

ABSTRACT

This study addresses to understand the causes of Absenteeism on the private security service industry in Sri Lanka. The study further focused on recognizing the needs of the security officers for more effective management of the problem of absenteeism in the industry and determining if security managers and security officers have a common understanding about the causes surrounding absenteeism in the industry as specific objectives. Productivity, Career development and Social development were considered as dependent variables which Economic, Social and Health factors lead to absenteeism were considered as independent variables. Basically the primary data were collected through a questionnaire from two sets of questionnaire prepared for fifty security managers and hundred security officers selected through a random sampling technique. The questionnaire had included in both close and open ended question and tool of IBM SPSS Statistics (Version 25) software was used for quantitative analysis while discussion and comparison method was used to analysis qualitative data. Through both quantitative and qualitative analysis, it was revealed that there is a positive relationship between and three independent variables and the absenteeism. In the process of this research, all possible factors, sources and reliable reasons were analysed to determine the causes of absenteeism on the private security service industry in Sri Lanka.

Key words; Causes of Absenteeism, Job Performances, Job satisfaction, Productivity, Reducing of Absenteeism