

## **The Relationship between Personal Factors and Employee Absenteeism in Polytex Garment (Private) Limited**

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Employee absenteeism is a common problem in the apparel sector in Sri Lanka. Although there are many research studies done to reveal the real problem of the employee absenteeism, still the problem remains unresolved. Therefore, this study was dedicated to study the personal factors affected to the employee absenteeism in Polytex Garment (Pvt) Limited at Ekala. 105 machine operators were the sample of the study and sampling method was stratified random sampling. There were 14 questions relating to personal factors asked from the sample through the questionnaire and secondary documented data were used relating to the absenteeism. According to the research findings, there are some factors such as gender, age and marital status that do not affect employee absenteeism while other two factors—health condition and taking care of dependents were found to affect employee absenteeism. Research results can be used as a guideline for taking necessary actions in the company to manage absenteeism of their employees in some extent.

***Keywords:*** *Employee Absenteeism, Personal Factors, Garment Industry*