Due to the labor intensive nature of construction, workers’ timely attendance and operation at the site is crucial to the success of a construction project. Recently, researchers have found that worker absence behavior is under social influences. However, our knowledge of the social mechanism for worker absence behavior is very limited. More specifically, it is not clear how strongly the social control in workgroups affects worker absence behavior in construction, and nor is it known how social norms regarding absence emerge and exert influences on workers in construction projects. With this background in mind, the overarching goal of this research is threefold: (1) to enhance our understanding of the dynamic processes of the emergence and exertion of social controls for worker absence behavior in construction, (2) to extend our understanding of the group-level absence phenomenon in construction, and (3) to identify effective policies and interventions to reduce absenteeism by creating favorable social norms in construction projects. To achieve these goals, five interrelated, interdisciplinary studies using survey analysis, the agent-based modeling and simulation of human behavior, and a behavioral economic experiment were conducted. These studies revealed that (1) team cohesion actually affects workers’ behavior in construction; (2) construction workers who perceive salient social norms in their team are less likely to be absent from a job site; (3) workers perceive social norms more likely by self-categorization than by interpersonal exertion of social controls; (4) attachment and commitment to the current project are important variables for workers’ self-regulations, and therefore play a significant role in creating favorable social norms over time in workgroups; (5) a workgroup’s mean level of social adaptation and mean level of formal rule adaptation can predict the group’s absence level; (6) there is a general pattern of alignment, but also a measurable difference between workers’ social norms and managers’ desired norms; and (7) workers who have emotional and/or evaluative identification with their project tend to have personal standards regarding absence that are similar to what their managers desire. These findings help us understand how, and to what extent, workers’ absence behavior is under the social influences, and provide insights into how to prevent/reduce excessive absenteeism in construction projects by creating desirable social norms regarding absence.