high attendance, or fear of punishment.

However, such unproductive attendance can reduce work quality, increase the likelihood of errors, and negatively impact employee health over time. On the other hand, absenteeism refers to employees who frequently miss work for various reasons, including personal problems, health issues, or dissatisfaction with their jobs. This absence can disrupt business activities, increase the workload for other staff members, and reduce the effectiveness of the team and the organization as a whole. The impact of these two issues is increasingly evident on the quality of work performed by employees, which is crucial for maintaining the stability and reliability of banking services. If left unaddressed, this situation can threaten employee commitment to their jobs, leading to reduced loyalty,

dedication, and attachment to the organization. Therefore, it is crucial to understand how presenteeism and absenteeism affect work commitment, with work quality as a connecting factor in this relationship. This study aims to provide valuable insights for Bank Indonesia Pematangsiantar in improving human resource management and focuses on achieving a balance between presenteeism and absenteeism. employee productivity and well-being.

Formulation of the problem

Once the research background is established, the problem formulation will be developed. The problem statement is as follows:

1. Does Presenteeism have a positive and significant effect on Employee Work Commitment at the Representative Office of Bank Indonesia Pematangsiantar?
2. Does Absenteeism have a positive and significant effect on Employee Work Commitment at the Representative Office of Bank Indonesia Pematangsiantar?
3. Does Presenteeism have a positive and significant effect on Work Quality at the Representative Office of Bank Indonesia Pematangsiantar?
4. Does Absenteeism have a positive and significant effect on Work Quality at the Representative Office of Bank Indonesia Pematangsiantar?
5. Does Employee Work Quality have a positive and significant effect on Work Commitment at the Representative Office of Bank Indonesia Pematangsiantar?
6. Does Presenteeism have a positive and significant effect on Work Commitment through Employee Work Quality at the Representative Office of Bank Indonesia Pematangsiantar?
7. Does Absenteeism have a positive and significant effect on Work Commitment through Employee Work Quality at the Representative Office of Bank Indonesia Pematangsiantar?

Research Objectives

1. To test and analyze the effect of Presenteeism on Employee Work Commitment at the Representative Office of Bank Indonesia Pematangsiantar.
2. To test and analyze the effect of Absenteeism on Employee Work Commitment at the Representative Office of Bank Indonesia Pematangsiantar.
3. To test and analyze the effect of Presenteeism on Work Quality at the Representative Office of Bank Indonesia Pematangsiantar.
4. To test and analyze the effect of Absenteeism on Work Quality at the Representative Office of Bank Indonesia Pematangsiantar.
5. To test and analyze the effect of Employee Work Quality on Work Commitment at the Representative Office of Bank Indonesia Pematangsiantar.
6. To test and analyze the effect of Presenteeism on Work Commitment through Employee Work Quality at the Representative Office of Bank Indonesia Pematangsiantar.
7. To test and analyze the effect of Absenteeism on Work Commitment through Employee Work Quality at the Representative Office of Bank Indonesia Pematangsiantar.

Benefits of research

1. Theoretical Benefits

This research aims to increase knowledge, particularly in the areas of human resource management, organizational behavior, and job performance management. The theoretical benefits of this research include:

- a. Increase understanding of presenteeism and absenteeism related to employee performance, especially in the banking industry.
- b. Expanding knowledge about the relationship between work quality and work commitment, providing a basis for further research.
- c. Creating a theoretical framework that explains the role of work quality as a mediating factor in the dynamics between presenteeism, absenteeism, and work commitment.
- d. Provide a basis for further research to discover additional elements that may shape this phenomenon, such as job satisfaction, organizational culture, or employee well-being.

