

## **RESTRICTED**

### **ABSTRACT**

Motivational factors play a key role in any organisation to get the optimum service from the employees to the organisation and to employees give their best to the organisation. Thus, it is very important to evaluate the motivational factors that effect on absenteeism of soldiers in the Sri Lanka Army. It is known factor that work place motivation is significant one that makes better performance, productivity and growth of that particular organisation. In this context, motivational factors are highly important for the Sri Lanka Army to make use the human resources for the benefit of the country they eventually serve. However, lack of motivation create many problems in the working environment. It is evident that employees are regularly absent from their work due to lack of motivation in their job. Thus, Job satisfaction has been treated as one of the motivational factors that influence the employee to attend the job. In addition job content, trainings, flexible work arrangement and social environment are also treated as motivational factors of this study. In this context, this research study has been focused to evaluate the relationship among motivational factors and the absenteeism of soldiers in the Sri Lanka Light Infantry Battalions which are deployed at security force Jaffna area of responsibility. This research piece would make important contribution to managerial solution to the problem of absenteeism. For this purpose, study sample was 93 and data has been collected through printed questionnaire survey. SPSS statistical software has been used to analyse the collected data. The result has shown that there is a negative correlation of absenteeism and training. However, there is a positive correlation among absenteeism and social environment, job content and flexible work.

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