



**THE FACTORS THAT CONTRIBUTE TO  
ABSENTEEISM AMONG EMPLOYEES AT  
KAMARUZAMAN AGENCY**

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**'THE FACTORS THAT CONTRIBUTE TO ABSENTEEISM AMONG EMPLOYEES AT  
KAMARUZAMAN AGENCY'**

I, **SUHAIMY BIN MOHD** (2008426542)

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 other 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

7<sup>th</sup> May 2010

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Dear Sir,

### **SUBMISSION OF PROJECT PAPER (HRM 662)**

Attached is the project paper titled “**THE FACTORS THAT CONTRIBUTE TO ABSENTEEISM AMONG EMPLOYEES AT KAMARUZAMAN AGENCY**” to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank you

Yours sincerely

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Bachelor of Business Administration (Hons) Human Resource

## **ABSTRACT**

Absenteeism constitute one of the problem that occur in organization which affect not only the employees performance, but also the performance of the organization itself in term of productivity, production as well as services. The main objective of this research is to determine the factors that contribute to absenteeism at the Kamaruzaman Agency, Melaka. Besides, researcher also identifies the main factors which affect absenteeism plus the relationship between the factors towards absenteeism. The factors are working environment, payment, job itself and supervision. Researcher used questionnaire as a main instrumental in data collection method. Next, data that have been collected, will be analyzed through frequency, percentage, mean and Pearson Correlation. In general, the results of this research show that factor job itself is the most influence towards absenteeism. This followed by the factors of working environment, supervision and payment.

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