

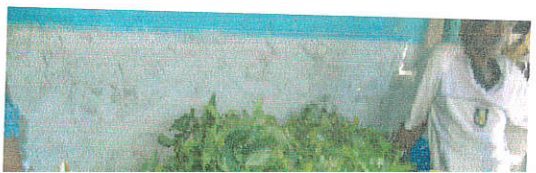
# Perception of Employees and Employers Towards Tchat (Catha Edulis) Chewing Habit and Their Productivity

The Case of Sheet Metal and Wood Works Organizations  
in Arada Sub - City

A Project Paper Submitted to School of Graduate Studies of  
Addis Ababa University in Partial Fulfilment of the Requirement of  
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By:

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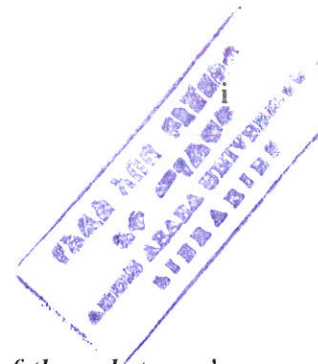
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## Abstract



*World wide negative responses towards Tchat can be a clear indication of the substance's some recognized and unrecognized effects on work performance. Unfortunately, not much research on the issue has been conducted since on the one hand, the issue of Tchat has been considered as East African and middle east problem by most of the developed countries and on the other hand, developing countries like ours are generating huge revenue from export of Tchat that might force the policy makers to give a blind eye for the issue. The study, therefore, took variables such as attendance, personality, Work place unfavorable events encounter, health and Integrity as productivity measurement variables in order to see what effects the habit of chewing Tchat can have on work performance. This study tried to address the effects of chewing Tchat (Catha Edulis) on work performance by exploring the perceptions of randomly selected 105 sample employees from sheet metal and wood works organizations found in Arada Sub-City, which are business organizations characterized by common behaviours such as starting job at 2:00 am local time and closing down at 12:30 pm local time, as well as requiring full attendance and attentiveness by the employees who are mostly working on machines and have to avoid work place unfavorable incidents. There are 120 organizations in the Arada sub-city engaged in these two sectors. The number of employees found in these organizations was supposed to be registered with the Trade and Industry Office of the sub-city, which unfortunately is not the case at the time of the study. Therefore, the research attempted to find out the average number of employees found in each of the business organisations by making initial assessment on 10% of the organizations revealing an average number of employees equal to five. Hence the population employees in these two sectors are estimated to be  $5 \times 120 = 600$ . Initially the sample sizes taken were 20% from each sector, which gives 38 employees from sheet metal works sector and 82 employees from the wood work sector totaling 120 sample employees, which later on declines by the rate of response to the randomly distributed questionnaires bringing down the sample size to 18% of the population amounting to 105 employees. Out of these, 65 employees reported to chew Tchat where as 40 of them do not. The study attempted to find out the perceptions of the Tchat chewer employees, non-chewer employees, and 11 randomly selected employers (9% of the total employers) on the issue of Tchat chewing habit and work performance through questionnaires designed for each of the three categories. Besides, interviews have been conducted with randomly selected medical professionals working in the area in Amanuel Mental Health Specialized Hospital. The study findings show that employees who chew Tchat are characterized by a relatively higher degree of absenteeism, encounter to unfavorable work place events such as physical damage and mistakes in work (sub-quality or sub-standard work), health problems and associated costs, Insomnia (sleeplessness), late wake up, job instability in the form of frequent changing of jobs, frequent loan request, and finally unsatisfactory personality with regard to loss of tolerance and patience, disagreement with bosses, disagreement with co-workers, being unable to execute responsibilities; feelings of depression, anger, fatigue, instability in friendship ties, and carelessness about personal hygiene. Therefore, the study recommends that if development goals of the country are to be really attained, more researches of longitudinal ones should be conducted on the area, managers of business organizations should build up their knowledge and ability to best monitor and address any*

*counterproductive behaviour of their employees resulting from Tchat chewing habit. Besides, organizations should try to preserve their human resource quality by assisting the employees engaged in Tchat chewing habit to the level of affecting their work performance come out of the habit through different organizational policies as well as employee assisting programs. Further more the national policies should also address preserving of the quality of human resource and the productive age citizens and contribute to healthy and substance abuse free working environment.*

## CHAPTER ONE

### INTRODUCTION

#### 1.1. Background of the Study

This study presents a qualitative study aimed at assessing the perceptions and attitudes of employees and employers towards *Tchat* chewing habit and their productivity. It has been made through exploring of the ideas and evaluations of employees who are subjects of the study, employers, as well as medical professionals working on substance abuse.

Productivity defined as the relationship between the output generated by a production or service system and the input provided to create this output (Joseph Prokopenko, 1987), involves a great deal of human input. It has been a point of attention to policy makers in setting different kinds of policies with regard to various types of inputs used, mainly the human resource in organizations.

As Matteson and Ivansevich (1999) have clearly put it overall organizational performance is a function of the individual performances of all organizational members. Lyman *et al* (2003) further strengthened the point stating the fact that most of our theorists have maintained that performance is under the complete control of the individual. Hence, individual behaviours and mis-behaviours in organizations should be successfully addressed in order for organizations to meet their productivity objectives.

The current issue of great concern in organizations around the world is use of different kinds of substances such as drugs, alcohols, and the likes by their employees. It is argued by Brain and Martin (1984) that a small minority of an organization's employees create substantial costs and disruptions because of such "personal problems" as substance misuse, family conflict, or mental illness; that it is in the interest of employers and unions to attempt to retain the "troubled" employee and thus to facilitate correction of the work-disrupting behaviors.

To successfully foster individual behaviour towards the attainment of individual as well as organizational goals, organizations require that 'various aspects of the factors that shape and energize behaviour be recognized and, when feasible, taken into consideration while taking care of managing organizational behaviour' (Matteson and Ivansevich, 1999).

By properly monitoring and supporting of employees come out of the habit of substance abuse, organizations can be better of in the quality of their human input. 'By deterring employees from using illegal drugs, organizations can reduce theft, absenteeism, accidents and hence productivity losses' (Hannah *et al*, 2003). Even though *Tchat* (*Catha Edulis*), also known in different names such as qat, khat, and the likes, has not been made illegal yet in Ethiopia, it has been regarded as fourth illegal drug in USA next to heroin, cocaine, and marijuana. Currently a component of *Tchat* is even regarded as schedule one drug in USA (Nageeb *et al*, 2002).

## 1.2. Organization of the Study

The study presented in chapter one background and objectives of the study along with its significance. Further more, the chapter described subjects of study, methods of sampling and data collection. Chapter two then comes with the gist of the different literatures that paved the way for the study. Chapter three presented data analysis and interpretations. Finally, chapter four dealt with brief summary of the findings, conclusions of the study, and possible recommendations.

## 1.3. Objective of the Study

Given the situation presented above the main objective of this study was, therefore, to review related literatures and conduct primary and secondary data collection on *Tchat* and other substance uses and make an attempt to assess the perception of employees and employers towards the question of whether employees' *Tchat* chewing habit is detrimental to organizational and self-goal attainments in the form of reduced productivity. The study tried to address the issue of whether or not individual level counterproductive variables can also be linked to the consumption of *Tchat* in Ethiopian context 'while broad social and institutional forces promoted the overall rise in drug testing' (Hannah *et al*, 2003).

In attaining the above stated objectives, the study tried to address the following specific objectives:

- To assess the attitude and practice of the employees and employers of business organizations towards *Tchat* chewing habit and their productivity.

- To identify concern points related to *Tchat* chewing habit by employees of business organizations.
- To make use of various variables to be discussed under the measurement section to find out any possible link between *Tchat* consumption and counter productive variables such as absenteeism, etc.
- Based on the findings to propose a general approach for implementation in such situations for business organizations and national policy makers.

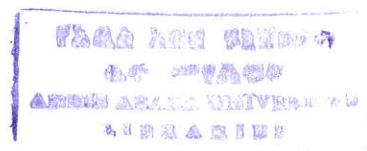
#### 1.4. Statement of the Problem

Until recently *Tchat* chewing was a weekend habit in Ethiopia and more or less concentrated in eastern areas of the country. However, currently very large number of people across the country chews *Tchat*. In houses where *Tchat* chewing sessions are held, 20-60 people summon to chew lots of grams of *Tchat* leaves several days a week and considerable number of them almost daily.

In eastern areas like Somali Regional State, Dire-Dawa Administrative Council as well as Afar due to the hot weather the morning office hour ends at 11am whereas the after noon working hour has been rearranged to be from 3pm to 6pm. During the long lunchtime, most of the workers engage them selves in *Tchat* chewing session then goes back to work with the physical and psychological high created by it. Even in areas like Harar and currently other parts of the country, where there is no such arrangement, it seems to be informally allowed for employees to come late after lunch or sometimes even be absent in order to chew *Tchat*. As a newspaper called The Capital in its July 8<sup>th</sup>, 2007 article has stated it: "You should not be surprised if

you find most offices run out of employees and look dead calm in Harar after lunch. It is just because the habit of chewing *Tchat*". Same is also being witnessed in other areas of the country including the capital city Addis Ababa.

The study topic has been inspired by academic requirement of the Master of Business Administration program. However, the specific topic was raised from observations of other interesting anomalies. According to Abdurahman Ame, (2004) significant numbers of Ethiopian farmers are shifting from producing of cash crops to *Tchat* where as the world is trying to close its doors to *Tchat* with bans, and arresting those individuals found having or selling *Tchat*. This is an issue that can make the study topic even more worth undertaking for further researches that, the one of the poverty-stricken nation in Africa - Ethiopia - is trading most heavily in a non-food non-international product (Abdurahman Ame, 2004). As Abdurahman, (2004) has also stated it we are not actively working our way out of debt with *Tchat*, but seems to actually be propelling ourselves further into the hole and as we continue to lose our share of the coffee market, we will coincidentally lose our share of foreign investment and currency. Such arguments emanate from the fact that the world is closing its doors to *Tchat* unlike coffee and other cash crops.



The other occasion worth mentioning as inspiring of the selection of this particular topic was my day to day observation of crowds gathered around 'Merkato', 'Wello Sefer', 'Piazza', 'Yohannes' areas as well as in restaurants where separate rooms are prepared for *Tchat* chewing purposes. Large crowds are there daily even during working hours just to chew *Tchat*. Further review of literatures, especially those

indirectly referring to *Tchat* as illegal drug by discussing about its content, added a great significance to the choice. Regardless of all these observations, to the writer's knowledge, not much research has been done on the topic of *Tchat* in relation to its economical, sociological, psychological, and physiological impacts and organizational well being in view of preserving human resource quality and minimal level of work disruption that can be related to counter-productivity especially in Ethiopian context.

Hence, the study focused on addressing the following problem statements:

- To what extent do employees of business organizations engage in *Tchat* chewing habit?
- What do employees and employers think of the *Tchat* chewing habit and employees' productivity in terms of such variables as absenteeism, work failure, machine breakdown, etc?
- Which of the counter productive variables raised by the study characterize more the *Tchat* chewer employees than the non-chewers as per the employees' and employers' perceptions?
- What should organizations and policy makers do to deal with the issue after the findings are in place?

### 1.5. Limitations of the study

The major limitations of the study were the very short period of time and limited resource allotted for the project. Besides, the intermittent power

interruption has been causing significant disruption in the process of preparing the required project documents.

### 1.6. Significance of the study

This study, being indicative of the perceptions that employees and employers would have towards the impact *Tchat* chewing can have on the labour productivity, could indeed result in:

- √ Enhancing managers' knowledge and ability to best monitor and address counterproductive behaviour with subordinates. This might even go to the extent of helping such an employee develop more effective behaviour pattern. In developed countries, there is a program known as Employee Assistance Program where the supervisor would refer the employee to overcome effects of substance uses.
- √ Organizations reconsidering their policies with regard to *Tchat* consumption by their employees and its after effects.
- √ Organization's substantial saving of costs that could have been incurred in form of lost productivity.
- √ Triggering other researchers' areas of studies towards this particular subject. More researches on the area, I believe, would then have great significance in the country's policy formulation on *Tchat* consumption and trade.

## 1.7. Research Methodology

### 1.7.1. Subjects of the Study

With the short time allotted for the study, subjects for the study are determined to be blue collar employees of medium business organizations in Arada sub-city, which constitutes significant amount of capital as well as numbers of organization as compared to small scale ones. The list of organizations is obtained from the Trade and Industry Development Office. Even though the previous experience of *Tchat* consumption has been concentrated in the eastern Ethiopia, the current situation shows that *Tchat* chewing habit has become a widely distributed habit across the country. Employees of Arada Sub-City, found in Addis Ababa, are believed to represent people of different backgrounds, societal values, attitudes, religions, etc.

