

**EMPIRICAL STUDY ON WORK ENGAGEMENT ON
ABSENTEEISM OF ENGINEERING TRADESMEN IN
SRI LANKA AIR FORCE**

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ABSTRACT

The biggest challenge in today's context of an organization is to retain and utilize human factor effectively and efficiently. The most experienced human resource is a blessing to any organization thus, extermination of undue absenteeism is vital. Absenteeism is a "failure to report to work" of work force and its subsequent destructive consequences are different. However, absenteeism patterns and characteristics are fairly differ from civil organizations to military organizations that creates a clear vacuum to study on separate basis. Simultaneously, the repercussion of losing valuable human resource is also given depraved effects to an organization concern. In this context, studying both behavioral patterns with clear separation is vital. Moreover, there are enough literature available on civil organizational absenteeism whilst very less studies were done on military absenteeism that absolutely creates a definite requirement. Hence, studying "the effects of work engagement in work place towards absenteeism of Sri Lanka Air Force Civil Engineering airmen" would be a very valuable and time bound study, the results shall be beneficial in regularize or mitigate the problem of absenteeism in Sri Lanka Air Force.

Sri Lanka Air Force is a technical force and it's all members are often working as a team with good collaboration. Synchronizing every individual effort towards particular aim is the final target of the organization concern. Giving due consideration on that, the most hazardous problem of absenteeism being studied and the research areas was narrowed down to Civil Engineering airmen of the force that provides a clear extent.

The researcher selected Civil Engineering technicians in SLAF as population and identified most significant category as volunteer airman having 12yrs or less service. By analyzing past literature three key determinants for absenteeism have been acknowledged as Cognitive factors ,Physical Factors and Emotional factors and those three factors are key determinants of work engagement. The researcher tries to analyze root causes of absenteeism through work engagement factors. The sample comprises with 296 Civil Engineering airmen in different disciplines from Civil Engineering branch and presently working at SLAF Base Katunayake. A structured questionnaire has been used to collect feedback and then analyzed data by means of SPSS analysis.

In correlation analysis, it has given concrete evidence as Cognitive factors have weak positive relationship with absenteeism, Physical factors have weak positive relationship with absenteeism whilst Emotional factors having moderate positive relationship. The multiple regression analysis provides evidence that there is a definite impact among the each of independent variables in reasoning of absenteeism.

Key Words: Absenteeism, Work engagement in work place