CAUSES AND CONSEQUENCES OF ABSENTEEISM BY NURSING PROFESSIONALS: REFLECTIVE APPROACH

ABSTRACT
Objective: to reflect about absenteeism by nursing professionals. Method: descriptive study of theoretical reflection, developed through reading online bibliographic materials, such as: Monography, document of the Ministry of Labor and Employment. In addition, for a better theoretical foundation, in August 2012 queries were held to nursing scientific journals in database: Lilacs and Scielo virtual library, by descriptors: Absenteeism; Occupational Diseases and Nursing. After, reading and critical analysis selected material reflective was done looking for contemplating the purpose of the study. Results: it was envisioned two central themes: 1. Causes of absenteeism in nursing workers; 2. Consequences of absenteeism. Conclusion: the commonly absenteeism is related to inadequate conditions of work experienced by nursing professionals. Thus emerges the need of elaborating strategies that seek to improve the health of the worker and consequently the rate of absenteeism. Descriptors: Absenteeism; Occupational diseases; Nursing.

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INTRODUCTION

The absenteeism in nursing is an event that deserves attention, as this professional category represents the largest workforce in many healthcare institutions. In this way, its absence affects the service organization, generates dissatisfaction and overload among workers present. The absenteeism, disrupt the service, causes dissatisfaction, emotional wear, overload among professionals present, reducing production and providing the error, thus jeopardizing the quality of care offered to the client.

It is characterized by absence of the worker labor activities, without that he has legal permit. There is propensity to professionals in the nursing staff to present diseases such as hypertension, diabetes, orthopedic, neurological and psychological disorders that can lead to the need to absent from work. Studies on absenteeism in nursing point out that, in the more complex work units and specialized, absence rates are greater. The causes of absenteeism can be numerous, including illness and the workplace accident likely related unsafe and unsuitable in the same job.

National study, which aimed to analyze the rate of absenteeism of nursing professionals in a public teaching hospital, it showed that workers were relevant to diseases absenteeism from physical and mental exhaustion, by poor working conditions, the daily journey and the fulfillment of tasks at a fast rate. In study with the purpose of analyzing the scientific evidence regarding the job satisfaction of Brazilian nursing staff, it was found that, of 565 missing distributed between licenses and certificates in the studied period, 56.8% (321) occurred between the nursing assistants, 29.7% (168) between nursing technicians and 13.5% (76%) between nurses.

The current scaling of personnel can be defined as a systematic method that aims to guide the qualitative and quantitative personnel planning, considering the nature and the peculiarity of the work and the organizational aspects of the institution. In nursing, personal planning contributes to the good performance of the work. When this does not occur satisfactorily, workers can realize their activities as tiresome, repetitive and unpleasant feel burdened, generating frustration and discouragement, predisposing absenteeism.

With this in mind, it becomes imperative that nursing managers consider important the proper sizing of staff, as a way to avoid the wear of workers and his illness, decreasing the rates of absenteeism. In this context, it is asked: what are the main causes and consequences of absenteeism by nursing professionals? In an attempt to respond to the questions previously explained and hoping to provide an extended look to the health of workers in the field of nursing, the objective reflect about absenteeism by nursing professionals.

METHOD

For the preparation of reflection, it was held in August 2012 the search of bibliographic materials printed and online, such as: monography (TCC), document of the Ministry of Labor and Employment. In addition, for a better theoretical foundation, consultations were done to scientific journals of nursing in data bases Latin American Literature in Health Sciences (LILACS) and virtual library Scientific Electronic Library Online (SCIELO) by descriptors: Absenteeism; Occupational diseases and Nursing. After, the reading and critical reflective analysis selected material started, looking for contemplating the purpose of the study.

DEVELOPMENT

Causes of absenteeism in nursing workers

Among the causes of absenteeism in nursing professionals include musculoskeletal system changes and double or triple employment. Also, as a result of the reduced number and, sometimes, insufficient professionals to service demand, associated with low pay.

In view of its repercussions, it becomes important to identify the factors that are related to the worker's health, aiming to reduce the causes of absenteeism rates. A study, which assessed the health problems of nursing professionals in a neonatal therapy unit as a cause of absenteeism, found as results that respiratory diseases caused 17.32% of separation. Diseases of the musculoskeletal apparatus and connective tissue 12.59% and Parasitic and infectious diseases 6.30% of cases.