**Table 1: Business Organizations found in Arada Sub-City in Number and Capital**

Organizations in size	No.	Capital
Small	11,475	71,199,227
Medium	2,763	274,666,050
Large	362	2,422,391,027

Source: Trade and Industry Office



**Table 2: Distribution of Sheet Metal and Wood Works Organizations in Addis Ababa and Arada Sub-City**

Sector	Addis Ababa	Arada Sub-City
Sheet metal (Gutter) works	59	38
Wood works	673	82
<b>Total</b>	<b>732</b>	<b>120</b>

Source: Trade and Industry Office

The Trade and Industry Development Office classifies size of organizations as small, medium, and large based on amount of capital deployed, i.e., less or equal to birr. 20,000.00, birr 20,001.00 – 500,000.00, and more than birr. 500,000 respectively, unlike the Central Statistical Agency that uses number of employee and level of technology as criteria.

There are 10 Kebeles under Arada Sub-City. With the resource available and the time allotted for the study, the writer decided to take business organizations found in Arada Sub-City engaged in two sectors. The first one is Sheet Metal Works production engaged in selling of such products as gutter, down pipes, etc. and giving services in relation to the products. The second sector is those organizations engaged in wood works manufacturing and selling of such products as house hold items, furniture, and sculptures. These sectors are engaged in both retail and service giving activities.

There are 120 organizations in the sub-city engaged in these two sectors. The number of employees found in these organizations was supposed to be registered with the Trade and Industry Office of the sub-city. However, due to different reasons such as organization owners' resistance to give the information they do not have the record. Therefore, the researcher attempted to find out the average numbers of employees found in each of the sample organizations by making own initial assessment on 10% of the organizations revealing an average number of employees equal to five. Hence the population employees in these two sectors are estimated to be  $5 \times 120 = 600$ . The organizations are then stratified into two categories according to the sectors and the

sample selection is carried out independently within each stratum. Allocation of sample size has been undertaken proportionally from the two sectors. Initially the sample sizes taken were 20% from each sector, which gives 38 employees from sheet metal works sector and 82 employees from the wood work sector totaling 120 sample employees. However, the employees' sample size later on declines by the rate of response to the randomly distributed questionnaires bringing it down to 105 employees representing about 18% of the population.

The main reason for the selection of these two sectors was that almost all of organizations engaged in manufacturing of sheet metal items, fabricated metal products, as well as furniture from wood are believed to demand the employees' continuous presence (full attendance), attentiveness, and social skill so as to maintain required personal and organizational productivity and avoid physical damages as well as unnecessary material wastage and machine breakage, which are the basic variables the study focused on in determining the association between *Tchat* consumption and labor productivity. Besides, from the initial assessment made on 10 % of the organisations intended to find out the average number of employees in each organization and their working hours, it is found out that the organizations have fixed working hours starting from 2:00 am local time in the morning until 12:30pm local time in the evening except for the lunch time (6:30 – 8:00). This made comparison of employees' preferred times for *Tchat* chewing and the organizations' schedule when the employees are supposed to be there much easier in order to assess such issues as absenteeism by *Tchat* chewer employees. On the other hand, the assessment also showed that they also engage in service giving activities as part of

their day to day tasks for which personality and integrity can be important productivity measurement variables.

### 1.7.2. Measurement

The dependent variable productivity is measured in terms of attendance, unfavorable workplace events, personality, frequency of loan requests, and integrity. Most of the time there is an inclination to measure productivity simply by out put. However, output might be rising without an increase in productivity if, for instance, input costs have risen disproportionately (Joseph Prokopenko, 1987). If the increase in output is not supported by the decrease in the cost of input, the work force in this case, or at least kept as it is, the final result might end up being equal or even less productivity (Joseph Prokopenko, 1987). In line with this quality of the work force with regard to attendance, personality, unfavorable event encounter, health, frequency of loan requests and integrity should be preserved and enhanced in order to minimize associated work force input costs.

Absenteeism represents the major expense for organizations and, therefore, is a type of behaviour that organizations would like to minimize (Porter et al, 2003). Absenteeism is measured in terms of coming late to work, being absent during the organizations working hours, and frequent sick leave requests. Personality on the other hand is the combination of stable physical and mental characteristics that give the individual his or her identity (Angelo and Robert, 2003). In this study personality meant participant's extraversion (meaning outgoing, sociable ness, assertiveness), conscientiousness (dependability, responsibility, achievement oriented, persistent),

and emotional stability (relaxed, secured, unworried). According to Kinicki and Kreiner, (2003) a meta analysis of 117 studies involving 23,994 subjects from many professions offers that conscientiousness had the strongest positive correlation with job performance and training performance and extraversion also was a strong predictor of job performance than agreeableness (trusting, cooperative, softhearted) across all professions.

Integrity here meant truthfulness and free of theft and embezzlement. It measured individuals' attempts to ease personal financial pressures for *Tchat* consumption. It is a very important productivity measurement variable in the sample work areas where there exists plenty of important working tools and materials here and there. As discussed in the objective of the study, this is worth exploring in light of the fact that in Yemen, whose socioeconomic system is more or less similar to Ethiopia, demand for *Tchat* (pronounced Qat in Yemen) fueled by a surge of overseas worker remittance, kept pace with a rapid inflation in *Tchat* prices, and typical Yemenis were spending a third or more of their incomes on *Tchat* (Brinkley Messick, 1988). Each of these variables will have 5 ordinal values will be addressed through the *Tchat* chewer employees' own assessment, their co-workers' and bosses' evaluation.

The independent variable, use of *Tchat*, on the other hand is measured in terms of usage frequency, time of the day preference for *Tchat* chewing session, socialization interest (preference to chew *Tchat* in houses where the session is held in a group), associated consumption of other substances such as alcohol at the end of the *Tchat* chewing session to neutralize the physical high created, and finally the cost of *Tchat*

per day per person. Each of these variables was significant in determining employees' work behaviour. For instance, it addressed issues like if the employee is morning or afternoon chewer, then he/she is likely to be absent from work during those times, which would be worsened if the *Tchat* chewer's usage frequency is high (for instance, if this happens daily). If an employee prefers to chew *Tchat* in houses where the session is held in a group, s/he most likely would go there on the day time and spend more time at the session than do private chewers. On the other hand, if the employee is consistent chewer and of low income, s/he is likely to need additional source of fund to meet the financial requirements. This also affects the employee's social comfort and mental stability as s/he tries to indulge in some unlawful activities such as theft or embezzlement in the work place or keeps on asking for loans from co-workers and bosses which in turn is regarded as personal problem that hinders individual productivity.

Usage frequency will have values of none, few, moderate, frequent, and constant each described as follows: none as no session, few as 1 day a week, moderate as 2 - 3 days a week, frequent as 4 - 5 days a week, and consistent as 6 - 7 days a week. Time preference values were given ranges of hours during the 24hr day as follows. Morning chewers (locally known as 'Yejebena')= 6am - 1pm, afternoon chewers (locally known as 'Bercha')= 1pm - 5:30pm, evening chewers = 5:30pm - 9pm, over night chewers (locally known as 'Katira')= 9pm - 6am, and all time chewers = those who indulge in it any time they got the opportunity. The cost of *Tchat* per day per person was given values of little, moderate, high, and very high. The price for a bundle of *Tchat* varies based on the type and the place. Based on a brief survey

around *Tchat* markets in Addis Ababa 'Piazza' and 'Cinema Ras' areas, most of the consumers' spending on *Tchat* averages from Ethiopian birr 10/day to around birr 60/day and even more especially on weekends. Hence, the ordinal values for cost of *Tchat* per day per person were determined as follows: little = < br.7, moderate = br.7 – br.15 high = br.16 – br.30 and very high > br.30.

### 1.7.3. Data Collection Method

In order to examine the main questions raised, the following data collection methodologies are employed. The researcher undertook the survey as follows:

#### i. Individual Questionnaires and Interviews

Three kinds of structured questionnaires were prepared with most of close ended questions in order to find more uniform responses from the subjects of study across the different employees and some open-ended questions for additional in-depth information. The employees who are subjects of the study are randomly selected and asked whether or not they have the habit of chewing *Tchat*. Then based on their responses, they are provided with a questionnaire. One questionnaire was designed for *Tchat* chewer employees to find out their demographical information, religion, educational back ground, *Tchat* consumption habit and interest, spending on *Tchat*, and incorporating carefully designed clear questions especially important for examining their perception towards what kind of effect *Tchat* consumption could have on their productivity. The second type of questionnaire was designed and distributed for non chewer employees to find out where they stand in light of the

dependent variables used to assess their productivity. It incorporates same assessment attributes as that of the *Tchat* chewer employees so that the study can easily compare the findings with the results of the first type of questionnaire distributed for *Tchat* chewer employees. The other questionnaire was designed and distributed for employers to find out more on the issue from bosses.

To increase returns and improve cooperation, the questionnaires were made to have a cover letter with carefully built rapport and anonymity assurance provisions as well as proper personalization with the writer's personal signature. Then the questionnaires were distributed to the participants and collected in person. Besides, after the questionnaires are collected back; in person interviews were also conducted with randomly selected medical professionals in Amanuel Mental Health Specialized Hospital for more qualitative descriptions and explanations.

## ii. Participant Observation

Furthermore, Participant observation with groups of *Tchat* chewers was carried out. The aim is to collect more qualitative information about the *Tchat* chewers' life styles and behaviours within the constrained time. Through cautious participation in the discussions and observation of their routine activities, I hoped to find out how their productivity has been influenced by the *Tchat* chewing habit. I made the observation in company with my *Tchat* chewer relatives in areas around 'Yohannes' and 'Talian Sefer' where multiple chains of houses are used for *Tchat* chewing by awfully enormous numbers of groups on a daily basis.

## CHAPTER TWO

### LITERATURE REVIEW

This chapter presents the gist of the different literatures that paved the way for the study.

As Matteson and Ivansevich (1999) have clearly put it overall organizational performance is a function of the individual performances of all organizational members. Lyman *et al* (2003) further strengthened the point stating the fact that most of our theorists have maintained that performance is under the complete control of the individual. Hence, individual behaviours and misbehaviors in organizations should be successfully addressed in order for organizations to meet their productivity objectives.

Across the world any member of an organization, of any profession, and at any level can be indulged in some kind of organizational misbehaviour. Researchers have in recent years provided ample evidence for the large variety of such behaviours, among who are found Hollinger who has viewed a considerable body of sociological and psychological literature on counterproductive behaviour in organizations and Trice & Sonnenstuhl on substance abuse (Lyman *et al*, 2003).

In their very well presented article Hannah *et al* (2003) also argued that with the emergence of large work organizations in twentieth century, attention has been

drawn to mechanisms through which management exercises social control over employees.

Organizations use different kinds of programs and approaches to preserve and enhance the quality of their human resources. Since the individual employee is the basic building block of the organization (Matteson and Ivansevich, 1999), to avoid waste in such an important resource, a timely and economical way of studying the factors affecting their quality and productivity has to be in place.

“While substance abuse was at one time associated only with inner-city neighborhoods and those living on the fringes of society, it is now widely acknowledged as pervasive. Even in the business setting, from the tool room to the boardroom, substance abuse has become a major concern. While there is disagreement about the magnitude of the problem, there is widespread agreement that it is too big to ignore. There is also widespread agreement that employers are not immune from the problems of substance abuse, and that employers ought to establish and implement a policy.

Business executives, government officials, employers and employees have become increasingly attentive to the problems of drug and alcohol abuse. Although illicit drug users represent only a small proportion of the full-time workforce, they can create significant safety hazards, not to mention the potential for disrupting the workplace, demoralizing co-workers, and demanding a disproportionate share of supervisory and health care resources.

Given the potential dangers, more and more employers are considering Drug-Free Workplace Programs (DFWPs) of one kind or another. Many large businesses have adopted comprehensive DFWPs, although most medium and small businesses have not done so. A DFWP may consist of one or many different components, ranging from a simple policy forbidding the use of mind-altering substances in the workplace to sophisticated programs that offer supervisory training, employee education, drug testing, treatment referral, and return-to-work monitoring” (Tia Schneider Denenberg and R.V. Denenberg, 2000).

Most literatures agree on the percentage value of 10-20 % of the total employee to be involved in some kind of substance use in an organization and resulting in

considerable amount of cost in the form of increased health insurance and waste of managers' as well as their own times.

Extensive search for related literatures by the writer of the study has revealed that drugs as well as other substance uses such as alcoholism and their relationship to numerous variables such as earnings, unemployment, organizational performance, and so on have been subjects of study for different researchers in the developed countries for long. Even though these literatures have added to the significance of reviewing various theoretical principles, empirical studies, and other literatures on substance abuse and some possible effects on productivity, most of them fail to explore that of *Tchat* and its possible effects on labour productivity. The reason for this, the writer presumes, is that *Tchat* is mostly consumed in east African countries and was not of great concern for those developed countries as were other drug abuses and alcoholism and/or they just try to do away with it by banning the substance from being imported to, distributed, and used in their countries.

