

**Analysis of Absenteeism in the Sri Lanka Labour Market
in relation to Electricity Industry**

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Abstract

Work place attendance and absenteeism is vital for any organisation. This factor is very important for the Electricity Industry too, as the product has become a basic human need and service provided is of a continuous nature. Absence of one or two workers will be a break in the chain of the work planned and thus it will disrupt the whole process unless a remedial action is not taken.

The Sample for this study has been selected by collecting details of the actual absentees from the two main organisations (i: e CEB and LECO) in Sri Lanka. The total number of employees of LECO was 1274 and the actual number of absentees of the company for 2004 and 2005 was 38. As the total number of employees of CEB was 14500 data was collected only from the regions of Kandy and Colombo where the total number of employees amount to 2457. Eventhough the actual number of absentees reported from these two regions are 79, only 52 absentees have responded to the questionnaire thus creating the total value of the sample as 90.

This study begins with an introduction about the evolution of the Electricity Industry in Sri Lanka and special attention given to the formation of CEB and LECO, which are the main organisations in the industry. Reasons for the establishment of these two organisations, their activity and present situation have been discussed in depth.

When the theoretical perspective of the study is discussed, attention is **focussed** the theory of absenteeism and causes of absenteeism. Absenteeism is differently defined by individuals and no final definition of absenteeism is to be found. "Keeping away from scheduled work through unplanned manner" would be an appropriate definition for absenteeism. This study found that there are various reasons for absenteeism amongst employees. These reasons could be categorised as Individual factors, Industrial factors and societal factors.

Apart from the above study, an opinion survey was conducted amongst supervisors in order to obtain their views on the absenteeism of their subordinates. Their opinion is that absenteeism could be curbed though counselling.

In order to curb the absenteeism problem in the Electricity Industry it is suggested to introduce an attendance policy. Further it is necessary to maintain this policy equally amongst all the employees of the Industry.