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RESEARCH REPORT

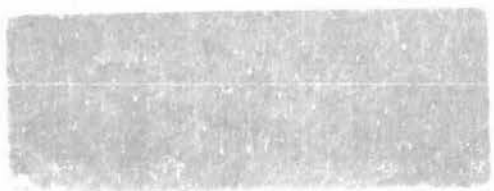
Absenteeism : An Investigation into  
some socio Demographic Variables in a  
Specific Empirical Setting

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BY

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Thanks to Professor Alan Williams and Dr. Tony Vitalis for  
their help

and

Special thanks to Brian Solomon for his help in the  
computing phase.

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## Synopsis

The study investigated absenteeism at Santoft Forest. The dependent variable was absence, and the independent variables were Age, Marital Status, Length of Service, Worker type (permanent and temporary) and Education. Data collection involved the examination of the organisation's personnel records for workers who had exited. A random sample of 61 workers was chosen for the study. The data analysis to test several hypotheses included the use of F tests, t tests and Cochran's modified t test. The results show that none of the five variables was significantly associated with absence levels. In addition, and in general, continuous absence appears not to be moderated by marital status, age and worker type, although temporary workers were found to be more inclined to take 3 day continuous absences and older workers were more inclined to take 6 and 7 day continuous absences, excluding weekends.

It was concluded that the relatively high absence levels prevalent were more likely to be a result of the nature of supervision encountered by workers, or more realistically, the nature of the work itself. It is hard and unpleasant.