

Determinant of Absenteeism Among Nurses

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Abstract

Background: Employee absenteeism is a big challenge because they are the workforce of organizations. Organizations cannot be successful and functional without their employees. There are many reasons for employee absenteeism from work like sickness, emergencies of any kind, and accidents (Harte et. al, 2011). Employee absenteeism become a major issue all over the world and also become costly for organizations. (Roelen et al., 2013). **Purposes of the study:** The purpose of the study is to explore the determinants of absenteeism among nurses. **Research Methodology:** A Quantitative cross-sectional study design was used to describe the determinants of absenteeism among nurses in Qazi Hussain Ahmed Medical Complex (MTI). Nowshera. The target population was 350 and the participants were all staff nurses of Qazi Hussain Ahmed Medical Complex (MTI) Nowshera. The participant of this study was selected by simple random sample. **Result:** According to the study findings of nurses absent from clinical sites due to workload 70.29% positively responded that they have enough work to keep busy at the clinical site, also done work in the absence of their colleagues puts pressure of work on them and they likely to be absent from the workplace. **Conclusion:** The results of my study concluded from the (n=187) that the significant factor of absenteeism among nurses is poor physical conditions they have to encounter overcrowding, noise, lighting, and their physical needs not properly fulfilled and this dissatisfaction contributes to absenteeism. **Result:** The nurses of Qazi Hussain Ahmed Medical Complex Nowshera are overburdened but they can perform all allocated duties on time instead they have several patients because of a poor staff-patient ratio.

Key Words: Nurses, absenteeism

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Chapter 1

Introduction:

Absenteeism is an expression to describe the absence of employees from work (Teixeira, 2010). Employee absenteeism is a big challenge because they are the workforce of organizations. Organizations cannot be successful and functional without their employees. There are many reasons for employee absenteeism from work like sickness, emergencies of any kind, and accidents (Harte et. al, 2011). Employee absenteeism become a major issue all over the world and also become costly for organizations. (Roelen et al., 2013)g is considered the biggest department of medical institutions because nursing staff comprise 40–60% of total human resources working in hospitals. Nurses are an important part of the medical team because they have close contact with the patients and spend most of their time in patient-related activities. So it is considered that nurses are the representative of the hospital image (Yasmin et al., 2015).

Nurses play an important role in providing healthcare services because they are the strength of health care organizations and health care systems all over the world. Nurse absenteeism is a global issue because this causes a shortage of nurses which has a direct effect on patient care, on an organization, and its productivity (Rajbhandary et al., 2010). Nurse's absenteeism from work disorganizes the routine work in the health care setting. There are many factors like job dissatisfaction, illness, family responsibilities, the physical condition of the ward, burnout, overburden, environmental conditions, inequality or favoritism, lack of motivation, strikes, poor salary, and lack of rewards and incentives (Kovane, 2015)

Nurses have higher rate of absenteeism due to many factors like under staffing, inflexible working schedules, stress at work or at home, role ambiguity, lake of security at work place, lack of attendance at work place (Gaudine et al., 2013).

This study will show the effect of work load, physical working conditions and salary effects on absenteeism and explore these factors in detail. When nurses are overworked and have physical exhaustion due to being overburdened they are absent from the workplace.

Nurses spend most of their time in patient-related activities so the environment in which they work is most important equipment availability, noise, poor lighting, extreme temperatures, and overcrowded by relatives

all these things contribute to nurses' absenteeism. The factors related to the organizational structure including workplace and time pressure cause nurses absent from their workplace (Becker et al., 2008). It is usually observed that when nurses are underpaid they are demotivated and most likely to be absent from work (Bargas et al., 2014)

Research Question:

What are the determinants of absenteeism among nurses in Qazi Hussain Ahmed Medical Complex (MTI) Nowshera?

Purpose of the Study:

The purpose of this study is to explore the determinants of absenteeism among nurses

Objective of the study:

Determine the factor of absenteeism among nurses of Qazi Hussain Ahmed Medical Complex (MTI) Nowshera.

Significance of the study:

This study will help me to explore factors causing absenteeism among nurses. I will inform administration about these factors and administration can make strategies or policies to eliminate these factors and reduce absenteeism rate in the organization.

Chapter 2

Literature Review:

A study conducted by Marques et al (2015) showed that nursing professionals need more attention because they represent the major group of people in any healthcare setting. Nursing is considered a stressful and tense profession, resulting from contact with suffering and death, working in shifts, increased rate of work, professional versatility, and musculoskeletal effort required to perform the care. Nurses need more esteem and relief in the workplace. Their absenteeism has a great impact and cost for the organization. The presence of nursing staff improves the quality of patient care and organizational productivity (Marques et al., 2015).

Responsibilities of nurses are a combination of multiple tasks because every patient requires quality care and relief from suffering so to fulfill all patient's requirements increase their workload in the workplace (Mueller et al., 2010)

The study findings of Rolelen et al., (2013) on the impact of nurse absenteeism showed that the shortage of nurses is a worldwide problem and their absenteeism poses a great risk to organization sustainability (Roelen et al, 2013). The study of Bargas & Monteiro (2014) about absenteeism showed that the work environment of nursing professionals is unhealthy, both in material and psychological aspects, and, being subject to poor working conditions, the maintenance of their health is impaired. This increases the possibility of their absenteeism (Bargas et al., 2014)

According to the study of Abreu et al., (2010). Nurses' work in hospitals is characterized by exposure to physical and emotional exhaustion and this contributes to absenteeism due to daily contact with the pain and suffering of clients and family members (Abreu et al., 2014).