2. Practical Benefits

Practically, the findings of this study are expected to provide suggestions for supervisors at Bank Indonesia Pematangsiantar and other financial institutions to improve employee management efficiency. Some of the practical benefits are:

- a. Support organizations in creating better HR strategies, such as flexible work arrangements, employee health initiatives, or a focus on overall well-being.
- b. Provide guidance for managers and leaders in organizations to better recognize and manage the issues of presenteeism and absenteeism.
- c. Help improve the quality of employee work by identifying elements that can hinder it.
- d. Contribute to increasing employee commitment, fostering greater loyalty, productivity and dedication to their responsibilities.
- e. Act as a basis for assessing personnel policies, particularly regarding absences, leave, and support for employee welfare.

Literature review

Work Commitment

According to Busro (2018), organizational commitment is a work attitude that reflects desire, need, responsibility, alignment, and involvement to work hard, the desire to stay in the organization, and to give the best effort, energy, and time to work or activities. According to Silaban (2018), commitment is the degree to which an employee sides with an institution and its goals and intends to maintain membership in that institution.

Work Commitment Indicators

According to Busro (2018), indicators of organizational commitment based on three types of commitment:

1. Affective Commitment:
 - a. Strong belief and acceptance of the organization's values and goals.
 - b. Loyalty to the organization.
 - c. Willingness to exert effort for the benefit of the organization.
2. Continuance Commitment:
 - a. Considering the benefits of continuing to work in the organization.
 - b. Considering the losses if leaving the organization.

3. Normative Commitment:
 - a. Willingness to work for the progress of the organization.
 - b. Responsibility in advancing the organization.

Presenteeism

According to Lohaus & Habermann (2017), presenteeism is physical presence at the workplace in suboptimal health or mental condition, which causes a decline in work performance or productivity.

Presenteeism Indicators

According to Lohaus & Habermann (2017), the indicators of presenteeism are as follows:

1. Attending work while sick (Sickness attendance)
2. Decreased productivity (Reduced productivity/performance).
3. Disruption in concentration and work focus.
4. Decrease in effective work time duration.
5. Low work motivation despite being present.

Absenteeism

According to Johns (2017), absenteeism as a habitual pattern of being absent from work, often for reasons not directly related to the job itself, which may be voluntary or involuntary. According to Lohaus & Habermann (2017), absenteeism is the frequency and duration of work absences, whether due to illness, personal reasons, or not being involved in work.

Absenteeism Indicators

Based on studies by Johns (2017) and Lohaus & Habermann (2017), the following are some key indicators of absenteeism:

1. Absence frequency
2. Absence duration
3. Reason for absence
4. Absence pattern
5. Impact on the team and organization.
6. Employee engagement level

Employee Work Quality

According to Suryadi (2018), work quality as a result that can be measured through the effectiveness and efficiency of work performed by human resources or other resources in achieving company goals well and effectively. Afandi (2018) states that work quality is the quality of work results or how well tasks are completed by employees. Employee work quality can be seen from the ability to produce work that meets standards set by the organization.

Employee Work Quality Indicators

According to Afandi (2018), the indicators of work quality are:

1. Quantity of work output: The amount of output produced within a specific period.

2. Quality of work output: The level of conformity of work results with established standards.
3. Timeliness: Ability to complete work according to the predetermined schedule.
4. Effectiveness: The level of goal achievement with efficient use of resources.

Conceptual Framework

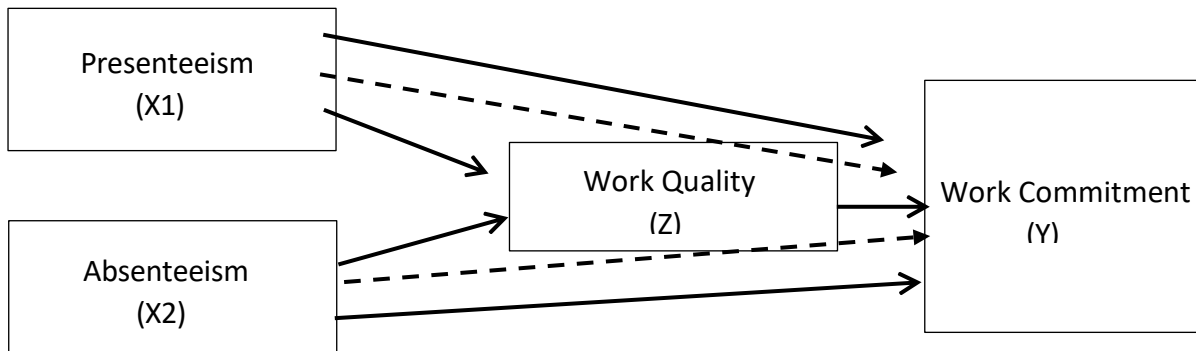


Figure 1. Conceptual Framework

Hypotheses:

