

Effects of Absenteeism on Students Performance

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Abstract- The research is all about the “EFFECTS OF ABSENTEEISM ON STUDENTS PERFORMANCE”. Author was collected data from the department of Lahore school of Nursing “The University of Lahore” the total population of the department is N#170. 119 survey questionnaires were distributed to the students of the LSN department. Answers were collected on 5-Likert scale which was based on options; 1 for strongly agree and 5 for strongly disagree All female and male, below 20 years to above 30 years were included .They filled the questionnaire after consents. The results of findings show that there are three main factors or indicators which are badly affecting by absenteeism i.e. class participation .coordination of students with teachers and peers and the third is the Grades of students. Out of 119, 82 females and 37 male participant’s opinions were recorded and it is concluded that 84.5% agree for the effects of class participation, 68.67% agree for the effects on student’s coordination. 69.40% .agree for poor GPA. As shown in table (4.1, 4.2, 4.3) respectively. It is recommended that University should take effective measures in order to control the absenteeism. Attendance teams should recognize barriers of absenteeism and deal with them through interventions, such as work in partnership and find needs students. Attendance policy makers should provide incentives or rewards to motivate the students for the good percentage of attendance hence the academic outcomes of the students and the organization can become outstanding.

I. INTRODUCTION

Absenteeism a tendency to be away from work or school without a good reason: the perform or habit of being absent from work or school. (Merrimum.dictionary)

The students who are not come in schools, colleges and universities regularly and not attend the classes are called absent. Some students come in universities but not attend the classes also called absent. This habitual act of students is called absenteeism.

“Performance means the act of the point or the state of being performed.” (The American Heritage® Dictionary).

According to my point of view performance is an action by which an individual fulfill the task which assign ourselves or assigned by others is called performance.

Although there are many factors which effect on students performance either related to personal life or educational setting but the effects of absenteeism on students performance is more prone to discuss. Indicator is defined as “A thing that indicates the position or level of something.”(Oxford dictionary). Indicators of poor performance low GPA, poor class participation, poor coordination among students. Regular attendance fulfills several important goals of higher education. It encourages the students to organize their thinking by comparing new ideas. It plays an important role in enhancing student performance because it helps the student to submit assignment on time, enhance collaboration among student, increase the test score of the student, improve the student GPA, increase the student confidence , increase their understanding of basic concepts, easily understand every point, student achieve greater understanding and improve coordination with teachers and peers. These problems can be overcome by improving the attendance and reducing the absenteeism.

Class participation includes **keenly participating in class** including being sufficiently prepared, discussion with class mate and teachers.

Student’s class participation becomes affected due to absenteeism. The effects of absenteeism in class participation, miss the chance to become a part in class participate, can’t raise questions about any confusion regarding topics. Can’t clear the concepts, Poor participation in tutorial discussion; miss the chance of small group discussion within the class. They neglect much value able information which students can gain in class.

It leads to poor coordination with teachers, poor coordination with their class mates in their group studies. Also affect the performance of students especially when they are in a teamwork or group assignments and projects. Unable to update for their assignments, unable to take the guideline about preparing the assignments, Absenteeism leads the students to drop out graded activities. Poor performances in class quiz which lead to poor GPA. Unable to prepare and the assignments on due dates which badly effect the GPA of students. Poor performance during exams leads to poor GPA that’s why they have to repeat the session or drop out from the university. This means that students

that miss their class will not have the opportunity to foster their learning and often compensated with poor grades.

Kamla Raj quoted in his article, Bowen (2005) have established that students who attend classes more regularly seem to be more successful in their studies than those who regularly absent.

In addition, students that attend class regularly are more likely to remember well the information and apply the knowledge effectively throughout their life (Crede, Roch&Kieszczyka, 2010).

Significance of research:

Research is conducted in the LSN department of the Lahore university and it was beneficial for the students who were habitual absent maker or late comers to assure them how the absenteeism badly affect their performance and future carrier .so that they became agree to improve their attendance and reduce absent rate hence they can able to get good grades and improve learning abilities and their performance in study by attending the lectures regularly. It was beneficial for the students to make them punctual not only for lectures but also for their personal life and assure them to show outstanding performance in exams hence the outcomes of the organization became excellent.

Problem statement:

What are the effects of absenteeism on the students of LSN of The University of Lahore? This problem statement created various objectives of study which helped the author to accomplish the complete research.

Purpose of study:

The purpose of study is:

- € To investigate the effects of absenteeism among students of LSN “The Lahore University
- € To find the basic literature review regarding absenteeism among students
- € To recommend the various possible solutions after the analysis

II. LITERATURE REVIEW

Kamla-Raj quoted in his article in 2011. Absenteeism is the most important factors which impact on the assembly line function in the development of administration of University. These absenteeism levels decrease the level of production because of work specialization. One analysis given that, absenteeism brings out hundreds of cases of negative impact on the building of future of students. Empirical evidences confirm that absenteeism produce the high level of problems and failure. There is decline in value of specialization among the students and significant decrease the achievements of students (Steyn& Van, 2002).

Kamla-Raj quoted in his article in 2011, Physical presence of student on discussion in class and learning performance of students’ relationship is close relative. The only way of measuring the learning ability of students is class participation. In the units of learning of student, student and teacher relationship is one of fundamental unit in the class (Moore, Armstrong et al. 2008).

Due to absenteeism teacher have to reteach lesson take instructional time away from students those who attend regular classes. They spend extra time over absentee extra homework and class assignments. It is beyond the planning period of lecturers and time needed to provide individual assistance to students (Weller, 1996). Student miss valuable information when they are absent from classes. They also missed the interaction lecturer and benefits of specific examples which are used to clarify the difficult concepts. They valuable information cannot be repeated when teacher re-teach lecture to absent students (Williams, 2000).

Kamla-Raj quoted in his article in 2011, Absenteeism affects the abilities of students which can be reason of decreasing the grades and in the result of this the students may get failed and they have to repeat same year level. Performance of students becomes prominent and effective when they attend the classes on regular basis and it positive impacts on the performance. Student who are attending the classes on regular basis, they get higher grades and marks in the examination than those students who got absent from classes. Absenteeism leads the difficult effect on the performance. Once the student is absent from class, he or she will miss the opportunity to learn new techniques. If he missed the class there is chance of missing study material and misses the opportunity in the examination to get high grade. Students who attend the regular classes get high marks as compare to absent students (Sharma, 2005). There is a strong positive correlation between attendance and grades. (Moor, 2003)

Absenteeism at higher education level affects the learning process of the students as well. As the final result at the end of academic session. Lecture and tutorials provide a policy where students interact with the teachers, observe them and differentiate them as role models. Low attendance hence may affect this process and obstruct their professional growth. On the other hand the role of teachers in improving student’s attendance in lectures cannot be denied. Good attendance is maybe the most important and direct sign of the student’s perception of the effectiveness and usefulness of the lectures delivered. Teachers with good teaching skills deliver lectures which are organized and structured; have good communication skills which attract students and shows higher attendance rates .(hafeez 2014, Indiana: and Achievement 2014)

Kamla-Raj quoted in his article in 2011, the continue absenteeism or poor academic achievement among the students leads to drop out from the University. It is indicating by one author that absenteeism is act as crime which is more commonly among the student who got low grades, have spotted attendance and they dropped from class (Robbins and Coulter 2007)

It is also given by one author, students who missed the class on specific date, they are more likely to respond wrongly to question related to material covered in that day than those student who were present. It is given in the hypothesis that there is correlation between the students learning which had inquired empirically in educational literature. It is most surprisingly, there are inverse relation between the course performance and absenteeism in most of the studies (Marburger 2001).

