

Research Paper

Absenteeism Among Nurses at the Cocody-Abidjan University Hospital: The Role of Marital Status and Perceived Pay Equity?

YAO Yao René^{1*}

ABSTRACT

This research aims to determine the influence of marital status and perceived pay equity on the absenteeism of employees at the Cocody University Hospital. In this perspective, we conducted a questionnaire survey with a sample of eighty subjects. The data collected were subjected to the chi-square test. The results show that married nurses are more absent from their workstations than their single peers. It is also revealed that nurses who perceive pay inequity are more absent from work than those who perceive pay equity. These results have been interpreted in the light of Maslow's (1943) theory of needs and Adams' (1963) theory of equity.

Keywords: *Marital status, Perceived pay equity, Absenteeism, nurses*

1. Some contextual references

The problem of absenteeism has been a fundamental issue for private and public organisations in recent years. Several examples illustrate the extent of this form of professional instability. In France, according to the latest barometer of absenteeism and commitment published by AG2R La Mondiale (social and patrimonial protection) and Ayming, the average annual absenteeism rate was 6.19% in 2021. That same year, each employee was absent for an average of 22.6 days. For comparison, in 2020, a year hit hard by the health crisis, absenteeism reached 6.8%. In 2019, it was 5.11%. 2021 therefore represents a year of high absenteeism, which the health crisis partly justifies (AG2R La Mondiale and Ayming, 2022). The finding is even more significant in the healthcare sector, where organizations have to deal with absenteeism that seems particularly alarming. The 2017 report by the DREES (Directorate for Research, Studies, Evaluation and Statistics) on working conditions shows that in France, both public and private health establishments are one of the sectors of activity where employees make the most use of sick leave, with ten days of absence declared due to illness per year on average compared to 8 days in all other sectors.

The Ivorian administration does not remain on the sidelines of this phenomenon. Indeed, according to a publication made in 2014 by the Ivorian Ministry of the Civil Service, there are 5.80% or 9852 civil servants in a situation of abandonment of posts. The defendants are mainly from the education-training and health sectors.

¹Félix Houphouët Boigny-Abidjan-CI University

*Corresponding Author

Received: December 23, 2024; Revision Received: April 09, 2025; Accepted: April 12, 2025

Absenteeism Among Nurses at the Cocody-Abidjan University Hospital: The Role of Marital Status and Perceived Pay Equity?

Absenteeism is defined as the failure to report to work when one is supposed to do so (Leteurtre, 1991). This definition reflects the fact that a person registered in the workforce and schedule is not physically present at work. Brami et al. (2012) define absenteeism as the non-presence in the workplace, apart from annual leave, weekly rest and recovery day, of some of the healthcare staff during a given period. To understand this behavior, several researchers have tried to highlight the explanatory factors. In this regard, Bouville (2009) proposed a typology of absenteeism factors that distinguishes two groups of factors: individual factors and organizational factors.

At the individual level, studies confirm that absenteeism increases with age in a linear manner since the oldest are the most absent. According to Vatteville (1985), this strong relationship between age and absence can be explained by the deterioration in the state of health of employees. In the same vein, Vancauwelaert and Cornietti (1975) have demonstrated the existence of a relationship between age and absenteeism. According to them, this factor, although difficult to isolate, especially for female staff, varies in the same direction as the frequency of absences. Also, absenteeism would increase with the seniority acquired in the company. The explanation, generally accepted, is that the newcomers do not yet know the social norms, they fear losing credit. For Weiss (1979), new agents are absent less than old ones because they do not yet feel a sense of saturation for the type of work, but also because they want to prove to others and to themselves that they are capable of succeeding. According to Vatteville (1985), absenteeism decreases when the level of training increases. It is higher than the average for civil servants and employees on permanent contracts as well as for employees working full-time, while it is lower than the average for the self-employed. The latter also have the impression that it is more difficult for them to be absent. For his part, Thévenet (1981) has shown that women are generally more absent than men. This finding is confirmed by the study by Vlassenko and Willard (1984), which indicates that absenteeism among women is higher than that of men in all sectors.

