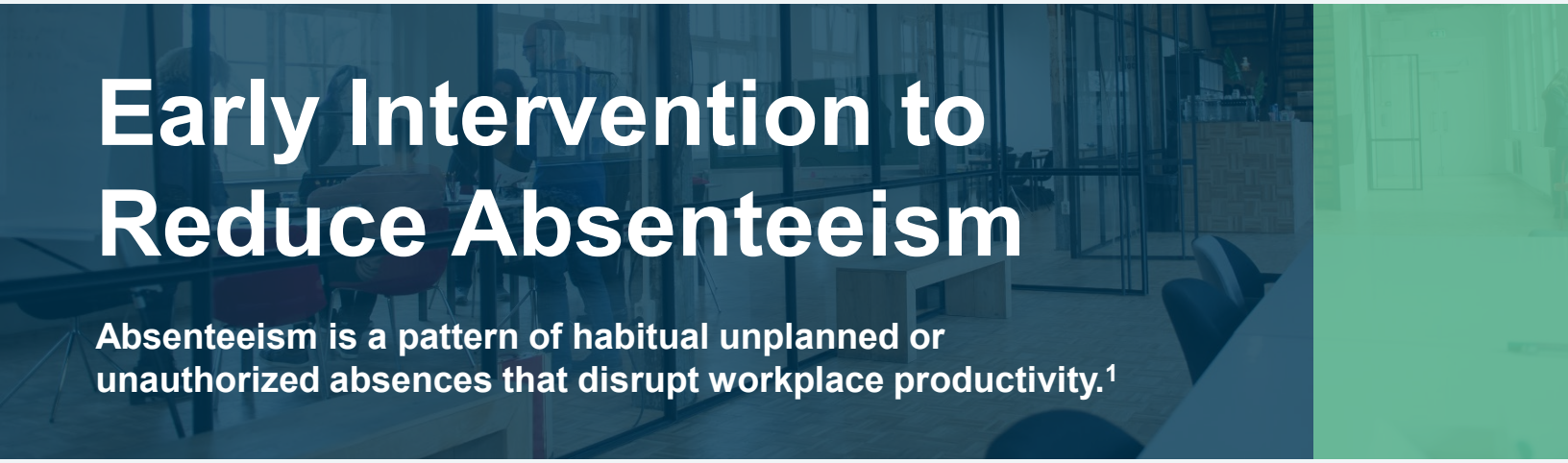
MetLife | Return to Health – Occupational Health Insights



Early Intervention to Reduce Absenteeism

Absenteeism is a pattern of habitual unplanned or unauthorized absences that disrupt workplace productivity.[1]

Types of Absences:[1]

- **Scheduled:** planned and typically approved in advance.
- **Unscheduled:** occurs without prior notice and is often due to illness, emergencies, or personal matters.
- **Chronic:** a recurring pattern of habitual absences over an extended period, regardless of whether the absences are excused.

Top Causes of Absenteeism[1]

- Physical health issues
- Chronic conditions
- Mental health
- Stress & Burnout
- Disengagement
- Work-Life conflicts
- Caregiving responsibilities

The Cost of Absenteeism[1]

- Lost productivity
- Project delays
- Payroll costs
- Risk to customer satisfaction
- Decreased team morale

7 Strategies to Reduce Absenteeism:[1]

1. Transparent attendance policies
2. Early-warning check-ins and pulse surveys
3. Encouraging two-way feedback on workload and wellness
4. Predictive analytics to identify at-risk teams
5. Personalized wellness nudges
6. Micro-learning on health topics and stress management
7. Sentiment analysis to uncover disengagement signals

https://www.metlife.com/return-to-health/

ReturnToHealth@MetLife.com

1. CerkiBroadcast. *7 Strategies to Reduce Absenteeism in the Workplace.* cerkl.com/blog/absenteeism-in-the-workplace/. Date Accessed: 03/04/2026.

This article is intended to provide general information about insurance. It does not describe any Metropolitan Life Insurance company product or feature. show less

Metropolitan Life Insurance Company | 200 Park Avenue | New York, NY 10166
L5774398[exp0928][All States and][All Territories] ©2026 MetLife Services and Solutions, LLC