

**FACTORS AFFECTING ABSENTEEISM: A CASE STUDY
IN SRI LANKAN APPAREL INDUSTRY**

U. D Subodha Lakmini Udawatta

(148333 A)

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Department of Textile and Clothing Technology

University of Moratuwa

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DECLARATION

"I hereby declare that this is my own work and this thesis / dissertation does not incorporate, without acknowledgement, any material previously submitted for a Degree or a Diploma in any other University or an institute of higher learning and to the best of my knowledge and belief it does not contain any material previously published or written by another person except where the acknowledgement is made in the text.

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Name of the supervisor: *Rmvs Rathnayake*

Signature of the supervisor: *Rs Rathnayake*

Date: *01/01/2020*

Abstract

Sri Lankan apparel industry is the primary foreign exchange earner accounting to 40% of the total exports as per Export Development Board (EDB) and 52% of industrial products exports in 2018. According to them, there are apparel manufactures in large, medium and small scale and most of them are small and medium entrepreneurs (SMEs) which spread throughout the country. Employee absenteeism is one of the typical issues in the apparel sector in Sri Lanka. Maintaining lower employee absenteeism rate is essential factor for continuing growth of any organization and well identified influencing factors help to manage absenteeism properly. The main objective of the research is to find the factors affecting the absenteeism in small scale garment manufacturing plants in Sri Lanka. With the intention of achieving this objective, carefully designed questionnaire was distributed among the population (64 employees) of a small scale garment manufacturing plant which is struggling to minimize absenteeism rate from 7% to 5%. Further, there was a research gap on influencing factors of absenteeism in company level. Correlation analysis techniques used in testing developed hypothesis and research outcomes show physical work place environment, illness/personal matters, working climate, superior commitment, work related stress are positively correlated with the employee absenteeism. In conclusion, these factors increase absenteeism significantly in this factory. In this manner, recommendations were suggested to the top management after finding genuine factors which hid behind the problem.

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TABLE OF CONTENTS

Declaration.....	i.
Abstract.....	ii
Acknowledgement.....	iii
Table of contents	iv
List of figures.....	ix
List of tables.....	ix
List of abbreviations.....	x
List of appendices.....	x
1. Introduction	1
1.1 Background	1
1.2 Problem statement	3
1.3 Research question.....	4
1.4 Objectives.....	4
1.4.1 Main objective	4
1.4.2 Sub objective	4
1.5 Significance of the study.....	4
1.6 Limitations of the study.....	4
1.7 Chapter organization	5
1.7.1 Chapter 1: Introduction.....	5
1.7.2 Chapter 2: Literature review.....	5
1.7.3 Chapter 3: Methodology.....	5
1.7.4 Chapter 4: Data presentation and analysis.....	5
1.7.5 Chapter 5: Conclutions and recommendations.....	5
1.8 Chapter summary	6

2.	Literature review	7
2.1	Introduction	7
2.2	Definition of absenteeism.....	7
2.3	Theories and models of absenteeism.....	8
2.4	Types of absenteeism	9
2.5	Determinations of absenteeism	10
2.6	Influencing factors of absenteeism	11
2.6.1	Illness/personal matters.....	11
2.6.2	Working climate.....	12
2.6.3	Work related stress.....	13
2.6.4	Superior commitment	14
2.6.5	Physical working environment	15
2.7	Impact on performance.....	16
2.8	Absenteeism in apparel industry in Sri Lanka	16
2.9	Chapter summary	17
3.	Methodology	18
3.1	Introduction	18
3.2	Conceptual framework	18
3.3	Hypotheses	19
3.4	Research design.....	19
3.4.1	Research approach.....	19
3.4.2	Purpose of the study.....	19
3.4.3	Time horizon of the study.....	20
3.4.4	Research strategy.....	20
3.4.5	Population and sample selection	20
3.4.6	Data collection method.....	21
3.4.7	Data analysis method.....	21
3.4.8	Ethics in data collecting.....	22

3.5	Operationalization.....	22
3.6	Testing measurement properties.....	24
3.6.1	Reliability test.....	24
3.6.1.1	Internal consistency.....	24
3.6.2	Validity.....	26
3.6.2.1	Convergent validity.....	27
3.6.2.2	Discriminant validity.....	28
3.6.3	Composite reliability.....	28
3.7	Summary.....	28
4.	Data presentation and analysis.....	29
4.1	Introduction.....	29
4.2	Classification of the sample.....	29
4.2.1	Gender analysis of respondents.....	29
4.2.2	Age analysis of respondents.....	30
4.2.3	Civil status analysis of respondents.....	31
4.2.4	Educational qualifications analysis of respondents.....	31
4.2.5	Job category analysis of respondents.....	32
4.2.6	Experience level analysis of respondents.....	33
4.3	Descriptive statistics.....	34
4.4	Reliability analysis.....	35
4.5	Validity test.....	36
4.6	Composite reliability analysis.....	37
4.7	Correlation analysis.....	40
4.7.1	Relationship of work related stress and absenteeism.....	40
4.7.2	Relationship of superior commitment and absenteeism.....	41
4.7.3	Relationship of working climate and absenteeism.....	42
4.7.4	Illness/personal matters and absenteeism.....	43
4.7.5	Physical working environment and absenteeism.....	44

4.8	Interrelationship among variables.....	45
4.9	Summary.....	46
5.	Conclusion and recommendations.....	47
5.1	Introduction.....	47
5.2	Relationship between variables.....	47
5.3	Discussion.....	48
5.4	Suggestions to minimize absenteeism.....	48
5.5	Areas for future research.....	49
5.6	Conclusion.....	49
	References.....	50
	Appendix A – Questionnaier.....	57
	Appendix B - Influencing factors	64

LIST OF FIGURES

	Page
Figure 3.1: Conceptual frame of the Study.....	18
Figure 3.2: SPSS analysis for correlation analysis.....	21
Figure 3.3: SPSS analysis for reliability test.....	25
Figure 3.4: SPSS analysis of validity test.....	26
Figure 4.1: Gender analysis of respondents.....	30
Figure 4.2: Age analysis of respondents.....	30
Figure 4.3: Civil status analysis of respondents.....	31
Figure 4.4: Educational qualification analysis of respondents.....	32
Figure 4.5: Job category analysis of respondents.....	33
Figure 4.6: Experience level analysis of respondents.....	34

LIST OF TABLES

	Page
Table 3.1-Operationalization of variables.....	23
Table 4.1: Descriptive statistics of variables.....	35
Table 4.2: Reliability statistics of variables.....	36
Table 4.3: Validity test of variables.....	37
Table 4.4: Composite reliability of variables.....	38
Table 4.5: Correlation analysis-work related stress.....	40
Table 4.6: Correlation analysis-superior commitment.....	41
Table 4.7: Correlation analysis-working climate.....	42
Table 4.8: Correlation analysis-illness/personal matters.....	43
Table 4.9: Correlation analysis-physical working environment.....	44
Table 4.10: Interrelationship among variables.....	45

LIST OF ABBREVIATIONS

Abbreviation	Description
A	Absenteeism
AVE	Average Variance Extracted
EDB	Export Development Board
ME	Measurement Error
PM	Personal Matters
PWE	Physical Working Environment
SC	Superior Commitment
SMEs	Small and Medium Entrepreneurs
SPSS	Statistical Package for the Social Sciences
WC	Working Climate
WHO	World Health Organization
WRS	Work Related Stress

LIST OF APPENDICES

Appendix	Description	Page
Appendix A	Questionnaier	57
Appendix B	Influencing factors	64