At the organizational level, Canguilhem (1966) highlights the repercussions of the work environment on employees. For him, an organism is not content to adapt to an environment, but it institutes its own environment. However, heat or cold, noise levels, lighting problems, the toxicity of the products used, but also the lack of ergonomics of the workstations and the lack of safety at work contribute to the increase in the absenteeism rate. In the same vein, the work of Deery and Iverson (1999) showed that a harmonious work climate tends to reduce absenteeism in the workplace. Absenteeism also increases with the arduousness of the work. For example, repetitive tasks, emergency work, hierarchical pressure, exposure to difficult situations or customers all contribute to a high level of absence.

Further on, in the hospital context, Buchan (2000) and Prado (2006) have shown that the succession of hospital reforms has led to a significant increase in absenteeism. Also, Shamian (2003) notes that in 2002, more than 13,000 registered nurses, or nearly 7.4% of Canadian nurses, were absent due to injury, illness, burnout or disability. Thus, analysed as a whole, the recording of these interruptions in the employment relationship is therefore alarming. Hence the interest we give to this profession.

All in all, the interest shown by researchers in the problem of absenteeism is very striking. However, the literature is deficient in terms of work examining the links between marital status, perceived pay equity and absenteeism from work. Indeed, if the factors (individual, organizational) mentioned are significant in explaining absenteeism among nurses at the

Absenteeism Among Nurses at the Cocody-Abidjan University Hospital: The Role of Marital Status and Perceived Pay Equity?

Cocody University Hospital, they do not remain exhaustive. So, what about marital status and perceived pay equity? The answers to these questions seem to us to be essential in order to better appreciate the phenomenon in our context.

The essential role of pay equity in the organizational field has already been emphasized by Appelbaum et al. (2001), who consider it to be one of the bases of cooperative action in the organization. More recent studies have shown that the perception of pay equity increases employees' level of trust in their superiors and their organization (Aryee et al., 2001) and helps to attract and retain employees (Greenberg, 1988). These authors go so far as to consider pay equity as one of the "core values" in organizations.

The choice of this variable is justified through observations made in the field. Indeed, these observations show that most of the demands of health workers relate to their salaries, which are considered insignificant compared to their contributions. Health workers are relentlessly demanding and expecting their salaries to be commensurate with their efforts. A perception of fairness therefore reinforces nurses' emotional attachment to their organization and their commitment to remain there. To attract and retain the employees it needs, the organization must offer compensation that is competitive with other organizations in the same labour pool and offer an equivalent salary for positions of equivalent value within the company (Price, 2001).

As for the marital status variable, it should be noted that it refers to the idea of being married, single, etc. Marriage is the institution by which a man and a woman unite to live together and found a family. Thus the act of marriage transforms the status of the individuals who have committed themselves to it. The spouses contract, by virtue of marriage, the obligation to fulfil their various family tasks. It creates legal obligations between spouses and in their extended families. Family responsibilities or expenses thus become imputable to the spouses. As for the status of single, it is the state of a person who lives alone, i.e. without a spouse. Thus, the marital position is a culmination of absenteeism observed in companies.

2. Theoretical framework of reference

Maslow's Theory of Needs (1943)

According to Maslow (1943), motivation is essentially based on the satisfaction of needs. Individuals seek to satisfy them in order to give meaning to their existence (Alderfer, 1969). Its specificity is that the search for the satisfaction of needs is a source of motivation. By referring to this theory, we can understand the effect of marital status on the absenteeism of nurses at the Cocody University Hospital. Indeed, family obligations (family responsibilities, living expenses, household chores, social cases) are needs that employees seek to satisfy well before going to work. These are therefore reasons for absenteeism for the latter. In other words, the married worker has multiple family tasks to perform before going to the service, which tasks will exhaust him physically and mentally, hence the burnout well before even being in the organizational environment which will also require a maximum of energy from him allowing the latter to have an increased performance. Indeed, working time and family responsibilities compete and exert pressure on employees at all levels and lead them to be less involved in their tasks in the company. They are factors of demotivation and stress. Also, human beings are beings who are in perpetual search for well-being, and the hospital environment is a place of emergency and great pressure. As a result, the individual, in order to be in good physical or psychological health, will be absent in order to indulge, for example, in leisure activities with friends, family outings in order to consolidate the links

Absenteeism Among Nurses at the Cocody-Abidjan University Hospital: The Role of Marital Status and Perceived Pay Equity?

between the different members. In view of this theoretical approach, we formulate the hypothesis that married nurses are more prone to absences than their single peers.

