

RELATIONSHIP BETWEEN JOB SATISFACTION AND ABSENTEEISM AMONG NURSES

By

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**A thesis presented to the Department of Management Sciences, Bahria
University Karachi Campus, in partial fulfillment of the requirements
of the MBA degree**

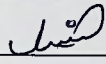
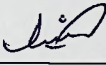



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Statement

Supervisor-Student Meeting Record

No.	Date	Place of Meeting	Topic Discussed	Signature of Student
5	June 17, 017	office	Research Methodology	
6	June 21, 017	Office	Analysis & Result	
7	June 28, 017	Office	Conclusion & Questionnaire	

APPROVAL FOR EXAMINATION

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I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at 13.7 that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.

Supervisor's Signature:  Date: July 29, 2017

Name: Mumtaz Khan

Head Of Department Signature _____ Date: _____

ABSTRACT

Purpose:

The purpose of this study was to know the relationship between Job satisfaction and employee absenteeism of nurses working in different private sector hospitals. Job satisfaction is the need of almost every employee. Everyone wants that they have satisfaction and safety while working in an organization.

Methodology/Sample:

A descriptive cross sectional study used as instrument for data collection process. However, the setting of the study would be private hospitals of Karachi. The data were collected from 102 nurses from Private Hospitals of Karachi.

Findings:

This study show positive association between job satisfaction and employee absenteeism. Work overload, working in different shifts, supervisor strictness and self-esteem are some factors which affect the satisfaction level of nurses. Physiological changes occur in the body with shift work. Disturbed sleep pattern is seen mainly to night shift work. It disrupts circadian rhythm. Meal times have not remained in shift work. Reduction in interest to participate in daily, social and community activities.

Practical Implications:

This result can help the hospital management design how to increase satisfaction and overcome the absenteeism of employees working in their organization. It can also help Nurses to get motivation and encouragement to take proper diet, get enough sleep and reduce their stress.

Keywords: Absenteeism, Consequences of Absenteeism, Measures of Absence, Model of Attendance, Reducing Absenteeism, Demographic Variables, Job Satisfaction, Theories of Job Satisfaction, Measures of Job Satisfaction, Causes of Job Satisfaction.

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