

**REASONS WHY INDIVIDUALS CHOOSE PRESENTEEISM: A CASE STUDY OF  
PRESENTEEISM IN THE DEVELOPMENT SECTOR**

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**ABSTRACT**

Background: Presenteeism is a global phenomenon often defined as working the extra mile despite illness or at the end of business hours. White-collar employment combined with remote working has enabled and increased presenteeism trends in workers' behaviour. Aim: This research observes the reasons why individuals in the international development sector choose presenteeism. Setting: This research case study uses qualitative data of real-life experience collected from interviews. The study analyses the causes that push to presenteeism under management and organisation behaviour theories through organisational and occupational contexts, and theories of work motivation. Results: The findings show the reasonings which determine presenteeism behaviour: (a) the working environment such as remote work and company cultural practices and (b) the intrinsic and extrinsic motivations which are the core concepts to understand the psychology in which individuals choose presenteeism. Concluding observation: Definitions of presenteeism are being challenged due to new work structure with remote work establishing remote-presenteeism. The expectation of intrinsic or extrinsic rewards leads individuals to presenteeism.

**KEY WORDS:** presenteeism/ remote work/ work motivation/ meaningful work/  
international sector.

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