1. Presenteeism has a positive and significant effect on Work Commitment at the Representative Office of Bank Indonesia Pematangsiantar.
2. Absenteeism has a positive and significant effect on Work Commitment at the Representative Office of Bank Indonesia Pematangsiantar.
3. Presenteeism has a positive and significant effect on Work Quality at the Representative Office of Bank Indonesia Pematangsiantar.
4. Absenteeism has a positive and significant effect on Work Quality at the Representative Office of Bank Indonesia Pematangsiantar.
5. Employee Work Quality has a positive and significant effect on Work Commitment at the Representative Office of Bank Indonesia Pematangsiantar.
6. Presenteeism has a positive and significant effect on Work Commitment through Employee Work Quality at the Representative Office of Bank Indonesia Pematangsiantar.
7. Absenteeism has a positive and significant effect on Work Commitment through Employee Work Quality at the Representative Office of Bank Indonesia Pematangsiantar.

Research Method

Research Type

The type of research used by the researcher is quantitative research. Sugiyono (2018) states that the quantitative method can be said to be a traditional method and can be interpreted as a research method based on the philosophy of positivism, used to research specific populations or samples, data collection using research instruments, data analysis is quantitative/statistical, with the aim of describing and testing predetermined hypotheses.

Research Time and Place

This research was conducted in July 2025, and the research location was at the Representative Office of Bank Indonesia Pematangsiantar., Jalan Haji Adam Malik No. 1, Pematangsiantar.

Population

The study population included all 38 employees at the Representative Office of Bank Indonesia Pematangsiantar. Population is defined as all objects or subjects possessing specific characteristics that researchers have determined for research and analysis (Sugiyono, 2019). This study involved a population of 38 employees with a sample size of 15 respondents.

Sample

The research sample involved all 38 employees in the population, using a saturated sampling technique. A sample is understood as a subset of the population that shares the same characteristics as the population (Sugiyono, 2019).

Research Data Sources

The data sources in this study are primary data collected directly by the researcher using research instruments. Primary data is understood as data obtained directly from the data collection process (Sugiyono, 2019).

Data collection technique

The data collection technique was carried out by distributing questionnaires to respondents involved in the research. A questionnaire is a data collection method that uses a list of written questions to be answered by respondents (Sugiyono, 2019).

Data Analysis Techniques

SEM-PLS analysis

In this study, the Structural Equation Modeling (SEM) approach was used to test the hypotheses using SmartPLS software. Partial least squares (PLS) analysis, a multivariate statistical technique, compares multiple dependent variables with multiple independent

variables. PLS is designed to address issues such as small sample sizes, missing data, and multicollinearity, serving as a variance-based SEM statistical approach to address multiple regression challenges (Jogiyanto and Abdillah, 2019).

Reflective Model Assessment (External Model)

The external model functions as a measurement model that assesses the validity and reliability of the model (Jogiyanto and Abdillah, 2019). The main purpose of external model evaluation is to assess indicator variables (Widarjono, 2015). External model evaluation includes:

Validity

Validity ensures that the measurement instrument used produces accurate results. High validity increases how strongly researchers believe in the validity of their findings (Bungin, 2015).

Convergent Validity Examination

Convergent validity testing consists of a set of indicators representing latent variables and indicators supporting those latent variables. The average variance extracted (AVE) is used to evaluate the convergent validity of this test. An AVE value greater than 0.5 indicates that the latent variable can explain more than half of the average variance of its indicators (Widarjono, 2015).

