



**ABSENTEEISM AT THE WORKPLACE:
ISSUES AND IMPLICATIONS**

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DECLARATION OF ORIGINAL WORK



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- 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.

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ABSTRACT

The purpose of this study is to examine the absenteeism issue at the workplace. In order to overcome the issues of absenteeism at workplace, the contributing factors to the absenteeism rate will be identified. The research will help to identify the causes and impacts of the absenteeism at the workplace. Therefore, the study has been conducted at New Strait Time Press (Malaysia) Prai, Pulau Pinang. Different background of respondents has been selected in this study. Questionnaire in Bahasa Melayu version has been distributed to 80 of the New Strait Time Press (Malaysia) employees and the researcher managed to collect only 60 questionnaires from the respondents. The respondents are asked to answer questions in order to determine their level of opinion towards absenteeism's causes and implications at New Strait Time Press (Malaysia). The finding of this research is generated using SPSS tools. The result of the findings indicates the main cause that contributes to employee absenteeism personal problem. The others cause that contributes to employee absenteeism is health problem, working environment, financial problem, weather conditions, festive season and transportation problem.

The implications of employee absenteeism on company or employer are low productivity, reduce profits, less output produce, high costs for replacement of worker, insufficient manpower, and daily operation is badly affected. Based on the result of findings, the most impact of the employees absenteeism as indicated by respondents is insufficient manpower.