- Adams' (1963) theory of equity concerns the cognitive process related to economic exchanges between two parties.

According to equity theory, individuals expect to receive compensation proportional to their contribution. In order to determine the proportionality of their compensation, they compare their compensation-to-contribution ratio to that of other people used as a benchmark. According to equity theory, the behaviours adopted by individuals are motivated by the desire to restore the fairness of personal and reference ratios. Adams' theory posits as its main hypothesis that individuals who perceive injustice are not only dissatisfied, but they act to restore fairness. Thus, various behavioural responses could be adopted in order to restore equity, including the employee could reduce his or her own contributions if he or she considers himself or herself underpaid; He would thus be tempted to leave the organization. Inequity therefore appears to be the fundamental element that pushes workers to adopt resistant behaviours, hence the regular practice of absenteeism. They would like to receive equal contributions to their efforts, when this is not the case, which by way of compensation shows disinterestedness with regard to the social expectations imputed to them. They are tempted to take time off to engage in other activities that may generate income. Based on this theoretical approach, we hypothesize that absenteeism is higher among nurses who perceive pay equity than among their peers who perceive pay equity.

METHODOLOGICAL APPROACH

Operationalization of variables

- **Marital status**

This variable is qualitative in nominal nature and presents several modalities, but we will focus on two dimensions: single and married. Therefore, by single, we mean the legal status of a person who is old enough to live in a couple or to be married but who does not have a spouse in his or her sentimental life. In other words, it is anyone who lives alone. However, being married is the institution by which a man and a woman unite to live together and found a family. It is any relationship uniting spouses who are legally, religiously, traditionally married as long as they live together under the same roof. This independent variable can be observed using a questionnaire providing information on married and single status.

- **Perceived pay equity**

Perceived pay equity refers to the perception of equality between the employee's contribution and income compared to other employees, internally (their organization) and externally (other organizations). This variable is assessed according to two modalities: perception of pay equity and perception of pay equity. A perception of pay equity occurs when the employee believes that his or her salary corresponds to his or her contribution to the organization, that salary treatment is on an egalitarian basis, free of any form of discrimination, and that his or her salary is competitive. On the other hand, employees perceive a pay inequity when they think that there is a significant gap between their salary and their contribution.

This variable is assessed using a Likert-type scale with four degrees of agreement (strongly disagree, disagree, agree, strongly agree). Indeed, the Likert scale is part of the category of ordinal scales used to assess ordinal qualitative variables (Legardinier, 2013, p. 16). This

Absenteeism Among Nurses at the Cocody-Abidjan University Hospital: The Role of Marital Status and Perceived Pay Equity?

scale is very popular and is used a lot in psychology studies. It allows for nuances in the answers of the respondents.

- **Absenteeism**

Absenteeism is the momentary withdrawal of the body from work by a subject. According to Law No. 92-570 of 11 September 1992 on the general status of the civil service, any active worker is entitled to 30 working days of absence in the year, which gives 3 days of legal absences in the month. Thus, any absence of less than or equal to 3 days in the month is normal, but any absence that exceeds 3 days will be perceived as absenteeism, thereby jeopardizing the functioning of the organizations. This variable is qualitative in nature and can be measured using Bouville's (2011) indicator. This indicator makes it possible to combine the frequency and duration of absences. Thus, all individuals who have recorded absences of more than three (3) days during the last three months and all subjects who have been absent less than or equal to three (3) days during the last three months will be declared absentees.