Discriminant Validity Examination

Discriminant validity refers to the need for two distinct concepts to demonstrate differences. There are two approaches: cross-loading of indicator variables and the Fornell-Larcker criterion. The loading of an indicator variable on a latent variable must exceed the loading on the other latent variables. In the Fornell-Larcker case, the square root of the AVE for each latent variable must be greater than the correlation value between the latent variables (Widarjono, 2015).

External Load Hypothesis Examination

The external load hypothesis test is obtained from the external load t-statistic following the t-statistic value guidelines. The resulting value must exceed 1.96 (Ghozali & Latan, 2014).

Reliability

Reliability refers to the consistent ability of a measuring instrument to assess a concept. Stability implies that a measuring instrument produces similar measurements or results when applied repeatedly to the same problem (Sekaran & Bougie, 2015; Bungin, 2015).

Reliability Indicators

Reliability indicators are determined using Cronbach's Alpha, which indicates the reliability of each indicator. A Cronbach's Alpha above 0.7 is required for theoretical testing, while exploratory research requires a minimum of 0.6 (Widarjono, 2015).

Internal Consistency with Composite Reliability

Internal consistency assessment is conducted through composite reliability (Widarjono, 5). A composite reliability score between 0.6 and 0.7 is acceptable for exploratory studies, while for confirmatory research, the score should exceed 0.7 (Ghozali & Latan, 2015).

Structural Model Assessment (Deep Model)

The model represents a structural framework that predicts causal relationships between latent variables (Jogiyanto and Abdillah, 2019). Structural equation model assessment describes how independent latent variables influence dependent latent variables. The dependent construct uses R², and the path coefficient or t-value for each link in the PLS structural model evaluation helps identify the significance of the relationships between constructs in the structural model (Widarjono, 2015; Jogiyanto and Abdillah, 2019).

Significance and Hypothesis Testing

The path coefficient or model value reveals the level of relevance in the context of hypothesis testing. For hypothesis testing at a 5% alpha level and 80% power, the path coefficient or internal model score indicated by the t statistic must exceed 1.96 for a two-way hypothesis and 1.64 for a one-way hypothesis.

In the case of a two-way hypothesis, a t statistic value greater than 1.96 on the path between variables indicates a meaningful relationship (Hair et al. in Jogiyanto and Abdillah, 2019; Ghozali & Latan, 2014).

Model Fit with Determination Coefficient (R²)

The extent to which a dependent latent variable can be explained by an independent latent variable is measured by the coefficient of determination. The degree of change in the dependent variable due to variations in the independent variable is assessed through its R² value. A higher R² value indicates a more effective predictive model for the proposed research model (Widarjono, 2015; Jogiyanto and Abdillah, 2009).

Direct–Indirect Effects

The total influence of a construct on another construct is represented by a value known as the Total Effect. This figure is obtained from the direct impact of the construct combined with the indirect effects of the other constructs, taking into account all possible paths even if they are not significant.

Results and Discussion

Outer Model Analysis

The complex relationships between latent and manifest variables can be assessed through measurement model evaluation, commonly referred to as external model evaluation. This evaluation includes aspects such as reliability, discriminant validity, and convergent validity.

Convergent Validity

The factor loadings observed in this evaluation were set at 0.7. The threshold value (AVE) was set at 0.5; any value exceeding this indicates validity. This means that if an indicator value greater than 0.7 can effectively explain the construct variable, then the indicator value is considered valid. The structural model for this study illustrated in the figure below:

