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The Impact of Workplace Absenteeism on Organizational Performance

Introduction Many organizations recognized the employees' performances. Performances expected coming from the employees are affected by their participation and being present in their roles and responsibilities. However, managers are forced to find an ideal remedy in the habitual tardiness or absenteeism of the employees. This is because, the organizations realized an unprofitable investment if there is any unscheduled absents.

Furthermore, there is a reduction of the total productivity of the manpower that might affect the entire operation of the business. **Background of study** Absenteeism is the result of the different employee behaviors. Most of the workers are experiencing high stressor improperly compensated that reflects in their absences (McLaughlin Young Group, 2007). **Statement of the problem** The cost of absenteeism is greater when lost productivity, temporary labor and dissatisfied customers are considered.

Almost all the employees have their absences more than five times per year and are coming from different sectors (McLean, 2005). The growing numbers of employees having the same problems on attendance will manifests in their ability to contribute in the total growth of their own career and in the organization. Leaders believe that if they did not create a significant solution to this problem, more and more employees will do the same as it is became part of the organizational culture. However, what are the real-life impacts of workplace absenteeism on the organizational performance?

Literature Review Absenteeism occurs when the employees are not present at work when they are scheduled to be there. It can be divided into voluntary

or involuntary absenteeism. Involuntary absence is viewed to be beyond the employee's immediate control; legitimate reasons like personal illness, accidents or family emergencies. Voluntary absence is under the direct control of the employee which can often be traced back to other factors such as a poor work environment, job dissatisfaction and other issues.

If such absences become excessive, they can have a seriously adverse impact on a company's operations and, ultimately, its profitability (Pillay, 2009). From the previous surveys, the experts discovered that absenteeism results most often from health and personal reasons, but the fact is that only about a third of absences are caused by personal illness. The survey shows that more than half of unscheduled absences are justified by family issues, personal needs, stress and an entitlement mentality (McLean, 2005).

If all of the reasons in the absences of the employees are on the health issues, therefore, the absenteeism can be linked in the stress they gathered in the workplace. The occupational stress is one of the most significant workplace health hazards. The prolonged exposure of an employee to certain job demands can lead to a variety of pathological outcomes that can be both short- and long-term effects on their emotional health such as emotional distress, depression and anxiety. Other employees might experience the various difficulties in family, financial, or physical health.

All of the work-related stresses or problems that the employees can experience might result in their attendance. The negative effects of the increase in employee absence are their poor performances (McLaughlin Young Group, 2007). Objectives of the study The aim of the study is to

identify the existence of absenteeism that can draw a link towards its impact on the organization and the employee's performance. In order to achieve this aim, there are three objectives that should be considered.

First is to identify the cause of the workplace absenteeism. Second is to find out the common type of workplace absenteeism. Third is to evaluate the costs that inherent in the workplace absenteeism and how they impact on the organizational performance. And fourth is to establish the mechanism for curbing the workplace absenteeism. Methodology The suggested method that can be use in the study is the use of survey and interview. In the first phase of the study, the survey will be conducted on the employees through the use of questionnaires.

The material is in a Likert Scale form in which gives the details to the researcher/s on the perception of the employees on absenteeism and their behavior in their attendances. On the second part of the study, the interview will be conducted on the managers and/or supervisors, and even the HR manager, who can assess the behavior of the employees in their attendance and performance. Through the interview, the researcher/s can analyze the appropriate actions for the employees who are creating the trends of absenteeism and recognize the effectiveness of their mechanism to reduce the absenteeism in their workplace.