Student miss valuable information when they are absent from classes. They also missed the interaction lecturer and benefits of specific examples which are used to clarify the difficult concepts.

They valuable information cannot be repeated when teacher re-teach lecture to absent students (Williams, 2000).

According to PNC rule learners are likely to maintain 100% attendance in all theory classes. However in cases of emergency/sickness learners may miss up to 15% (collective) of classes. If learners miss more than 15% (collective) per semester/term he/she may be asked to repeat the semester/term/year or be withdrawn/expelled from the programmed if the problem persists. It is the responsibility of the learners to catch up for the missed inside of the class if absence is due to reasonable reason. (Curriculum PNC, 2006)

III. METHODOLOGY

Data Gathering:

Target population is all the students of LSN department of the Lahore University which are N#170 in numbers. The quantitative research methods using Likert scale was used in order to rate the effects of absenteeism on students performance. All the questions are closed ended which are 15 in numbers. Time limit for filling the questionnaire is 10-15 minutes. Further, author was collected the secondary data from journal articles, books, authentic websites, magazines, and archives. Co-relational study design is used and data is gathered by "random sampling". **Inclusion:** Both male and female students of LSN of age 18 or above will be selected to fill the questionnaire **Exclusion:** The students of other departments of UOL are excluded. **Variables:** There are two variables Absenteeism is an independent variable Student's performance is a dependent variable.

Data analysis:

The results of this study were based on literature review and the response collected from students and teachers through questionnaires. The response rate was appropriate in order to analyze the data. Data was analyzed in percentage response of respondents and using factor analysis.

Sample:

The sample size is n# 119.out of total population which was 170. The sample was calculated on 5% margin of error.

Research Ethics:

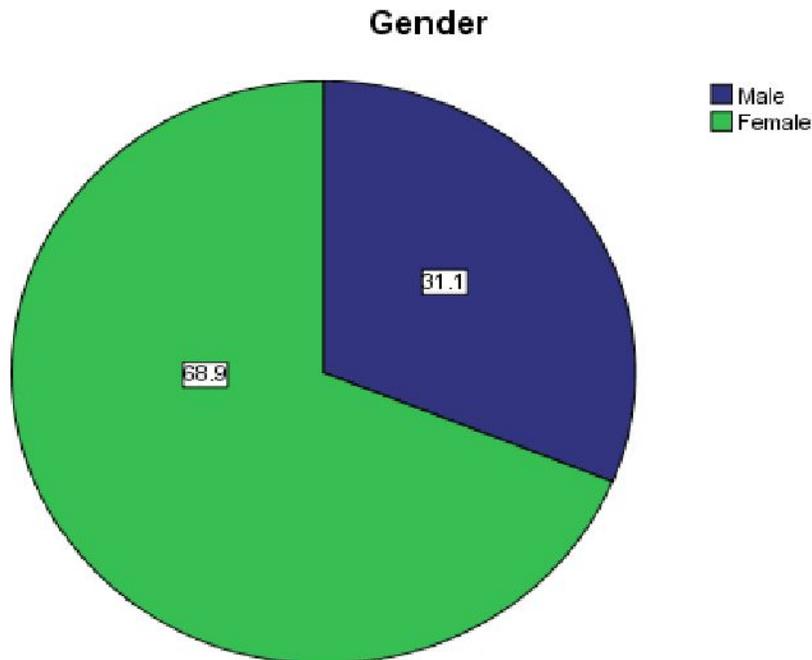
In this research author was maintained the high level ethical standards of research. Data was collected through the prior permission of respondents and the purpose of study was not kept hide from respondents. Further, it was ensured to respondents that the data will not use for any unfair means.

IV. ANALYSIS AND FINDINGS

Analysis of demographic data

Gender:

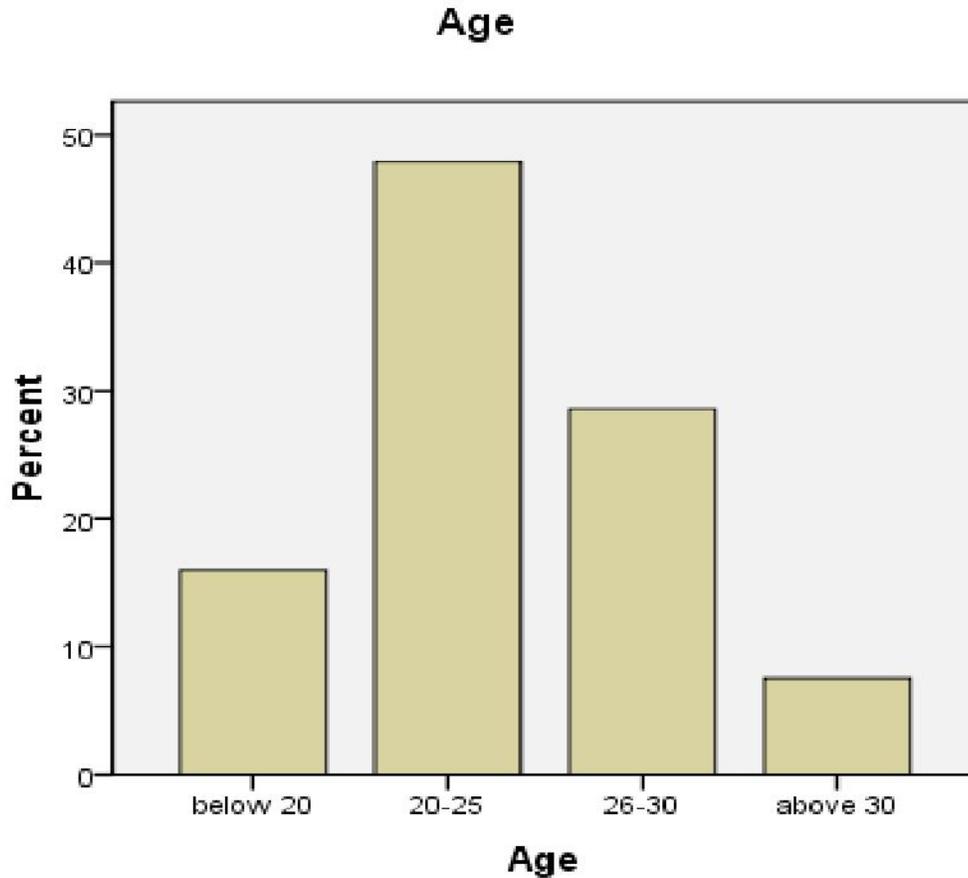
The research which is conducted in LSN department 119 participants was included in The University of Lahore. Among them, male and female were 37 and 82. Male made up 31.1% of respondents and female 68.9%.Female respondent are more than male respondent. The gender analysis of respondents is depicted below. (Table: 4.1).