*Tchat* (*catha Edulis*) leaves are believed to contain psychoactive ingredients known as cathinone, which is structurally and chemically similar to d-amphetamine - detailed effects of which will be presented in the literature review - and cathine, a milder form of cathinone. Fresh leaves contain both ingredients where as those left unrefrigerated beyond 48 hours would contain only cathine, which explains users' preference for fresh leaves (Ermias Dagne, 1984). It is interesting to know that amphetamine is from stimulants family - psychoactive drugs that increase the central nervous system's activity (John W. Santrock, 2000). Daniel M. Varisco (1986) also agrees that the active

ingredients in the fresh leaves are alkaloids, which stimulate the central nervous system.

The popularity of Qat chewing derives from stimulation of the central nervous system by cathinone, which is structurally and functionally closely similar to amphetamine. There are also peripheral actions of a sympathomimetic type. Both central and peripheral actions resemble those of amphetamine, with differences being quantitative rather than qualitative. ([http://www.kfshrc.edu.sa/annals/221\\_222/01-184.pdf](http://www.kfshrc.edu.sa/annals/221_222/01-184.pdf))

John W. Santrock (2000) has presented that amphetamines, a component found in *Tchat*, in particular increase the release of the neurotransmitter dopamine, which increases the user's activity level and pleasurable feelings. He said that amphetamines have short-term effects of increased alertness, excitability, decreased fatigue and irritability. Besides, overdose of amphetamine is believed to result in extreme irritability, feelings of persecution and convulsions. Associated health risks are also identified by the same author as insomnia, hypertension, malnutrition, and possible death. With regard to the risk of physical and psychological dependencies, the physical one is stated as possible whereas the psychological dependence ranges from moderate to high based on the intensity of use by same literature. These effects can be great concerning issues to organizations especially if they result in organizational misbehaviour as well as loss of productivity.

A study including 1600 healthy adult male subjects who chewed Qat, and a similar number of 1600 subjects who never chewed Qat serving as control revealed that the

prevalence of gastrointestinal (GI) symptoms (epigastric bloating, belching and abdominal distension) and genito-urinary symptoms (weak stream of micturition, post-chewing urethral discharge) were significantly higher ( $P < 0.0001$ ) among Qat-chewing subjects than controls. Similarly, central nervous system symptoms such as insomnia (delayed bedtime), late wake-up the next morning and low work performance the next day, were significantly higher in Qat chewers ( $P < 0.0001$ ) (Nageeb et al, 2002).

Same study has shown that Qat consumption has many adverse effects, particularly on the Central Nervous System which, given the widespread use of Qat, may have a serious impact on the productivity of labor in the country. They have also shown that Qat chewing raises blood pressure, and may be linked to gastrointestinal cancer. According to the study conclusion, all these adverse biosocial effects lend support to those who call for limitations to be placed on Qat consumption (Nageeb et al, 2002). The *Tchat* user believes he thinks more clearly and quickly and is more alert, though concentration and judgment are objectively impaired and there is a tendency to querulous ness with labiality of mood and increases in anxiety and tension (<http://leda.lycaeeum.org/?ID=8663>)

*Tchat* chewers in Yemen regard the time spent chewing *Tchat* (qat) as productive time, when business deals are arranged, information and ideas are easily exchanged and verbal skills are developed. In Ethiopia, too, there are *Tchat* chewers who claim that they perform more when they chew it. Besides, most of marriage and other community problem arbitration duties and meetings are conducted with *Tchat*

chewing session in most eastern areas of Ethiopia. However, 'scholars who have conducted research on *Tchat* suggest that such performance improvement and focus as a result of taking the stimulant (*Tchat*) will not stay for long' (The Capital, July 8<sup>th</sup>, 2007). A 1973 estimate suggests that over 4 billion hours of work a year were lost as a result of *Tchat* chewing in Yemen whose socio-economic context is believed to be more or less similar to ours. In his brief review of *Tchat*, Brinkley Messick (1988) has stated that changes in *Tchat* (qat) usage are related to economic, social, and cultural aspects of transformation in Yemeni society. Though *Tchat* usage had been mainly an elite, urban, and male phenomenon, *Tchat* production rapidly doubled and its consumption became "democratized" soon involving an estimated 75 % of the adult population as "frequent" consumers (Brinkley Messick, 1988).

An interesting link has also been drawn between *Tchat* use and increased AIDS in Djibouti suggesting that men, high on *Tchat*, go to prostitutes and refuse to wear condoms. As a result of the increased aggression produced by the *Tchat*, the women are afraid to deny the men, and engage in unprotected sex (<http://www.somaliawatch.org/archive/000410201.htm>). It is disturbing news especially for poverty stricken country like ours in light of the fact that AIDS is a disease that greatly affects the working age or productive category of the society.

A study by Dechasa Lemessa (2001) has disclosed that *Tchat* from the *Catha Edulis* tree, originated in Ethiopia and spread to Eritrea, Somalia, Kenya, Burundi, Rwanda, D.R. Congo, Southern Rhodesia, Uganda, Tanzania, Zimbabwe, Zambia, and South Africa, Yemen, Afghanistan, India, Sri Lanka, USA, UK, and France. Sir Richard

Burton in 1856 explains that *Tchat* was introduced to the Yemen from Ethiopia in the 15th century. There is also evidence to suggest this may have occurred as early as the 13th century ([http:// mp3cow.com/qat/mp3-music-downloads/art300098471.htm](http://mp3cow.com/qat/mp3-music-downloads/art300098471.htm)).

There are different historical explanations given by various scholars as to the beginning of *Tchat* use. Some say that in ancient times, qat was chewed by Muslim merchants in lieu of alcohol when getting bored whereas other historical references indicate that, in the 13th century, physicians prescribed qat to soldiers to reduce fatigue (<http:// mp3cow.com/qat/mp3-music-downloads/art300098471.htm>). On the other hand, the earliest recorded use of *Tchat* medically is believed to be within the New Testament. (<http:// mp3cow.com/qat/mp3-musc-downloads/ art300098471.htm>)

Countries like USA, Canada, North America and many countries in Europe have banned *Tchat* (Abdurahman Ame, 2004). Further more, the use of qat is banned in Saudi Arabia on religious grounds (<http:// drugs.homeoffice.gov.uk/publication-search/diversity/qat-london?view=binary>). Hence, in Saudi Arabia the cultivation and consumption of *Tchat* are forbidden, and the ban is strictly enforced (<http:// mp3cow.com/qat/mp3-music-downloads/art300098471.htm>). In Australia, the importation of *Tchat* is controlled under the Customs (Prohibited Imports) Regulations and as in Norway, *Tchat* is classified as a narcotic drug in Sweden and is illegal to use, sell and possess (<http:// mp3cow.com/qat/mp3-music-downloads/art300098471.htm>). Same site indicated that in Philadelphia, *Tchat* smugglers, if convicted, could face up to 20 years. Hence, they all might think that it would no

more be a problem area for them even for 'USA where *Tchat* is labeled equivalent to other narcotic drugs' (The Capital, July 8th, 2007).

In 1973, the World Health Organization listed qat as a "dependence producing drug" implying that users will attempt to get daily supplies to the "exclusion of all other activities." (<http://leda.lycaem.org/?ID=8663>).

It also leads to low productivity due to absenteeism and the after-effects of its use (Kalix, 1987). The concomitant use of alcohol to counteract the stimulant and insomniac effects of *Tchat* raises the risk of complications from both these drugs (Omolo & Dhadphale, 1987). Furthermore, as another aftereffect, *Tchat* is associated with high smoking. A study on Somalis living in London with a sample size of 203 found out that sixty percent of the sample (122) smoked cigarettes, at the rate of between 5 and 45 a day; and when asked about the effect of chewing *Tchat* on smoking, 61% said they were much more likely to smoke when they chewed *Tchat*, and 23 % said they were more likely ([http:// drugs.homeoffice.gov.uk/publication-search/diversity/qat-london?view=binary](http://drugs.homeoffice.gov.uk/publication-search/diversity/qat-london?view=binary)).

According to Charles and Donald, (1992), concern has focused not only on the personal tragedy and social repercussions of addiction, but also on the purported labor market implications. Society appears to have concluded that substance use, by impairing physical and mental abilities, necessarily leads to a reduction in workers' productivity. This conclusion is manifested in the increasing use of pre-employment and on-the-job drug testing by employers, a practice that seems to enjoy public support (Charles and Donald, 1992).

Abdurahman Ame, (2004) stated that in 1967 Yemen attempted to do away with *Tchat* because of the laziness it allegedly inspired. With wide resistance to a total ban, the government placed a heavy tax on the narcotic. Surprisingly, the people paid the tax and kept on chewing despite the fact that the average family income in Yemen was \$700 a year in 1993 (Abdurahman Ame, 2004). He also stated that as a result by 1985 *Tchat* ranked first among taxes on agricultural products and second among all excise in increasing revenue in Yemen. Currently *Tchat* is the second revenue-generating cash crop next to coffee in Yemen and Ethiopia. In Ethiopia the income from growing *Tchat* is up to 'five times higher than coffee' (Abdurahman, 2004) for the farmers.

An article by Daniel, (1986) has argued that most western travelers and development planners echo the sentiments of Ingram and condemn the chewing of *Tchat* (qat) as a health hazard, waste of time, drain on the household budget, and disincentive to local production of food crops and obstacle to development of a slowly emerging third-world economy.

Muslims those deep into the religion avoids *Tchat* just like they do with alcohol. The attitude of the government in Yemen is officially negative regardless of the fact that the government receives considerable revenues from the taxing of *Tchat* (qat) production and marketing as discussed above. While the paper by Abdurahman Ame, (2004) stressed that policy maker's attitude (in Africa) seems that *Tchat* is regarded as beneficial and such an attitude is regarded as difficult to formulate a coherent policy for coping with the problems of *Tchat* consumption, another study

conducted by Dechasa Lemessa (2001) has regarded governments of all African countries where *Tchat* is chewed as discouraging the cultivation.

Despite Yemen's attempt to do away with *Tchat* as discussed above; demand, fueled by a surge of overseas worker remittance wealth, kept pace with a rapid inflation in *Tchat* prices, and typical Yemenis are spending a third or more of their incomes on *Tchat* (Brinkley Messick, 1988). In 1992, the *LA Times* reported that Yemenis spend an estimated \$2 million a day to consume *Tchat*. Like wise, though the *Tchat* price has been increasing in Addis Ababa from time to time, the consumption volume does seem to drastically increase and persons of various professions, politicians, artists, etc. as well as school teenagers of both sexes are chewing it despite the price. *Tchat* has become main stream enough for many children to start chewing the plant before puberty ([http:// mp3cow.com/qat/mp3-music-downloads/art300098471.htm](http://mp3cow.com/qat/mp3-music-downloads/art300098471.htm)). This calls for asking a question on how they can afford to chew it so frequently.

**Table 3: Current Prices of Different Kinds of *Tchat* in Addis Ababa**

Type of <i>Tchat</i>	Price (in Birr)
Aweday (Mismar)	40/bundle
Aweday (Normal)	30/bundle
Bahir Dar (Kolombia)	6 birr/50 gram
Beleche	40/bundle
Gelemso	14/bundle
Gurage	As required starting from birr 10
Wondo	Minimum 8 -10

*Source:* The Author's Initial Assessment

**Table 4: Distribution of Registered *Tchat* Trade Organizations**

Section	Number
Addis Ababa	440
Arada Sub-City	50

*Source:* Trade and Industry Office

The under presented photo shows a bundle of Beleche *Tchat* that has been sold for 365 birr at a *Tchat* selling shop around Cinema Ras.

**Figure 1: Beleche *Tchat***



*Source:* Photo taken by the author

Substance use does not affect only the way in which people trade-off present and future consumption, but it affects also the way people respond to changes in the value of time in a static framework ([http://www.iza.org/conference\\_files/SUMS2005/borelli\\_s2101.pdf](http://www.iza.org/conference_files/SUMS2005/borelli_s2101.pdf)). When the issue of workplace substance abuse is addressed by establishing comprehensive programs, it is a "win-win" situation for both employers and employees, according to the U.S. Department of Labor ([http://www.iza.org/conference\\_files/SUMS2005/borelli\\_s2101.pdf](http://www.iza.org/conference_files/SUMS2005/borelli_s2101.pdf)).

