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EDITED BY
Marisa Coriati,
Local Health Authority of Bari, Italy

REVIEWED BY
Paola Miriam Arango-Ramírez,
Instituto Tecnológico del Valle de
Edia, Mexico
Diah Pranitasari,
Sekolah Tinggi Ilmu Ekonomi Indonesia
Jakarta, Indonesia

*CORRESPONDENCE
Haoyu Zou
✉ haoyu1018@hunnu.edu.cn

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The mediating role of social support in the association between organizational climate and presenteeism among endoscopy nurses: a multicenter cross-sectional study

Xue Zhou^{1,2}, Xingzi Chen², Kangrui Wang², Jiani Qu³ and
Haoyu Zou^{3*}

¹The First Hospital Affiliated to Hunan Normal University (Hunan Provincial People's Hospital), Changsha, Hunan, China, ²School of Nursing, Hunan Normal University, Changsha, Hunan, China, ³Hunan Provincial People's Hospital (The First Hospital Affiliated to Hunan Normal University), Changsha, Hunan, China

Objective: This study aimed to investigate the mediating role of social support in the association between organizational climate and presenteeism among endoscopy nurses. This research provides an empirical and theoretical foundation for addressing presenteeism in clinical practice.

Methods: This multicenter cross-sectional study enrolled 225 endoscopy nurses from 20 hospitals across Hunan Province, China, between April and May 2025. Participants completed a sociodemographic questionnaire, the Organizational Climate Questionnaire, the Social Support Rating Scale, and the Stanford Presenteeism Scale-6 (SPS-6). Hierarchical multiple regression analysis was conducted to identify factors associated with presenteeism, adjusting for self-reported physical health status and the provision of protective equipment. Additionally, a bias-corrected Bootstrapping approach was utilized to evaluate the hypothesized mediating effects.

Results: Endoscopy nurses reported mean scores of 72.89 ± 17.66 for organizational climate, 39.97 ± 9.67 for social support, and 16.83 ± 5.81 for presenteeism. Correlation analyses demonstrated that organizational climate

<https://orcid.org/my-orcid?orcid=0000-0002-4294-8540>



Diah Pranitasari

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IDENTIFIERS

 <https://publons.com/wos-op/a/3105315/>

 <https://orcid.org/0000-0002-4294-8540>

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