A study done by Evens et.al, 2010 showed that nurses are absent from work workplace due to excessive workload, interpersonal relationships, the lack of task control, role ambiguity, unfair management practices, family and job conflicts, training or career development issues, and poor organizational climates. (Evans et al., 2010). According to the study findings of Koekmoer & Mostert (2006) that salary has direct effect on nurse's absenteeism because when they are not satisfied with the remuneration which they obtain this cause demotivation and contribute to absenteeism.

Chapter 3

Research Methodology:

A Quantitative cross-sectional study design was used to describe the determinants of absenteeism among

nurses in Qazi Hussain Ahmed Medical Complex (MTI) Nowshera. The target population was 350 and participants were all staff nurses of Qazi Hussain Ahmed Medical Complex (MTI) Nowshera. The participant of this study was selected by simple random sampling and the sample size was calculated according to Solivan formula which was given below.

n = Sample size, N = Population, E = Margin of error

$n = N / (1 + N(E)^2)$

$n = 350 / (1 + 350(0.05)^2)$

$n = 350 / (1 + 350(0.0025))$

$n = 350 / 1.875$

$n = 350 / 1.875$

$n = 186.6$

A self-administered questionnaire adopted (Kovane, 2015) consisting of 5 point Likert scale including strongly disagree=1, Disagree=2, Neutral=3, Agree=4, and Strongly Agree=5 was used to identify the determinants of absenteeism among nurses of Qazi Hussain Ahmed Medical Complex (MTI) Nowshera.

The questionnaire consisted of two sections A and section B. Section A contains demographic data and section B contains factors of absenteeism that were workload, physical working conditions, and salary of the employees. Section B consists of 12 items. The questionnaires were distributed in the field and requested to every job registered nurse to complete his/her by a specific date. 186 questionnaires were distributed and 187 were collected.

In Inclusion criteria, all registered nurses of Qazi Hussain Ahmed Medical Complex (MTI) Nowshera were included in this study and exclusion criteria all head nurses and those who were not willing to participate in the study.

I explained the nature and purpose of the study to the participants. An informed consent was obtained from the participants. The participants were informed that their information would be kept Confidential. The participants could also drop out of the study if they consent to cooperate.

Chapter 4

Data Analysis:

This chapter of analysis consists of two sections A and B. Section A consist of Demographic analysis and second factors of Absenteeism which are workload, physical working conditions and salary. Descriptive analysis is used to determine the factors contribute to absenteeism among nurses of Qazi Hussain Ahmed Medical Complex (MTI) Nowshera.

Section A: Demographic Data: Gender

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Male	7	3.7	3.7	3.7
Female	180	96.3	96.3	100.0
Total	187	100.0	100.0	

Table 1 (Gender)

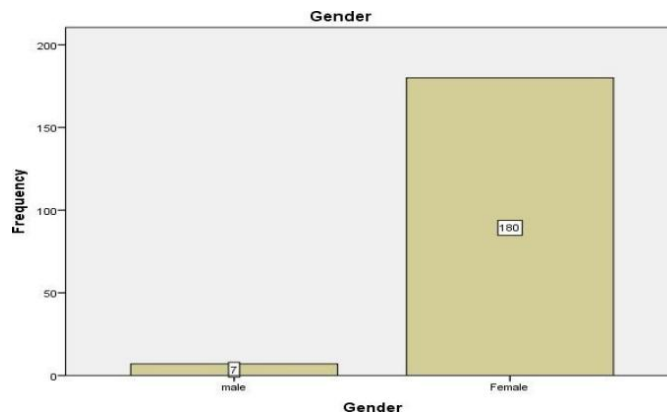


Figure 1

Interpret: As shown in Table 1, graph 1 from the total sample size (n=187) Female nurses are more dominant than males. Female nurses (n=180) 96.3% and male nurses were only (n= 7)3.7

% male nurses

Age:-

	Frequency	Percent	Valid Percent	Cumulative Percent
20-25	54	28.9	28.9	28.9
26-30	92	49.2	49.2	78.1
31-36	26	13.9	13.9	92.0
Valid	12	6.4	6.4	98.4
37-47	3	1.6	1.6	100.0
48-55	3	1.6	1.6	100.0
Total	187	100.0	100.0	

Table 2 (Age)

