

STUDENT NAME AND
NUMBER

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MODULE NAME AND CODE

Independent Project
(LCLM6005_LON)

A Study of Absenteeism in Sainsbury's Warehouse

“Absenteeism, *æb.sən'ti:.i.zəm* - a situation in which people are not at school or work when they should be.”
(Cambridge, Org)



Introduction

- Sainsbury's is a prominent UK supermarket with warehouses essential for maintaining store inventory;
- Operation of the warehouse relies on the consistent attendance of staff;
- Increase employee absenteeism, resulting in delays and elevated expenditures;
- This study examines the reasons behind warehouse crew absenteeism and its impact on operations;
- The objective is to identify effective, practical methods to enhance attendance and provide greater support for personnel.

Research Paradigm

- The pragmatic model is used in the course of study;
- The research integrates quantitative data (HR attendance records) with qualitative data (interviews);
- This combination aids in comprehending absence from both statistical and human viewpoint;
- The data reveals patterns and trends;
- Employee and management perspectives (rationale, emotions, experiences);
- This methodology is advantageous due to the multifaceted nature of absenteeism, which has several underlying reasons(Ahmed et al., 2025).

Research Design: Mixed Methods

- Numerical data (quantitative) with subjective assessments (qualitative);
- Ascertain the underlying reasons of absenteeism;
- Captures both data trends and personal experiences;
- Provides a comprehensive understanding of absence;
- Human Resources attendance records
- Interviews with management and warehouse personnel;
- Employee well-being ➤ Work shift patterns ➤ Departmental performance (Singh,S. 2023).

Methodology

- Purposive Sampling;
- Semi-structured Interviews;
- 10 Participants;
- Warehouse operatives;
- Shift leaders and HR Staff;
- Reason for absence,work pressure,leadership perception of support system (Mazhar et al., 2021).

Sampling Strategy

- Purposive sampling will be employed to select participants based on relevance;
- Personel from essential warehouse divisions will be included: line managers, operatives and administrative staff;
- The sampling will focus on sectors that are expected to exhibit elevated absenteeism;
- Insights gathered will be ensured to be relevant and significant to the research aims;
- Th strategy will emphasise quality of data over quantity(Sago, 2023).

Ethical Considerations

- Approval from the company's ethical committee is necessary;
- All subjects provide informed consent;
- Anonymity and confidentiality assured;
- Data managed in accordance with GDPR standards;
- Data safely retained during the research (Queen's University Belfast, 2019).

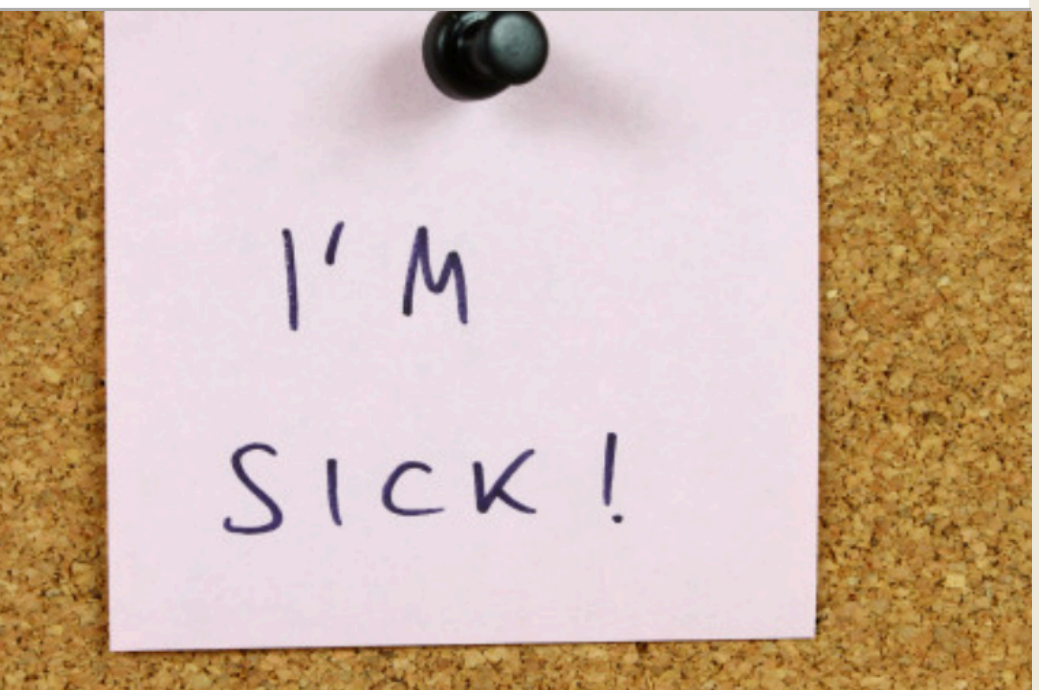
Limitations

- Potential for bias due to self-reported interviews;
- Restricted access to confidential HR information;
- The findings may not be applicable outside the warehousing industry;
- Generalisability is confined to analogous operational contexts.



Data Analysis

- A mixed-methods analysis will be applied;
- Qualitative data will be explored through a thematic examination of the interview responses;
- Quantitative data will undergo statistical analysis,using Human Resources records;
- The analysis will focus on abseteeism trends across departments and job poistions;
- Aggregated findings will offer a comprehensive understanding of the causes of absrence (Creswell, J.W. and Inoue, M. 2024).



Conclusion

- Absenteeism impacts performance, well-being, and service provision;
- Primary factors are shift patterns, workload, and leadership approach;
- Indicates employees' perceptions of their worth and support in the workplace;
- Data and interviews indicate the need for improved engagement techniques;
- Solutions must extend beyond mere surveillance to include mental wellness, adaptability, and inclusive leadership.

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