Age:

[1] f i g 4

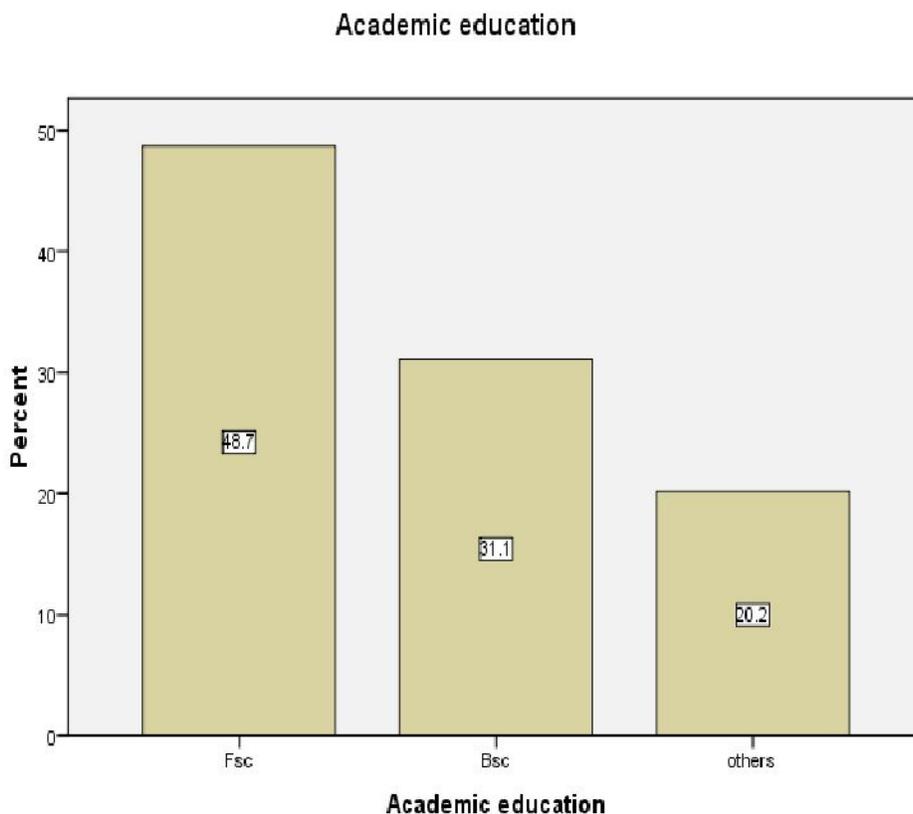
The range of students' age is between below 20 to above 30 years. According to data received from students (Figure: 4.2) below analysis is found that the mostly selected sample was based on 21-25 years of age which are 57 in numbers (47.9%), then the second peak value is the range of age between 26-30 years which are 34 (28.6%), 19 participants (16%) are below the age of 20, and least value of correspondents are above the age of 30 (7.9%).



[2] Fig 4

Academic qualification:

The participants of this research are 58(48.7%) having Fsc degree, 37 (31.1%) participants of BSc and 24(20.2%) are those who have other than Fsc and Bsc degree .as shown in table (4.1) (fig.4.3)

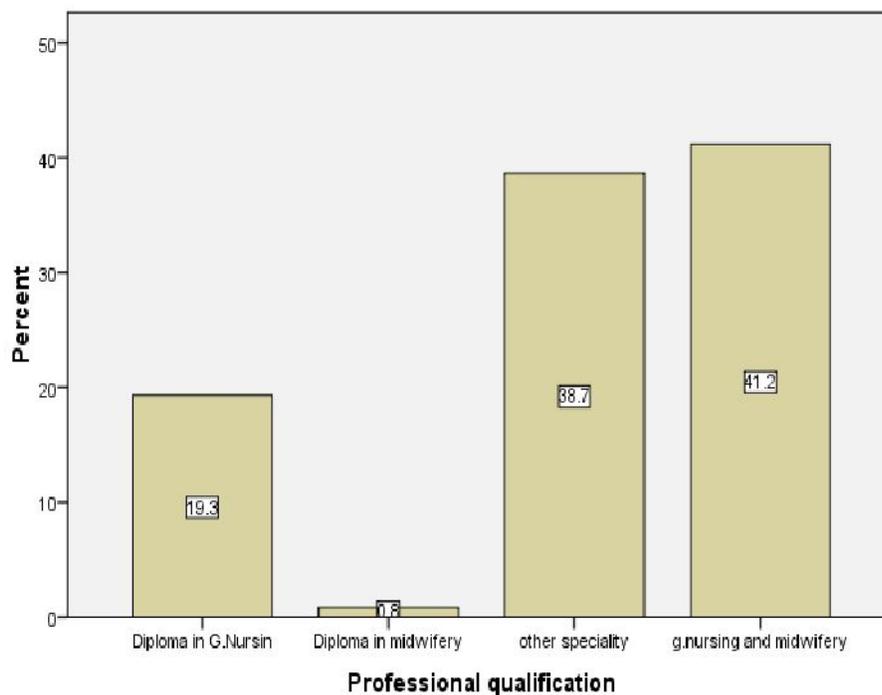


[3] Fig 4

Professional qualification:

The professional qualification of the participants are also differ as shown in below given chart and 5.1 table that 23(19.3%) participants are diploma holder , 1(0.8%) participant is having midwifery diploma,46 (38.7%) were having other specialty but 49(41.2%) participants were having both diplomas of G.Nursing and Midwifery.

