

QUESTIONNAIRE ON ARMY ABSENTEEISM (OFFICERS)

GENERAL INFORMATION

1. Regt. _____

2. Age.

- a. ☐ < 20 Yrs
- b. ☐ 21 – 30 Yrs
- c. ☐ 31 – 40 Yrs
- d. ☐ 41 – 50 Yrs
- e. ☐ > 50 Yrs

3. Sex.

- a. ☐ Male.
- b. ☐ Female.

4. Marital Status.

- a. ☐ Single.
- b. ☐ Married.
- c. ☐ Separated.
- d. ☐ Divorced.

5. Number of Children.

- a. ☐ No Children.
- b. ☐ 1 Child.
- c. ☐ 2 Children.
- d. ☐ 3 Children.
- e. ☐ > 3 Children.

6. Rank.

- a. ☐ 2/Lt.
- b. ☐ Lt.
- c. ☐ Capt.
- d. ☐ Maj.
- e. ☐ Lt Col.
- f. ☐ Col.

7. Trade.

- a. ☐ Field Duties.
- b. ☐ Technical.
- c. ☐ Medical.
- d. ☐ Clerical.
- e. ☐ Instructor.
- f. ☐ Administration.

8. For how many years you are working in the Army?

- a. ☐ < 1 yr.
- b. ☐ 1-5 yrs.
- c. ☐ 5-10 yrs.
- d. ☐ 10 - 20 yrs.
- e. ☐ > 20 yrs.

9. How often you go on leave?

- a. ☐ Within 20 days.
- b. ☐ 21 – 30 days.
- c. ☐ 31 – 40 days.
- d. ☐ 41 – 50 days.
- e. ☐ 51 – 60 days.
- f. ☐ After 60 days.

10. Have you been AWOL?

- a. ☐ Yes.
- b. ☐ No.

11. If yes, what is the total duration of been AWOL (total of all attempts)?

- a. ☐ Less than 3 days.
- b. ☐ 4 - 7 days.
- c. ☐ 8 – 21 days.
- d. ☐ 22 – 90 days.
- e. ☐ 91 – 365 days.
- f. ☐ More than 365 days.

FINANCIAL INFORMATION

12. Monthly Income (Rupees).

- a. ☐ < 30,000.
- b. ☐ 30,000-60,000.
- c. ☐ 61,000-90,000.
- d. ☐ 91,000-120,000.
- e. ☐ 121,000 – 150,000.
- f. ☐ > 150,000.

13. Is your partner employed and earnings for the family?

- a. ☐ Yes.
- b. ☐ No.

14. Do you have an additional Income other than Army salary?

- a. ☐ Yes.
- b. ☐ No.

15. Can you manage your monthly family expenses within your family income?

- a. ☐ Yes.
- b. ☐ No.

16. Have you obtained any loans?

- a. ☐ Yes.
- b. ☐ No.

17. How much do you have to pay monthly for the loans you have obtained?

- a. ☐ 10,000.00 and below.
- b. ☐ 10,001.00 – 15,000.00.
- c. ☐ 15,001.00 – 25,000.00.
- d. ☐ 25,001.00 – 35,000.00.
- e. ☐ 35,001.00 – 45,000.00.
- f. ☐ 45,001.00 – 55,000.00.
- g. ☐ 55,001.00 – 65,000.00.
- h. ☐ 65,001.00 – 75,000.00.
- i. ☐ 75,001.00 – 85,000.00.
- j. ☐ 85,001.00 – 95,000.00.
- k. ☐ 95,001.00 and above.

JOB RELATED INFORMATION

18. Are you clear about your work / job responsibilities?

- a. ☐ Don't know.
- b. ☐ Fairly clear.
- c. ☐ Good.
- d. ☐ Well clear.

19. Your views regarding the working environment of Army & work place?

- a. ☐ Poor.
- b. ☐ Fair.
- c. ☐ Good.
- d. ☐ Excellent.

