

IDENTIFIED THE FACTORS AFFECTING ABSENTEEISM OF NURSES

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ABSTRACT

Background: Absenteeism is a usual pattern of absence from a duty or responsibility. Usually, absenteeism is considered as an indication of person poor performance. Like other absentee occupations, it is considered a double issue in care. Absent is a big problem the nurse should face in her daily work. It not only affects patient care, but it also affects ethics, staffing, and morality. The effect of stopping doctor on patient care is that the patient will be neglected. A survey shows that if absentee increases daily, it will be a problem for healthcare providers as well as for medical professionals. **Objectives:** Firstly factors effecting absenteeism of nurses. Secondly, the nature of study to analyze the factors effecting the absenteeism of nurses. Thirdly, finding from this study may help the administration of hospital to make the different policies to minimize the absenteeism of nurses. Finally, this study may provide the foundation for the further studies in the same area. **Materials and Methods:** In this study a descriptive cross sectional study design was used. A close ended questionnaire was used as a research tool. Convenient sampling technique was used. Data was analyzed on SPSS 20 version. Staff absenteeism is a growing management concern. It can contribute to sickness absence, staffing instability, work overload and job dissatisfaction that could have a negative impact on patient care. The rate of absenteeism can be reduced by productive management, and loyal leadership. It will not only reduce absenteeism rate but also improve quality of care toward the patients. In return of good performance nurses need appraisal.

Keywords: Absenteeism, Nurses, Allied Hospital

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INTRODUCTION

Absenteeism is a general pattern of irresponsibility or responsibility. In general, absenteeism is regarded as an indicator of a person's poor performance. Like other absentee occupations, it is considered a double issue in care. Absent is a big problem the nurse should face in her daily work. It not only affects patient care, but it also affects ethics, staffing, and morality. The effect of stopping doctor on patient care is that the patient will be neglected. A survey shows that if absentee increases daily, it will be a problem for healthcare providers as well as for medical professionals. This makes not only a burden on other nurse but also the quality of care will be affected. (Silva, Souza, Borges, & Fischer, 2010). There are many reasons for the absence of

nurses, associated with stress at work, long dissatisfaction with lack of care, problems with strict scheduling, nurses' attitudes and illness in nurses. A survey conducted in 2003 showed that there are different reasons for the absence of different siblings, even in places and times varying (Johnson & O'Leary-Kelly, 2003).

Sometimes a nurse needs to do more work. The nurse has regular contact with the patient. According to Tonya in 2009, the reasons for absence include: job frustration, parental duty illness, or liability, fixed schedule, accident and illness, and behaviors of the nurse in relation to absenteeism. The only reason for absence is classified as heavyweight. It can be determined that the nurse performs more tasks than

expected. If the health care unit has more obligations than expected, it will make their hearts disappointed and under pressure. In addition, one reason for absence is a long working hours that will lead to heavy workloads. Burke and "Griynglas" say that if the nurse does not take the chance to rest or rest and go back to work. This will increase the level of stress in the care and this can lead to job shortages (Burke & Greenglass, 2000, 2001).

Dabboussy & Uppal conducted a study in 2012, confirming that a legitimate illness is still considered a link for most staff absences, but studies show less than one-third absent due to poor health. Existing absence is extremely high among health workers. It is assumed that the average health worker is likely to be absent from work due to illness or injury and not other work. The lack of maintenance is caused by a stressful work environment due to a burden of work, lack of support and inadequate environmental management (Boles, Pelletier, & Lynch, 2004).

The purpose of study is to identify the causes of absenteeism in staff nurses I chose this topic because I found that it was common among nurse practitioners at Allied Faisalabad Hospital. This practice is common among nurse practitioners, especially in young nurses. My goal in this study is to identify the reasons why sisters take this attitude. I want to help the organization through this study. Following this result, the organization will monitor the percentage of absenteeism in nurses. Nursing shortage is caused by stressful work environments due to work overload, lack of support and an inadequately equipped work environment (Committee, 2004). A study conducted in 2009, they said that the primary reasons of high turnover among nurses also increase the chances of absenteeism. When rate of absenteeism increased there will be poor quality of care towards the patients. It will also increase the job dissatisfaction and job insecurity (Pillay, 2009).