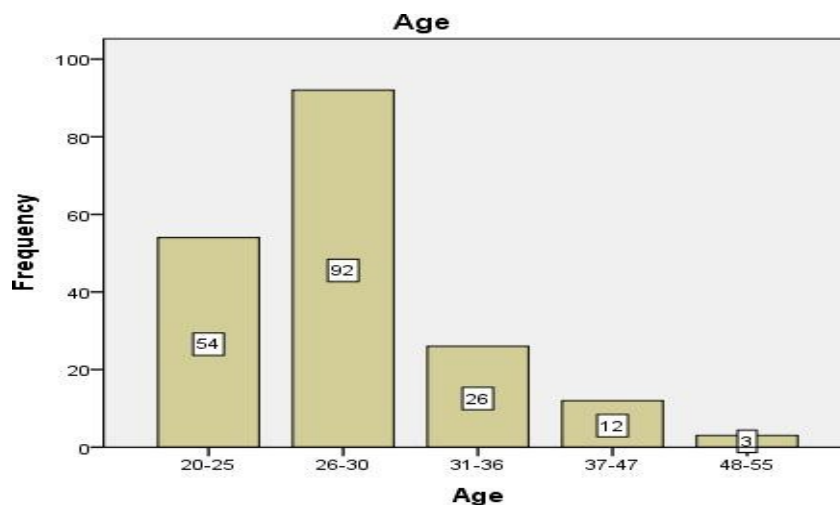


Figure 2

Interpret: As shown in Table 2, graph 2 age of the participant represents. The range of respondents was 20-55 years. (n=54)28.9 % of participants were 20-25 age group, (n=92)49.2 % from 26-30 years of age, (n=26) 13.9 5% from 31-36 years of age, (n=12) 6.4% from 37-47 and (n=3) 1.6 %

From 48-55 years.

Experience:-

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
less then1 year	34	18.2	18.2	18.2
1-5	113	60.4	60.4	78.6
6-10year	29	15.5	15.5	94.1
above10year	11	5.9	5.9	100.0
Total	187	100.0	100.0	

Table 3 (Experience)

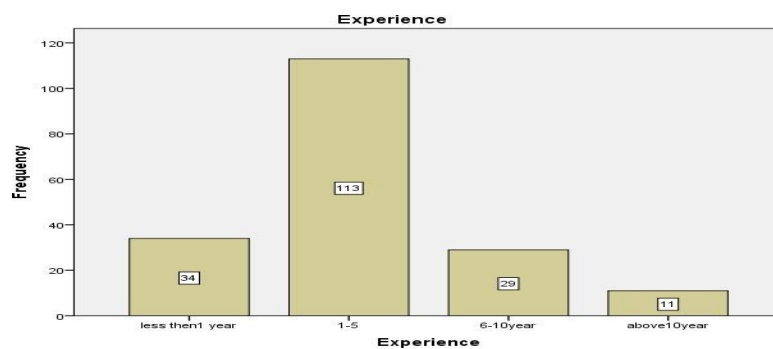


Figure 3

Interpret As shown in Table 3 and Graph 3 the job experience of nurses less than 1 year was (n=34) 18.2%, (n=113) 60.4 % were1-5 years of experience, (n=29)15.5% had 6-10 years of experience and (n=11) 6.2% above 10 years of experience.

Marital Status:-

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
Married	65	34.8	34.8	34.8
Single	122	65.2	65.2	100.0
Total	187	100.0	100.0	

Table 4 (Marital status)

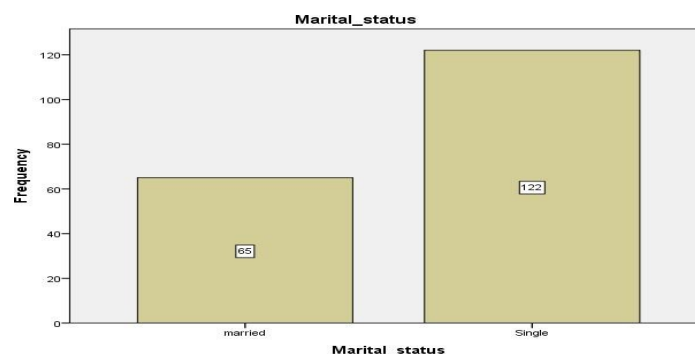


Figure 4

Interpret: As presented in table 4, graph 4 marital status of respondents from (n=187) were married (n=65) 34.8 % and (n=122) 65.2 % were Single.

Qualification:

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Nursing Diploma	130	69.5	69.5	69.5
	BSN	57	30.5	30.5	100.0
	Total	187	100.0	100.0	

Table 5 (Qualification)

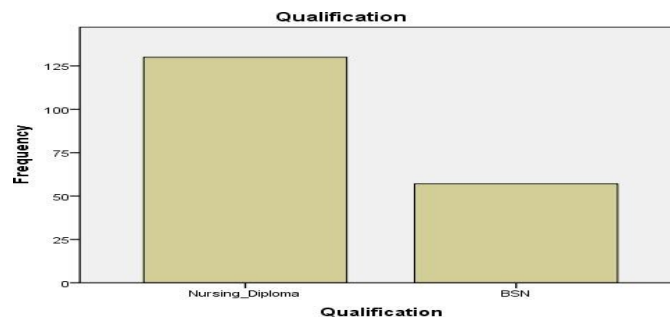


Figure 5

Interpret. The qualification of participants was recorded (n=130) 70.8% having nursing diploma and (n=57) 28% having BSN degree and other specialization

Section B:

Section B consist reasons of absenteeism among Nurses .These are workload, Physical working and salary.

