

The Health and Work Performance Questionnaire (HPQ)

HPQ: Presenteeism Scale Items

1. How often was your performance higher than most workers on your job?(Reversed)
2. How often was your performance lower than most workers on your job?
3. How often did you do no work at times when you were supposed to be working?
4. How often did you find yourself not working as carefully as you should?
5. How often was the quality of your work lower than it should have been?
6. How often did you not concentrate enough on your work?
7. How often did health problems limit the kind or amount of work you could do?

RESPONSE SCALE

5 = all of the time / 4 = most of the time / 3 = some of the time / 2 = a little of the time / 1 = none of the time

HPQ: Absenteeism Scale Items

1. In the past 4 weeks, how many days did you miss an entire day of work because of problems with your physical or mental health?
2. In the past 4 weeks, how many days did you miss an entire day of work because of any other reason?
3. In the past 4 weeks, how many days did you miss part of a work day because of problems with your physical or mental health?.
4. In the past 4 weeks, how many days did you miss part of a work day because of any other reason?

See www.hpq.org

Kessler, R. C., Barber, C., Beck, A., Berglund, P., Cleary, P. D., McKenas, D., et al. (2003). The World Health Organization Health and Work Performance Questionnaire (HPQ). *Journal of Occupational and Environmental Medicine* 45(2), 156-174.

Kessler, R., C., Ames, M., Hymel, P. A., Loeppke, R., McKenas, D. K., et al. (2004). Using the World Health Organization Health and Work Performance Questionnaire (HPQ) to evaluate the indirect workplace costs of illness. *Journal of Occupational and Environmental Medicine*, 46(6), 523-537.