personal factors as inadequate formal expenses, domestic problems, and difficulty in getting up on time have been found important sources of absenteeism. It has also been concluded that since majority of both male and female employees have consistent rates of absenteeism during all the three consecutive years so, their present and future absence behaviour can be predicted from their past absenteeism records.

At length, the author has stressed upon the probable importance of supervisory styles that determine organizational climate and its work culture. In the present investigation bureaucratic supervisory functions have been observed in obliterating the relationship of various organizational and personal factors with absenteeism.


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