Professional qualification



[4] **Fig 4.4**

Table 4.1

S.NO		Frequency	Percentage
1	Gender		
	Male	37	31.1
	Female	82	68.9
	Total	119	100%
2	Age		
	Below 20	19	16
	21-25	57	47.9
	26-30	34	28.6
	Above 30	9	7.6
	Total	119	100%
3	Academic qualification		
	FSc	58	48.7
	BSc	37	31.1
	Others	24	20.2
	Total	119	100%

4	Professional qualification		
	G.Nursing	23	19.3
	Midwifery	1	0.8
	Other specialty	46	38.7
	G.Nursing and midwifery	49	41.2

Analysis on the effects of absenteeism on student’s class participation
Frequencies as shown in table 4.2

Students who are absent from class miss the chance of class participation

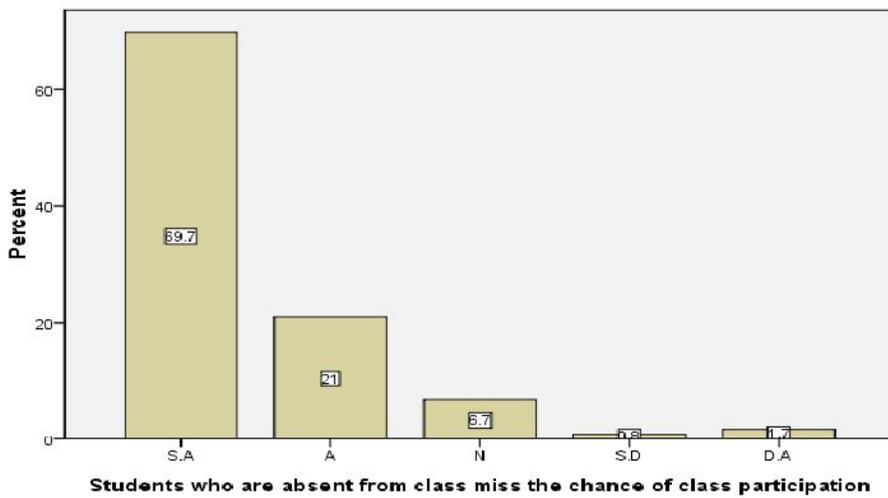


fig4.5

Due to absenteeism students cant raise questions about any confusion regarding topic

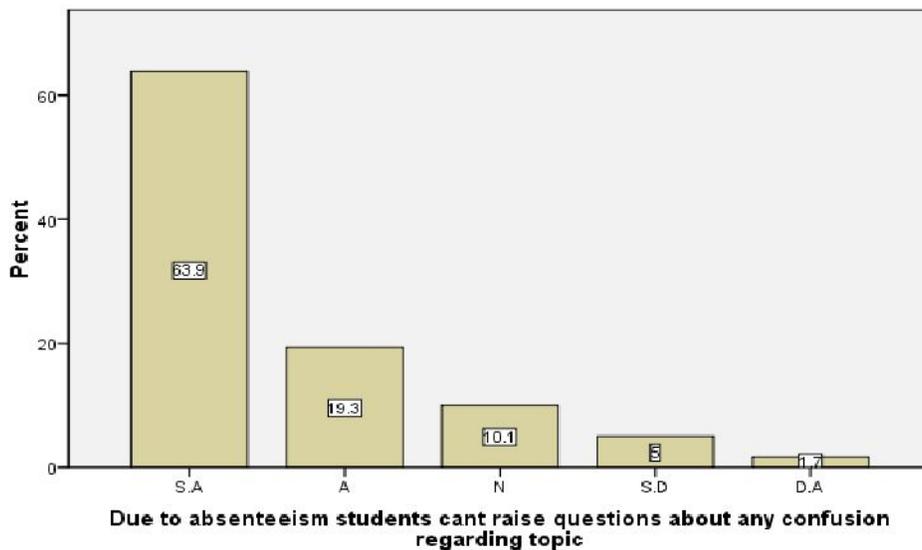


Fig 4.6

Due to absenteeism students Miss the chance to become a part of in tutorial activities

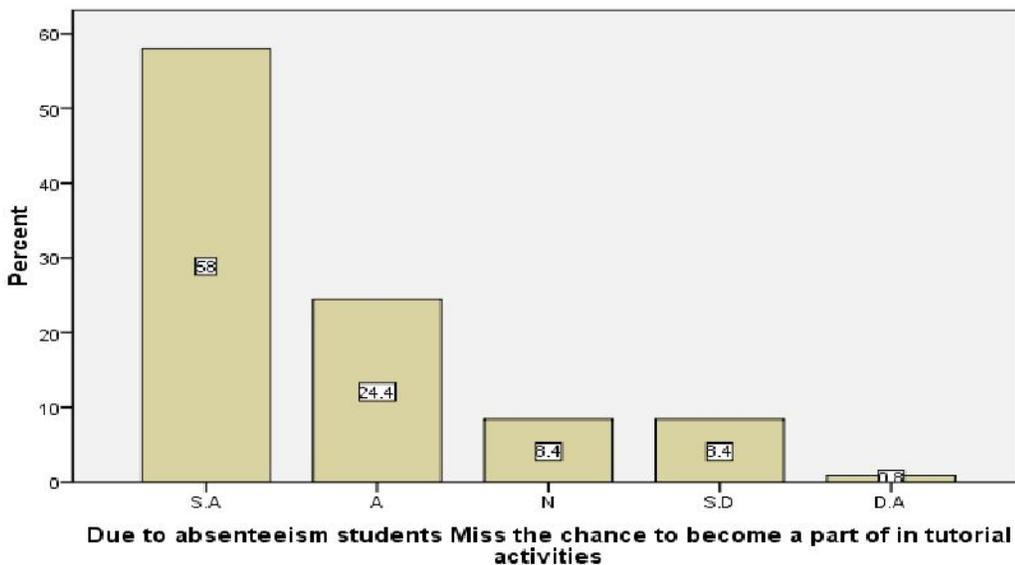


Fig 4.7

Due to absenteeism students miss the chance to clear their concepts by missing the value able information

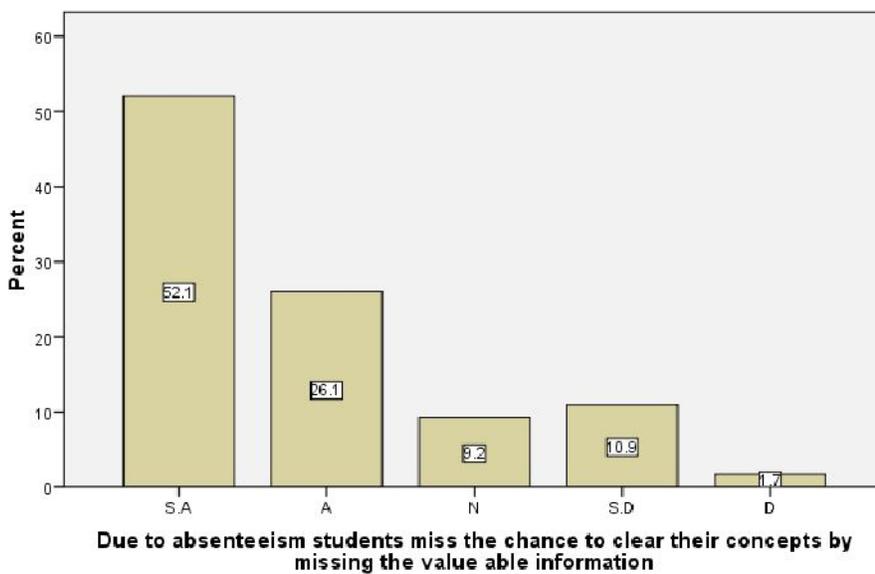


Fig 4.8

Students who are absent from class unable to become a part in small group discussion.

