



INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

A STUDY TO ASSESS THE FACTORS INFLUENCING NURSE ABSENTEEISM AMONG STAFF NURSES AT SMVMCH, PUDUCHERRY.

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INTRODUCTION

“The Doctors may be mapping out the war games, but it is the nurses who make the conflictbearable” - Jodi Picoult

Nurses serve their communities in many ways and have essential roles in healthcare. Nurses promote healthy lifestyles, advocate for patients, provide health education, and directly care for many patients. The exact functions of nurses have changed somewhat over the years; however, their importance in healthcare remains evident. Since the advent of modern medicine, nurses' role has shifted from being comforters to modern healthcare professionals who provide evidence-based treatment and wellness education. Nurses have a multifaceted role as holistic caregivers, patient advocates, specialists, and researchers.

Professional nursing started with Florence Nightingale—a visionary who saw beyond the social norms of her time. In the mid-1800s, the act of nursing consisted of women taking care of family members in their homes. Nightingale saw the value of extending beyond the home. She had a vision for overcoming these early challenges in nursing, which would serve as an opportunity for both women and the profession to gain notice.

REVIRE OF LITERATURE

Luma Ghazi Al Zamel, et al., (2020) was conducted a study on Factors Influencing Nurses' Intention to Leave and Intention to Stay: An Integrative Review Nursing retention is a critical issue for organization. High nurses' turnover impact negatively on an organization requirement to meet patient needs and quality care. Thirty-seven studies which met the inclusion criteria from different locations using a variety of instruments and research designs were identified using PRISMA guideline. Many factors including job satisfaction, organizational commitment, quality of work life, work environment, leadership style, bullying at work, family reason, and job security were identified to be associated negatively with nurse's intention to leave and positively with intention to stay in organization. More qualitative studies are needed to understand in depth, the reasons and factors that underlie and influence turnover, intention to leave or remain in organization.

STATEMENT OF THE PROBLEM

A study to assess the factors influencing nurse absenteeism among staff nurses at SMVMCH, Puducherry.

OBJECTIVES

- To assess the factors influencing nurse absenteeism among staff nurses
- To associate the factors influencing absenteeism among staff nurses with their selected demographic variables.

ASSUMPTION

This study may help to identify the reason for factors influencing nurse absenteeism.

MATERIALS AND METHODS

This chapter described the research methodology followed to assess the factors influencing nurse absenteeism among staff nurses at SMVMCH, Puducherry, The tool had self- structured demographic and self-structured rating scale to assess the factors influencing nurses' absenteeism.

PART I

The demographic data consist of 10 items of questions, such as age in years, gender, marital status, number of children, family structure, socio-economic status, years of experience of working as a staff nurse, number of working hours, frequency of absenteeism in the month, medical issues.

PART II

The self-structured rating scale consist of 5 factors, each factors consist of 6 questions. Totally 30 questions present in the rating scale.

SCORING INTERPRETATION

MORE ABSENTEES	81-120
MODERATELY ABSENTEES	41-80
LESS ABSENTEES	1 - 40

RESEARCH APPROACH

A quantitative research approach was adopted for this study.

RESEARCH DESIGN

A Descriptive research design was applied in this study.

SETTING OF THE STUDY

The study was conducted in Sri Manakula Vinayagar medical college and Hospital kalitheerthalkuppam, Puducherry.

SAMPLE

The sample of the study comprises of staff nurses working in ward at SMVMCH, kalitheerthalkuppam, puducherry.

SAMPLE SIZE

Total sample composed of 30 Staff nurses working in ward available during data collection.

SAMPLING TECHNIQUE:

Convenient sampling technique.

CRITERIA FOR SAMPLE SELECTION INCLUSION CRITERIA

- Staff nurses working in medical, surgical, paediatric ward at SMVMCH.
- Staff nurses who are available at time of data collection
- Staff nurses who are willing to participate in the study

EXCLUSION CRITERIA

- Staff nurses working in ICU, OPD and OT.
- Staff nurses who are not available during data collection.

RESULT

The finding reveals the Chi-square test reveals that there is a significant association with the selected demographic variable among staff nurses such as marital status ($X^2=11.7$ and P value = 0.01) and family structure ($X^2=11.5$ and P value= 0.02) with the self-structured rating scale.