Site and Participant Characteristics

On-site sampling technique is a simple and precise method. It allows us to construct samples from the individuals belonging to the population we interview in the workplace precisely during break hours. This draw made it possible to constitute a sample of eighty (80) subjects. To verify the effect of marital status and perceived pay equity on absenteeism among nurses at the Cocody University Hospital, we constructed a factorial design with the 80 subjects so that each modality of the first independent variable was associated with each of the modalities of the second. The composition of our sample in relation to the groups is summarized in the table below:

Table 1: Sample

		Perceived pay equity		
		Equity	Iniquity	Total
Marital Status	Married	Group 1 (N = 20)	Group 2 (N = 20)	40
	Bachelor	Group 3 (N = 20)	Group 4 (N = 20)	40
Total		40	40	80

The groups formed are equivalent in terms of age and length of work.

Data collection instrument: Questionnaire

We use a questionnaire as part of our study. The first part, devoted to the personal characteristics of individuals, makes it possible to determine the status of the respondents according to the "married" and "single" modalities. In the second part, we evaluate perceived pay equity using a Likert-type scale developed by Blais et al. (1993). This scale has 8 items with four possible answers (from strongly disagree to strongly agree). In the third and last part, we measure absenteeism, we were inspired by a measurement indicator proposed by Bouville (2011).

Method of analysis

To test the hypotheses, we opted for the chi-square test (χ^2). This technique is based on the null hypothesis (H0) and consists of comparing the actual numbers of the crossings of the modalities of the two qualitative variables with the theoretical numbers that should be obtained in the case of independence of these variables.

Absenteeism Among Nurses at the Cocody-Abidjan University Hospital: The Role of Marital Status and Perceived Pay Equity?

- H0 assumes that the characters are independent. Specifically, there is no significant relationship between the associated variables.
- H1 assumes that there is a significant relationship between the associated variables.

In the humanities, the significance threshold of 0.05 is the most widely used.

- If the value of p or asymptotic significance is greater than 0.05, we will retain the null hypothesis (H0) and conclude that there is no significant difference between the associated variables.
- If the value of p or asymptotic significance is less than 0.05, we will reject the null hypothesis (H0) and conclude that there is no significant difference between the associated variables.

RESULTS

1. Relationship between marital status and absenteeism among nurses

Data collected and processed using the chi-square test leads to the table below:

Table 2: Chi-square test

X2 calculated	40,375
X2 theoretical	23,68
Significance	X2cal. > X2 theo. .05 to 14 DDL probabilities threshold, there is a significant link between marital status and absenteeism

The statistical treatment applied to the data relating marital status and absenteeism gives a X2 of 40, 375. At 14 ddl (degree of freedom) and at the probability threshold P.05, X2 cal. (40,375) > X2 Theo. (23,68). This allows the rejection of the null hypothesis (H0) and the acceptance of the operational hypothesis (H1). The two variables are therefore dependent. Indeed, a comparison of the two groups in terms of the level of absenteeism shows that the frequency of absenteeism (72.5%) of married nurses is significantly higher than that of the group of single absentee nurses (37.5%) (see Table 4 below).

Table 3: Absenteeism

	Absentees	Non-absenteeists
Married	72,5 %	27,5 %
Single	37,5 %	62,5 %

From the above, we retain that our operational hypothesis that married nurses are more absent than their single colleagues is confirmed. This means that marital status significantly influences absenteeism among nurses at the Cocody University Hospital. The marital status factor is therefore an essential element to be taken into account in the explanation of absenteeism among nurses at the Cocody University Hospital. Indeed, married nurses, bound by the marriage contract thus involving several responsibilities and commitments, often encounter difficulties in reconciling family and professional life. The many family demands compete with the activity of work and reduce the contributions of the latter.

