

EXECUTIVE SUMMARY

Education is fundamental for individual and national development. This project addresses absenteeism among Advanced Level Science students, recognizing the crucial role of regular attendance in creating learning environment a conducive. The formal education system, influenced by technology, plays a pivotal role in shaping individuals for success. Absenteeism has risen alarmingly in Advanced Level Science students in recent years. The project's holistic approach aims to improve academic performance, enhance the school's image, foster holistic student development, ensure educational equity, prevent dropouts, increase teacher effectiveness, and contribute to societal progress. Acknowledging potential limitations, the project aims to foster a positive and supportive learning environment for Advanced Level Science students, contributing to their academic success and broader societal development.

Pinnawala Central College, categorized as a 1AB School conducting all seven subject streams for advanced levels. Despite its strengths, including experienced teachers and state-of-the-art facilities, the school faces challenges such as budget constraints, student absenteeism, and out-dated curriculum issues. A SWOT analysis reveals opportunities in collaboration and technology adoption, while threats include economic downturns and increased competition. The primary problem identified is a substantial increase in average percentage absenteeism among A/L science students, reaching 59.3% in 2022. The root causes involve issues in human resource management, inspection processes, and student guidance systems. Additional concerns include syllabus shortfalls, reduced teacher engagement, subject stream switching, and escalating mental health issues among students.

The literatures discussed on student absenteeism highlight the causes, impacts, and specific periods of increased absenteeism. The inspection process is described as a systematic evaluation of schools, encompassing external and internal inspections. Human resource management in education involves optimizing the workforce to achieve organizational goals, with a particular emphasis on teacher professional development, technology integration, and leave management. The literatures emphasize the significance of student guidance and counseling, especially in supporting students with special needs and aiding in critical decisions such as subject stream selection. The study framework is

presented, incorporating detailed planning, process flow charts, KPI setting, training need analysis, training design, and training evaluation.

Absenteeism among the science student of the school has increased from 41.6% to 25% within five years from 2018 to 2022. The overall objective of the project is to reduce this value to 25%. Objectives related to three associated problems are to obtain 100% syllabus completion ratio, to increase the total number of taught periods in a week from 33 to 40 and to reduce the number of request to change the subject stream from 15 to zero. Current situation of the school is not up to the standard with respect to the syllabus coverage, teacher leave management, teacher training and professional development, student guidance and counseling. A detailed plan and new inspection schedules were introduced as solutions for syllabus shortfall. New leave management process and training designs were introduced as HRM practices. Student guidance and counseling system was activated as well. Total cost for the project was calculated as LKR 233,000.00 and total benefits value was estimated as LKR 394,000.00, where Benefit: Cost ratio is 1.77.

Few recommendations were made for the success and future benefits of the project. Recommendations emphasize strategies for reducing absenteeism, refining the inspection process, improving HRM practices, and enhancing student guidance programs. Recommendations are made based on the study's findings, offering actionable insights for addressing the identified problems and enhancing organizational effectiveness. Proper monitoring system is recommended in order to obtain productivity. Further continuation of this project is recommended to obtain the MoE accepted students' attendance rates.