"In Djibouti Qat consumption is prevalently a male habit that heavily affects household budget. The life of a Qat chewer plays around the so called Qat parties held in the afternoon until dusk. Qat sales start in the early afternoon when an airplane coming from Ethiopia arrives bringing daily 12 tons of Qat. Streets become empty for many hours during afternoon and the city "falls asleep". Thus, Qat consumption is a really widespread and pervasive phenomenon. Moreover, the commerce of Qat is one of the most consistent sources of fiscal revenue for the Government (it constitutes on average between 9% and 15% of import taxes). The proportion of these taxes is very high if we consider that the Djiboutian economy is very poor in tradable natural resources. The high proportion of resources allocated to Qat is at the expenses of basic household expenditures like food and education." ([http://www.iza.org/conference\\_files/SUMS2005/borelli\\_s2101.pdf](http://www.iza.org/conference_files/SUMS2005/borelli_s2101.pdf)).

A literature indicated that a study of the economic impact of substance abuse treatment in Ohio found significant improvements in job-related performance:

- A 91 percent decrease in absenteeism
- An 88 percent decrease in problems with supervisors
- A 93 percent decrease in mistakes in work
- A 97 percent decrease in on-the-job injuries. ([http://www.iza.org/conference\\_files/SUMS2005/borelli\\_s2101.pdf](http://www.iza.org/conference_files/SUMS2005/borelli_s2101.pdf)).

On the other hand, the cultivation of *Tchat* results in the decreased production of other more essential crops like cereals, promoting malnutrition and disease (Murad, 1983). The concerning issue here is that as Abdurahman, (2004) explained it, economically, Ethiopia and the rest of the African *Tchat* cultivating nations such as Yemen, Kenya and Somalia are now nearly dependent on *Tchat* trade and the expanding *Tchat* production is clearly replacing production of an exportable coffee crop. The crisis is 'forcing 25 million coffee farmers over the edge, as well as fuelling the production of the drug around the world' (Abdurahman Ame, 2004).

In one of the literatures discussing on other substance abuses, Hannah et al., (2003) have stated employers' perceived needs with drug testing on three levels as put forward by Rogers in 1995.



- i. Drug use and abuse had been constructed as a significant social problem and as a major social institution the work place is caught up in this 'moral panic'.
- ii. Drug testing was constructed to "weed out" those deviant employees who used illegal drugs, with the assumed consequence that productivity would improve and workplace social problems such as theft and absenteeism would decline. In effect, drug testing offered the possibility of increases in predictable production, which fulfilled a central organizational need.
- iii. Finally, it illustrates Pfeffer's concept of management as symbolic action. Pfeffer argues that management's creation and consolidation of shared meanings and beliefs among employees and other constituents are central to organizational life.

According to the above argument, organizations might think of dismissing employees with substance use habits, however, Roman and Blum, 1999) said that 'excluding the person from employment is externalizing this "problem" back to the community' (cited by Hannah et al, (2003).

Although different researchers have used different methods and come up with various findings, most of them seem to conclude on the negative effects of substance use by employees on individual as well as organizational productivity.

Out of the whole lots of literatures, however, I have come across to one article with interesting conclusions on the effects of drug use on earnings as presented below. In the article, Andrew et al (2001) argues against the common perception about the relation ship between drug use and productivity saying that drug use does not

degrade earnings. Their drug use variables include the use of barbiturates, amphetamines (which is one component of *Tchat* as discussed by works of John W. Santrock), heroin, and other drugs. They have deployed a two-equation methodology in which separate equations are estimated for users and non-users. Like wise in the same article, Charles et al (2001) suggested that drug users earn more because they are more productive and that they are more productive because drug use has some medicinal qualities. However, both these studies have come up with such a conclusion in relation to substance abuses other than *Tchat* and the later one focused only on male workers and needs great care in using the out puts for generalizing about *Tchat*.

Unluckily, to my current knowledge, no empirical study has been undertaken in Ethiopian context with regard to effects of the use of *Tchat* in connection to the organizational as well as individual productivity. Therefore, due care should be taken in generalizing findings of the developed world studies to the Ethiopian context, and even more care is required when it comes down to *Tchat*.

## CHAPTER THREE

### DATA ANALYSIS AND INTERPRETATION

Data gathered through the questionnaires are summarized in three categories as *Tchat* chewer employees' self assessment, non-chewer employees' self evaluation and their perception towards *Tchat* chewer employees' characteristics in terms of the measurement variables discussed in chapter one, and finally employers' attitudes towards their *Tchat* chewing employees working in the organization. These responses are summarized and analyzed with descriptive statistics in light of the dependent as well as the independent measurement variables discussed in chapter one.

Responses for interviews with the medical professionals, open-ended questions in all of the questionnaires, and results of the participative observation are analyzed qualitatively and compared to other results in order to address the research question.

#### 3.1. Employees' Response Analysis and Interpretation

Out of the 105 sample employees who have responded to the questionnaires, 65 have reported that they have the habit of chewing *Tchat* and whose responses are analyzed and interpreted as follows.

Table 5: Sex, Age, and Habit of *Tchat* chewing cross Tabulation

Habit of Kchat Chewing/Addiction				Age					Total
				10-18	19-25	26-32	33-40	Over 40 Years	
Yes	Sex	Male	Count	3	19	15	11	9	57
			% within Sex	5.3%	33.3%	26.3%	19.3%	15.8%	100%
			% of Total	4.6%	29.2%	23.1%	16.9%	13.8%	87.7%
	Female	Count		1	5	2		8	
		% within Sex		12.5%	62.5%	25.0%		100%	
		% of Total		1.5%	7.7%	3.1%		12.3%	
	Total	Count	3	20	20	13	9	65	
		% within Sex	4.6%	30.8%	30.8%	20.0%	13.8%	100%	
		% of Total	4.6%	30.8%	30.8%	20.0%	13.8%	100%	
No	Sex	Male	Count	3	11	3	9	1	27
			% within Sex	11.1%	40.7%	11.1%	33.3%	3.7%	100%
			% of Total	7.5%	27.5%	7.5%	22.5%	2.5%	67.5%
	Female	Count	4	5	2	2		13	
		% within Sex	30.8%	38.5%	15.4%	15.4%		100%	
		% of Total	10.0%	12.5%	5.0%	5.0%		32.5%	
	Total	Count	7	16	5	11	1	40	
		% within Sex	17.5%	40.0%	12.5%	27.5%	2.5%	100%	
		% of Total	17.5%	40.0%	12.5%	27.5%	2.5%	100%	



The above table shows that 20% of the sample employees are female and the majorities (80%) are male employees. This may be due to the nature of work, which by in large involves physical and laborious tasks. From my observation most of the female employees are engaged in secretarial and cashier works. Out of the 105 respondents, 62% are engaged in *Tchat* chewing habit whereas 38% of them are not. This interestingly indicates that significant numbers of the employees working in the Sheet Metal and Wood Works organizations in Arada Sub-city are characterized by the habit of chewing *Tchat*. Majority of these *Tchat* chewers (87.7%) are male employees. We can also appreciate inter-sex analysis of *Tchat* chewing behaviour from the table that showed us that 67.9% of the total male employees as well as 38.1% of the total female employees are chewers of *Tchat*.

On the other hand, starting from age of 19 as the sample male workers get older and older the proportion of *Tchat* chewers gets lesser and lesser. Majority of male chewers

(33.3%) are of between age 19 – 25 years where as most of the female chewers (62.5%) are in the age category of 26 – 32 years. According to the study results, sample female employees of 15-18 years of age and above 40 do not have the habit of chewing *Tchat* where as the sample male employees in all the categories, i.e., age 15 and above, are part of the *Tchat* chewers. Large number of the male chewers that accounts for 59.6% and 75% of the female chewers fall in the age category of 19 – 32 years of age. In aggregate, therefore, 61.6% of the *Tchat* chewers are found to be in the age category of 19 - 32 posing a significant threat for their corresponding organizations for any effects of *Tchat* on their work related performance. Because this age category is believed to be the most productive working age especially for such labor intensive industries as sheet metal and wood works.

**Table 6: Sex, Educational level, and Habit of *Tchat* chewing**

Habit of Kchat Chewing/Addictior				Educational Level							Total
				Grade Four Completed	Grade 5-6	Grade 7-8	Grade 9-10	Grade 11-12	Diploma	Degree	
Yes	Sex Male	Count	1	4	7	20	16	7	2	57	
		% within Sex	1.8%	7.0%	12.3%	35.1%	28.1%	12.3%	3.5%	100.0%	
		% of Total	1.5%	6.2%	10.8%	30.8%	24.6%	10.8%	3.1%	87.7%	
	Sex Female	Count		5	1	2				8	
		% within Sex		62.5%	12.5%	25.0%				100.0%	
		% of Total		7.7%	1.5%	3.1%				12.3%	
Total	Count	1	9	8	22	16	7	2	65		
	% within Sex	1.5%	13.8%	12.3%	33.8%	24.6%	10.8%	3.1%	100.0%		
	% of Total	1.5%	13.8%	12.3%	33.8%	24.6%	10.8%	3.1%	100.0%		
No	Sex Male	Count	2	1	4	4	13	2	1	27	
		% within Sex	7.4%	3.7%	14.8%	14.8%	48.1%	7.4%	3.7%	100.0%	
		% of Total	5.0%	2.5%	10.0%	10.0%	32.5%	5.0%	2.5%	67.5%	
	Sex Female	Count			3	2	5	3		13	
		% within Sex			23.1%	15.4%	38.5%	23.1%		100.0%	
		% of Total			7.5%	5.0%	12.5%	7.5%		32.5%	
Total	Count	2	1	7	6	18	5	1	40		
	% within Sex	5.0%	2.5%	17.5%	15.0%	45.0%	12.5%	2.5%	100.0%		
	% of Total	5.0%	2.5%	17.5%	15.0%	45.0%	12.5%	2.5%	100.0%		

The above table shows that there are male employees belonging to any one of the educational level scales either as *Tchat* chewers and/or non-chewers where as there are no female respondents below grade 4 and above Diploma. The larger proportion of the employees (32.4%) belongs to grade 11 – 12, 26.7% belongs to grade 9 – 10, 14.3% to grade 7 – 8, 11.4% are Diploma holders, 9.5% belongs to grade 5-6, and same percentage (i.e., 2.9% each) up to grade 4 and those who are Degree holders.

Out of the total male *Tchat* chewer employees more than half (58.4%) belongs to the educational level of grade 9 – 12 (certificate). Similarly majority of the non-chewers (45%) belongs to the same educational level, i.e., grade 11 – 12 (certificate). On the other hand, high percentage of the female *Tchat* chewers (62.5%) belongs to grade 5-6 and there are no female *Tchat* chewers with educational level greater than grade 11-12 (certificate). This tells us that the more educated the sample female employees, the less they are likely to chew *Tchat*. This is also strengthened by the fact that 77.8% of the male diploma holders and 66.7% of the male degree holders are *Tchat* chewers where as 100 % of the female diploma holders are non-chewers and 100 % of female employees at their minimum educational level, i.e., grade 5 – 6, are all chewers.

Table 7: Sex, Religious Affiliation, and Habit of *Tchat* chewing

Habit of Kchat Chewing/Addiction				Religious Affiliation			Total
				Muslim	Christian	Other	
Yes	Sex	Male	Count	27	29	1	57
			% within Sex	47.4%	50.9%	1.8%	100.0%
			% of Total	41.5%	44.6%	1.5%	87.7%
	Female	Count	2	8		8	
		% within Sex	25.0%	75.0%		100.0%	
		% of Total	3.1%	9.2%		12.3%	
	Total	Count	29	35	1	65	
		% within Sex	44.6%	53.8%	1.5%	100.0%	
		% of Total	44.6%	53.8%	1.5%	100.0%	
No	Sex	Male	Count	11	16		27
			% within Sex	40.7%	59.3%		100.0%
			% of Total	27.5 %	40.0%		67.5%
	Female	Count	7	6		13	
		% within Sex	53.8%	46.2%		100.0%	
		% of Total	17.5%	15.0%		32.5%	
	Total	Count	18	22		40	
		% within Sex	45.0%	55.0%		100.0%	
		% of Total	45.0%	55.0%		100.0%	

Out of the total sample employees 54.3% are Christians, 44.8% are Muslims, and only one employee (0.9%) belongs to no religion meaning that s/he is an attest (s/he responded by saying that "Christian by family but no follower of any religion by her/himself"). Slightly more than half of the non-chewer employees (55%) belong to Christian religion and 45% of them are Muslims. On the other hand, the largest proportion of *Tchat* chewer employees (53.8%) are Christians, 44.6% Muslims, and 1.5% an attest. Within religion computation indicated that 61.7% of the total Muslim employees, 61.4% of the total number of Christians, and finally 100% of the Attest have the habit of chewing *Tchat*. 57.1% of the total female employees in the sample are Christians where as 42.9 of them are Muslims. This large proportion of female Christian employees might partially explain the larger percentage of Christian female *Tchat* chewers (75% of the total female *Tchat* chewers) than the others.