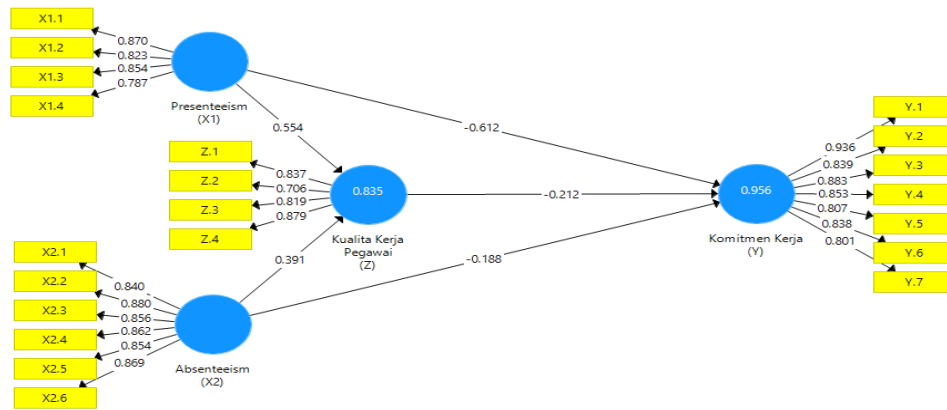


Figure 2. Outer Model

Source: Smart PLS 3.3.3

The Smart PLS output for loading factor gives the results in the following table: Outer Loadings In this study there is an equation and the equation consists of two substructures for substructure 1

$$Z = b1X + b2X2 + e1$$

$$Z = 0.263 + 0.665 e1$$

For substructure 2

$$Y = b2X1 + b3X2 + b4Z + e2$$

$$Y = 0.020 + 0.079 + 0.831 + e2$$

Table 1. Outer Loadings/Cross Loading

	Absenteeism_(X2)_	Work Commitment_(Y)_	Employee Work Quality_(Z)_	Presenteeism_(X1)_
X1.1				0.870
X1.2				0.823
X1.3				0.854
X1.4				0.787
X2.1	0.840			
X2.2	0.880			
X2.3	0.856			
X2.4	0.862			
X2.5	0.854			
X2.6	0.869			
Y.1		0.936		
Y.2		0.839		
Y.3		0.883		
Y.4		0.853		
Y.5		0.807		
Y.6		0.838		
Y.7		0.801		
Z.1			0.837	
Z.2			0.706	
Z.3			0.819	
Z.4			0.879	

Source: Smart PLS 3.3.3

Table 2 shows external loading value For every related indicators with variable , where all indicator beyond threshold recommended minimum limit of 0.70 , fulfilling criteria validity convergent . For variables Presenteeism (X1), loading value for X1.1–X1.4 indicators range between 0.787 to 0.870. In case Absenteeism variable (X2), indicators X2.1–X2.6 show loading value from 0.840 to 0.880. Besides that , indicators Y.1–Y.7 are related variables Commitment Work (Y) shows loading values that range between 0.801 to 0.936. On at the same time , indicators Z.1 –Z.4 for variables Quality Work Employee (Z) shows loading values between 0.706 and 0.879. Findings This validate that all indicator in accordance For implemented Because in a way accurate represent variables appropriate latent .

Validity Discriminant

For verify that results indicator related close with its construction , analysis more carry on will use validity discriminant For evaluate data authenticity . Purpose specifically is For inspect whether cross-loading value exceeds mark variables latent others . Cross-loading results from analysis validity shown on the table below This :

Table 2. Discriminant Validity

	Absenteeism_(X2)_	Work Commitment_(Y)_	Employee Work Quality_(Z)_	Presenteeism_(X1)_
X1.1	0.769	-0.838	0.800	0.870
X1.2	0.686	-0.823	0.715	0.823
X1.3	0.722	-0.826	0.809	0.854
X1.4	0.711	-0.725	0.640	0.787
X2.1	0.840	-0.704	0.692	0.657
X2.2	0.880	-0.759	0.776	0.724
X2.3	0.856	-0.829	0.802	0.789
X2.4	0.862	-0.883	0.825	0.844
X2.5	0.854	-0.703	0.636	0.707
X2.6	0.869	-0.751	0.730	0.718
Y.1	-0.820	0.936	-0.903	-0.918
Y.2	-0.715	0.839	-0.717	-0.793
Y.3	-0.792	0.883	-0.784	-0.848
Y.4	-0.746	0.853	-0.668	-0.794
Y.5	-0.674	0.807	-0.731	-0.816
Y.6	-0.783	0.838	-0.826	-0.831
Y.7	-0.849	0.801	-0.854	-0.744
Z.1	0.830	-0.767	0.837	0.722
Z.2	0.575	-0.594	0.706	0.574
Z.3	0.632	-0.704	0.819	0.684
Z.4	0.765	-0.894	0.879	0.880

