

Sickness Absence among Hospital Nurses: Experience from Malaysian Study

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Sickness absence has been an administrative and occupational issue in many organizations. This study seeks to examine the trend of sickness absence among nurses in Malaysian public hospitals. The study also examines the links of socio-demographic factors to the sickness absence. About 1300 hospital nurses participated in questionnaire survey that tapped their baseline personal information and the sick leave data was obtained from hospital register record. The results of the study revealed that sickness absence rate of 3.2% and the average of 7.56 days of sick leave taken by each employee per year, almost in equal comparable to many western countries. The time lost measure and financial cost to the organization and the nation was estimated. The implications, suggestion for future studies were discussed.

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