Table 8: Monthly Income and daily expense for *Tchat*

			Monthly Income						Total
			Up to 250 Birr	From 251-500 Birr	From 501-750 Birr	From 751-1000 Birr	From 1001-1500 Birr	From 1501-2000 Birr	
Daily Expense for Kchat	Less than 7 Birr	Count	4	3		2			9
		% within Daily Expense for Kchat	44.4%	33.3%		22.2%			100.0%
		% of Total	3.8%	2.9%		1.9%			8.6%
7-15 Birr		Count	7	11	4	12	6	2	42
		% within Daily Expense for Kchat	16.7%	26.2%	9.5%	26.6%	14.3%	4.8%	100.0%
		% of Total	6.7%	10.5%	3.8%	11.4%	5.7%	1.9%	40.0%
15-30 Birr		Count	2	2		1	2		8
		% within Daily Expense for Kchat	25.0%	25.0%		12.5%	25.0%		100.0%
		% of Total	1.9%	1.9%		1.0%	1.9%		7.6%
Over 30 Birr		Count		2		4			6
		% within Daily Expense for Kchat		33.3%		66.7%			100.0%
		% of Total		1.9%		3.8%			5.7%
Total		Count	18	8	3	9	1	1	40
		% within Daily Expense for Kchat	45.0%	20.0%	7.5%	22.5%	2.5%	2.5%	100.0%
		% of Total	17.1%	7.6%	2.9%	8.6%	1.0%	1.0%	38.1%
Total		Count	31	26	7	28	9	3	105
		% within Daily Expense for Kchat	29.5%	24.8%	6.7%	26.7%	8.6%	2.9%	100.0%
		% of Total	29.5%	24.8%	6.7%	26.7%	8.6%	2.9%	100.0%

Table 9: Monthly Income and *Tchat* chewing Frequency in days/week

			Monthly Income						Total
			Up to 250 Birr	From 251-500 Birr	From 501-750 Birr	From 751-1000 Birr	From 1001-1500 Birr	From 1501-2000 Birr	
Frequency of Kchat Chewing	Once a Week	Count	2	3	2	3	3	1	14
		% within	14.3%	21.4%	14.3%	21.4%	21.4%	7.1%	100.0%
		% within Monthly Income	6.5%	11.5%	28.6%	10.7%	33.3%	33.3%	13.3%
		% of Total	1.9%	2.0%	1.0%	2.0%	2.0%	1.0%	13.3%
Four/Five Days a Week		Count	2	3	1	2			8
		% within	25.0%	37.5%	12.5%	25.0%			100.0%
		% within Monthly Income	6.5%	11.5%	14.3%	7.1%			7.6%
		% of Total	1.9%	2.0%	1.0%	1.0%			7.6%
Two/Three Days a Week		Count	3	5		3		1	12
		% within	25.0%	41.7%		25.0%		8.3%	100.0%
		% within Monthly Income	0.7%	19.2%		10.7%		33.3%	11.4%
		% of Total	2.9%	4.8%		2.9%		1.0%	11.4%
Six/Seven Days a Week		Count	6	7	1	11	5		31
		% within	19.4%	22.6%	3.2%	35.5%	16.1%		100.0%
		% within Monthly Income	19.4%	26.9%	14.3%	39.3%	55.6%		29.5%
		% of Total	5.7%	6.7%	1.0%	10.5%	4.8%		29.5%
Total		Count	18	8	3	9	1	1	40
		% within	45.0%	20.0%	7.5%	22.5%	2.5%	2.5%	100.0%
		% within Monthly Income	58.1%	30.8%	42.9%	32.1%	11.1%	33.3%	38.1%
		% of Total	17.1%	7.6%	2.9%	8.6%	1.0%	1.0%	38.1%
Total		Count	31	26	7	28	9	3	105
		% within	29.5%	24.8%	6.7%	26.7%	8.6%	2.9%	100.0%
		% within Monthly Income	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	29.5%	24.8%	6.7%	26.7%	8.6%	2.9%	100.0%

Table 8 shows that 42 out of the 65 *Tchat* chewer employees (64.6%) are in the category of moderate spenders for *Tchat* since they have reported to spend birr 7 – 15 for purchasing of *Tchat* per day. Table 9 indicated that large proportion of the *Tchat* chewer employees (19 out of the 65 or 29%) earn birr 751 - 1000 where as almost half of the non chewer employees (18 out of 40 accounting for 45 %) earn below 250 birr. Further more, only 28% of the non chewer employees earn a monthly salary of above 750 birr where as almost half of the *Tchat* chewers (46%) are earning this same amount. This shows that there is a huge difference in the level of income that the two categories of employees are earning per month. It also indicated that the higher the monthly income of an employee, the more it is likely for that employee to indulge in *Tchat* chewing habit. On the other hand, within income comparison implied that large proportion of chewers (8 out of 9 or 88.9%) is those chewers who earn birr 1001 -1500 per month.

From cross tabulation assessment of chewing days/week, expense for *Tchat* per day, and employees' monthly salary, based on within average computation for each of the measurement variables, we can summarize the findings as follows. Taking the mean of the multiplication results of the number of respondents who fall in each category by the average of each category, it is found out that *Tchat* chewer employee's average chewing days/week is 4 days/week with average expense of 13 birr/day and average salary of 660 birr/month. This implied that a *Tchat* chewer employee on average spends birr 208/month for purchase of *Tchat* amounting to 32 % of the monthly income. This is more or less in line with the findings in Yemen. This is a very large and significant amount, which even does not include expenses for other after effects

such as cigarettes and alcohol. This explained the high level of consistency in the results of the bosses' and non chewer employees' evaluation of *Tchat* chewer employees on how they try to meet the financial pressure of *Tchat*, which revealed that there is high frequency of loan request by the *Tchat* chewers due to the financial distress coming from *Tchat* expense. This may be noted as one concerning point since it can be a counter productive behaviour that might damage the *Tchat* chewer employees' social and organizational environment and hence affect individual as well as organizational performance.

**Table 10: Habit of *Tchat* chewing and Wake up time in the morning**

Tchat Chewing Habit			Time to Wake up in the Morning				Total
			Before 12:00 am local time	12:00-1:30 am local time	1:30-2:00 am local time	After 2:00 am local time	
Habit of Kchat Chewing/Addiction	Yes	Count	4	30	11	20	65
		% within Habit of Kchat Chewing/Addiction	6.2%	46.2%	16.9%	30.8%	100.0%
		% of Total	3.8%	28.6%	10.5%	19.0%	61.9%
	No	Count	6	26	4	4	40
		% within Habit of Kchat Chewing/Addiction	15.0%	65.0%	10.0%	10.0%	100.0%
		% of Total	5.7%	24.8%	3.8%	3.8%	38.1%
Total	Count	10	56	15	24	105	
	% within Habit of Kchat Chewing/Addiction	9.5%	53.3%	14.3%	22.9%	100.0%	
	% of Total	9.5%	53.3%	14.3%	22.9%	100.0%	

The above table shows the employees' self reported time as to when they wake up in the mornings of work days. Most of the over all employees (62.8%) reported to wake up before 1:30 am local time, within which slightly higher than half of the *Tchat* chewer employees (52.4%) are found. This is very good in light of the work hour in the industry that starts at 2:00 am local time. This indicates a huge percentage difference as compared to that of the non-chewers 80 % of whom reported to wake up during this same time. Generally, large percentage of chewers (46.2%) as well as

65% of non-chewers reported that they wake up during 12:00 – 1:30 am local time.

However, to make sure that whether all those who wake up during this time would show up to work on time, the study also assessed their own self-reporting on whether they usually show up to work on time, late, very late, or be absent. This is further assessed for the *Tchat* chewer employees by the reporting of their colleagues and bosses, which the paper addressed in the next section.

On the other hand, still significant percentage of chewers (16.9%) as compared to the non-chewers (10%) reported that they wake up during 1:30 – 2:00 am local time. This is a time that involves high risk of being late for showing up to their works on time. Further more, the second larger category of chewers (30.8%) reported to wake up after 2:00 am local time, i.e., after the exact time they are expected to show up to work indicating some kind of attendance problem. Same is reported only by 10% of the non-chewers. From these findings we can conclude that the sample *Tchat* chewer employees are more characterized by late wake up than the non-chewer employees.

**Table 11: Habit of *Tchat* chewing and Perceived Attendance at work**

Tchat Chewing Habit			Perceived Attendance at Work				Total
			On Time	Late	Too late	Absent from Work	
Habit of Kchat Chewing/Addiction	Yes	Count	41	15	3	6	65
		% within Habit of Kchat Chewing/Addiction	63.1%	23.1%	4.6%	9.2%	100.0%
		% of Total	39.0%	14.3%	2.9%	5.7%	61.9%
	No	Count	35	5			40
		% within Habit of Kchat Chewing/Addiction	87.5%	12.5%			100.0%
		% of Total	33.3%	4.8%			38.1%
Total		Count	76	20	3	6	105
		% within Habit of Kchat Chewing/Addiction	72.4%	19.0%	2.9%	5.7%	100.0%
		% of Total	72.4%	19.0%	2.9%	5.7%	100.0%

Though employees' own response on whether or not they show up to their work places on time indicated that significant numbers of both categories of employees - chewers (63.1%) and non-chewer employees (87.5%) - reported that they show up to work on time. However, that of the *Tchat* chewer employees' is relatively lower than the non chewers. 36.9 % of the *Tchat* chewer employees also reported that they would show up late, too late or be absent from work in the mornings specially the day after chewing *Tchat* where as only 12.5 % of the non-chewers reported that they would only be late and no report of own evaluation by them as being too late or absent. Hence, the *Tchat* chewer employees are more characterized by absenteeism, which is a major cause for reduced out put and lost productivity time in organizations.

Further more cross tabular examining of the habit of *Tchat* chewing, perceived attendance to work, and time to wake up in the morning (the table of which is put in the appendix) shows that similar numbers of employees who have reported to wake up before 12:00 am local time in the morning also reported to show up to their jobs on time, which is very much likely. Majority of *Tchat* chewer employees who have reported to show up on time to their works (53.7% of the total number *Tchat* chewer employees who reported to show up to their jobs on time) have also reported a time to wake up in the mornings of 12:00 – 1:30 am local time, which is also very much consistent to each other. Further more, 24.4 % of the employees who have reported a wake up time of 1:30 – 2:00am local time have also reported that they would show up to their works on time. This might be explained by such factors as the employees living places might be around their working areas.

On the other hand, what has come as an interesting finding is that some employees who have reported to wake up after 2am local time have given some contradictory and inconsistent responses by also reporting that they show up to their works on time (i.e., 17.1 % of the total number of *Tchat* chewer employees who reported to show up to their jobs on time). This may be explained through the medical professionals' assessment, which is presented later in the study that individuals with repeated *Tchat* chewing habits may suffer from impaired time judgment. This is also implied in many of the literatures as one effect of *Tchat* chewing habit.

Significant number of the *Tchat* chewer employees who reported to show up to their jobs 'late' (46.6 %) have also reported a wake up time before 1:30 am local time. This, on the other hand, can be explained by after effects of *Tchat* such as Insomnia (sleeplessness and restless ness through the night) manifesting itself in the form of fatigue and depression that might force these employees to stay in their beds even if they woke up before 1:30 am local time.

**Table 12: Habit of *Tchat* chewing and Medical history in the last six months**

Tchat Chewing Habit			Have you Recently Attended Medical Care Services		Total
			Yes	No	
Habit of Kchat Chewing/Addiction	Yes	Count	28	37	65
		% within Habit of Kchat Chewing/Addiction	43.1%	58.9%	100.0%
		% of Total	26.7%	35.2%	61.9%
	No	Count	12	28	40
		% within Habit of Kchat Chewing/Addiction	30.0%	70.0%	100.0%
		% of Total	11.4%	26.7%	38.1%
Total		Count	40	65	105
		% within Habit of Kchat Chewing/Addiction	38.1%	61.9%	100.0%
		% of Total	38.1%	61.9%	100.0%



Out of the total *Tchat* chewers, 43.1 % reported to have attended medical care services in the last six months where as 30% of the non-chewers reported the same. The other way around only slightly greater than half of the *Tchat* chewer employees (56.9% of the *Tchat* chewers) have reported no medical encounter in the last six months. No medical encounter in the last six months has been reported by 70% of the non-chewer employees showing a significant difference between the two groups of employees in the state of the employees' health and the associated costs for the individual as well as the organization causing lost productivity due to sickness and medical treatment process. Meaning that there will be lost productivity due to an increase in the cost of input (the human resource) in the form of health expenses and frequent requests of sick leave leading to absenteeism and hence obviously to reduced output.