Source: Smart PLS 3.3.3

Table 3 displays the discriminant validity values based on cross-loading, which indicate that each indicator exhibits the largest loading value on the variable it represents when compared to other constructs. This is clearly seen in the indicators in the Presenteeism variable (X1), as it has the highest loading value in column X1 when analyzed against the other variable columns. Similarly, indicators related to the Absenteeism (X2), Work Commitment (Y), and Employee Work Quality (Z) variables show greater values for their own constructs compared to the other constructs. Consequently, all indicators meet the requirements of discriminant validity, proving that each clearly separates one construct from another.

Composite Reliability

In a composite reliability assessment, the reliability value of each variable is evaluated. A variable value exceeding 0.60 indicates that the study is reliable; a value between 0.60 and 0.7 is considered unreliable. The table below presents the various components used to

evaluate the validity and reliability of a study, including the AVE value, composite reliability, and Cronbach's alpha value.

Table 3. Construct Reliability and Validity

	Cronbach's Alpha	Composite Reliability	Average Variance Extracted (AVE)
Absenteeism_(X2)_	0.930	0.945	0.740
Work Commitment_(Y)_	0.937	0.949	0.726
Employee Work Quality_(Z)_	0.827	0.885	0.660
Presenteeism_(X1)_	0.854	0.901	0.696

Source: Smart PLS 3.3.3

Table 4 illustrates that each variable in this study meets the reliability and construct validity standards. The Cronbach's Alpha and Composite Reliability values for all variables exceed 0.70, indicating a high level of internal consistency. Furthermore, the Average Variance Extracted (AVE) value for each variable also exceeds 0.50, indicating adequate convergent validity. Therefore, the constructs of Absenteeism (X2), Presenteeism (X1), Work Commitment (Y), and Employee Work Quality (Z) are considered reliable and valid for further analysis in the structural model.

Model Analysis

To verify the reliability and precision of the established fundamental model, the internal model, or structural model, is assessed. Various indicators, including those listed below, represent the evaluation stages performed during the initial model review:

Coefficient of Determination (R²)

From the data analysis carried out with SmartPLS 3.0, the R-Square value was found as follows:

Table 4. R Square Results

	R Square	Adjusted R Square
Work Commitment_(Y)_	0.956	0.952
Employee Work Quality_(Z)_	0.835	0.825

Source: Smart PLS 3.3.3

Table 5 presents the R-squared statistics for the dependent variables in this study. The Job Commitment variable (Y) recorded an R-squared value of 0.956 and had an adjusted R-squared of 0.952, meaning that 95.6% of the variance in Job Commitment can be attributed to the independent variables in the model. On the other hand, Employee Job Quality (Z) showed an R-squared of 0.835 and an adjusted R-squared of 0.825, indicating that 83.5% of the change in Employee Job Quality can be explained by the influencing variables.

Therefore, both R-squared statistics reflect the remarkable level of explanatory power of the model regarding the endogenous variables.

Hypothesis Testing

Following the suggestions made in this review, the next phase is to assess the relationship between laziness and job satisfaction after analyzing the internal model. To test the hypotheses in this review, the T statistic and P value were investigated. It is assumed that the P value should be below 0.05 and the T value should exceed 1.96. The following is the direct effect of the path coefficient.

