

# **EFFECT OF ABSENTEEISM ON TEA ESTATE PRODUCTIVITY**

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By  
**RAJAPAKSHA WELA GEDARA DARSHANA NISHANTHA**

**Tea Technology and Value Addition Degree Programme**

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**Uva Wellassa University of Sri Lanka**

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## ABSTRACT

Many factors are involved for green leaf production in tea estates. Capital, land, labors and materials are the major factors. As tea plantations grew in Sri Lanka and demanded extensive labor, finding an abundant workforce is a problem for planters. Problems of labor supply are emerging because the young generation is resistant to this work as it has low dignity in society. This issue is common for tea plantations as well-From one of surplus to deficit with an annual decline at the rate of 10 - 20 % of the work force. Regular participation of this shrinking work force ensures the continuous and sustainable existence of the estate. This study was conducted to find out the affect of absenteeism on tea estate productivity. Data were gathered from plantations in Uva region in five estates of Balangoda plantation PLC. The data of Land extent (Ha), Green leaf production (Kg) was collected. Descriptive research design helps in establishing the characteristics of the variables and their relationships respectively while analytical research design was used to establish the quantitative relationship between relational production components and absenteeism in manufacturing tea estates. Collected data were analyzed using descriptive statistic methods. Also changes of data over the time were determined by using panel data. Correlation between dependent and independent variable was calculated with the Pearson Correlation. According to descriptive analysis land extent and labor days have positive relationship with production in Tea estate. According to results gain from the regression analysis by using Cobb-Douglas model mainly land extent, labor days and absenteeism directly affect for the total production of tea estates. Material cost is not significantly affecting for green leaf production in tea estates. It is needed to give the estate management's attention to reduce the absenteeism in the estate.

Key Words: absenteeism, productivity, labor days,