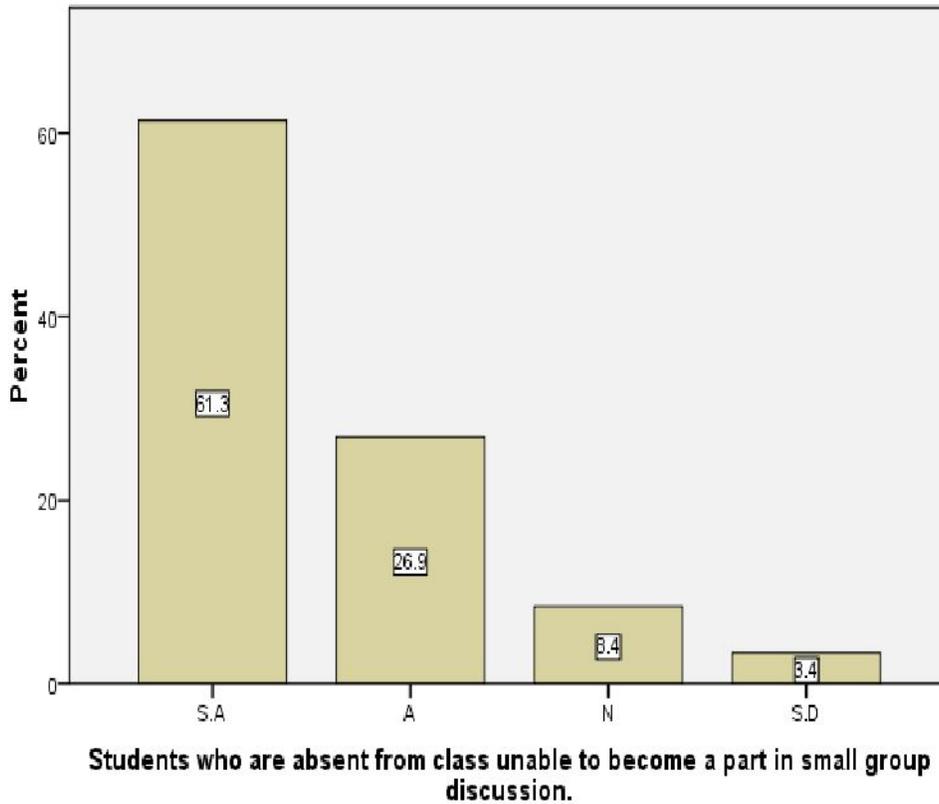


Fig 4.9

Further, Author was also received the various responses against questions which are depicted in table below:

Analysis of the effects of absenteeism on student’s class participation

Table 4.2

Q.No	Questions	Response					Total
		S.A	A	N	S.D	D.A	
Class participation							
1	Students who are absent from class miss the chance of class participation	83	25	8	1	2	119
2	Due to absenteeism students can’t raise questions about any confusion regarding topic	76	23	12	6	2	119
3	Due to absenteeism students miss the chance to clear their concepts by missing the value able information	62	31	11	13	2	119
4	Due to absenteeism students Miss the chance to become a part of in tutorial activities	69	29	10	10	1	119

5	Students who are absent from class unable to become a part in small group discussion.	73	32	10	4	0	119
Total frequencies		363	140	151	34	7	595
Total percentages		61%	23.50%	25.30%	5.71%	1.17%	100%

Findings: After analysis it is found that the 61% are strongly agree that absenteeism has a significant effect on students class participation,23.5% are agree,25.3% have no idea of agree or disagree ,5.71% re strongly disagree and only 1.17% are disagree.

Analysis of the effects of absenteeism on student’s coordination with teachers
 Frequencies as shown in table 4.3

Frequent absent from class leads ro poor coordination with teachers

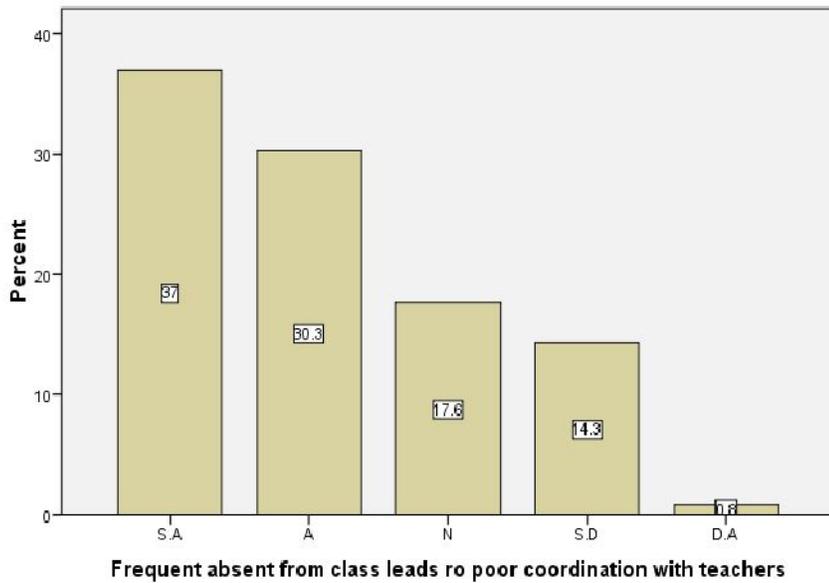


Fig 4.10

Frequent absent students have poor coordination with class mates in group studies

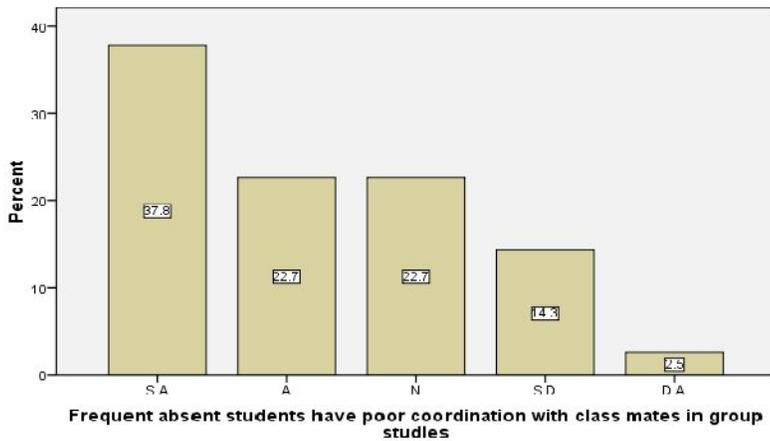


Fig 4.11

Absenteeism effect the performance of the students when they are in team work for assignments and projects