TABLE 1: Frequency and percentage wise distribution of demographic variables among staff nurses. (n = 30)

SL. NO	DEMOGRAPHIC VARIABLES OF STAFF NURSES	Frequency	Percentage
1.	Age in years		
	a. 20 – 30	18	60
	b. 31 – 40	7	23.3
	c. 41 – 50	5	16.7
2.	Gender		
	a. Male	2	6.7
	b. Female	28	93.3
3.	Marital Status		
	a. Married	25	83.3
	b. Unmarried	3	10
	c. widow	2	6.7
4.	Number of Children		
	1	9	30
	2	7	23.3
	3	2	6.7
	No children	12	40
5.	Family Structure		
	a. Joint family	5	16.7
	b. nuclear family	21	70
	c. Extended family	4	13.3
6.	Socio economic status		
	a. Low class family	7	23.3
	b. Middle class family	19	63.3
	c. High class family	4	13.4
7.	Years of experience of working as a staff nurse		
	a. Below 1 year	2	6.7
	b. 1 – 5 years	17	56.6

	c. 6 – 10 years	8	26.7
	Above 10 years	3	10
8.	Number of working hours		
	6 hours	10	33.3
	8 hours	15	50
	12 hours	5	16.7
9.	Frequency of absentees in the month		
	Never	11	36.7
	Once a week	9	30
	Twice a week	6	20
	More than 2 days	4	13.3
10.	Medical issues		
	Communicable diseases	4	13.3
	Non-communicable diseases	6	20
	Hereditary diseases	2	6.7
	No history	18	60

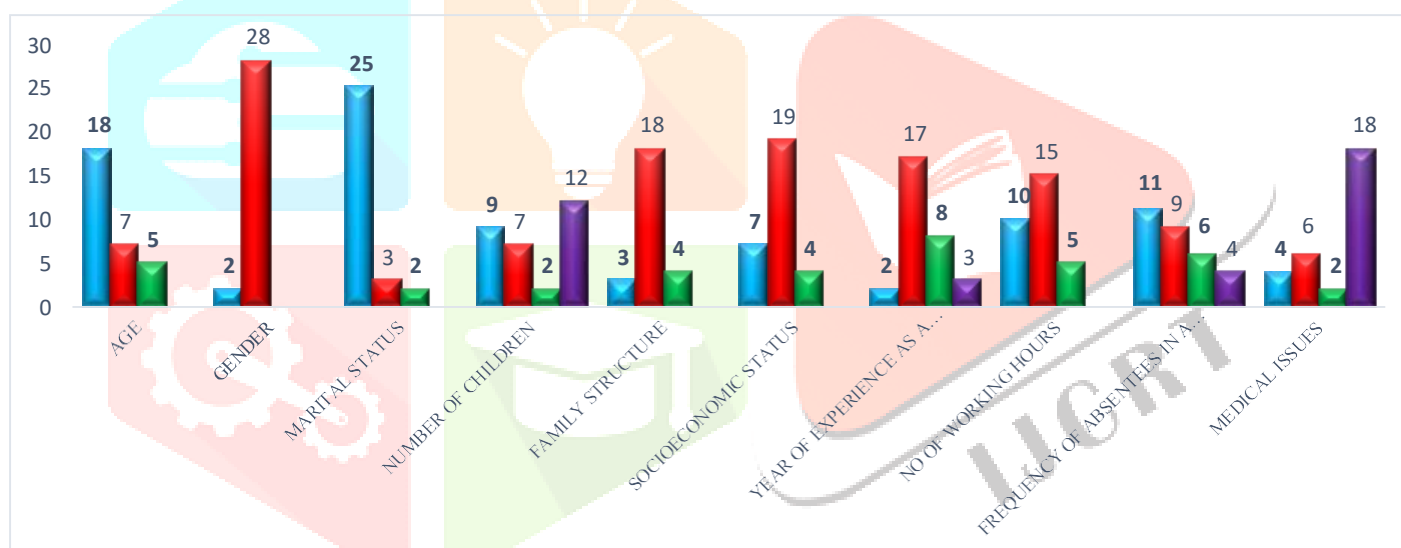


TABLE 2: Frequency and percentage wise distribution of level of nurse absenteeism among staff nurses (n = 30)

SL. NO	LEVEL OF ABSENTEEISM	FREQUENCY	PERCENTAGE (%)
1.	MORE ABSENTEES	3	10%
2.	MODERATELY ABSENTEES	23	76.7%
3.	LESS ABSENTEES	4	13.3%