Among the possible causes of respiratory changes in nursing professionals can be the use of air conditioning environment. Nursing workers are affected by musculoskeletal disorders due to the use of force at work with heavy patients and the number of hours on...
foot, providing nursing care. Also it relates to the repetitive stress and other procedures that cause injuries as osteo-articular Diseases related to work. Connective tissue diseases relate to the splash of medications at the time of the conjunctive, dilutions and in invasive procedures with biological material without the use of personal protective equipment. Another factor that may be considered relevant when it comes to the absenteeism is that in nursing there is a female predominance. The woman usually assumes assignments both in the labor market and in the home, a fact that contributes to a greater physical and emotional wear.

Mental disorders and the changes in behavior affect nursing workers without these realize these transformations, thus causing the absenteeism. The distress has direct relationship with the organization of work, as it often is triggered due to the lack of human and material resources, lack of recognition in front of work performed and conflicts between professionals in the team.

Between mental diseases predisposing to absenteeism among nursing professionals, Burnout Syndrome, conceptualized as a psychic disorder caused by strong emotional tension, stress-linked chronic severe occupational. The manifestations of this syndrome include progressive loss of idealism, energy, expectations, satisfaction and commitment with the function of care. 15 In this way, the sectors that are serious patients requiring complex care, such as the sectors of Nephrology, ICU among others, can cause physical and emotional wear professional, which, in turn, can influence the quality of care and the high rates of absenteeism.

♦ Consequences of absenteeism

The absenteeism in nursing is causing disorders for the team, because the absence of a professional overloads the work of others. Overloading may cause dissatisfaction in the worker, affecting their physical and mental health, causing damage not only in your professional life, but also in aspects of social behavior. It can occur also lack of motivation of professional, worker health risk due to the overload of activities.

In nursing the consequences of absenteeism can interfere directly in the actions related to customer care, hurting him in his service and consequently in their overall health. In this context, the absenteeism has been studied by the negative consequences that causes in the daily work of nursing.

Among the consequences include: lack of motivation of professional active, risk on worker's health due to the overload of activities. It should be noted that the scaling of professionals for each shift is not carried out by nursing managers. Another aspect that may mention as a consequence of absenteeism is the offer of overtime nursing professionals who, due to low salaries often undergo workload in an attempt to supplement his income.

It is possible to describe what the main consequences depicted directly reflect on professional health and, indirectly, employer institutions. Among the consequences are stress, job satisfaction levels, the physical and/or mental and psychic suffering. The other consequences observed were the absenteeism and turnover of professionals, harmful aspects to the institutions and the organization and dynamics of work.

When the employee feels pressured to achieve the goals proposed by the organization and fails, the stress increases and professional frustration with work also increases, and may generate faults and, consequently, an increase in the index of absenteeism. It is worthy to note that the lack of nursing staff triggers problems nurses also occupying managerial positions, since they have the responsibility to resolve all problems in administrative institution occur. It becomes essential that health professionals, especially nurses because they are the professionals who normally lead teams, seek measures aimed at prevention of absenteeism, because the knowledge of circumstances can collaborate to implement preventive actions focused on the health of workers, reducing physical, psychic and social suffering, as well as the reduction of expenses.

It is noticed that the nurse must promote an educational work, with a view to raising awareness of the professionals. It should be encouraged them to seek new life habits, from the promotion of preventive lectures, series planning labor at work exercises with physical educator professional assistance, promotion of breaks at work and intervention in jobs to detect potential risks. They must be aware of the emotional and physical wellbeing of the team in the workplace.

Many diseases can affect the nursing professionals, among them the mental, respiratory and osteo-muscular. The personal sizing not held by nursing managers and Burnout Syndrome are causes that expose the healthcare professionals and provide the absenteeism. These problems often are related.
to inadequate conditions of work experienced by nursing staff.

Strategies elaboration to decrease the high rate of absenteeism becomes necessary so that the employee does not come to develop illnesses related to their labor activity. The appropriate sizing of staff is an instrument that deserves attention to minimize absenteeism in nursing. This feature reflects directly in the care offered to patients, because the qualitative and quantitative dimension affects the quality of the assistance provided and must conform to the needs of the Group of patients to be answered, because the health and quality of life of workers in the qualitative aspect of interfere assistance provided to patients.

Some health problems presented by the nursing professionals may be related to risk factors, physical, biological, psychosocial and ergonomic. In this study it was found that reflective the change in physical and mental health of nursing professionals occurs due to excessive responsibility, work a double shift and for facing situations of suffering, creating in them a huge emotional charge, which causes that Burnout and empathy. In this way, the need for further studies aimed at the health of nursing workers, so that they can be minimized the rates of absenteeism in the Professional category.

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