



**THE FACTORS THAT CONTRIBUTE TO
ABSENTEEISM AMONG EMPLOYEES AT
KAMARUZAMAN AGENCY**

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KAMARUZAMAN AGENCY'**

I, **SUHAIMY BIN MOHD** (2008426542)

Hereby, declare that,

- This work has not previously been accepted in substance for any degree, locally or overseas and is not being concurrently submitted for this degree or any other degrees.
- This project paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: _____ Date: _____

LETTER OF SUBMISSION

7th May 2010

The Head of Program,
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Dear Sir,

SUBMISSION OF PROJECT PAPER (HRM 662)

Attached is the project paper titled “**THE FACTORS THAT CONTRIBUTE TO ABSENTEEISM AMONG EMPLOYEES AT KAMARUZAMAN AGENCY**” to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank you

Yours sincerely

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Bachelor of Business Administration (Hons) Human Resource

ABSTRACT

Absenteeism constitute one of the problem that occur in organization which affect not only the employees performance, but also the performance of the organization itself in term of productivity, production as well as services. The main objective of this research is to determine the factors that contribute to absenteeism at the Kamaruzaman Agency, Melaka. Besides, researcher also identifies the main factors which affect absenteeism plus the relationship between the factors towards absenteeism. The factors are working environment, payment, job itself and supervision. Researcher used questionnaire as a main instrumental in data collection method. Next, data that have been collected, will be analyzed through frequency, percentage, mean and Pearson Correlation. In general, the results of this research show that factor job itself is the most influence towards absenteeism. This followed by the factors of working environment, supervision and payment.

TABLE OF CONTENT

	PAGE
ACKNOWLEDGEMENT	i
TABLE OF CONTENT	ii
LIST OF TABLES	iv
LIST OF FIGURES	v
ABSTRACT	vi
CHAPTER 1: INTRODUCTION	1
1.1. Introduction	1
1.2. Background of the study	2
1.3. Overview of the company	3
1.4. Problem statement	5
1.5. Research questions	7
1.6. Research objectives	7
1.7. Theoretical framework	7
1.8. Hypothesis	8
1.9. Significant of study	10
1.9.1 Company	10
1.9.2 Researcher	10
1.10. Scope of study	10
1.11. Limitation of study	11
1.12. Definition of terms	11
1.12.1 Absenteeism	12
1.12.2 Working Environment	12
1.12.3 Payment	12
1.12.4 Job Itself	13
1.12.5 Supervision	13
CHAPTER 2: LITERATURE REVIEW	14
2.1. Introduction	14
2.2. Absenteeism	14
2.3. Factor that contribute to absenteeism	16
2.3.1 Working Environment	16
2.3.2 Payment	16
2.3.3 Job Itself	17
2.3.4 Supervision	18
2.4. The relationship between independent variable towards absenteeism	19
2.5. Conclusion	23
CHAPTER 3: RESEARCH METHODOLOGY	24
3.1. Introduction	24
3.2. Research design	24
3.3. Population	25
3.4. Sampling design	25
3.5. Data collection method	27