

TRAINING STRATEGIES TO PREVENT NURSING ABSENTEEISM

Author: MSc. Oralys del Carmen. Mijares González.

Nationality: Venezuelan

Msc. in Public Health Management. PhD student in the Education Sciences
program, UNERG. Oralys.72@gmail.com

Nurse II at the Central Hospital, Maracay, Aragua state. Venezuela

Code: [https://orcid.org/ 0009 -0003- 8251-9032](https://orcid.org/0009-0003-8251-9032)

Line of research: Curriculum, training and pedagogical innovation

**How to cite this article: Mijares González, Oralys del Carmen, TRAINING STRATEGIES TO
PREVENT WORKPLACE ABSENTEEISM IN NURSING
(2025), (1,16)**

Received: 04/30/2025 Revised: 05/03/2025 Accepted: 05/06/2025

ABSTRACT

Absenteeism at work must be studied from a training point of view from different approaches (business, managerial, economic, psychological, sociological, pedagogical), defined as any absence, lack or recurrent abandonment by the worker of the functions inherent to his position. The great concern it generates among health organizations due to the problems it generates for the provision of quality services and the costs it causes is undeniable. This article develops the purpose of describing appropriate training strategies as an effective solution to prevent absenteeism and promote a healthier and more productive work environment at the Central Hospital of Maracay. From the methodology, from the postpositivist paradigm, with a qualitative approach, hermeneutic phenomenological method. An in-depth interview was applied to three subjects, as part of collecting experiences. Around this, the need for training on work absenteeism is reflected. According to what was expressed by the subjects, the main causes of absenteeism are work demotivation, dissatisfaction and stress. Furthermore, they consider that there are inadequate working conditions such as infrastructure, work environment and those of the social and individual environment, reflected in the concerns, expectations, and motivational needs in which the health institution operates, which will affect absenteeism from work by employees.

Keywords: Training strategies, Work Absenteeism, Work Context.

Biographic Review: Msc. in Public Health Management. PhD student in the Education Sciences program, UNERG. Maternal Nurse II at the Central Hospital of Maracay, Aragua state. Venezuela.