Workload: Question – 1

You have enough work to keep busy at a clinical site

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	17	9.1	9.1	9.1
	Disagree	37	19.8	19.8	28.9
	Neutral	13	7.0	7.0	35.8
	Agree	94	50.3	50.3	86.1
	Strongly Agree	26	13.9	13.9	100.0
	Total	187	100.0	100.0	

Table 6

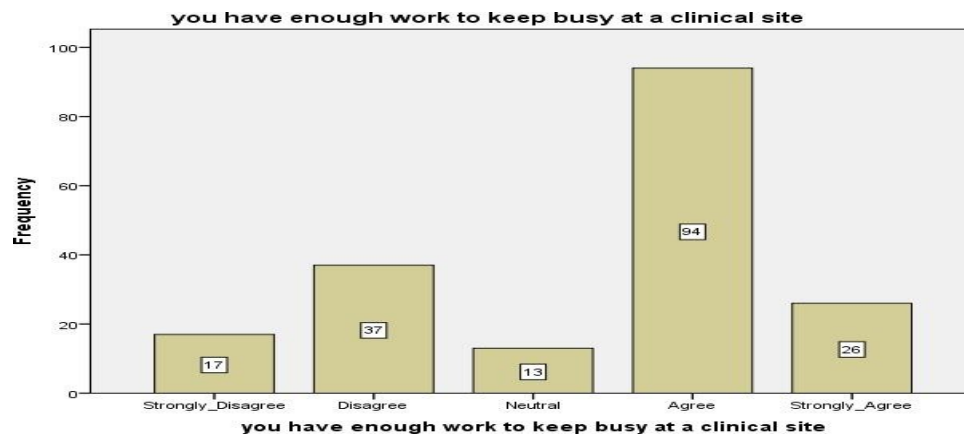


Figure 6

Interpret: As show in table 6 and graph 6 participant response that they have enough work which keep them busy at clinical site. (n=17) percent that strongly disagree (n= 27) 15 % disagree Neutral (n=24) 11%, (n=94) 54.3% agree that they have enough work at clinical site to keep them busy while (n=37) 19.8% strongly agreed.

Question: 2

You do the work assigned to you on time

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	7	3.7	3.7	3.7
Disagree	37	19.8	19.8	23.5
Neutral	8	4.3	4.3	27.8
Agree	101	54.0	54.0	81.8
Strongly Agree	34	18.2	18.2	100.0
Total	187	100.0	100.0	

Table 7

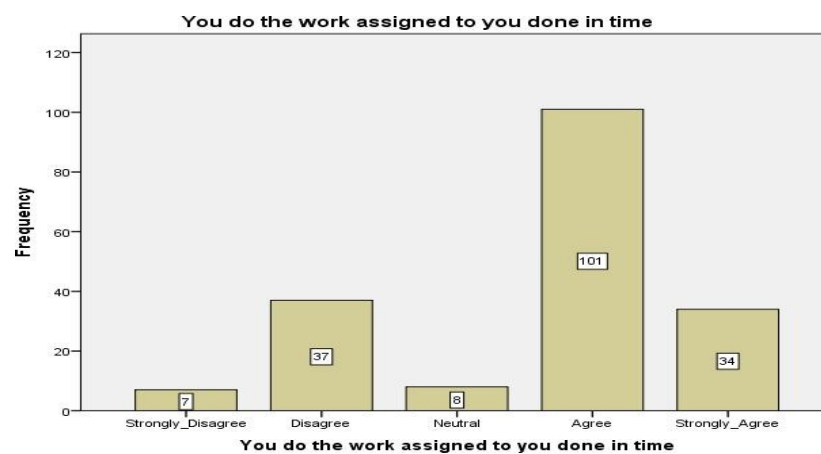


Figure 7

Interpret: As shown in Table 7, graph 7 participant responses regarding performing duty assigned to them done at the time (n=7)3.7% strongly disagree, (n=37)19.8% disagree, Neutral (n=8) 4.3% (n=101)54 % agree (n=34) 18.2percent strongly agree.

Question: 3

You work in place of an absent colleague

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
Strongly Disagree	6	3.2	3.2	3.2
Disagree	24	12.8	12.8	16.0
Neutral	15	8.0	8.0	24.1
Agree	93	49.7	49.7	73.8
Strongly Agree	49	26.2	26.2	100.0
Total	187	100.0	100.0	

