



**FACTORS INFLUENCING PERCEPTION ON
ABSENTEEISM IN PUBLIC SECTOR**

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ABSTRACT

This research is conducted to determine the factors that influencing perception on absenteeism of employees in the public sector among lower and middle level of Majlis Perbandaran Jasin (MPJ) and to find out the most influential factor that influencing perception on absenteeism. 152 was selected as respondents. Sample selection was based on simple random sampling method. Data was evaluated by using Statistical Package for the Social Science (SPSS) Version 22.0. The reliability of each variables was tested with the independents variables which is working conditions ($\alpha = .804$), excessive workload ($\alpha = .766$), job stress ($\alpha = .812$) and dependent variable, perception on absenteeism ($\alpha = .751$). The relationship of independent variables and dependent variable was tested by using Pearson Correlation Analysis. All independent variables are positively correlated with dependent variable. Where independent variables, working conditions ($\rho = .000$, $r = .601$), excessive workload ($\rho = .000$, $r = .428$) and job stress ($\rho = .000$, $r = .580$).

KEYWORDS: Absenteeism, Working Conditions, Excessive Workload, Job Stress

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