

## ABSTRACT

### THE INFLUENCE OF W. E. DEMING'S MANAGEMENT PRINCIPLES ON ABSENTEEISM IN A FEDERAL PUBLIC HEALTH INSPECTION PROJECT

The Hazard Analysis and Critical Control Points Inspection Models Project (HIMP) appeared to incorporate some of W. E. Deming's principles of continuous quality control in a public sector organization. The introduction of these principles in private-sector companies has resulted in increased employee satisfaction and decreased absenteeism. This study examined absenteeism levels of Food Safety and Inspection Service personnel working in poultry establishments following implementation of HIMP in the public health regulatory agency.

Absenteeism levels of inspection personnel assigned to HIMP and traditional inspection establishments in the first 2 years of implementation, 1999 and 2000, were compared with the absenteeism levels of inspection personnel in these same establishments in the 2 subsequent years of HIMP implementation, 2001 and 2002. Trend analysis of the absenteeism levels during the 4 years demonstrated a downward trend but not a statistically significant decrease in absenteeism levels following the implementation of HIMP.

Phyllis Barnes Adams  
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