



UNIVERSITI TEKNOLOGI MARA

FACULTY OF BUSINESS MANAGEMENT

BACHELOR OF OFFICE SYSTEM MANAGEMENT (OM 221)

A STUDY ON ABSENTEEISM AMONG LECTURERS IN UITM PAHANG

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TABLE OF CONTENT

Acknowledgement	1
1.0 Chapter 1 (Background of Study)	
1.1 Background of Study	2 – 3
1.2 Problem Statement	4 - 5
1.3 Research Objectives	6
1.4 Research Questions	6
1.5 Significant of Study	7
1.6 Limitation of Study	8
1.7 Definition of Term	8 - 10
1.8 Framework	11
2.0 Chapter 2 (Literature Review)	
2.1 Absenteeism	12
2.2 Health	13
2.3 Gender	14
2.4 Demographic	14 - 15
3.0 Chapter 3 (Methodology)	
3.1 Research Design	16
3.2 Sampling Frame	16
3.3 Population	17
3.4 Sampling Techniques	17
3.5 Sample Size	17
3.6 Unit of analysis	18
3.7 Data Collection Procedures	18
3.8 Instrument	19
3.9 Plan for Data Analysis	20

4.0 Chapter 4 (Finding & Discussion)

4.1 Frequency Table 22 – 25

4.2 Health /Family Crosstab Table 25 – 31

4.3 Marital Status Crosstab Table 32

4.4 Mean, Median, Mode & Standard Deviation Table by Section 33 – 35

5.0 Chapter 5 (Conclusion)

5.1 Conclusion 36

5.2 Demographic Data of Respondents 37

5.3 Conclusion for Research Questions 38

5.4 References 39

5.5 Questionnaires 40 - 44

5.6 Appendixes 45 - 60

ACKNOWLEDGEMENT

Bismillahirrahmanirrahim....

AssalamualaikumW.B.T.

First and foremost, thousand thanks up to Allah S.W.T because of His blessings we've been able to breathe and see His Gratefulness' and Mercy in this world till today. Thank you so much to Allah S.W.T for giving us a chance to be here and complete this research whereby as the student of OSM 651 course, after the discussion with our lecturer as well as our supervisor Sir Abdul Razak Md Said to make a study on the absenteeism among the lecturers in UiTM Pahang.

As an appreciation, million thanks to our beloved supervisor as the one who gives full attention, commitment, and support to us in finishing our research. Million thanks again to him because his willingness to stay behind us and guides us without failed. He gave us a lot of new knowledge and shows us how to do this assignment. Without his guide, we're not being able to finish up this task successfully.

Not forgettable, to our family members who always give us spirit and hope to finished up our study here. Special thanks to them especially our parents who give us lot of strengths to complete our study and also complete this task. By having his morale supports make us more tough and full of spirit in finishing our study.

Last but not least, to all our friends in OM2216A who gives us full of supports, help and also guide us on how to do this task thank you so much. All your help and supports cannot be paid with money, but we really appreciate it. Million thanks to all of you. We love you all.

With that, thank you.

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CHAPTER 1

1.0 BACKGROUND OF STUDY

The issue of employee absence has attracted much attention in recent years and from a variety of perspectives. Absence from work is one everyday managerial reality that has far-reaching impact on organizational operations. What is mean by absenteeism? The dictionary would suggest that if a worker is not at work, he is absent. Absenteeism can be traditionally defined as a specific employee's unavailability for work, when work is actually available for this specific employee (Google). Other than that, absenteeism also can be defined as frequent absences from work or school without good result (Pocket Oxford English Dictionary, 10th edition). In the same fields as discussed by Latiff Sher Mohamed (1982) according to Section 21 (2) of the Public Officer (Conduct and Discipline) (Chapter 'D') General Orders 1980 define "absence" for the purpose of that section as including: "failure to be present for any length of time whatsoever at a time and place where the Officer is required to be present for the performance of his duties".

The types of absence which cause problem to the employer are those caused by sickness (medical leave) and absence without reasonable excuse. For some reason, absenteeism may affect the organization and this issue must be handling in a right way. Absence cannot be