Table 5. Path Coefficients (Influence) Direct)

	Original Sample (O)	T Statistics (O/STDEV)	P Values	Results
Absenteeism_(X2)_ -> Work Commitment_(Y)_	-0.188	2,297	0.011	Accepted
Absenteeism_(X2)_ -> Employee Work Quality_(Z)_	0.391	2,563	0.005	Accepted
Employee Work Quality_(Z)_ -> Work Commitment_(Y)_	-0.212	1,841	0.033	Accepted
Presenteeism_(X1)_ -> Work Commitment_(Y)_	-0.612	5,853	0,000	Accepted
Presenteeism_(X1)_ -> Employee Work Quality_(Z)_	0.554	3,714	0,000	Accepted

Source: Smart PLS 3.3.3

After obtaining the hypothesis findings, the explanation is detailed below:

1. Absenteeism impacts work dedication. The data reflects a path coefficient of -0.188, a T-statistic of 2.297, and a P-value of 0.011, indicating a significant effect. This indicates that higher levels of absenteeism lead to a decrease in employee work dedication. Therefore, the hypothesis is confirmed.
2. Absenteeism affects employee work quality. The path coefficient is 0.391, with a T-statistic of 2.563 and a P-value of 0.005, indicating a positive and significant effect. This reveals that absenteeism substantially improves employee work quality within the framework of this study. The hypothesis is accepted.
3. Employee work quality impacts work dedication. The path coefficient was recorded at -0.212, accompanied by a T statistic of 1.841 and a P value of 0.033, indicating a significant effect. This implies that employee work quality plays a role in influencing work dedication in this study. The hypothesis is accepted.
4. Presenteeism affects work dedication. The path coefficient was measured at -0.612, with a T statistic of 5.853 and a P value of 0.000, indicating a negative and significant effect. This means that as presenteeism increases, employee work dedication decreases. The hypothesis is accepted.
5. Presenteeism affects employee work quality. The path coefficient is 0.554, with a T-statistic of 3.714 and a P-value of 0.000, indicating a positive and significant effect. This indicates that presenteeism helps improve employee work quality. The hypothesis is accepted.

Table 6. Path Coefficients (Indirect Effect)

	Original Sample (O)	T Statistics (O/STDEV)	P Values	Results
Absenteeism_(X2)_ -> Employee Work Quality_(Z)_ -> Work Commitment_(Y)_	-0.083	1,369	0.086	Rejected
Presenteeism_(X1)_ -> Employee Work Quality_(Z)_ -> Work Commitment_(Y)_	-0.117	1,647	0.050	Rejected

Source: Smart PLS 3.3.3

1. Absenteeism indirectly impacts Work Commitment through Employee Work Quality. The indirect path coefficient is -0.083, with a T statistic of 1.369 and a P value of 0.086, indicating that the effect is not significant because the P value exceeds 0.05. Thus, Employee Work Quality cannot act as a mediator in the relationship between Absenteeism and Work Commitment. Consequently, this hypothesis is rejected.
2. Presenteeism indirectly influences Job Commitment through Employee Work Quality. The path coefficient is -0.117, with a T-statistic of 1.647 and a P-value of 0.050, which also indicates an insignificant effect. Therefore, Employee Work Quality is not a mediator between Presenteeism and Job Commitment. Consequently, this hypothesis is rejected.

Conclusion

Based on the research findings, the conclusions that can be drawn from this study are:

1. Absenteeism has a negative and significant impact on Work Commitment, indicating that higher levels of absenteeism correlate with decreased employee commitment to work.
2. Absenteeism has a positive and significant effect on Employee Work Quality, indicating that higher levels of absenteeism can improve employee work quality in the context of this study.
3. Employee Work Quality has a negative and significant effect on Work Commitment, implying that increasing employee work quality can actually reduce work commitment.
4. Workplace presence (presenteeism) has a negative and significant influence on Work Commitment, indicating that increased presenteeism is associated with decreased employee commitment.
5. Workplace presence (presenteeism) has a positive and significant effect on employee work quality, indicating that higher levels of presenteeism can improve employee work quality.
6. Absenteeism does not indirectly affect Work Commitment through Employee Work Quality, meaning that Employee Work Quality does not act as a mediator in the relationship.
7. Presenteeism also does not indirectly influence Work Commitment through Employee Work Quality, indicating that Employee Work Quality does not mediate this relationship.

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