PREFACE

Work can be an important source of person's self esteem and self actualization. It can provide a sense of fulfillment by giving an employee a sense of purpose and clarifying his value to society. Conversely, it can also be a source of frustration, boredom and feeling of meaninglessness, depending on the characteristics of the individuals and on the nature of the task. People tend to evaluate themselves according to what they have been able to accomplish. If they see their job as hampering the achievement of their full potential, it often becomes difficult for them to maintain a sense of purpose at work. Such feelings can then lead to a reduced level of job involvement, decreased job satisfaction and higher rate of absenteeism.

Absenteeism is an acknowledged problem of the organisations that affects the labor and training costs, causes unnecessary overtimes and also results in the low employee morale. Absence behaviour may be viewed as avoidance behaviour that is caused by the satisfaction at job or vice versa. Hence, it is important to understand the factors contributing in high absenteeism and job satisfaction. Various personal, attitudinal, organizational and environmental factors are involved in it.

Working behaviour of an employee seems to be important factor in determining his job satisfaction and absence behaviour. It refers to personal factors involved at job situations i.e. values, expectations, needs and attitude
of the employees in the organisation. If the values, expectations, needs and attitudes of the employees are fulfilled upto some extent by the organisations, the working behaviour is good. On the contrary if it is not good it may lead to low production, high absenteeism and turnover and more man days lost.

The lack of studies which relate the work behaviour with absenteeism and job satisfaction, instigated the designing of the present study. An attempt has been made to study the effect of two components of the work behaviour - Work motivation and job anxiety on absenteeism and job satisfaction individually as well as in a collective way.

The present study falls under the file of "human relations" or "organizational behaviour" or "human behaviour" at work and has some applicable value because it helps in determining the important individual variables which are responsible for absence behaviour in an organisation.

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