**Table 13: Habit of *Tchat* chewing and Work Place Unfavorable events**

Tchat Chewing Habit			Recently Encountered Work-related Events				Total
			Machine Breakdown	Work Failure	Physical Damage/ Health Problem	Nothing	
Habit of Kchat Chewing/ Addiction	Yes	Count	11	11	19	22	65
		% within Habit of Kchat Chewing/Addiction	16.9%	16.9%	29.2%	33.8%	100.0%
		% of Total	10.5%	10.5%	18.1%	21.0%	61.9%
	No	Count	7	4	9	18	40
		% within Habit of Kchat Chewing/Addiction	17.5%	10.0%	22.5%	45.0%	100.0%
		% of Total	6.7%	3.8%	8.6%	17.1%	38.1%
Total	Count	18	15	28	40	105	
	% within Habit of Kchat Chewing/Addiction	17.1%	14.3%	26.7%	38.1%	100.0%	
	% of Total	17.1%	14.3%	26.7%	38.1%	100.0%	

Table 3 shows that according to the sample employees' responses as to whether they have encountered any unfavorable work place event in the last six months or not more percentage of non chewer employees (18 out of 40, i.e., 45%) reported to have

encountered no unfavorable work place event in the last six months than the *Tchat* chewers (22 out of 65, i.e., 33.8%). It shows that most of the work related unfavorable events are encountered by *Tchat* chewer employees more frequently than the non-chewers in the sample except for machine breakdown, which is rather slightly lesser in *Tchat* chewers (16.9%) than the non-chewers (17.5%). Physical damage in the form of hurting or cutting one's own body, falling down, etc is an event that is highly encountered by both the chewers (29.2%) and non-chewer employees (22.5%) even though it is more of an incident encountered by the *Tchat* chewers. The proportion of *Tchat* chewer employees who reported the occurrence of the event out of the total number of employees is much larger than the non chewer employees those who did the same, i.e., 18.1% and 8.6%, respectively.

This event initially leads to loss of individual productivity due to reduced output coming from the physical damage. Mistake at work (sub quality and/or sub-standard works), which is an event recently encountered by more *Tchat* chewers (16.9%) than the non-chewers (10%), calls for reworking or correcting of the job. This in turn results in high cost of input in the form of production time and resource wastage. Hence it brings about loss of individual as well as organizational time as a result of the resources being occupied for reworking and correcting of the failed output leading to reduced output.

In order to assess the association of different kinds of substance uses reported by the sample employees to *Tchat* chewing habit and identify the ones that can come as an after effects of *Tchat* chewing, the study tried to assess the order in which substance

user employees have started consuming the substances. The study also tried to find out if any kind of pattern existed within the precedence and what consumption change they noticed after and when they chewed *Tchat*. A table summarizing the findings is presented and analyzed below. Tables that would give some more details on each substance involved are annexed at the end of the study.

**Table 14: Precedence in the Habits of *Tchat* Chewing, Smoking, and Drinking Alcohol**

Habit of Alcohol Chewing	Smoking			Kochit Chewing				Drinking Alcohol				
	1.00	2.00	Total	1.00	2.00	3.00	Total	1.00	2.00	3.00	Total	
Habit of Alcohol Chewing/Addition	Yes	20	15	35	41	20	4	65	4	6	23	33
	No	4	4	4	41	20	4	65	5	5	10	19
Total		24	19	43	82	40	8	130	9	11	33	53

Cigarette smoking habit has been reported by 31% of the total sample employees. 80% of these cigarette smoking employees have also reported to have the habit of chewing *Tchat*. Majority of the employees who have reported both *Tchat* chewing and cigarette smoking habits (87%) believe that the number of cigarettes they smoke per day increases significantly while they are chewing *Tchat*. 38% of the total smokers have started smoking after the experience of chewing *Tchat* where as 62% have started smoking before any kind of substance experience. Hence, since most of the smokers have started it before *Tchat*, cigarette smoking may not be strongly linked as an after effect of chewing *Tchat*. However, more than one-third of the cigarette smoking employees have started smoking as an after effect of *Tchat* chewing and 87% of the smoker employees believe that *Tchat* chewing increased the number of cigarettes they smoke/day. This, therefore, will definitely dictate considerable degree of linkage between the consumption of the two items worth taking note of in the analysis of the after effects of chewing *Tchat*. Therefore, the social discomfort that

comes with cigarette smoking can also be attributed to the chewing of *Tchat*. However, to arrive at the exact level of which calls for a longitudinal and thorough research on the issue that obviously can not be addressed in such a brief study.

Out of the total *Tchat* chewer sample employees 51% of them reported that they also have a habit of drinking alcohol. 70% of them reported that they have started drinking alcohol after the experience of chewing *Tchat*. This is very much in alignment to the literatures stating that there is a concomitant use of alcohol to counteract the stimulant and insomniac (sleeplessness and restlessness) effects of *Tchat* (Omolo & Dhadphale, 1987). Only 4 (12%) out of the 33 employees with the habits of chewing of *Tchat*, smoking cigarettes, as well as drinking alcohol started drinking alcohol before they have started *Tchat* chewing or cigarette smoking habits. 6 (18 %) out of the 33 have started drinking alcohol lastly after they have started smoking cigarettes followed by chewing of *Tchat*.

Further more, out of the total number of *Tchat* chewers, significant number of them, (63%) have reported to start chewing of *Tchat* before any kind of substance use, 31% after they have started smoking cigarettes, and only 6 % of them have started it after they have experienced cigarette and alcohol in that order. In aggregate 94% of the *Tchat* chewer employees have started *Tchat* chewing before they experienced any kind of alcohol. As we can conclude from these assessments, the findings of the study are significantly attributable to the consumption of *Tchat*. With that in mind, further researches need to be conducted on the emerging variables resulting from the combined use of the substances that might affect labor productivity.

*Table 15: Habit of Tchat chewing and number of work places where the respondent worked before current job*

<i>Tchat</i> Chewing Habit			Number of Work places where the Respondent Worked Before Current Job							Total	
			.00	1.00	2.00	3.00	4.00	5.00	6.00		8.0
Habit of Kchat Chewing/Addiction	Yes	Count		18	16	18	7	4	1	1	65
		% within Habit of Kchat Chewing/Addiction		28%	24.6%	28%	10.8%	6.2%	1.5%	2%	100%
		% of Total		17%	15.2%	17%	6.7%	3.8%	1.0%	1%	61.9%
	No	Count	7	14	10	6	2	1			40
		% within Habit of Kchat Chewing/Addiction	18%	35%	25.0%	15%	5.0%	2.5%			100%
		% of Total	6.7%	13%	9.5%	5.7%	1.9%	1.0%			38.1%
Total		Count	7	32	26	24	9	5	1	1	105
		% within Habit of Kchat Chewing/Addiction	6.7%	30%	24.8%	23%	8.6%	4.8%	1.0%	1%	100%
		% of Total	6.7%	30%	24.8%	23%	8.6%	4.8%	1.0%	1%	100%

Out of the *Tchat* chewer employees, 48.5% have worked in 3 to 8 jobs before their current job where as 22.5% of the non chewer employees have worked in 3 to 5 jobs before their current one. This signifies a high degree of job instability (more frequent shifting from job to job) by *Tchat* chewer employees than the non-chewers. This might also have a negative impact on one of the dependent variables, personality, which defined the combination of stable physical and mental characteristics that give the individual his or her identity (Angelo and Robert, 2003).

### *3.2. Employers' and Non-Chewer Employees' Response Analysis &*

#### *Interpretation*

Fifteen questionnaires have been distributed randomly to bosses in the sample organizations in order to find out their evaluation of the *Tchat* chewer employees, if there are any, who are currently working for them in terms of the measurement variables. Out of the fifteen questionnaires 11 were returned out of which again 2 of

them did not perform the evaluation. One responded saying that there is no *Tchat* chewer employee working in the organization and the other one stated that s/he did not know whether there is (are) any *Tchat* chewers among the employees working in the organization. The bosses were requested to evaluate based on the difference they noticed between *Tchat* chewer employees and the non-chewer employees under different criteria that are cumulatively believed to measure *Tchat* chewer employees' attendance (absenteeism) pattern, personality, integrity, frequency of loan request, and encounter to unfavorable work place event such as sub quality or crippled works, machine breakage, physical damage, etc.

On the other hand, the 40 employees who have reported to be non chewers, whose demography and other information presented in the first section of the analysis, were also requested to give their evaluation of the *Tchat* chewer employees through the same questionnaire distributed to them for their own self assessment. The evaluation parameters are believed to measure employee's productivity since if they exist they are believed to affect quality of the human resource input as well as quality and quantity of output as discussed in the analysis. Hence, based on the over all third party (employers' and non chewer co-workers') evaluation responses, the following analysis and interpretation has been conducted.

With regard to the employers, whose back ground information tables are attached in the index, their demographic information showed that 72.7 % of the bosses are male and the rest 27.3% are female. Majority of the male employers (37.5 % of the total male employers) are of 33 – 40 years of age, and same percentage share (25% each) is

taken by employers of age 26 – 32 and over 40. There is only 1 employer, i.e., 12.5%, who is in the category of 19-25 years of age. On the other hand, the female bosses are equally distributed under the ages of 26-32, 33-40, and over 40, which is 33.3% each. There has been no female employer in the category of 19 – 25 years of age. As per their religious affiliation, the majority (63.6%) are found to be Muslims where as the rest (36.4%) are Christians.

**Table 16: Employers' response on whether there is (are) *Tchat* chewer employee(s) in the organization**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Yes	9	81.8	81.8	81.8
No	1	9.1	9.1	90.9
I Dont Know	1	9.1	9.1	100.0
Total	11	100.0	100.0	

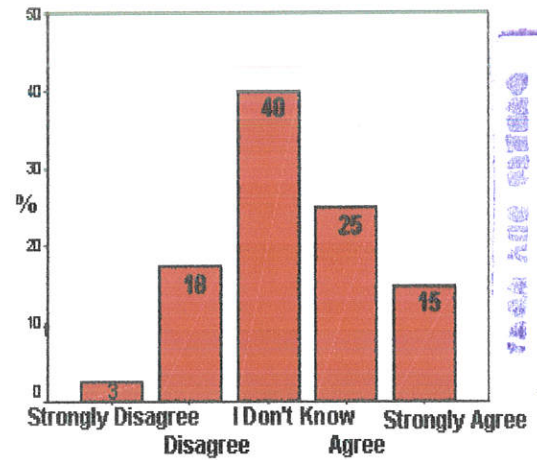
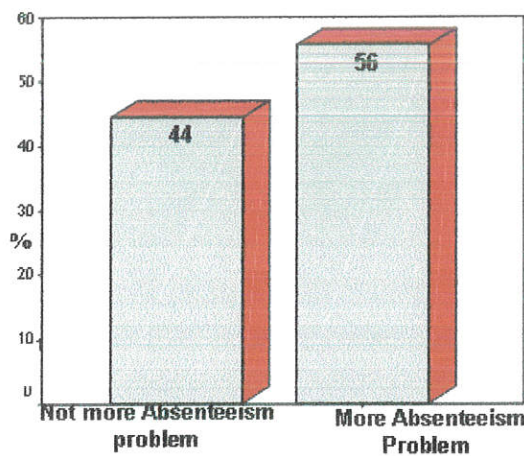
Majority of the male employers (37.5%) are in the educational level of 11 – 12<sup>th</sup> grade (certificate) and same proportion (37.5%) reported to be below 10<sup>th</sup> grade. 25% of them have either diploma or degree implying that majority of the bosses are owner managers rather than hired ones based on educational qualifications. In female employers there has been report of better educational qualification. 66.7% of them are diploma holders and 33.3 % with 11-12<sup>th</sup> grade (certificate). There is only one male and no female degree holder employee. All in all a large concentration of employers (36.4%) are under educational level of up to 12<sup>th</sup> grade followed by diploma holders.

The different behaviour parameters that the bosses and the non chewer employees are requested to evaluate are coming late for work, work failure such as sub quality work, frequent encounters to work place incidents such as physical damage and breakage of machines, frequency of sick leave, being absent from work especially

after holidays and weekends, loss of tolerance and patience, disagreement with bosses, disagreement with co-workers, unable to execute responsibilities, indulging in such behaviours as theft to ease the financial needs of chewing, frequency of loan request, feelings of depression, anger, fatigue and the likes, instability in friendship ties, being careless about personal hygiene and finally lying and deceiving. These behaviors are then organized and fit into the corresponding productivity measurement dependent variables.

The employers and non *Tchat* chewer employees were requested to evaluate whether or not the *Tchat* chewer employees are characterized by any one of the above variables more than the non-chewer employees using five scale responses that ranged from strongly disagree to strongly agree. Then for each of the respondents, mean of their responses to those items measuring each variable have been computed. Using the mean values the research has then categorically determined the value for agreeing, disagreeing, or being neutral for each of the measurement variables.

Behaviours such as coming late for work, being absent from work especially after holidays and weekends, and frequent sick leaves are believed to measure *Tchat* chewer employees' **attendance** (absenteeism) pattern. The respondents' responses on these three items are used to determine on their overall evaluation and perception towards *Tchat* chewer employees' attendance as shown below. Graphs showing the employers' and the non *Tchat* chewer employees' responses on each of the basic variables are presented, analyzed, and interpreted below. Frequency tables of each graph under each of the variables are annexed in the index.

