

ABSTRACT

Absenteeism - employees not showing up for work when scheduled - can be a major problem for organizations. As pressures increase on the budgets and competitiveness of companies, more attention is being given to reduce workplace absenteeism and its cost. Most researches have concluded that absence is a complex variable and that it is influenced by multiple causes, both personal and organizational. Job related factors such as Job satisfaction, Routinization of the work, Distributive justice and Demographic factors of the particular organization have been noted as one of the factors influencing an employee's motivation to attend.

There is no significant research on the job related factors-absenteeism relationship within the Sri Lanka Navy. The aim of the present study was therefore to determine whether there is a relationship between job related factors and absenteeism in Sri Lanka Navy selected at Eastern Naval Area. One hundred (100) respondents completed a biographical questionnaire. Furthermore the administrators too interviewed and conducted discussions which were significantly important to propose the remedial measures to eliminate/minimize the absenteeism.

Results indicated that there is a significant relationship between both the number and frequency of absenteeism and the aforesaid job related factors of the sampled employees. The relationship between demographical variables and absenteeism was also investigated. The results indicated a significant relationship between respondents' demographical characteristics (gender, age, tenure and marital status) and absenteeism.