Absenteeism in itself is a major problem of industries. It hinders proper planning of production and smooth functioning of organization. The rates of absenteeism are indicative of an organization's state of health. It is generally not easy to list out the specific or more precisely the real causative factors contributing to absence behaviors of workers. This is due to the fact that the absenteeism is not an isolated phenomenon. Absenteeism behavior is only a symptom of rather complex disease caused by psychological as well as organizational factors.

Working behaviors of an employee is an important factor in determining his absenteeism. Working behavior refers to personal factors involved at job situation. The personal factors are values, expectations, needs and attitudes of the employees in the organization. If the values, expectations, needs and attitudes of the employees are fulfilled up to some extent by the organizations, the working behavior is good. If working behavior is not good, it may lead to low production, high absenteeism and turnover and more man-days lost. But there is lack of studies which relate working behavior and absenteeism and that instigated the designing of the present study.

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Virender Singh
(Virender Singh)