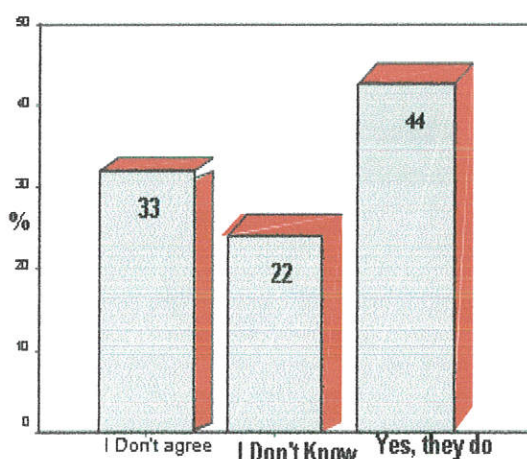


As we can see from the above figures, 44% of the bosses and 21 % of the non-chewer employees did not agree with it & 40% of the non-chewers were neutral. However, majority of the employees (56 %) and significant number of non *Tchat* chewers (40%) believe that *Tchat* chewer employees have more absenteeism problem than the non-chewers, which could result in low productivity as Kalix (1987) described it clearly when discussing on the issue of substance use as a cause for absenteeism.

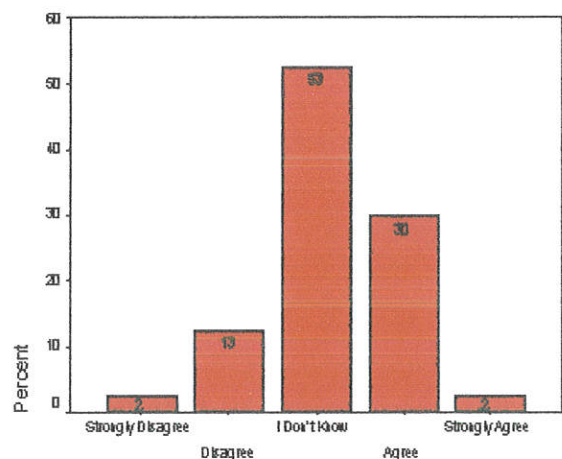
Behaviours such as encountering more **work place unfavorable events** are estimated by work failure such as sub standard work as well as other work place incidents such as physical damage and breakage of machines.

**Figure 3: Whether *Tchat* Chewer Employees' Encounter to Unfavorable Work Place Event is More or Not**

**Figure 3.1.: Evaluation of Employers**



**Figure 3.2.: Evaluation of Non-Chewer Employees**



Significant number of employers (44%) believe that *Tchat* chewer employees do encounter more unfavorable work place events than the non-chewers in the form of

physical damage, i.e., cutting of hands, falling, etc and machine breakdown while performing their tasks. This results in lost individual production time and hence reduced output resulting in relatively higher loss of productivity than the non chewer employees. Besides, if the damages have worse effects, they might cause impairment in the different senses such as hearing, touching, etc and/or in the body signifying the loss in the individual's productivity. Lesser number of bosses (33%) and relatively smaller percentage of non chewer employees (15%) do not agree with this. 22 % of the bosses and 53% the non chewer employees, which are very large proportions want to keep it neutral or preferred not to comment.

Frequency of loan request is a very good variable to determine if it is one way of easing the *Tchat* chewers' financial pressure for *Tchat* chewing habit before concluding that they are being engaged in some kind of organizational theft for meeting the financial demands of chewing *Tchat* given their monthly income.

**Figure 4: *Tchat* Chewer Employees' Frequency of Loan request**

Figure 4.1.: Evaluation of Employers

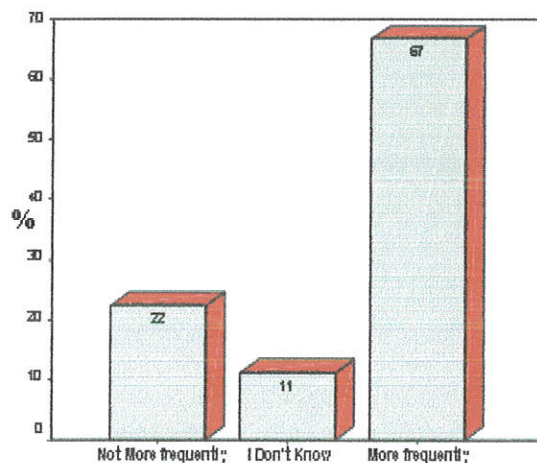
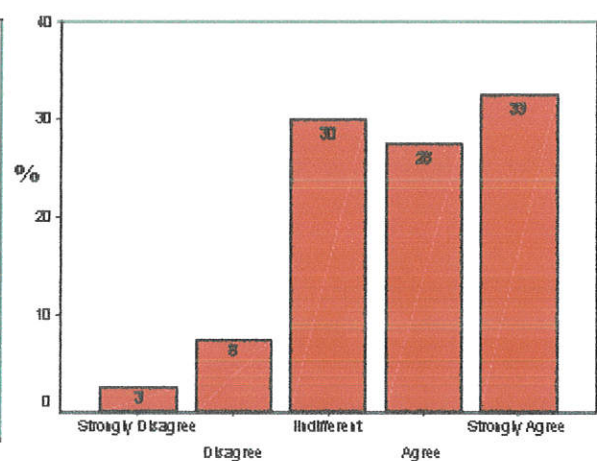


Figure 4.2.: Evaluation of Non-Chewer Employees



The above figures indicated that out of the sample employers, amusingly almost 2/3 (67%) of them as well as 61% of the non chewer employees agreed upon *Tchat* chewer employees' being highly characterized by more frequent loan requests than the non-chewers. Only 11% of the employers and 30% of the non chewer employees responded as being neutral and 22 % of the employers and relatively much lesser number of the non chewer employees (only 11%) did not agree with it. Such repetitive and frequent requests for loan, agreed upon by majority of the respondents, would come from financial stress attributable to the habit of *Tchat* chewing leading to stressful and unstable state of mind and friendship ties and hence unsatisfactory team working environment and lost productivity. An employee's personal financial problems can further lead to bankruptcy, foreclosure and even divorce, any of which may impact his or her job and job performance (<http://www.paemploymentlawblog.com/articles/workplace-trends/s>).

**Personality** on the other hand is measured through loss of tolerance and patience, disagreement with bosses, disagreement with co-workers, being unable to execute responsibilities, feelings of depression, anger and fatigue, instability in friendship ties, and carelessness about personal hygiene.

Figure 5.1.: Evaluation of Employers

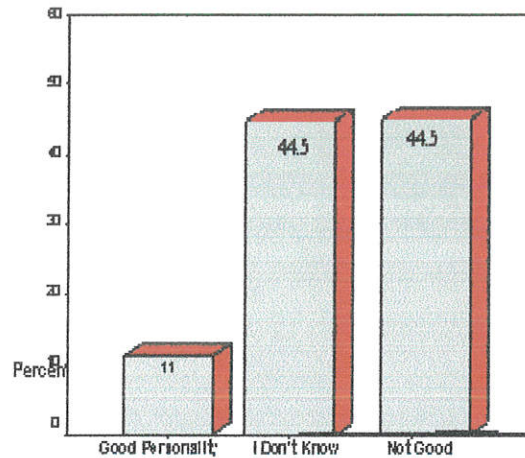
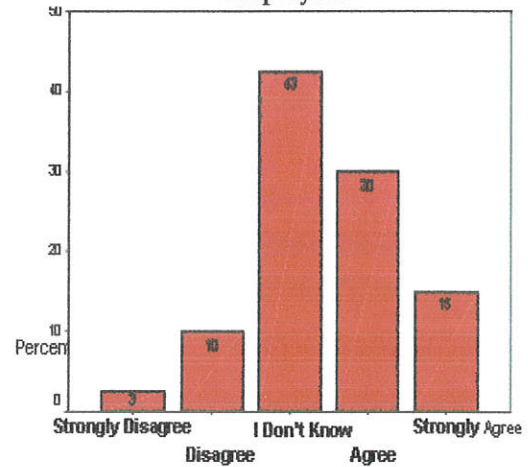


Figure 5.2.: Evaluation of Non-Chewer Employees



Surprisingly almost equal and significant proportion of respondents from the two categories (employers and non-chewer employees (co-workers)) agreed on the issue of *Tchat* chewers' personality being a concerning issue in light of the stated variables. 44.5% of the employers and 45% of non-chewer employees believe that the *Tchat* chewer employees' personality variable is not good enough in light of the parameters stated to measure it. Slightly lesser proportion (44.5 % and 43 % of the bosses and employees, respectively) stated that they are neutral. Only 11% of the employers and 13 % of non-chewer employees did not agree with it stating that *Tchat* chewer employees are not more characterized by the parameters than the non chewer employees. All in all, slightly higher than half of the respondents agreed on the disrupting personalities of *Tchat* chewer employees as compared to the non-chewer employees. This implied that due to *Tchat* chewing habit, lack of the ability to handle responsibilities, to work in agreement with their co-workers and bosses, etc are being causes for loss of productivity especially in the sample organizations where team work and individual accountability play major roles.

Finally, **integrity** is evaluated in terms of indulging in such behaviours as personal and organizational theft to ease the financial needs of chewing *Tchat* as well as lying and deceiving in the work place.

Figure 6: *Tchat* Chewer Employees' Integrity

Figure 6.1.: Evaluation of Employers

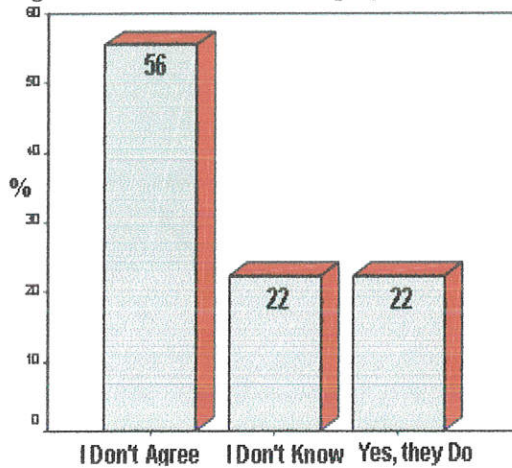
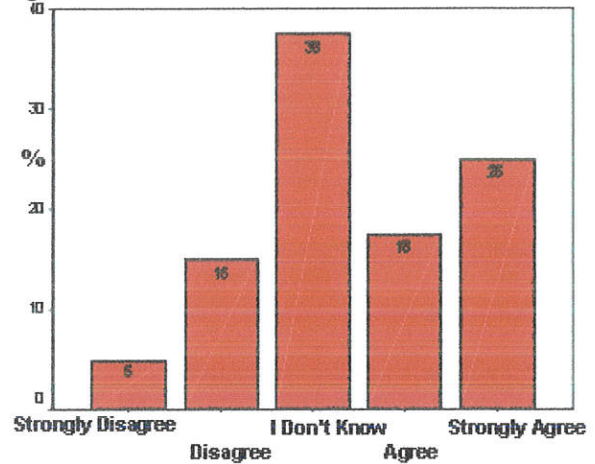


Figure 6.2.: Evaluation of Non-Chewer Employees



Out of all the variables, integrity is the one that has not been questioned by majority of the employers who evaluated their *Tchat* chewer employees' behaviours in terms of the two items theft and lying. 56% of them believe that the *Tchat* chewer employees have good integrity. 22% stated that they are neutral or do not know and the other 22% stated that they agreed on the *Tchat* chewer employees' lack of integrity. The higher frequency of loan request, therefore, may explain how they can meet the money pressures of their chewing habits with out indulging in organizational theft or lack of integrity. On the other hand, significant number of the non-chewer employees (43%) stated that the *Tchat* chewer employees are more characterized by being indulged in theft and lying in the organization than the non-chewers. Still significant proportion of them, 38%, are neutral to the issue where as 20% of them did not agree. The overall results lead us to the conclusion that in

studying the magnitude of individual as well as organizational productivity losses caused by lack of integrity, it may not be taken as a unique character of *Tchat* chewer employees caused by their *Tchat* chewing habit as compared to the non-chewer ones.

Hence the above analysis revealed that both employers and non-chewer employees (co-workers) believe that *Tchat* chewer employees are more characterized by absenteeism problems, high level of encounter to work place unfavorable events, personality problems, and high frequency of loan request.

### ***3.3. Medical Professionals' Response Analysis and Interpretation***

What I have found out from interviewing two medical professionals working in Amanuel Specialized Mental Health Hospital on the issue revealed that both of the doctors agreed on the fact that *Tchat* chewing habit makes individuals forget boundary of time and others' 'existence' meaning that they do not seem to worry about much of the things happening around them even if it is going to affect them or their performance. They also believe that individuals with *Tchat* chewing habits tend to lift any thing around them (theirs or somebody else's property) if they do not have the money to purchase *Tchat* at their high time of demanding it.

