



**A STUDY ON THE FACTORS OF EMPLOYEE'S  
ABSENTEEISM**

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**DECLARATION OF ORIGINAL WORK**



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- 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 for 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 acknowledgement.

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## **ABSTRACT**

Employee's absenteeism which mean the workers are not coming for work based on the work scheduled has been a serious issue in the worldwide industry. Many organizations have suffered a huge amount of losses due to the absenteeism issue such as loss of productivity and bear organization's expenses. The purpose of this study is to investigate the factors of employee's absenteeism at the company. The determinants chosen are work stress, transformational leadership and organizational commitment. The result of the study will show whether the determinants will support the factors of employee's absenteeism or not. It was found that transformational leadership is related with employee's absenteeism and will increase the rate of employee's absenteeism in the organization. The limitation of the study is in this research will focus on the non executives employees only. Quantitative approach which is by using questionnaires is distributed for the purpose of gaining information and data of the employees at the organization. Questionnaire is distributed to the 150 of non executive employees. The management should identify the roots of the problem which is by identifying the factors of employee's absenteeism in order to find solutions to manage the issue. Absenteeism has no permanent cure but can be manage wisely by the management.