Referring to Maslow's theory of needs, we can say that the family's current expenses such as cleaning, cooking, childcare are among other things the first needs that a married woman must satisfy before going to work. Family responsibilities are burdens that lead nurses to be absent. Indeed, a high level of family responsibility as well as the pressure and stress felt in

Absenteeism Among Nurses at the Cocody-Abidjan University Hospital: The Role of Marital Status and Perceived Pay Equity?

the hospital, cause psychological exhaustion in nurses. Therefore, to reduce exhaustion in order to preserve health, nurses adopt insidious behaviors among other absenteeism.

2. Relationship between perceived pay equity and absenteeism among nurses

The data collected and processed using the chi-square test leads to the table below:

Table 4: Chi-square test

X2 calculated	38,875
X2 theoretical	23,68
Significance	X2cal. > X2 theo. .05 to 14 DDL probabilities, there is a significant link between perceived pay equity and absenteeism

The processing of data relating to the link between perceived pay equity and absenteeism gives a X2 of 38.875 according to Table IV. At 14 ddl (degree of freedom) and at the probability threshold P.05, X2cal (38.875) > theoretical X2 (23.68). We reject the null hypothesis H0 and we accept the operational hypothesis H1. The two variables are therefore dependent. The comparison of the two groups in terms of the level of absenteeism indicates that the frequency (62.5%) of nurses who perceive pay equity is significantly higher than that (42.5%) of nurses who perceive pay equity (see Table 5 below).

Table 5: Absenteeism

	Absentees	Non-absenteeists
Equity	42,5 %	57,5 %
Iniquity	62,5 %	37,5 %

The operational assumption that nurses who perceive pay inequity are absent from work than their peers who perceive pay equity, is confirmed. This means that the perception of pay equity significantly influences absentee behaviour among nurses at the Cocody University Hospital. Every worker invests himself in his work with the aim not only of having a balanced social status but also of deriving satisfaction from it through what he receives in terms of rewards from his employers. Thus, when he is not paid at his fair value, he resists the activity of work which, although noble, becomes pathogenic.

It is in this dynamic that Adams (1963), through his theory, states not only that the presence of inequity generates tension in the individual and this tension is proportional to the extent of the perceived inequity, but also that the tension created by the inequity motivates the person to reduce it. Absenteeism is then adopted as a tactic by employees to question employers about the under-treatment of which they are victims.

Pay equity remains, in this regard, an essential condition for retaining an employee in his or her position. It should be noted that the salary is the first element of the employment contract that sanctions the employee's work in the company. As a result, fair salary treatment leads to a feeling of reciprocity and obligation in the employee, thus strengthening the link to the organization. However, a negative evaluation (low equity) of the salary treatment constitutes for the employee a violation (or breach) of the psychological contract, thus creating a feeling of disappointment, anger, betrayal with the immediate consequence of the adoption of several behaviors including absenteeism.

DISCUSSION

This study was conducted in order to show the effect of marital status and perceived pay equity on the absenteeism of nurses at the Cocody University Hospital. Thus, we have argued on the one hand, that absenteeism is more noticeable among married nurses than among their single peers. On the other hand, that nurses who perceive pay inequity are more prone to absenteeism than those who perceive pay equity. The results of this study confirm our hypotheses. This means that marital status and perceived pay equity significantly influence absenteeism among nurses at the Cocody University Hospital.

With regard to marital status and absenteeism, a parallel could be drawn between our results and those of certain studies. For example, for Duxbury et al. (1999), the status of married couple assigns family responsibilities to the bride and groom by constituting burdens for them. Indeed, the more employees take on family responsibilities, the less motivated they become and the more they make a case of notorious absences. They are disinvesting in their task. Family responsibilities then become demotivating factors. On the other hand, for Guérin et al. (1994) they lead employees to become more involved in their tasks in order to cope with them. These motivate them to carry out their professional duty in a regular manner.

The family responsibilities or obligations resulting from the status of married man encourage individuals to invest more in their professional activities in order to be able to meet the multiple demands of their families and also to satisfy their needs, which are, for the most part, economic needs (Taylor, 1911). They are then motivated in their professional activity in order to meet their family responsibilities or to meet their family needs. The employee is then regular in his professional tasks to increase his performance, which is proportional to his salary.