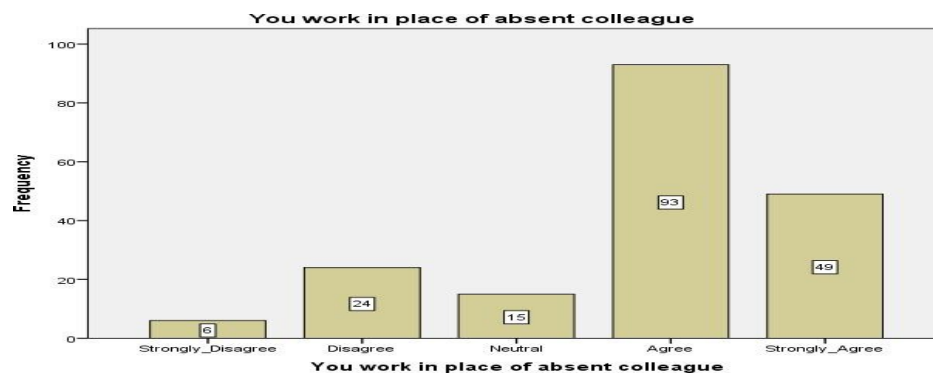


Table 8

Figure 8

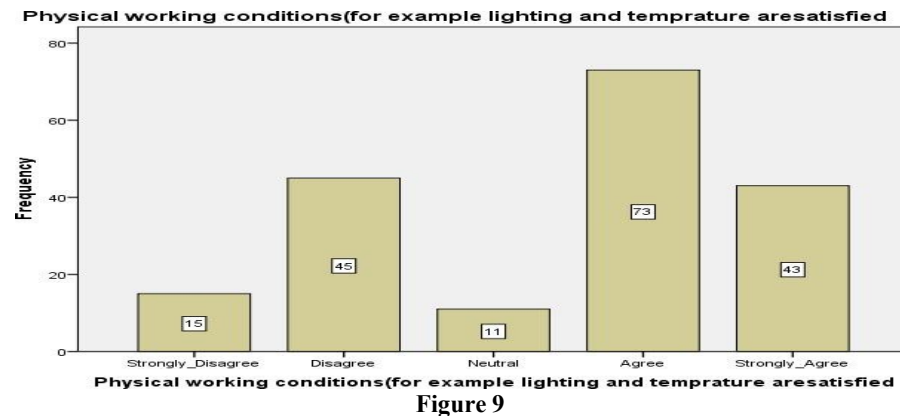
Interpret: As shown in table 8, graph 8 that you work in place of an absent colleague (n=6) 3.2% strongly disagree (n=24)12.8 percent disagree, Neutral (n=15) 8 percent (n=93) 49.7 percent agree, strongly agree (n=49) 26.2 percent.

Physical Working Conditions: Question –1

Physical working conditions (for example lighting and temperature are satisfied)

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
Strongly Disagree	15	8.0	8.0	8.0
Disagree	45	24.1	24.1	32.1
Neutral	11	5.9	5.9	38.0
Agree	73	39.0	39.0	77.0
Strongly Agree	43	23.0	23.0	100.0
Total	187	100.0	100.0	

Table 9

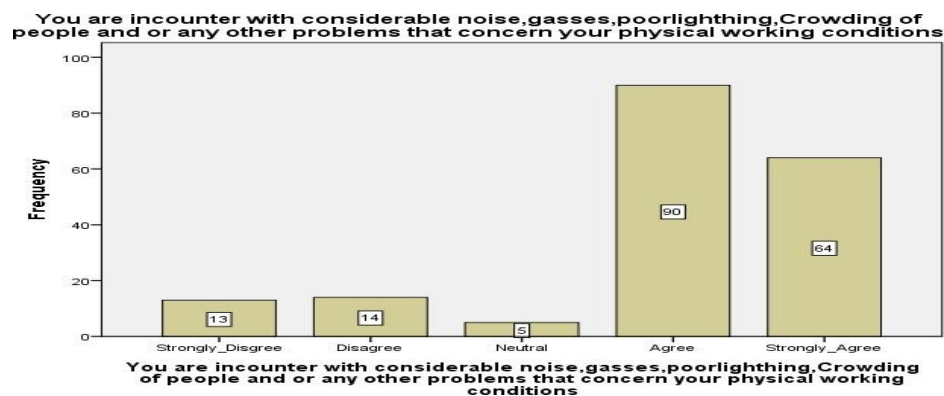


Interpret: As shown in table 9, graph 9 response to the question physical working conditions are satisfied (n=15)8% Strongly disagree, (n=45)24.1 % Disagree, (n=11)5.9 % Neutral,(n=73) 39% Agree that they were satisfied from their working conditions and (n=43)23 percent Strongly agree.

Question: 2

You encounter considerable noise, gasses, poor lighting, Crowding of people, and or any other problems that concern your physical working conditions.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	13	7.0	7.0
	Disagree	14	7.5	14.4
	Neutral	5	2.7	17.1
	Agree	91	48.7	65.8
	Strongly Agree	64	34.2	100.0
	Total	187	100.0	



Interpret: As shown in table 10, graph10 participants' responses that they encounter during duty like noise, gasses, poor lighting, and the crowd (n=13)7 percent Strongly disagree,(n=14) 7.1percent Disagree, (n=5) 2.7 percent Neutral (n=90)48.1 percent Agree that when they perform duty many things irritate them like

noise, gasses, poor lighting crowding and (n=64)34.2 percent Strongly agree.

Question: 3

Facilities (such as toilets and kitchens) meet your needs

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	7	3.7	3.7
	Disagree	45	24.1	27.8
	Neutral	12	6.4	34.2
	Agree	48	25.7	59.9
	Strongly Agree	75	40.1	100.0
	Total	187	100.0	100.0

Table 11



Figure 11

Interpret: As shown in Table 11, graph 11 (n=7)3.7% strongly disagree, (n=45)24.1% Disagree, (n=12)6.4 % Neutral (n=48)25.7 % Agree and (n=75) 40.1% strongly agree.

Question: 4

Your job equipment for example computer, stationary and tools in good condition

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	12	6.4	6.4
	Disagree	35	18.7	25.1
	Neutral	28	15.0	40.1
	Agree	30	16.0	56.1
	Strongly Agree	82	43.9	100.0
	Total	187	100.0	100.0