Objectives of Study

1. Firstly factors effecting absenteeism of nurses
2. Secondly, the nature of study to analyze the factors effecting the absenteeism of nurses
3. Thirdly, finding from this study may help the administration of hospital to make the different policies to minimize the absenteeism of nurses
4. Finally, this study may provide the foundation for the further studies in the same area.

LITERATURE REVIEW

Lack of work is due to the indispensability and failure of the employee. Walkenberg Hospital has no exception because it requires the work of health workers not only to watch and watch their work, to care for the patients. The lack of care in many countries is a serious problem in which the demand for health care increases and deepens. It is estimated that demand for medical services in the United States will grow by about 30% by 2020. The lack of nurses is deteriorating due to the growing need for care due to life expectancy and many chronic illnesses. The lack of nurses requires serious stress on patient care problems (Derycke, Vlerick, Van de Ven, Rots, & Clays, 2013).

Lost Days Outbound Daily Payments and Benefits. This rating usually affects the baseline and profit of the organization. Existing absenteeism is a major issue in many countries around the world and is costly for organizations. For Valkenberg to work in a coordinated manner, regular visits are required. Since Valkenburg does not have medical staff, you will need to consider a number of issues, including the cost of changes to your organization's staff. When a worker becomes unemployed due to illness, it is a concern for public health and a serious economy in the country where the worker leaves the patient. The cost of absenteeism is high in many organizations (Derycke et al., 2013). In South Africa and in other countries, patients' rights are

paid. The Wakenberger Hospital should continue to provide care and rehabilitation of patients, even though the staff did not have the disease. Hospitals are forced to pay workers who are overpaid or supervised, while paying for non-paid patients.

He documented that a nurse is covered by a British hospital and does not pay for the apparent illness that pays thousands of pounds to the government. British hospitals are the patient's weaknesses, which is often worse than the occurrence of nursing doctors. Nurses, alongside the constant danger of violence and public criticism, are also faced with similar challenges in disadvantages and low wages, which also help nurses celebrate. Physical fatigue of workload leads to absenteeism (Maluleke, Thopola, & Lekhuleni, 2014). Members of the hospital staff are judged by members of the family of caring patients.

According to Maslow's motivational theory, people are concerned about basic necessities, such as food, water, shelter, and clothing. In addition, comfortable and comfortable furnishings are essential to the staff's well-being. In addition, there are plans to provide childcare in the community to care for and care for the elderly. This seems to be in line with the needs of nurses at the research institution. In the Valkenburg hospital "there are no children, though many of them are grandchildren and grandchildren who have to start their children in another institution." Employees have to "complain" to a nurse "comfortably" that they do not pay and believe that their work is working. This psychiatric institution is dangerous and patients are at risk (Oldberg & Waldman, 2000).

The basic necessity for each employee lies in the social and external relationships within the workplace. Good relationships are the cornerstone of group reunions. From my observations and (sometimes) discussions with the nurses I can say that most of them are unique.

In this category, there are those who divorced. The nurses' social needs are facilitated. Nurses spend less time with their husbands and their children due to excessive fatigue (Saeed, Wassam, Sikendar and Rizvan, 2014). In addition, people need to love and accept their colleagues to enjoy the feeling of belonging to the team. In general, it is important to note that nurses are talking about competition and language. It is a challenge and disappointment that we can work with a team that does not accept you as part of it, as this is likely to lead to absenteeism.

Research has shown the abundance of missing definitions. Absence can be defined as undesirable, unjustified and disappointing. This function is further characterized by the physical presence of the worker in the workplace as planned, long interruptions, late arrival, early departure and completion of work (Johnson & O'Leary-Kelly, 2003).

Disarmament is missing in all sectors and requires a lot of time and effort to supervise because qualified personnel need staff to do all the tasks. If not, three things can happen: (1) the employee does not work, (2) the exchange is required, (3) someone else hired to ensure that the service is not compromised. Indirect jobs are a costly problem for both employers and employees who have to bear additional burdens on money, morals and human resources costs (Johnson, 2007).

