



UNIVERSITI TEKNOLOGI MARA SABAH

THE INCIDENCE OF ABSENTEEISM AND ITS
RELATIONSHIP TO BIOGRAPHICAL, PERSONALITY
AND WORKING ENVIRONMENT:

CASE STUDY VALUATION SECTION, LANDS AND
SURVEYS DEPARTMENT

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ABSTRACT

This research deals with personality, biographical and working environmental factors in absenteeism. Literature review focus on personality, absenteeism, biographical and working environmental factors and their possible relationship. Government Sector in Sabah continue to be face challenges in improving service and delivery in order to remain successful in an increasingly competitive in environment to the public. As likely accepted one factor that contributes to lower productivity is absenteeism. In this study we focus at Valuation Section, (VSLSD) which one or more of important Section at Lands and Surveys Department, Kota Kinabalu. This unit contributes big revenue to Sabah government. This study is attempt to understand the reasons for employees missing work. As a positive step to reduce the problems associated with voluntary and involuntary absenteeism, this study was initiated to identify why workers miss work and what steps should be taken to minimize it. The study focuses on trying to determine it personality, biographical and working environment has significant relationship to the absenteeism. The population of the study are the employees of Valuation Section. The main objective of the study is to determine whether personality, biographical and working environment factors as the reason to the employees of Valuation Section being absent from work. Consequently, how the management address them so that solutions could be developed improve the situation.

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