

ABSTRACT

Present research which is titled as analysis of factors causing absenteeism towards organizational effectiveness was designed to explore the degree of influence of strategic planning factors, individual factors, organizational factors and environmental factors that are determined the level of individual employee absenteeism in term affects the organizational effectiveness ultimately. Therefore the scope of the research has become organizational effectiveness where employee absenteeism plays an intervening role which research attempts find the causal effect of those factors towards employee absenteeism. Further, this is a positivistic research in which deduction method was employed.

Very first, a management theory was recognized to explain the problem situation in which theoretical model was developed so as enabled the researcher to determine the research hypothesis, variable associations, limitations, indicators and finally the structured questionnaires.

Secondly, empirical survey was launched by administering 92 experienced managers who were selected in full randomized system using two stage stratified sampling technique. Licket scale was used to measure the influence of revealed factors causing employee absenteeism of Sri Lanka Transport Board.

Research envisaged that strategic planning factors and environmental factors more influential than other two categories of factors. Research also envisaged that other two factors have influenced up to some extent.

Research recommendations are expressed based on the research findings in order to establish the effectiveness of organization through minimizing or eliminating the absenteeism of operational level employees of public road passenger transport organizations in Sri Lanka.