Abstract

We examined whether the relationship between psychological climate and sickness absence is moderated by gender. We expected that this relationship would be stronger among men than among women. We tested this general hypothesis using two samples of men and women nurses (made up of 114 and 189 subjects, respectively). The results obtained supported our expectation. The three climate facets considered (support, goals orientation and rules orientation) showed a significant relationship with sickness absence in the men sample, but not in the women sample.