20. Your views regarding the facilities provided to you by Army?

- a. ☐ Poor.
- b. ☐ Fair.
- c. ☐ Good.
- d. ☐ Excellent.

21. What is your opinion on Army Ration provisions?

- a. ☐ Not satisfied.
- b. ☐ Fair.
- c. ☐ Good.
- d. ☐ Well satisfied.

22. What is your opinion on Welfare facilities given by Army?

- e. ☐ Not satisfied.
- f. ☐ Fair.
- g. ☐ Good.
- h. ☐ Well satisfied.

23. What is your opinion on Medical facilities given by Army?

- i. ☐ Not satisfied.
- j. ☐ Fair.
- k. ☐ Good.
- l. ☐ Well satisfied.

24. How are your relations with your Superiors?

- a. ☐ Poor.
- b. ☐ Fair.
- c. ☐ Good.
- d. ☐ Excellent.

25. How do you rate your relationship with your Subordinates?

- e. ☐ Poor.
- f. ☐ Fair.
- g. ☐ Good.
- h. ☐ Excellent.

26. Your superior's behaviour towards your problems?

- a. ☐ Poor.
- b. ☐ Fair.
- c. ☐ Good.
- d. ☐ Excellent.

27. Are you satisfied with your work?

- a. ☐ Not satisfied.
- b. ☐ Fair.
- c. ☐ Good.
- d. ☐ Well satisfied.

28. What is your view on your Work-life balance?

- a. ☐ Not satisfied.
- b. ☐ Fair.
- c. ☐ Good.
- d. ☐ Well satisfied

REASONING FOR ABSENTEEISM AND OPINIONS

29. Your views regarding the present Absenteeism Policy of the Army?

- a. ☐ Don't know
- b. ☐ Fair
- c. ☐ Good
- d. ☐ Excellent

30. According to you what is the main reason for Offrs/ORs absenteeism?

- a. ☐ Financial difficulties.
 - b. ☐ Health problem.
 - c. ☐ Family Problems.
 - d. ☐ Long Working Hours.
 - e. ☐ Work dissatisfaction.
 - f. ☐ Unfair Distribution of Work.
 - g. ☐ Poor working environment.
 - h. ☐ Poor Leadership from Superiors.
 - i. ☐ Personal Reasons.
 - j. ☐ Stress.
 - k. ☐ Rations, Meals and Accommodation Problems.
 - l. ☐ Transportation Problems.
 - m. ☐ We are not looked after.
 - n. ☐ We don't get our free issues, uniforms and other items required for duty.
 - o. ☐ No job security and career development.
 - p. ☐ Others (specify)
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31. In your opinion, how absenteeism can be controlled?

- a. ☐ Change in management style.
 - b. ☐ Equal distribution of work and responsibilities.
 - c. ☐ Incentive/wage hike.
 - d. ☐ Change leave policy.
 - e. ☐ Improve transportation facilities.
 - f. ☐ Encouragement and appreciation.
 - g. ☐ Individual attention.
 - h. ☐ Other
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32. Motivation factors to improve employee's regularity:

- a. ☐ Good employee relationship.
 - b. ☐ Working condition.
 - c. ☐ Future prospect.
 - d. ☐ Job responsibility.
 - e. ☐ Incentives/wage hike.
 - f. ☐ Rations, meals and good accommodation.
 - g. ☐ Other (specify)
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33. If you are given a chance for a pre mature retirement, will you leave the Army as at present condition?

- a. ☐ Yes.
- b. ☐ No.

34. How would you increase your Income at present economic condition?

- a. ☐ Leave the Army and migrate for a foreign employment.
 - b. ☐ Leave the Army and find an employment in Sri Lanka.
 - c. ☐ Concentrate on an additional income while employed in the Army.
 - d. ☐ None of above (specify)
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35. The suggestions that can be provided by you to the management to reduce the absenteeism in Army.
