

Y= Number of absent days (Number), X₁= Age, D₁= Gender (Dummy), D₂= Marital Status (Dummy), X₂= Number of family members (Number), X₃= Number of dependent children (Number), D₃= COBO Division (Dummy), D₄= Upper Division (Dummy), D₅= Lower Division (Dummy), D₆= Malangamuwa Division (Dummy), D₇= Kendagolla Division (Dummy), D₈= West Morland Division (Dummy), D₉= Worker category (Dummy), D₁₀= 15 May - 15 Jun (Dummy), D₁₁= 15th Jun - 15th Jul (Dummy), α & β = Coefficients, ε = Random Error

Result and Discussion

Results of the regression analysis show that age of the absentee and dummy variables for COBO Division, Upper Division, Lower Division, West Morland Division and Worker category are significant at 95% confidence while the number of family members is significant at 90% confidence.

Table 02: Determinants of Absenteeism

Explanatory variables	Coefficients	SE Coef	T
Constant	5.5384**	0.8076	6.86
X1	-0.02505**	0.01105	-2.27
D1	0.0611	0.1919	0.32
D2	0.4735	0.367	1.29
X2	-0.2396*	0.1278	-1.87
X3	0.1566	0.122	1.28
D3	-0.7269**	0.3569	-2.04
D4	1.7014**	0.3994	4.26
D5	-0.898**	0.3646	-2.46
D6	0.4735	0.3799	1.25
D7	0.2593	0.4224	0.61
D8	3.1469**	0.3846	8.18
D9	-0.7727**	0.3542	-2.18
D10	-0.0072	0.2713	-0.03
D11	0.0381	0.2453	0.16

*and ** indicate significance at a 10% and 5% level, respectively.

The regression equation is

$$\text{No of absent days} = 5.54 - 0.0251 X_1 - 0.2396 X_2 - 0.7269 D_3 + 1.7014 D_4 - 0.898 D_5 + 3.1469 D_8 - 0.7727 D_9$$

More specifically, the results indicate that the absenteeism is decreased with the age of the worker. In plantation sector most of the youngsters prefer to find work out of the estate as their interest in working in estates has lost due to several reasons such as low profile stigma, unavailability of suitable opportunities for educate youth etc. On the other hand this is an indication that more workers are old workers and their main occupation is estate employment in comparison to youth. It is a fact that the younger generation work on and off in estates until they get a better opportunity outside the estate. Family size is a major determinant and it negatively associates with absenteeism. When the Number of family members increases the workers have to earn more for their day –to –day expenses. Since the workers are paid on daily basis they try to earn more via attending frequently to work.

Upper division and West Morland division have the largest worker population in the estate as 293 and 250 respectively. Therefore, naturally the absenteeism is fairly high in those two divisions as it explains by the coefficients of the variables. Also these divisions are the closest to the estate office.

But COBO and Lower division shows a negative relationship with the absent days. These divisions are located in the ends of the estate which are farthest to the office. Therefore the absenteeism in divisions where it has more access to city and the facilities is higher than that of in farthest divisions with less access to the urban area.

Worker category variable consist of residents and non-residents. 91% from the working population in this estate are residents who live inside the estate. Therefore they have to attend for work in the estate as it is the main source of their living. Therefore the variable, worker category, shows negative relationship with number of absent days.

Conclusions

According to the results of the study the age, number of family members, divisions with largest worker population locating nearest to the office (Upper and West Morland) and divisions farthest to the office (Lower and COBO) and worker category are the determinants of absenteeism for the workers in the selected tea estate.

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References

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