CHAPTER III
PROBLEM AND HYPOTHESES
The studies reviewed in previous chapter ensure that employee's absenteeism is affected by his work behaviour (work motivation and employee anxiety). Work motivation is an important determinant of rate of absenteeism. Ilgen and Hollenback (1977) found that intrinsically motivated individuals would be less likely to have either excused or unexcused absence because of their positive internal feeling about work. Mitra and Bhattacharya (1983) investigated the association between the intensity of motivation and the degree of occupational withdrawal. So there exists some relation between work motivation and absenteeism. Pandey and Parker (1983) revealed that high achievement motivated workers performed their job more effectively than those with low achievement motivation and feel satisfaction and this satisfaction was reflected in their off the job satisfaction.

Another apparently influential variable—neurotic behaviour of an employee seems to affect the rate of absenteeism. Trivedi and Srivastava (1981) pointed out that high job anxiety is positively related to greater absenteeism rate and low anxiety leads to low absenteeism rate Bernardin (1977) also with the view that high anxiety have positively
significant relationship with chronic absenteeism.

The absence rate of employee in Indian industries is much higher in comparison to western countries. Rao (1950) found that the rate of absenteeism is significantly higher in India than in other Western countries. In the year of 1971 the average rate of absenteeism in India was about 20 percent and in U.S.A. it was about 10 percent. So it was assumed that there can be some difference in work behaviour between the workers of Indian industries and the workers working in foreign collaborated companies.

Keeping this in view the present investigation was designed to compare the absenteeism behaviour of workers in Indian industries and industries which are having foreign collaborations, in relation to their work motivation and anxiety level. For studying this relationship the following four hypotheses were formulated:

1. There would be U shaped relationship between the employee anxiety and absenteeism.

2. There would be an inverse relationship between work motivation and absenteeism.
3. Employee anxiety and work motivation would have an interactive effect on absenteeism.

4. The absenteeism behaviour of the workers of Indian industries and industries which are collaborated with foreign agencies would be different as a result of their different work motivation and anxiety levels.