Table 12

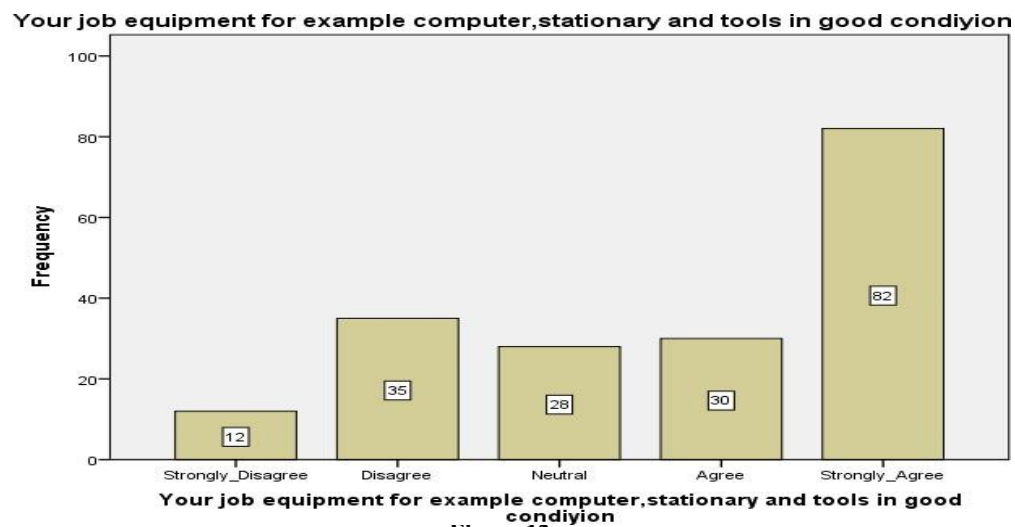


Figure 12

Interpret: As presented in graph 12 (n=12)6.4 percent strongly disagree, (n=35) 18.7 percent Disagree, (n=28)15 percent Neutral (n=30) 16 percent agree and (n=82) 42.9% strongly agree.

Salary: Question – 1

You are satisfied with the salary package

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	12	6.4	6.4
	Disagree	18	9.6	16.0
	Neutral	17	9.1	25.1
	Agree	33	17.6	42.8
	Strongly Agree	107	57.2	100.0
	Total	187	100.0	100.0

Table 13

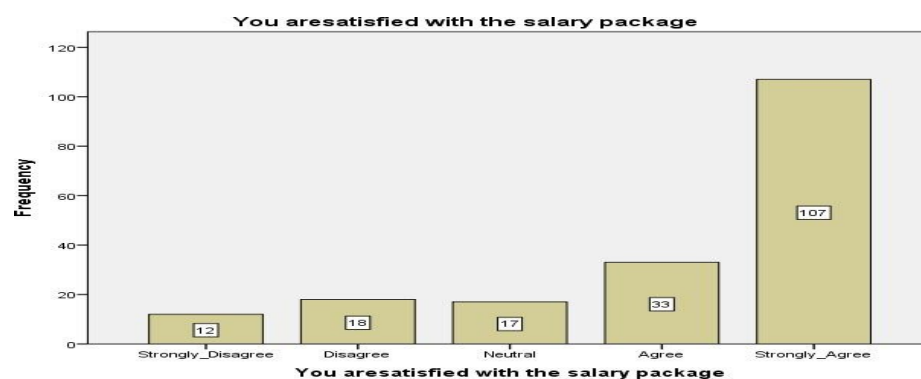


Figure 13

Interpret: As shown in Table 13, graph 13 (n=12)6.2 % strongly disagree, (n=18)9.6 % Disagree, (n=17)8.6 % Neutral, (n=107)57.2 % strongly agree, and (n=33)17.6% agree. The staff nurses of QHAMC Nowshera are satisfied with their salary package.

Question: 2

Your salary compares well with other people's salary having similar qualifications and experience.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	12	6.4	6.4	6.4
	Disagree	22	11.8	11.8	18.2
	Neutral	27	14.4	14.4	32.6
	Agree	57	30.5	30.5	63.1
	Strongly Agree	69	36.9	36.9	100.0
	Total	187	100.0	100.0	

Table 14

Your salary compair well with other peoples salary having similar qualification and experience

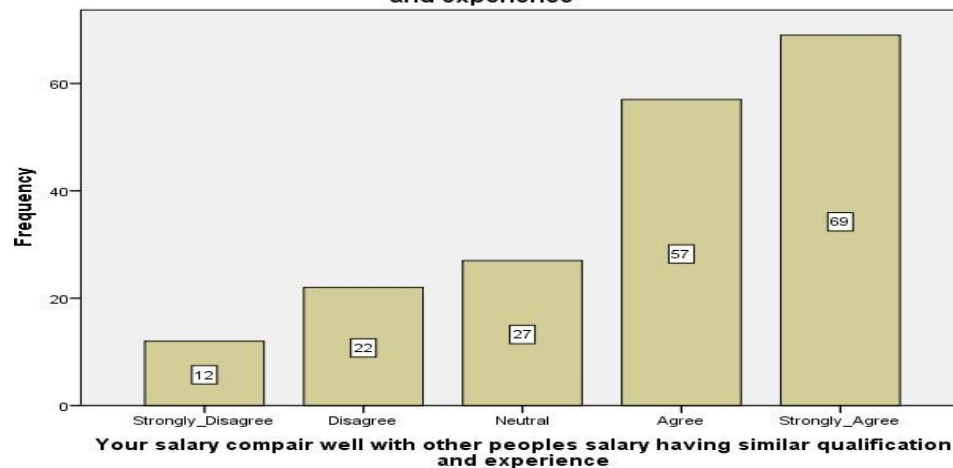


Figure 14

Interpret: As shown in table 14, graph 14 (n=12)6.4 % strongly disagree, (n=22) 11.8% Disagree, (n=27)14.4 % Neutral, (n=57) 30.5 % Agree, (n=69) 36.9 percent strongly agree that their salary is well with other people's having the similar qualification and experience.

