**Research Proposal.**

**Topic; Hospital Nurses Absenteeism;**

**Abstract**

**Introduction**

Absenteeism is a serious problem worldwide and comes with high costs for firms, companies as well as organizations. Shortage of nurses in a hospital is a globally concern and absenteeism makes it worse. In order for hospitals to run smoothly and offer quality nursing care, it requires regular attendance. In South Sudan, Hospitals and organizations are faced with challenges of poor working conditions, low wages, as well work over load. These and so many other challenges are seen as contributing much to the rampant absenteeism in most of the health facilities.

**Research Objectives.**

The overall objective of this study is to describe the factors that contribute towards absenteeism among nurses at St Daniel Comboni Catholic Hospital in Wau County, South Sudan.

Specific objectives;

1. To assess the individual nurses’ reasons that contribute towards absenteeism from work
2. To identify the factors that contribute towards nurses’ absenteeism at St Daniel Comboni Hospital
3. To find out possible recommendations that may reduce or address the absenteeism of nurses in the same hospital.

**Justification of the study**

Research has not been seen as of any value as to why or what could be the causative factors towards nurses’ absenteeism in the St Daniel Comboni Hospital in Wau or even in the whole of South Sudan and or even in the whole world. Nurses are often absent from work at the St Daniel Comboni Hospital some with a number of reasons while a fraction stubbornly absent themselves. This contributes to the understaffing of different departments that may in the end lead to staffing instability, chaotic working environments, low employee morale and many other factors that could negatively impact on the quality of patient care. This study will focus on the factors causing absenteeism of nurses at the St Daniel Comboni Hospital in Wau County, South Sudan. Nurses do not just absent themselves from work and this research study will help us to understand more of what could be the reasons behind this.

**Study Design and Sample Selection.**

A qualitative and quantitative descriptive study design will be employed in this study to describe factors that are causing absenteeism of the nurses at the St Daniel Comboni Hospital, in Wau, South Sudan.

All the participants in this study will be selected using the convenience sampling method. Every nurse that will be readily in all the departments of the hospital will be approached and informed about the study.

**Study population.**

The study will be carried out in the St Daniel Comboni Hospital, Wau County in South Sudan. The target population will be all the permanent and non-permanent staffs of all levels of education. Senior nursing management staffs will not be approached as they are not at the operational level and are not always based in the different wards and other units. Because most of the staffs speak Arabic, explanations will be made to such group of the study group so as to attain the right information.

**Data collection and Analysis.**

Data collection will be by use of the checklists prepared by reviewing different literatures; the checklists will contain three parts: Biographic data, reasons for absenteeism and open ended questions. Participants will be required to tick an appropriate answer that will be guided by the questionnaire sheet. After collecting the data, questionnaires will be reviewed and organized. The data will be entered after defining variables and analyzed using the statistical software. Statistical significance will be declared for a certain value and the result will finally be presented using tables, texts, pie charts or other pictorial presentation.

**Ethical considerations**

Written informed consent will be obtained from all the participants. The proposal and informed consent of this study will need the approval of the supervisor or any other committee from the educational center that is responsible for the research studies. I will adhere to the principles of the declaration of the hospital staff nurses and written informed consent will be obtained from all the participants. The nature and the purpose of the research topic will be explained to all the staffs/ volunteers prior to their participation. Participants will also be provided with contacts in case they need more clarifications, comments or complaints or even in case they need to withdrawal their participation.

**Significance of the study.**

Nurses’ absenteeism being a global challenge and the nurses being the integral part of the health care delivery, this research study will help us to identify the different factors and reasons behind this killing habit as well as recommendations will be drawn out on how to address the challenge which will in the long run improve the health care patient service in the crowded St Daniel Comboni Hospital that will benefit all the people of Wau and other parts of South Sudan surrounding Wau County.