

BAHRIA UNIVERSITY, ISLAMABAD

APPROVAL SHEET

SUBMISSION OF HIGHER RESEARCH DEGREE THESIS

Candidate's Name:

Discipline:

Faculty/Department:

I hereby certify that the above candidate's work, including the thesis, has been completed to my satisfaction and that the thesis is in a format and of an editorial standard recognized by the faculty/department as appropriate for examination.

Signatures(s):

Principal Supervisor: _____

Date: _____

The undersigned certify that:

1. The candidate presented at a pre-completion seminar, an overview and synthesis of major findings of the thesis, and that the research is of a standard and extent appropriate for submission as a thesis.
2. I have checked the candidate's thesis and its scope, format; editorial standards are recognized by the faculty/department as appropriate.

Signature(s):

Dean/Head of faculty/Department:

Date: _____

Copyright @2015by Raja Khawar

All rights reserved

Declaration of Authentication

I, Muhammad KhawarShahzad, MBA student in the Department of Management Sciences, Bahria University, Islamabad certify that research work presented in this thesis is to the best of my knowledge my own. All the sources used and any help received in the preparation of this dissertation has been acknowledged. I hereby declare that I have not submitted this material, either in whole or in part, for any other degree at this or other institution.

Signature: _____

Name: _____

TABLE OF CONTENTS

Contents

ACKNOWLEDGEMENTS	8
DEDICATION	9
Abstract.....	10
CH #1	11
1.1 Introduction:	11
1.2 Background of the study:.....	13
1.3 Problem Statement	14
1.4 Objectives of the Study:.....	14
1.5 Research Questions:	15
1.6 Justification of the Study:	15
Ch# 2	17
Literature review.....	17
2.1 historical Background of study:	17
2.2 Types of absenteeism:	18
2.3 Problems face due to absenteeism:.....	19
2.4 Controversies of history:.....	20
2.5 Absenteeism with different factors:	24
2.6 Key Terms:.....	29
Ch # 3	Error! Bookmark not defined.
3.1 THEORETICAL FRAMEWORK	33
3.2 DESCRIPTION OF THEORETICAL FRAMEWORK	33
3.3 DEPENDENT VARIABLE	34
3.4 INDEPENDENT VARIABLE	35
3.5 RELATIONSHIP BETWEEN DEPENDENT & INDEPENDENT VARIABLES.....	35
3.6 SUMMING UP.....	36
Ch#4	37
Research Design	37
4.1 Nature of study	37

4.2 Population size	37
4.3 Sample size.....	37
4.4 Unit of analysis.....	37
4.5 Sampling techniques	38
4.6 Data collection technique	38
Ch # 5	Error! Bookmark not defined.
RESULTS AND DISCUSSION.....	39
5.1 Factor analysis.....	39
Chapter 6.....	56
Conclusion and recommendation.....	56
6.1 Policy implications:	56
References:	58

List of tables

Table No.

- 4.1 Dissemination of respondents by age.**
- 4.2 Dissemination of respondent by Gender**
- 4.3 Dissemination of respondents by time period of working with organization**
- 4.4 Dissemination of respondents by remaining absentees in a month**
- 4.5 Dissemination of respondent's main reason for employees absent.**
- 4.6 Dissemination of respondents by satisfaction with working environment**
- 4.7 Dissemination of respondents by control over on job**
- 4.8 Dissemination of respondents by manage work under pressure**
- 4.9 Dissemination of respondents by conflict with other people at work**
- 4.10 Dissemination of respondents by problem shared with**
- 4.11 Dissemination of respondents by thought about leaving this job**
- 4.12 Dissemination of respondents by concentration problem on performing duties**
- 4.13 Dissemination of respondents by performance feedback about past four years**

-
- 4.14 Dissemination of respondents by absentees reduces the productivity**
 - 4.15 Dissemination of respondents by if yes then**
 - 4.16 Dissemination of respondents by absentee is effect on level of quality product**
 - 4.17 Dissemination of respondents by reduce the level of profitability of the organization**

ACKNOWLEDGEMENTS

IN the Name of ALLAH, the most Beneficent, the Most Merciful

All the Praise is for ALLAH, to who belongs, the dominion of heaven and the earth. Peace and mercy be upon His Prophet who gave us the way of peace and real success in life. I thank Almighty ALLAH who bestowed me with essential knowledge and patience to carry out such a challenging task. I must acknowledge the continuous motivation and prayers of my parents which are always there for helping me reach a major milestone of my life.

Secondly I would like to thank my supervisor Mr. Aftab Haider for his professional guidance, support and encouragement. In addition I would like to express gratitude to all the staff of the Department of Management Science for making my time here a memorable one, to all my teachers who have given me so much knowledge to take with me, without their support I would not get such an ample opportunity of learning and seeking new horizons of academic life. Furthermore I would like express my thanks and profound gratitude to madam Rahiba Rafail Who has been a source of constant support and inspirational during the toughest of times.

Finally I am grateful to all my family members for moral support and who boosted me by their constructive advice.

DEDICATION

I dedicate my work to my parents whose prayers have made it possible for me to accomplish so much and who have been a constant source of motivation for me throughout my academic career. I also dedicate my work to my colleague for inspiring and encouraging me at every stage.

Abstract

Absenteeism is a worldwide phenomenon which due to financial impact on organization performance. Absenteeism provides a model with a broad variety of determinants of absenteeism. Due to previous research a vast selection of determinants was divided into categories. In this research construct a regression model using variables of organization performance dependent variable and absenteeism as an independent variable and determinants to absenteeism. By using population of Pakistan tobacco company and chose sample of 140 correspondents of whole population. And also using factor analysis found that very little impact on organization performance in short term but in long term some influence of absenteeism on organization performance. Results found negative due to low value of t stat and also negative variation seen from these results.

Keywords: factor analysis, regression analysis