LINGUISTIC VALIDATION

The WPAI questionnaire measures work time missed (absenteeism), impaired productivity at work (presenteeism), and work productivity loss and daily activity impairment (WPI) [2]. Work productivity loss (range) 23.8% (0-100%)

Absenteeism (range) 10.3% (0-100%)

Activity impairment raw score* (range) 4.2 (1-8) 3.0 (0-8) 3.7 (0-8) 2.1 (0-8) 3.9 (0-8) 2.5 (0-8)

Hours missed- health reasons (range) 11.8 (0-40) 8.4 (0-40) 2.3 (0-10) 1.3 (0-10) 7.3 (0-40) 4.6 (0-40)

Absenteeism (range) 11.3% (0-100%) 5.0% (0-100%)

Health problems past 7 days (n=35)

<table>
<thead>
<tr>
<th>Characteristic</th>
<th>Male (N=9)</th>
<th>Female (N=21)</th>
<th>Total (N=30)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age in years (range)</td>
<td>39.9 (21-64)</td>
<td>41.5 (21-75)</td>
<td>40.7 (21-75)</td>
</tr>
<tr>
<td>Mean years of education (range)</td>
<td>14.3 (11-18)</td>
<td>13.6 (11-18)</td>
<td>13.9 (11-18)</td>
</tr>
<tr>
<td>Health problems</td>
<td>3 (33%)</td>
<td>7 (33%)</td>
<td>10 (33%)</td>
</tr>
<tr>
<td>Days present</td>
<td>27-36, n (%)</td>
<td>2 (22%)</td>
<td>9 (43%)</td>
</tr>
<tr>
<td>Health-related absenteeism</td>
<td>11.8% (0-40)</td>
<td>8.4 (0-40)</td>
<td>2.3 (0-10)</td>
</tr>
<tr>
<td>Work productivity loss (range)</td>
<td>23.8% (0-100%)</td>
<td>23.0% (0-100%)</td>
<td>22.5% (0-100%)</td>
</tr>
</tbody>
</table>

**RESULTS**

**Blue collar workers reported higher rates for absenteeism and presenteeism, while both groups reported similar scores in terms of work productivity loss and activity impairment.**

VOCABULARY

- Absenteeism: when an employee takes a sick day from work for health reasons.
- Presenteeism: when an employee attends work while ill and experiences reduced work efficiency.
- White collar: includes positions such as executive, professional, technical support, or sales.
- Blue collar: includes positions such as clerical and administrative support, service occupations, precision production and crafts, and operators or laborers.
- Hypothetical question: the hypothetical question used for this study was “Let me ask you a hypothetical question: if you took a sick day that day, that is sick, but wasn’t really sick, how would you have answered this question about hours missed due to health?”

CONCLUSIONS

- The linguistic validity of the French Canadian WPAI-GH was established among a diverse French-Canadian-speaking population, including those with minimal education.
- The WPAI-GH is a more accurate method of assessing health-related absenteeism than counts of “sick days” among French Canadian speaking workers as well as speakers of other previously tested languages.
- The hypothetical item helped to better assess subjects’ ability to differentiate between sick time taken for health and non-health reasons from absentees due to health-related absenteeism, and to exclude absenteeism in responding to the questions on impaired productivity at work (presenteeism).

REFERENCES