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## Abstract

*The study was identified the problem; describe a distinction between individual factors, organizational factors, and human relations. The study also stated some of the objectives in this research about the absenteeism at the workplace. The objectives are to investigate factors that contribute to absenteeism, to investigate the most important factors that contribute to the absenteeism, and the last but not least is to investigate whether absenteeism is influence the employee performance. The methodology that the researchers' use for sampling frame is the MPD employees from each department, the population is 200 and the respondents is 149, there are 9 department that has been distributed. The questionnaires run by using Statistical Package for the Social Science Program (SPSS 12.0). From this topic, there are many possible causes from absenteeism and the researchers' found that three factors due to the absenteeism consists of individual factors, organizational factors and human relations factors. Since the absenteeism is the major problems of organization, then it will cost organization in a very high risk. It will lead to the lost productivity of the absent employee, overtime for other employees to fill in, decreased overall productivity of those employees, any temporary help costs incurred, possible loss of business or dissatisfied customer, problems with employee morale and many other problems. In the research findings, the researchers' state that the most significance questions due to the absenteeism is Organizational Factors. Finally, the researchers had come out with a conclusions and recommendation to reduce the absenteeism behavior that occurs especially in organizational factors that the MPD must be concern and can be improved in the future.*

## Keywords

*Absenteeism, performance, organization.*

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