Chapter-III
Problem and Hypotheses

The studies reviewed in previous chapters ensure that employee absenteeism is affected by personal characteristics of employees. Individual's adjustment is an important determinant of rate of absenteeism. Jackson (1956) noted that a worker with a high absence rate is usually maladjusted. Bhatia (1979, 1981) also revealed that a habitual absentee experiences difficulty in adjusting himself to his domestic and social environment.

Another apparently influential variable, risk taking behaviour of an employee seems to affect the rate of absenteeism. But no direct relationship between these two variables is available. However risk taking behaviour is related to accident proneness. Clark, Alfred (1976) found that a driver embedded in peer groups that demand risk taking behaviour will be more accident prone. High accident rate is further related to high absenteeism (Hill & Trist 1953). So it could be assumed that a relationship exists between risk taking behaviour of an individual and his absence rate.

Keeping this in view, the present investigator was tempted to design the present study relating the employee absenteeism to their adjustment and risk taking behaviour.

For investigating this relationship the following problem and hypotheses were formulated:

Problem:

Employee Absenteeism: resultant of their level of adjustment and risk taking behaviour.
Hypotheses:

1. Highly adjusted workers would have low absenteeism.
2. Low adjusted workers would have high absenteeism.
3. High risk taking behaviour of workers would lead to low absenteeism.
4. Low risk taking behaviour of workers would lead to high absenteeism.
5. High risk takers would be accident prone in comparison to low risk takers.
6. Interactive effect would exist between adjustment and risk taking behaviour of workers.