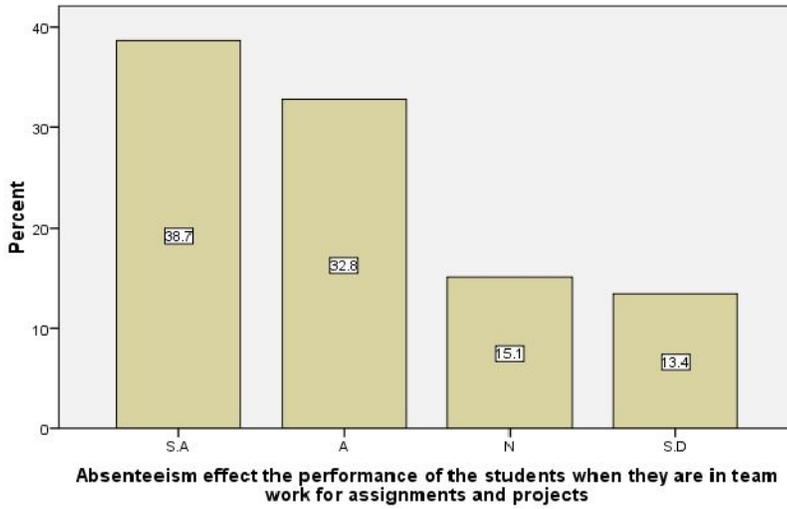


Fig 4.11

Poor coordination due to absenteeism makes the students unable to update for their assignments

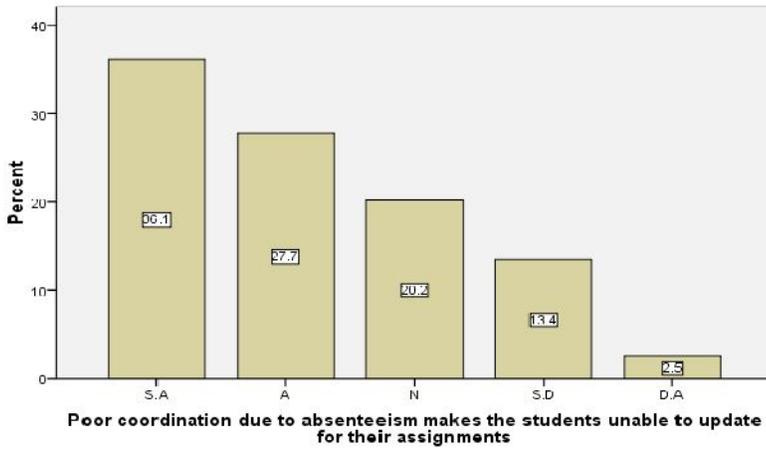


Fig 4.12

Students who are absent miss the chance to take the guideline about preparing the assignments .

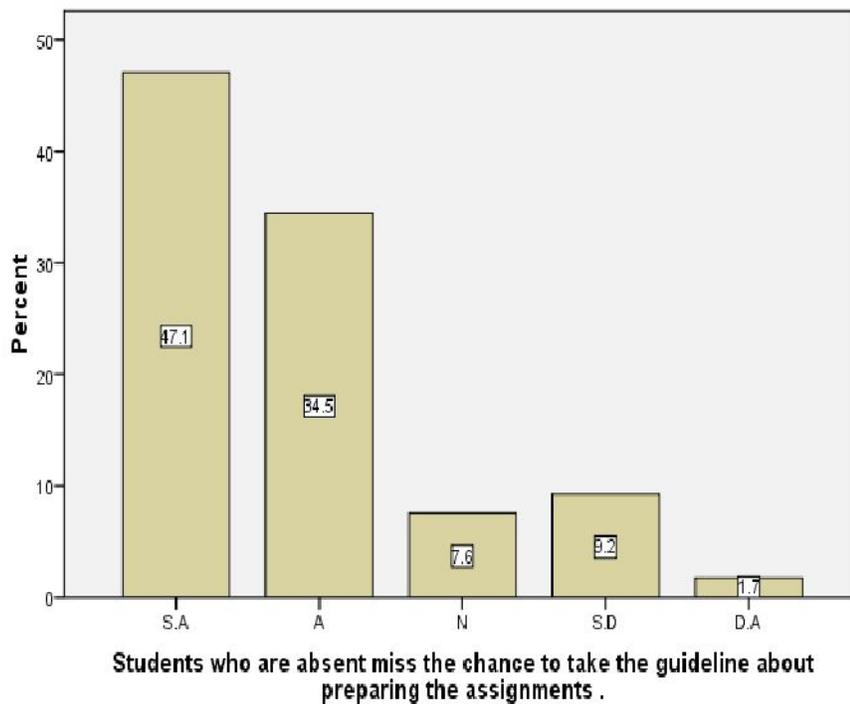


Fig 4.13

Analysis of the effects of absenteeism on student’s coordination with teachers and peers

Table 4.3

	Coordination with teachers and peers						
6	Frequent absent from class leads or poor coordination with teachers	44	36	21	17	1	119
7	Frequent absent students have poor coordination with class mates in group studies	45	27	27	17	3	119
8	Absenteeism effect the performance of the students when they are in team work for assignments and projects	46	39	18	16	0	119
9	Poor coordination due to absenteeism makes the students unable to update for their assignments	43	33	24	16	3	119
10	Students who are absent miss the chance to take the guideline about preparing the assignments.	56	41	9	11	2	119
	Total frequencies	234	176	99	77	9	595
	Total percentages	39.3%	29.6%	16.6%	12.9%	1.5%	100%

Findings: Analysis showed that 39.3% participants are strongly agree and 29.57% are agree about the coordination of students with teacher and peers are affected by absenteeism .16.6% give neutral opinion that absenteeism may or may effect on coordination 12.9% are strongly disagree and 1.5% are disagree that absenteeism do not affect the coordination of students with teachers and peers.