The work carried out by Herzberg (1971) follows the same logic. Indeed, the author states that the search for the satisfaction of needs leads employees to be more motivated and therefore present at their workstations. Employees put all their energy into their task to be able to cope with the responsibilities.

Regarding the link between perceived pay equity and absenteeism, our research seems to corroborate the work of De Boer et al. (2002). Indeed, these authors argue that absenteeism can be a reaction to an inequity perceived by the employee. Using the input/output ratio of Adams' (1963) theory of equity, absence becomes a mechanism for restoring equity. In other words, what the employee receives corresponds to his earnings, what he provides as labour power must correspond to his contribution. When there is a perceived imbalance between gain and contribution, the individual will be motivated to take an action in order to restore the balance he or she is seeking. For him, absenteeism as a response to injustice can thus be interpreted as a withdrawal of work obligations in order to reduce inputs in the exchange relationship. According to these authors, the more employees consider the situation to be inequitable at work, the more negative the perception of their state of health. In other words, employees who perceive their relationships with their superiors and their organization as unfair, see their emotional commitment diminished and seem to seek to restore fairness by being absent for reasons of illness. In the same vein, Haris et al. (2007) have shown, based on studies conducted in various sectors of activity, that the equitable distribution of a company's resources strengthens employees' attachment to their organization. As a result, they remain loyal to it to contribute to its success.

Absenteeism Among Nurses at the Cocody-Abidjan University Hospital: The Role of Marital Status and Perceived Pay Equity?

Further, Manon (2005) shows, in her analysis, that the perception of procedural fairness has a direct and negative effect on absenteeism, that is, the more the employee considers the situation at work to be fair, the less absent he or she is.

CONCLUSION

The results of our investigation show that married nurses are more absent from work than their single peers, but also that absenteeism is greater among nurses who perceive pay inequity than among those who perceive pay equity. This study made it possible to understand that marital status and the remuneration mechanism are fundamental in the management of absenteeism. While the results of this study are instructive, it should be remembered that human conduct is expressed through several factors. It is therefore logical to argue that marital status and perceived pay equity alone are not sufficient to explain the absenteeism of nurses at the Cocody University Hospital. Thus, any study that would analyze other aspects of this phenomenon would be a promising source.

REFERENCES

- Adams, J.S. (1963). Towards an understanding of inequity. *The Journal of Abnormal and Social Psychology*, 67 (5), 422-436.
- Appelbaum, E., Bailey, T., Berg, P., et Kalleberg, A. L. (2001). Manufacturing Advantage: Why High-Performance Work Systems Pay off. *The Academy of Management Review*, 26 (3), 459-462.
- Aryee, S., et Chay, Y. W. (2001). Justice, citizenship behavior, and turnover intentions a union context: Examining the mediating role of perceived union support and union instrumentality. *Journal of Applied Psychology*, 86 (1), 154-160.
- Blais, M. R., Brière, N. M., Lachance, L., Riddle, A. S., et Vallerand, R. 1. (1993). L'inventaire des motivations au travail de Blais. *Revue québécoise de psychologie*, 14 (3), 185-215.
- Bouville, G (2009) cité par Randon, S. Baret, C., et Prioul, C. (2011). La prévention de l'absentéisme du personnel soignant en gériatrie : du savoir académique à l'action managériale. *Dans Management & Avenir*, 49, 133-149.
- Bouville, G. (2011). *Les déterminants organisationnels des formes d'absentéisme : une analyse comparative entre les jeunes et les seniors*. Management & Organisation-UMR CNRS 7088 (Paris, France) Université Paris-Dauphine.
- Brami, L., Damart, S., et Kletz, F. (2012). Réformes de l'hôpital, crise à l'hôpital : une étude des liens entre réformes hospitalières et absentéisme des personnels soignants. *Politiques et management public*, 29 (3), 541-561
- Buchan (2000) et Prado, G. (2006) cités par Brami. L, Damart. S, Kleitz. F (2012). Réformes de l'hôpital, crise à l'hôpital : une étude des liens entre reformes hospitalières et absentéisme des personnels soignants. *Politique et management public*, 29, 541-561.
- Canguilhem, G. (1968). *Le normal et le pathologique*. *Revue Philosophique de Louvain*, 89, 145-146.
- De Boer, E. M., Bakker, A. B., Syroit, J. E., et Schaufeli, W. B. (2002). Unfairness at work as a predictor of absenteeism. *Journal of Organizational Behavior*, 23(2), 181-197.
- Deery, S., et Iverson, R. (1999). Industrial Relations Climate, Attendance Behaviour and the Role of Trade Unions. *British Journal of Industrial Relations*, 37 (4), 533-558.
- Duxbury, L., Higgins, C., et Johnson, K. (1999). Examen du conflit entre le travail et la vie personnelle et des contraintes qu'il exerce sur le système de santé canadien, Ottawa, ministère de la Santé.