Question: 3

Your salary is adequate to motivate you to work hard at all times

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	12	6.4	6.4	6.4
	Disagree	28	15.0	15.0	21.4
	Neutral	13	7.0	7.0	28.3
	Agree	55	29.4	29.4	57.8
	Strongly Agree	79	42.2	42.2	100.0
	Total	187	100.0	100.0	

Table 15

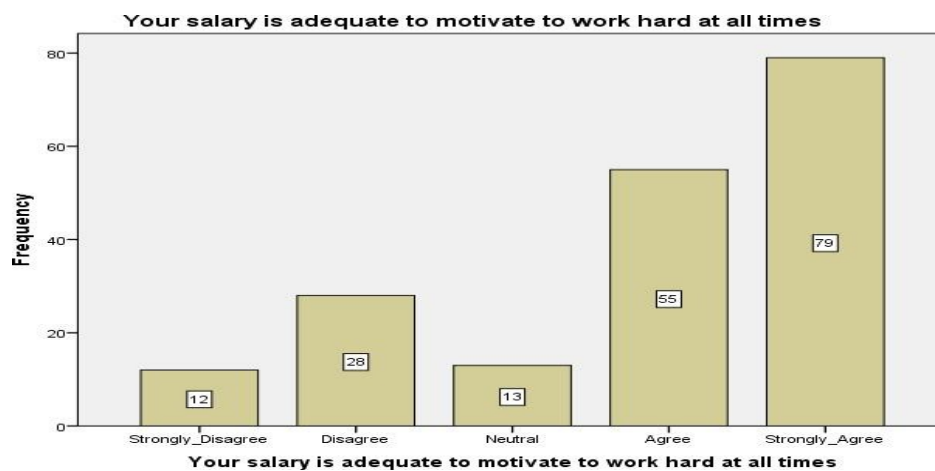


Figure 15

Interpret: As shown in Table 15, graph 15 (n=12) 6.4% strongly disagree, (n=28) 15 percent disagree, That their salary is adequate to motivate them. (n=13) 7% remain neutral (n=55) 29.4% agree and (n=79) 42.2% strongly agree that their salary is adequate to motivate them to work hard.

Question: 4

Your input was adequately remunerated

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	26	13.9	13.9	13.9
Disagree	28	15.0	15.0	28.9
Neutral	20	10.7	10.7	39.6
Agree	80	42.8	42.8	82.4
Strongly Agree	32	17.1	17.1	99.5
				100.0
Total	187	100.0	100.0	

Table 16

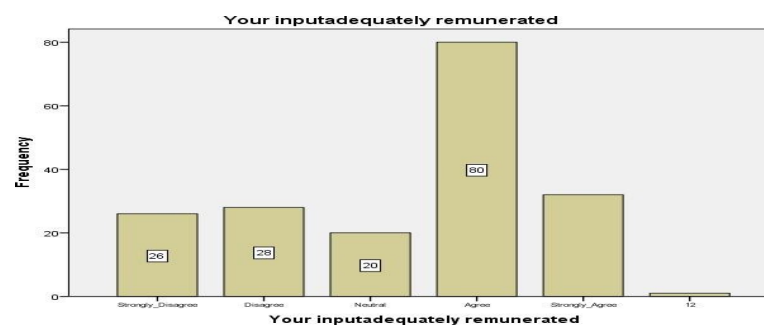


Figure 16

Interpret: As shown in table 16, graph 16 that your input adequately remunerated (n=26) 13.9% strongly disagree, (n=28) 15 % Disagree, (n=20) 10.7 % Neutral, (n=80) 42.8% agree and (n=32) 17.1% strongly Agree.

SO	Question Workload	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	You have enough work to keep busy at the clinical site	(17) 9.1%	(37) 19.8%	(13) 7.0%	(94) 50.3%	(26) 13.9%
2	You do the work assigned to you on time	(7) 3.7%	(37) 19.8%	(8) 4.3%	(101) 54%	(34) 18.2%
3	You work in place of an absent colleague.	(6) 3.2%	(24) 12.8%	(15) 8.0%	(93) 49.7%	(49) 26.2%
4	You can work independently	(18) 9.6%	(25) 13.4%	(15) 8%	(75) 40.1%	(54) 28.9%
5	Physical working conditions (for example lighting and temperature are satisfied.	(15) 8.0%	(45) 24.1%	(11) 5.9%	(73) 39%	(43) 23%
6	You encounter considerable noise, gasses, poor lighting, Crowding of people, and or any other problems that concern your physical working conditions.	(13) 7%	(14) 7.5%	(5) 2.7%	(90) 48.1%	(64) 34.2%
7	Facilities (such as toilets and kitchens) meet your needs	(7) 3.7%	(45) 24.1%	+(12) 6.4%	(48) 25.7%	(75) 40.1%
8	Your job equipment, for example, computer, stationery and tools in good condition	(12) 6.4%	(35) 18.7%	(28) 15%	(30) 16%	(82) 43.9%
9	You are satisfied with the salary package	(12) 6.2%	(18) 9.6%	(17) 9.1%	(33) 17.6	(107) 57.2%
10	Your salary compares well with other people having similar qualifications and experience	(12) 6.2%	(22) 11.8%	(27) 14.4%	(57) 30.5%	(69) 36.9%
11	Your salary is adequate to motivate you to work hard at all time	(12) 6.4%	(28) 15%	(13) 7%	(55) 29.4%	(79) 42.2%
12	Your input was adequately remunerated	(26) 13.9%	(28) 15%	(20) 10.7%	(80) 42.2%	(32) 17.1%

