Absenteeism is a common but costly phenomenon in the public sector. The study was conducted to determine the causes of absenteeism from workstation among the middle and lower cadre staff of Kenyatta University. The study focused on the employees' attitudes towards absenteeism and what they think could be the causes of absenteeism. The study examined the relationship between absenteeism and the following factors: Job satisfaction, job environment, personal traits and integrity. The researcher hypothesized that absenteeism could be a function of organizational policies and practices, or even a function of personality traits. The research design was cross sectional, conducted only once for a given period of time.

Data was gathered from 466 respondents, forming 30% of middle and lower cadre staff of Kenyatta University. Questionnaires were employed for data collection and SPSS program used for data analysis. The findings of the study showed that absenteeism is indeed a function of organizational policies and practices; and that there is a relationship between personal traits and absenteeism. There is need however to replicate the study in other institutions. This study will be significant to the institution under study and other public universities in their policy making and day-to-day management. Other researchers can also build on the results of this study and fill the gaps that may have been left out.