Absenteeism Among Nurses at the Cocody-Abidjan University Hospital: The Role of Marital Status and Perceived Pay Equity?

- Greenberg, J. (1988). Cultivating an image of justice: Looking fair on the job. *Academy of Management Executive*, 2, 155-158.
- Guerin, G., St-Onge, S., Trottier, R., Simard, M., et Haines, V. (1994). *Les pratiques organisationnelles d'aide à la gestion de l'équilibre travail-famille: nature, caractéristiques et effets*. Montréal: Université de Montréal (École des relations industrielles).
- Harris, K. J., Andrews, M. C., et KacMar, K. M. (2007). The Moderating Effects of Justice on the Relationship Between Organizational Politics and Workplace Attitudes. *Journal of Business and Psychology*, 22(2), 135-144.
- Herzberg, F. (1971). *Le travail et la nature de l'homme*. Paris : EME
- Legardinier, A. (2013). *Comment limiter les biais liés au choix des échelles de mesure dans les études marketing?* Business administration. Dumas.
- Leteurtre, H. (1991). *Audit de l'absentéisme du personnel soignant*. Editions Berger Levrault
- Manon, A. (2005). *Absentéisme au travail: l'absence comme moyen de rétablir l'équité au travail lors d'iniquités perçues*. Mémoire présenté comme exigence partielle de la maîtrise en gestion des organisations. Université du Québec à Chicoutimi.
- Price, J. L. (2001). Reflections on the determinants of voluntary turnover. *International Journal of Manpower*, 22(7), 600-624.
- Shamian, J. (2003), cité par Randon, S. Baret, C., et Prioul, C. (2011). La prévention de l'absentéisme du personnel soignant en gériatrie : du savoir académique à l'action managériale. *Dans Management & Avenir*, 49, 133 à 149.
- Thévenet, C. (1981) cité par Ndao. A (2000) et Diop. B. (1999). *Les causes de l'absentéisme dans les entreprises Sénégalaises : le cas des Industrie chimiques du Sénégal*. Université Cheikh Anta Diop de Dakar.
- Taylor, F.W. (1911). *La direction scientifique des entreprises*. Paris, Dunod.
- Vancauwelaert, C., et Cornietti B. (1975). L'absentéisme nouveau fléau économique. *Revue Personnel*, n°17.
- Vatteville, E. (1985) *Mesure des ressources humaines et gestion de l'entreprise*, éditions Economica
- Vlassenko, E., et Willard, J. C. (1984). Absentéisme: *le poids des facteurs collectifs*. Economie et Statistique – N° 164.
- Weiss, D. (1979). *L'absentéisme*, Revue française des affaires sociales.

Acknowledgment

The author(s) appreciates all those who participated in the study and helped to facilitate the research process.

Conflict of Interest

The author(s) declared no conflict of interest.

How to cite this article: René, Y.Y. (2025). Absenteeism Among Nurses at the Cocody-Abidjan University Hospital: The Role of Marital Status and Perceived Pay Equity?. *International Journal of Indian Psychology*, 13(2), 121-130. DIP:18.01.011.20251302, DOI:10.25215/1302.011