Reliability and Validity

Validity:

Scale: ALL VARIABLES

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1.704	56.805	56.805	1.704	56.805	56.805
2	.798	26.598	83.403			
3	.498	16.597	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
Workload	.766
phy_C	.646
sal_R	.837

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Reliability:

Reliability Statistics

Cronbach's Alpha	N of Items
.780	4

Reliability Statistics

Cronbach's Alpha	N of Items
.620	3

Reliability Statistics

Cronbach's Alpha	N of Items
.780	4

Chapter 5

Discussion:

This chapter focuses on the findings of the study. Firstly in demographic data participants by age, the prominent group was 26-35 which 49.2 percent was and by gender female nurses are more dominant than male. Qualification of the participants. Most of the participants were nursing diploma holders which was 69.5%.

According to the study findings of nurses absent from clinical sites due to workload 70.29% positively responded that they have enough work to keep busy at the clinical site, also done work in the absence of their colleagues puts pressure of work on them and they likely to be absent from the workplace. Similarly the study by Pillay (2009) nurses 85% of nurses are absent from work workplace due to excessive workload, and long duty durations these factors increase stress among nurses and lead to absenteeism. Burke and Green Glass (2000) conclude that due to high workload nurses do not do tea breaks or cannot relax this leads to stress and causes absenteeism among nurses,

According to the findings, 67.5% of participants responded that physical working conditions like excessive light, temperature, noise, overcrowding, and working environment are not favorable for them and they consider it a contributing factor to their absenteeism. In a similar study done by Koven (2015) 59% of participants responded that they were absent due to physical working conditions for example lighting and temperature. In the study by Donna et al (2010) (n=61) 45% agree that physical conditions are satisfactory while 51% disagree because the environment in which nurses work is unhealthy and nurses spend most of their time there so this has a high risk of their health impaired.

According to this study's findings, 68.36 of the nurses satisfied with their salary are 68.36% were strongly agreed that their salary was enough to accommodate them. As compared to the study of Koven (2015)(n=90) 69%disatisfieds with their salaries and incentives or rewards.

Chapter 6

Conclusion:

This study was conducted in Qazi Hussain Ahmed Medical Complex Nowshera on the determinants of absenteeism among nurses. The objective of this study was to determine the factors of absenteeism among nurses of QHAMC Nowshera. The study results were from a representative sample size of 187 nurses.

The results of my study concluded from the (n=187) that the significant factor of absenteeism among nurses is poor physical conditions they have to encounter overcrowding, noise, lighting, and their physical needs not properly fulfilled and this dissatisfaction contributes to absenteeism. The nurses of Qazi Hussain Ahmed Medical Complex Nowshera are overburdened but they can perform all allocated duties on time instead they have several patients because of a poor staff- patient ratio.

The significant results are the results of employees' salaries they all were satisfied with their remunerate.

Recommendations

Based on the findings of this study hospital management put attention to following

1. The nursing management should talk to nursing staff about their physical and environmental needs because they have done their work properly.
2. Management should maintain the staff-patient ratio because nurses of Qazi Hussain Ahmed Medical Complex Nowshera have a lot of work burden due to the shortage of staff nurses due to absenteeism.

Management should provide the necessary equipment to the nurses to fulfill their patient's needs and this will improve nursing care and enhance organizational performance.

Limitation of the study:

The research project was quite a difficult task for me to conduct responsibly. At the beginning of the research project, I got nervous but with the help of the preceptor, facilitator able to continue it.

The study duration is very limited and the sample size is also small and from one setting. So it is not generalizable

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Questionnaire:

This survey is being done by the scholar Romaisa Zaman and her team under the supervision of preceptor Sir Abdul Wahid Department of the Nowshera College of Nursing & Health Sciences conducting research about Determinants of Absenteeism among nurses. The purpose of this study is to explore and describe determinants that contribute to absenteeism among the nurses. This survey is only for academic purposes. All information will remain confidential. The study would be free of harm for everyone. Thank you for giving time and opinion

Signature of the participant: _____

Participant's Demographic Data

Organization		Designation	
Gender	1. Male 2. Female	Material Status	1. Married 2. Single
Age Group	1.20-25 3.36-35 5.48-55	Qualification	1. Nursing Diploma 2. BSN 3. MSN
Experience	1. Less than 1year 3.6-10Years		2.1-5 Years 4.Above 10 Years

Section A: WORKLOAD QUESTIONS

S/No	Questions	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	You have enough work to keep busy at a clinical site	1	2	3	4	5
2	You do the work assigned to you done in time					
3	You work in place of your absent colleague					
4	You are able to all work independently					

Section B: PHYSICAL CONDITION

1	Physical working conditions (for example, lighting and temperature) are satisfactory?	1	2	3	4	5
2	You encounter considerable noise, gasses, poor lighting, crowding of people, and or any other problems that concern your physical working conditions					
3	facilities (such as toilets and kitchens) meet your needs					
4	Your job equipment for example computer, Stationary and tools in good condition?					

Section C: SALARY

1	You are satisfied with the salary package.	1	2	3	4	5
2	Your salary compares well with other people's salaries having similar Qualifications and experience.					
3	Your salary is adequate to motivate to work hard at all times.					
4	Your input adequately remunerated.					