Variables that may lead to a lack of work nurses include nurses, managers, workplaces, and organizations. The conceptual framework presented in Chapter 1, Figure 1, is discussed in detail and we deal with various variables for absenteeism to link absenteisms and nurse, manager, workplace, and organization features. Women have played an important role in the South African economy to overcome the lack of skills since 1994. This professional solidarity concerns the process of marriage and parenting involving women, men and families. Research

shows that men have a higher rate of malnutrition than men in parentheses compared to males. Women have more roles, such as housewives, family carers, sick children, and wage care. These multiplayers have a lot to do with women, and often because of the lack of flexible work programs and the lack of access to childcare services, women are more likely to migrate to the care of sick children or family members, especially in the winter months when the highest number of illnesses occur live. On the other hand, Nindg (2005) sees the lack of women due to tension and physical and emotional problems. Although women are often absent from men, they are often shorter than men.

METHODOLOGY

Research Design

The descriptive cross-sectional research method has been used in this study by collecting primary data from the nurses of Allied Hospital Faisalabad according to the objective of the study.

Sampling Design

The sample of 150 has been selected by using convenient sampling from the nurses of Allied Hospital Faisalabad.

Site and Setting

Allied Hospital Faisalabad was a site and administration department was setting for this study.

Data Collection

Data for this research has been collected through questionnaires in English. 150 questionnaires have been collected from the nurses by using convenient sampling method in Allied Hospital Faisalabad.

A nominal scale, as the name implies, is simply some placing of data into categories, without any order or structure. In research activities a Yes/No scale is nominal. It has no order and there is no distance between Yes and No and statistics.

RESULTS AND DISCUSSION

Reliability Test

Cronbach's Alpha Reliability Statistics	
Cronbach's Alpha	No of Items
.899	21
Analysis of respondents response	

Statement	Yes %	No %
1. Do nurses absent from work because they suffer from minor ailments e.g. headache and backache?	60	40
2. Do nurses absent from their duties because they suffer from stress related illness, e.g. tiredness?	78	22
3. Do nurses absent from work because the workload is too heavy?	53	47
4. Does the level of staffing is insufficient to handle the number of patients?	69	31
5. Does the lack of appropriate recognition and reward could lead to dissatisfaction and absenteeism among nurses?	47	53
6. I feel that certain duties are taken by force against my will	59	41
7. Shortage of staff in the clinical area	46	54
8. I do not understand the language used by the others	85	15
9. A boring job	65	35
10. If I have not explained the importance of attending full hours as training requirements	53	47
11. The duties are not clear to me	65	35
12. Work overload in the hospital	49	51
13. I do not want to be treated as workforce	81	19
14. Because of poor discipline from administration	57	43
15. When I am lazy doing the work	44	56
16. If I am late during lesson presentations	77	23
17. When my head is absent	59	41
18. Poor performance during duty	44	56
19. When I am not ready doing feedback evaluation	78	22
20. On family responsibility leave	53	47
21. I must solve my family problem	47	53

Present study was conducted by selecting conveniently 150 staff nurses from Allied Hospital Faisalabad. Nurses were selected conveniently from different age groups. Detailed characteristics of these selected nurses are mentioned in the results of this study. Questionnaire was designed to get the view point of nurses to sort out the main reasons to absenteeism from their duties. Do staff nurses absent from their duty because of some minor reasons i.e. headache or backache? This question was asked from 150 staff nurses 90 nurses replied yes and 60 nurses replied in no. Do nurses make absentees from the work because of mentally

stress or tiredness? In the response of the question 117 nurses replied yes and 33 nurses replied in no. Do nurses make absentees from their duties because they feel extra burden and heavy workload during duty? In the response of the question 80 nurses replied in yes and 70 nurses replied in no. Does the number of staff nurses are short to treat a large number of patients? In the response of this question 103 nurses replied in yes and 47 nurses replied in no. Do the insufficient identity and lack of reward could be cause of dissatisfaction and absentees among the nurses? In the response of the question 70 nurses replied in yes and 80 nurses replied in no.