Analysis of the effects of absenteeism on student's GPA

Frequencies as shown in table 4.4

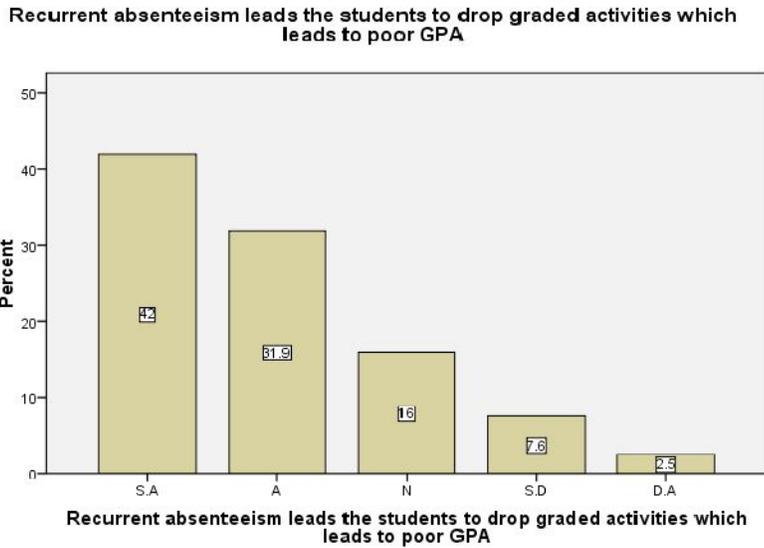


Fig 4.14

frequent missing the classes students unable to prepare and submit the assignments on due dates.

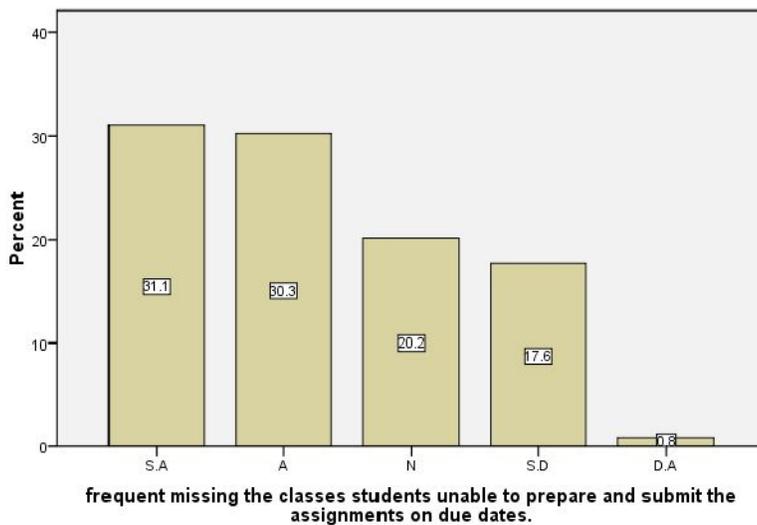
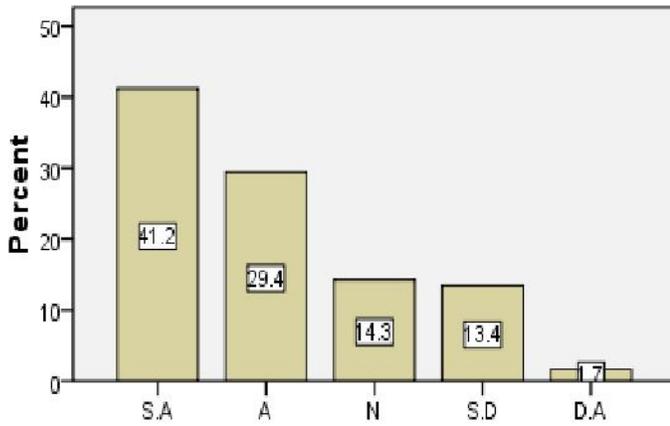


fig 4.15

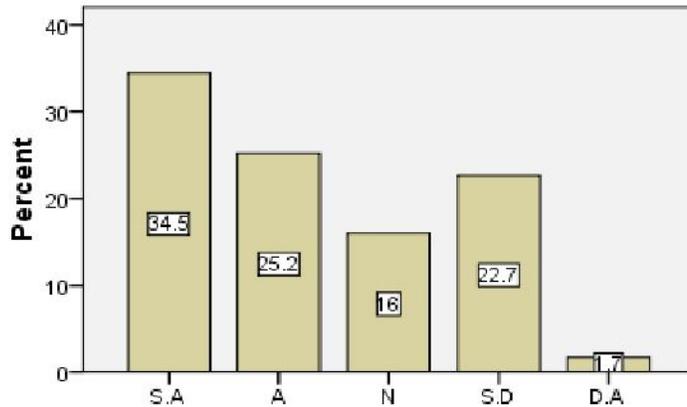
repeated absenteeism leads to poor performance of students in class quize which leads to GPA



repeated absenteeism leads to poor performance of students in class quize which leads to GPA

Fig 4.16

absenteeism leads to poor performance in final exames which leads to poor GPA



absenteeism leads to poor performance in final exames which leads to poor GPA

Fig 4.17

Frequent dropping the classes and receive poor GPA students have to repeat the same session .