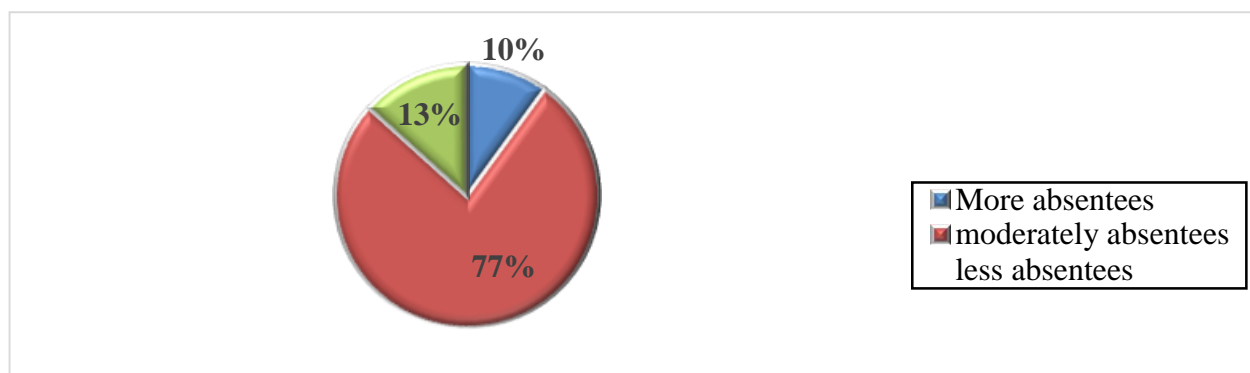


Table 4 frequency and percentage wise distribution on association between factors influencing nurse absenteeism among staff nurses at selected demographic variables. (n=30)

SL.NO	DEMOGRAPHIC VARIABLES OF STAFF NURSES	LEVEL OF ABSENTEES						Chi square test	df	P value
		LOW		MODERATE		HIGH				
		N	%	N	%	N	%			
1.	Age in years							2.26	1	0.13
	a. 20 – 30	2	6.7	14	43.3	2	6.7			
	b. 31 – 40	1	3.3	6	20	0	0			(N.S)
	c. 41 – 50	1	3.3	4	13.3	0	0			
2.	Gender							0.65	2	0.72
	a. Male	0	0	2	6.7	0	0			
	b. Female	4	13.3	21	70	3	10			(N.S)
3.	Marital Status							11.7	4	0.01
	a. Married	2	6.7	21	43.3	2	6.7			
	b. Unmarried	2	6.7	0	26.6	1	3.3			(S*)
	c. widow	0	0	2	6.7	0	0			
4.	Number of Children							2.54	6	0.86
	1	2	6.7	6	20	1	3.3			
	2	0	0	6	20	1	3.3			(N.S)
	3	0	0	2	6.7	0	0			
	No children	2	6.7	9	30	1	3.3			
5.	Family Structure							11.5	4	0.02
	a. Joint family	2	6.7	1	23.3	2	6.7			
	b. Nuclear family	2	6.7	18	40	1	3.3			(S*)
	c. Extended family	0	0	4	13.3	0	0			
6.	Socio economic status							4.04	4	0.40
	a. Low class family	1	3.0	5	16.6	1	3.3			(N.S)
	b. Middle class family	3	10	14	46.6	2	6.7			
	c. High class family	0	0	4	13.3	0	0			
7.	Years of experience of working as a staff nurse							4.52	6	0.60
	a. Below 1 year	0	0	2	6.7	0	0			(N.S)
	b. 1 – 5 years	2	6.7	10	33.3	3	10			
	c. 6 – 10 years	2	6.7	6	20	0	0			

	d.No children	0	0	3	10	0	0			
8.	Number of working hours							3.68	4	0.45
	a.6 hours	1	3.3	9	30	0	0			(N.S)
	b. 8 hours	2	6.7	10	33.3	10				
	c. 12 hours	1	3.3	4	13.3	0	0			
9.	Frequency of absentees in themonth							4.95	6	0.54
	a.Never		13.3	9	36.6		13.3			(N.S)
	b. Once a week		26.7	7	23.3		0			
	c. Twice a week		26.7	3	10		13.3			
	d. More than 2 days	0	0	4	13.3		0			
10.	Medical issues							6.08	6	0.41
	a.Communicablediseases	0	0	4	13.3		0			(N.S)
	b.Non-communicable diseases	0	0	6	20		0			
	c.Hereditary diseases	0	0	2	6.7		0			
	d.No history		13.3	11	36.6		10			

CONCLUSION AND RECOMMENDATION

The present study was to assess the factors influencing nurse absenteeism among staff nurses at SMVMCH, Puducherry. A descriptive research design was selected for this study with quantitative research approach was adopted for this study. Population of the studies consist of Staff nurses working in ward at SMVMCH. The study sample consist of convenient random sampling.

IMPLICATION OF THE STUDY

The study had implications for nursing education, nursing administration and nursing research.

NURSING EDUCATION

The Nursing management and the nursing administration curriculum needs to be strengthened to enable the nurses to know about the factors influencing nurse's absenteeism.

NURSING ADMINISTRATION

The nursing administration should take on an active role in organizing and implementing thought standards of nursing and also conducting mass media communication regarding the nurse absenteeism and finding the solution for the absenteeism.

NURSING PRACTICE

As a nurse, it is one's accountability to explicit holistic care to the patient considering all the aspect of the holistic component and manage the patient with preventive care concerns, the level of knowledge regarding nurse absenteeism and finding the solution for the absenteeism.

NURSING RESEARCH

The effectiveness of a research study is verified by its utility by the nursing in the clinical and community field.

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