I feel that many duties are assigned me by force and not asking my willing. In the response of question 88 nurses replied in yes and 62 nurses replied in no. Absenteeism is caused by shortage of staff nurse in the different areas as well as clinical area. In the response of question 69 nurses replied in yes and 81 nurses replied in no. I am not able to understand the language used by the others in the hospital. In the response of question 127 nurses replied in yes and 23 nurses replied in no. Question was asked to the nurses that the job is boring? In the response of question 98 nurses replied in yes and 52 nurses replied in no. If I have not explained the importance of attending full hours as training requirements. In the response of question 80 nurses replied in yes and 70 nurses replied in no. Question was asked to the nurses that the duties we have to perform are not clear to me. In the response of question 97 nurses replied in yes and 53 nurses replied in no. Question asked about the work load that there is huge work overload in the hospital. In the response of question 74 nurses replied in yes and 76 nurses replied in no. Nurses were asked that I do not want to be treated as workforce. In the response of question 122 nurses replied in yes and 28 nurses replied in no. Question was asked from the nurse that there are absentees among nurses because of poor discipline from administration of the hospital. In the response of

question 86 nurses replied in yes and 64 nurses replied in no. Question was asked to the staff nurse that absentees are made when I am lazy during my duty. In the response of question 66 nurses replied in yes and 84 nurses replied in no. Question was asked that mostly absentees are made if I am late during lesson presentations. In the response of question 115 nurses replied in yes and 35 nurses replied in no. Question was that they were absent when my head is absent. In the response of question 89 nurses replied in yes and 61 nurses replied in no. Question was asked that absentees are made when poor performance during work. In the response of question 66 nurses replied in yes and 84 nurses replied in no. Question was asked from staff nurses that absentees are made when I am not ready for evaluation and feedback of my work. In the response of question 117 nurses replied in yes and 33 nurses replied in no. Question was asked that absentees are made on family responsibility leave. In the response of question 80 nurses replied in yes and 70 nurses replied in no. Question was asked that I must solve my family problem. In the response of question 71 nurses replied in yes and 79 nurses replied in no.

DISCUSSION

In any part of marriage, not in nursing or in any other part, everyone is affected. The supervisor must work harder to make up for the shortage. If someone is away from work, different things have happened. An employee does not work, replacement is needed, so someone needs to be taken to provide patient care. The lack of employees and management is very costly. It suffers all people.

Do nurses run out of work because they suffer from a minor illness, such as headache and back pain? The results of the study decreased by 42.5% and 17.5% compared to the 2012 Singh study. According to their study, 78% thought the disease had caused partial or severe absence. According to his studies, the cause of absenteeism is a

disease that can be severe and insignificant. If someone is suffering from illness, it has an impact on labor productivity and eliminates the problem of hospital management. A disease that unexpectedly is considered to put pressure on all government agencies.

Nurses do not go out of their care because workload is very difficult. In this study, 42.5% agreed and 30% disagreed with the fact that the heavy workload did not disappear compared to the 2009 study. The study resulted in 105 nurses who worked too much in the absence of employment of nurses. They realized that workload put pressure on nurses and take away absenteeism. Work Stress deep and loads of intense work, time, temporary, to be maintained, demands criteria of strong commitment, time management, poor, long hours, lack of support, and demands related matters financial, anxiety increases which burnout could not pay attention, the study resulted in 105 physicians responded to. They realized that workload put pressure on nurses and take away absenteeism.

The nurses of the organization are able to perform their duties efficiently. The study was 27% and 23% opposed this question. Self-sufficiency works to resolve decisions and flexibility as data is displayed. Self-sufficiency is empowered by a joint government or cooperative office where delegates can take part in the main management. The uncertainty and the weight of work leads to a lack of self-regulation, which exerts pressure and causes irregularities.

CONCLUSION

This study highlights the neglect of nurses in the Allied hospital Faisalabad. The lack of staff has an increasing management concern. This can help in the absence of disease, staff instability, overtime, and dissatisfaction, which can adversely affect patient delivery. Therefore, this study concludes that there are some missing causes for nurses. This study supports the proper hypothesis. Therefore, the organization needs to develop specific policies that reduce the lack of

absenteeism for nurses. In order to reduce job dissatisfaction, a bonus system should be established.

Recommendations

Stress management programs should be provided to nurses to manage their stress levels. Nurses should provide information on stress factors and prevention and treatment of stress. Nursing staff are required to take up and train to reduce the workload of nurses. Nursing staff should be paid higher to keep employees safe. All vacancies should be identified and completed as soon as possible to reduce the pressure on women who are getting better and better. Rewards are rewarded for those who regularly and faithfully perform their duties. A one-year guarantee must be provided to identify and motivate dedicated staff.

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AUTHORSHIP AND CONTRIBUTION DECLARATION

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