



THE FACTORS OF CONTRIBUTION OF THE HIGHER NUMBER OF
LOCAL EMPLOYEES' LATENESS AND ABSENTEEISM

AT

MCIS SAFETY GLASS SDN BHD

SITI NUR AAISYAH BINTI ALIAS

2010872178

BACHELOR OF BUSINESS ADMINISTRATION

WITH HONORS

HUMAN RESOURCE MANAGEMENT

UNIVERSITI TEKNOLOGI MRA

MELAKA

JULY 2013

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Submitted in Partial Fulfillment of the Requirement for the
Bachelor of Business Administration with Honors (Human Resource Management)

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITI TEKNOLOGI MARA

MELAKA

July 2013

DECLARATION OF ORIGINAL WORK



BACHELOR BUSINESS ADMINISTRATION WITH HONORS

(HUMAN RESOURCE MANAGEMENT)

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“DECLARATION OF ORIGINAL WORK”

I, SITI NUR AAISYAH BINTI ALIAS, (900121-05-5360), hereby, declare that,

- This work has not previously been accepted in substance for any degree, locally or overseas and is not being concurrently submitted for this degree or any others degrees.
- This project paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: _____

Date: _____

LETTER OF SUBMISSION

JULY 2013

The Head of Program
Bachelor of Business Administration (Hons)
Human Resource Management
Faculty of Business Management
Universiti Teknologi MARA
Kampus Bandaraya Melaka

Dear Madam,

SUBMISSION OF PROJECT PAPER

Attached is the project paper titled "The Factors of Contribution of the Higher Number of Local Employees' Lateness and Absenteeism at MCIS Safety Glass SDN BHD" to fulfill the requirement as needed by the faculty.

Thank you.

Yours sincerely,

SITI NUR AAISYAH BINTI ALIAS

2010872178

Bachelor of Business Administration (hons)
Human Resource Management

ABSTRACT

The purpose of this study is to determine “The Factors of Contribution of the Higher Number of Local Employees’ Lateness and Absenteeism at MCIS Safety Glass SDN BHD”. For this study only 125 respondents out of the population at MCIS Safety Glass SDN BHD were selected and act as a respondent for this study. The objective of thesis study is to study the factors of contribution of the higher number of local employees’ of lateness and absenteeism at MCIS Safety Glass SDN BHD, to find any significant relationship between the factors of the contribution of lateness and absenteeism and the higher number of local employees’ lateness and absenteeism at MCIS Safety Glass SDN BHD and to examine the most factors of the contribution of lateness and absenteeism towards the higher number of lateness and absenteeism among local employees’ at MCIS Safety Glass SDN BHD? Besides that, this study is quantitative research whereby the findings of the study were analyzed by using the Statistical Package for the social science (SPSS). Moreover, the data collection in this study is analyzed by using frequency, descriptive analysis, reliability, and Pearson’s Correlation analysis and regression analysis in order to achieve the research objective. Eventually, this study discovered that most of the respondents were agreed to the information to be asking about the factors of the contribution of the lateness and absenteeism. Furthermore, the researcher does the measurement of central tendency and dispersion to determine the frequency, mean, mode, median, variance and standard deviation for each independent variables. By doing the measurement, the research objectives are successfully answered. There also have a recommendation topic to further the studies about the employee lateness and absenteeism to emphasize to personal Human Resource course to school and educational institutions.