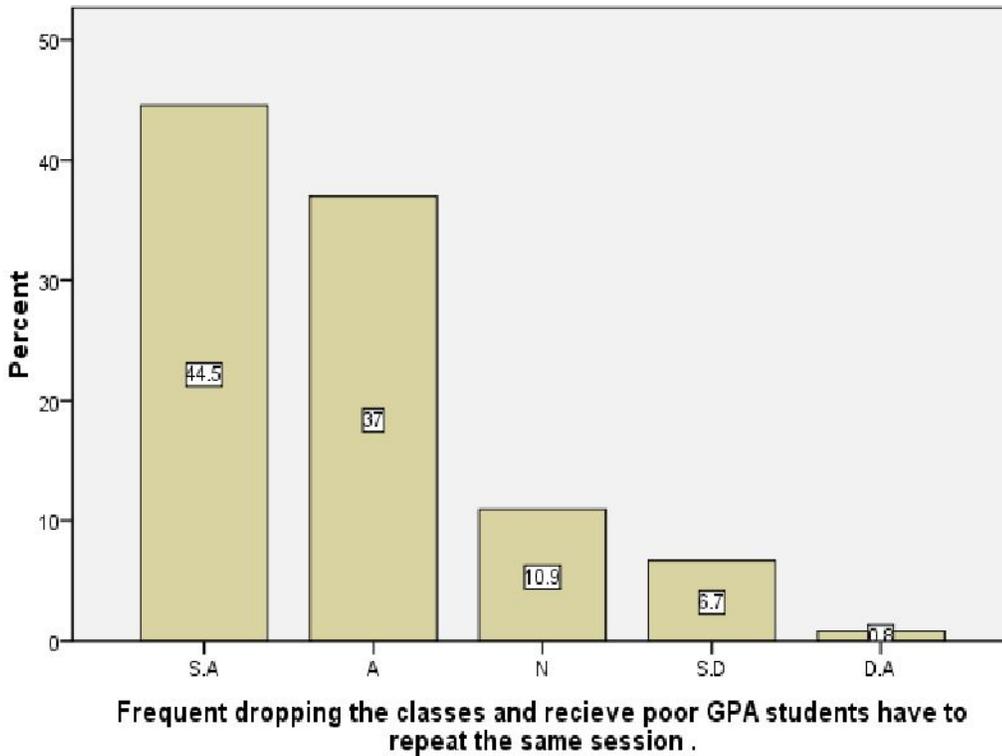


Fig 4.18

Analysis of the effects of absenteeism on student's GPA

Table 4.4

	GPA						
1 1	Recurrent absenteeism leads the students to drop graded activities which leads to poor GPA	50	38	19	9	3	119
1 2	Repeated absenteeism leads to poor performance of students in class quiz which leads to GPA	49	35	17	16	2	119
1 3	Frequent missing the classes students unable to prepare and submit the assignments on due dates.	37	36	24	21	1	119
1 4	Absenteeism leads to poor performance in final exams which leads to poor GPA	41	30	19	27	2	119
1 5	Frequent dropping the classes and receive poor GPA students have to repeat the same session.	53	44	13	8	1	119
	Total frequencies	230	183	92	81	9	595

Total percentages	38.65%	30.75%	15.46%	13.63%	1.51%	100%
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Findings:

After analysis it is found that 38.65% and 30.75% are respectively strongly agree and agree that absenteeism effect the students grades .15.46% replied that it may or may not affect the grades and 13.63% and 1.5% are respectively strongly agree and disagree about these effects.

V. CONCLUSION AND RECOMMENDATIONS/IMPLEMENTATION

From response of questions and findings, It is concluded that absenteeism effect on student performance. Student who became absent have poor class participation, poor coordination with teachers and peers and poor GPA. Student’s class participation becomes affected due to absenteeism. The effects of absenteeism in class participation, miss the chance to become a part in class participate, can’t raise questions about any confusion regarding topics. Can’t clear the concepts. 84.5% participants are strongly agree that the absenteeism has effects on students class participation as shown in (table 4.2).

Also affect the coordination of student’s and peers performance of students especially when they are in teamwork or group assignments and projects. Unable to update for their assignments, unable to take the guideline about preparing the assignmentsm. The ratio of respondents who are agree with this indicator is 68, 67% as shown in table 4.3.

Absenteeism leads the students to drop out graded activities. Poor performances in class quiz which lead to poor GPA. Unable to prepare and the assignments on due dates which badly effect the GPA of students. The percentage of agree and strongly agree response collectively is 69.40%. Therefore, author is concluded independent variable Absenteeism is strongly impacted on dependent variable on Student Performance.

Attendance matters for all students and this report has quantified the degree to which good attendance contributes to student success. (Spradlin, T.2012)

Late or absent trainee automatically mark as absent. Further, Lahore University also collects fine from absent students while this practice may make the students punctual. Student population agreed that students perform fairly in class room if they go through consistent truancy further; they agreed that absenteeism contribute to low level of achievement. It has also been found from literature that absenteeism effect student’s ability to learn, achieve, and perform in the examination (Sharma, 2005).

University has a need to apply the strict measures for attendance control and further, make the attendance system online through re-structuring the old attendance system. The implementation of online attendance measures. The expert career counselors can better guide and understand the absenteeism related problems of students and performance. However, in this stage class teachers and Head of the Department should cooperate with each other in order to cope with absenteeism. Universities should also change the methods to improve the quality of course and strength of

interpersonal relation between the students and teachers(Fayombo, Ogunkola et al. 2012).

Attendance teams should identify barriers to attendance and address them through interventions, such as partnering (collaborating) with community organizations to address needs of families and students.

Administrators should work closely with classroom teachers to identify students with a pattern of absence and collaborate wTeachers should strive to create a rich, engaging, and safe classroom environment for students, so they are excited about attending school. with one another to identify barriers to attendance and provide early intervention.Spradlin, T., Cierniak, K., Shi, D., & Chen, M. (2012).

Attendance policy makers should provide incentives or rewards, such as recognition certificates, and prizes or gifts cards donated by the community, to students with good attendance.Spradlin, T.,Cierniak, K., Shi, D., & Chen, M. (2012).

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AUTHORS

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“Effects of Absenteeism on the Students Performance”

Consent form

I am Naila Khalid student of BSN Post RN is going to conduct the research on the effects of absenteeism on students performance in University of Lahore LSN Department. Questionnaire consists of 15 close ended questions. Your answers will be written and then used for analysis. All information you provide will be handled as Confidential and your individual answers will not be known, excepting the interviewer and the coordinator of this study.

It will take 10 to 15 minutes

Will you participate in this study?

- a. Yes b. No

Signature of participant: -----

Demographic data:-

Sex: 1) Male 2) Female

Age (in years): 1) Below20 2) 20-25 3) 26-30 4) Above 30

Academic education: 1) Fsc 2) BSc 3) others

Professional qualification:

- 1) Diploma in General Nursing 2) Diploma in Midwifery 3) Other specialty 4) both 1, 2

Measuring Scale:

1= strongly Agree (SA), 2= Agree (A), 3= Neutral (N), 4= strongly disagree (SD), 5= Disagree (DA)

Questionnaire for Students

The questionnaire is a part of the study at “the University of Lahore” LSN students. Please fill and return it.

Ü Please tick inside the box.

Sr. #	Descriptions	1	2	3	4	5
		Strongly Agree	Agree	Neutral	Strongly disagree	Disagree
Class participation						
1	Students who are absent from class, miss the chance of class participation.					
2	Due to absenteeism students can't raise questions about any confusion regarding topics					
3	Due to absenteeism students miss the chance to clear their concepts by missing the value able information.					

4	Students who are frequently absent not able to become a part in class activities like tutorials.					
5	Student who are persistent absent from class miss the chance of small group discussion within the class					
Coordination among peers and teachers:						
6	Recurrent absent from class leads to poor coordination with teachers.					
7	Frequent physically absent students have poor coordination with their class mates in their group studies					
8	Frequent absent from class effect the performance of students especially when they are in a teamwork or group for their assignments and projects					
9	Due to poor coordination student are unable to update for their assignment					
10	Due to absenteeism and poor coordination lead to miss the chance to take the guide line about preparing the assignments according to guideline.					
GPA						
11	Recurrent absenteeism leads the students to drop out graded activities.					
12	Repeated dropping the classes lead to poor performance in class quiz which lead to poor GPA					
13	Frequent dropping the class students unable to prepare and the assignments on due dates which badly effect on the GPA of students					
14	Absenteeism leads to poor performance during exams which lead to poor GPA.					
15	Frequently dropping the classes and receiving poor GPA students have to repeat the same session.					