They said that *Tchat* is believed to have only psychological dependency and not a physical one. Hence, those individuals trying to stop the habit of chewing *Tchat* do not show post withdrawal symptoms as that of the drug and alcohol addicts.

However, they said that if *Tchat* is consumed for three or more consecutive hours and the individual did not wait after 48 hours to have his/her next chewing session, it is

believed to bring about mental disturbance through the high level experience of the *Tchat* effects which are presented as loss of appetite, Insomnia (sleeplessness), hallucination (delusion, fantasy, out of reality state), tiresome, only perceived performance, weight loss, feeling paranoid (fear of their surroundings), depression, mood swings, feeling irritation, feeling anxious, and panic attacks. Hence, they believe that all of these can be factors that lead to compromised output within the organization and hence to lost productivity. In the study findings, almost half of the *Tchat* chewers (47%) reported that they chew for 3 to 5 hours at a session, 48% for less than 3 hours and the rest 5% for more than 5 hours. Hence, according to the medical professionals, very disturbing proportion of the *Tchat* chewer employees (48%) are in great risk of mental disturbance and all the other high degree of *Tchat* effects.

Finally a practical observation in *Tchat* chewing home around “Yohannes” area and “Talian Sefer” where a chain of *Tchat* chewing houses are found revealed that almost 85 to 90 % of the *Tchat* chewers are young and at their productive ages and very much seemed to enjoy the company of others and the social talk. At the first day, even though I went around with relatives who knew the places, the *Tchat* chewers were not much comfortable with our presence. I presume this is because we were there seating without chewing *Tchat* and trying to get them to talk. In my two days visit, one thing that surprised me most is that I have not heard even a single individual say ‘let me go, I am going to be late for a job’ rather some of them have left in a rush saying that they are going to miss some kind of an appointment though I cannot really figure out which of it is an appointment related to a job.

In the second day of my visit, I have purposely reached there with an individual who also chews *Tchat* at 9 am local time that is a working time for most organizations. It has been noticed that they are more comfortable talking to someone who also chews while they are chewing *Tchat* because as we started chatting with some of them sitting around us, it was easy to find out some information about them now that one of us trying to talk to them is also chewing it.

The study also found out that some of the crowds have no jobs and some others, 4 out of the 9 chewers in one of the chewing rooms, who have got jobs are never ashamed of telling that they have sneaked out of their respective employer organizations just to meet the 'pressure of *Tchat*' or 'harara' to use their own terms. Some of the individuals have said that they have got bosses who themselves purchase *Tchat* for their employees in order to prevent them from going out of the work place for chewing of *Tchat*. However, they preferred paying for it themselves and having it with the usual accompanies around them rather than save the expense and chew without the social talk and the crowd around them. This is in line with the fact that has been found out from the *Tchat* chewer employees own responses with regard to their preference of socialization. 41 out of the 65 *Tchat* chewer employees (63%) reported that they prefer chewing it with people or accompanies at their own houses. Equal number of *Tchat* chewers (11 out of 65 or 17% each) prefers chewing *Tchat* with people at chewing houses and chewing alone at home. The rest 2 (3%) prefer to chew alone at chewing houses. The larger portion, i.e., 80% of the total *Tchat* chewer employees, prefers chewing at their own home with people and/or alone. There fore they could not be addressed by the participatory observation. In general,

80% of the total *Tchat* chewer employees prefer chewing it with people, i.e., they are characterized by high level of socialization interest. This might result in absenteeism since it is most likely for them to meet their accompanies in day times (in working hours).



## CHAPTER FOUR

### SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

#### 4.1. Summary of Findings

Unfortunately to my current knowledge there is lack of literatures and empirical studies on the effects of *Tchat* chewing on individuals as well as organizations in terms of lost productivity. This is by in large because chewing *Tchat* is considered as East African issue by the other parts of the world such as United States of America, Sweden, Saudi Arabia, and the likes. They just try do away with it by placing an import ban to prevent it from entering their countries by labeling it as an illegal substance.

The previous assumption of the community that most of *Tchat* chewer employees are doing it because they are unemployed or idle is highly violated by the study findings which revealed that majority of the total sample of employees (65 out of 105 or 62%), are found to be *Tchat* chewers.

Majority of *Tchat* chewers prefer time for chewing of *Tchat* that exactly matches to their organizations' working schedule except for the one hour belonging to lunch time. Most of them reported between 7am - 11:30 am local time, out of which only 7 – 8am is off-duty hour. This can be one important cause for their higher degree of absenteeism resulting in lost productivity.

Out of the total sample employees, male *Tchat* chewer employees seem to be characterized by the habit regardless of the amount of income they earn per month, their age, and level of education where as there is no report of chewing *Tchat* by female employees with higher level of education (diploma in this case) and as they go older (>40 years of age).

More than 30% of monthly earnings of *Tchat* chewer employees is spent for purchase of *Tchat* and on average they chew four days a week. Hence, it is believed that they have high financial pressure due to the habit. The study direction on the way in which *Tchat* chewer employees ease their financial needs driven by *Tchat* chewing habit leads to the conclusion that they are perceived to be very good in integrity issues in terms of theft, lying and deception as reported by their co-workers and employers. Rather the financial distress forces them to more frequently request for loan from their employers as well as colleagues.

## 4.2. Conclusions

Assessment of the evaluation and perceptions of sample employees and employers, who are working in Sheet Metal and Wood Works organizations with working hours of from 2am in the morning up to 12:30 pm in the evening except in lunch times of 6:30 – 8:00 am local hours, towards *Tchat* chewing habit by employees and their work related performance in terms of absenteeism, encounter to unfavorable events in their work places such as physical damage, mistakes in work (sub-quality or sub-standard work), and machine break down; health problems and associated costs, Insomnia (sleeplessness) and hence late wake up, job instability in the form of

changing jobs, and finally unsatisfactory personality indicated that employees who chew *Tchat* are characterized by a relatively higher degree of:

- Absenteeism,
- Encounter to unfavorable events in their work places such as physical damage, mistakes in work (sub-quality or sub-standard work),
- Health problems and associated costs,
- Insomnia (sleeplessness) and late wake up,
- Loan request from employers and colleagues,
- Job instability in the form of changing jobs, and finally
- Unsatisfactory personality with regard to loss of tolerance and patience, disagreement with bosses, disagreement with co-workers, being unable to execute responsibilities; feelings of depression, anger, fatigue, instability in friendship ties, and carelessness about personal hygiene.

On the other hand, the findings lead to the conclusion that *Tchat*-chewer employees are not different in their integrity in terms of lying and indulging in some kind of organisational theft from the non-chewer employees. Rather, they are good in terms of the integrity variable.

Machine break down, which is one of the unfavorable work place events, is less encountered by the *Tchat* chewer employees than the non-chewers.

### 4.3. Recommendations

Business organizations in the world are looking for every ways that might help them preserve their human resource input. Many organizations adopted employee Assistant Programs, a program to support troubled employees especially due to substance abuse. Hence, the following recommendations might propose some solution directions with regard to *Tchat* chewing habit in organizations in Ethiopian context.

1. *Tchat* chewing should not be considered as a house hold problem only any more. Rather it should concern all of us especially the organizations they are working in. Being part of the society, organizations suffering from the impacts of *Tchat* chewing by their employees should think of the same instead of firing the troubled employee and pushing him/her out back to the society where we all belong. They should, however, revise their policies with regard to *Tchat* consumption by their employees.
2. Organizations should encourage substance abuse free environment in the organization and make conscious follow up through different policies with regard to attendance, organizational lending of money, mistakes in work, etc that would other wise cost the organization in the form of lost productivity due to increased cost of input and /or reduced quantity of out put a s a result of low quality human resource affected by *Tchat* chewing habit and its after effects.
3. Managers of business organizations should build up their knowledge and ability to best monitor and address the counterproductive behaviour with subordinates coming from the habit of chewing *Tchat*. This might even go to the extent of helping such an employee develop more effective behaviour pattern. In

developed countries, there is a program known as Employee Assistance Program where the supervisor would refer the employee to overcome effects of substance uses.

4. More studies of longitudinal ones should be conducted on the area so that the country's policy formulation should give due attention to the issue. The findings should be exploited through further research addressing all concerning issues that comes with *Tchat* chewing habit. In addition to studying the direct effects of its use, such researches should also try to look into what new effects can come out of the combined use of *Tchat* with other drugs like alcohol, which is mostly considered as an after effect of *Tchat* chewing as well as cigarettes, which is shown to have great association with the habit of chewing *Tchat*, and any other substance that might come along with the habit of *Tchat* chewing.

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## Annex:

## 1. Frequency Table for difference kinds of substance uses reported by the sample employees

## Smoking

Order of usage start	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	24	22.9	61.5	61.5
2.00	15	14.3	38.5	100.0
Total	39	37.1	100.0	
Missing System	66	62.9		
Total	105	100.0		

## Tchat Chewing

Order of usage start	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	41	25.7	63	63
2.00	20	19.0	31	94
3.00	4	3.8	6	100.0
Total	65	48.6	100.0	
Missing System	40	51.4		
Total	105	100.0		

## Drinking Alcohol

Order of usage start	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	9	8.6	20.9	20.9
2.00	11	10.5	25.6	46.5
3.00	23	21.9	53.5	100.0
Total	43	41.0	100.0	
Missing System	62	59.0		
Total	105	100.0		



## 2. Tchat chewing habit, time to sleep, and perceived attendance at work cross tabulation

Perceived Attendance at Work				Time to Sleep					Total
				1:00-2:30 pm local time	2:30-4:00 pm local time	4:00-5:30 pm local time	5:30-7:00 pm local time	After 7:00 pm local time	
On Time	Habit of Kchat Chewing/ Addiction	Yes	Count	1	4	19	15	2	41
			% within Chewers	2.4%	9.6%	46.3%	36.6%	4.9%	100.0%
			% of Total	1.3%	5.3%	25.0%	19.7%	2.6%	53.9%
	No	Count	3	4	24	3	1	35	
		% within Chewers	8.6%	11.4%	68.6%	8.6%	2.9%	100.0%	
		% of Total	3.9%	5.3%	31.6%	3.9%	1.3%	46.1%	
Total			Count	4	8	43	18	3	76
			% within Chewers	5.3%	10.5%	56.6%	23.7%	3.9%	100.0%
			% of Total	5.3%	10.5%	56.6%	23.7%	3.9%	100.0%
Late	Habit of Kchat Chewing/ Addiction	Yes	Count	2	3	6	4		15
			% within Chewers	13.3%	20.0%	40.0%	26.7%		100.0%
			% of Total	10.0%	15.0%	30.0%	20.0%		75.0%
	No	Count		2	2	1		5	
		% within Chewers		40.0%	40.0%	20.0%		100.0%	
		% of Total		10.0%	10.0%	5.0%		25.0%	
Total			Count	2	5	8	5		20
			% within Chewers	10.0%	25.0%	40.0%	25.0%		100.0%
			% of Total	10.0%	25.0%	40.0%	25.0%		100.0%
Too late	Habit of Kchat Chewing/ Addiction	Yes	Count			1	1	1	3
			% within Chewers			33.3%	33.3%	33.3%	100.0%
			% of Total			33.3%	33.3%	33.3%	100.0%
	Total			Count			1	1	1
			% within Chewers			33.3%	33.3%	33.3%	100.0%
			% of Total			33.3%	33.3%	33.3%	100.0%
Absent from Work	Habit of Kchat Chewing/ Addiction	Yes	Count			2	3	1	6
			% within Chewers			33.3%	50.0%	16.7%	100.0%
			% of Total			33.3%	50.0%	16.7%	100.0%
	Total			Count			2	3	1
			% within Chewers			33.3%	50.0%	16.7%	100.0%
			% of Total			33.3%	50.0%	16.7%	100.0%

## 3. Demography tables for the Bosses

### Religious Affiliation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Muslim	7	63.6	63.6	63.6
	Christian	4	36.4	36.4	100.0
Total		11	100.0	100.0	

## Sex \* Age Crosstabulation

			Age				Total
			19-25 Years	26-32 Years	33-40 Years	Over 40 Years	
Sex	Male	Count	1	2	3	2	8
		% within Sex	12.5%	25.0%	37.5%	25.0%	100.0%
		% within Age	100.0%	66.7%	75.0%	66.7%	72.7%
		% of Total	9.1%	18.2%	27.3%	18.2%	72.7%
	Female	Count		1	1	1	3
		% within Sex		33.3%	33.3%	33.3%	100.0%
		% within Age		33.3%	25.0%	33.3%	27.3%
		% of Total		9.1%	9.1%	9.1%	27.3%
Total		Count	1	3	4	3	11
		% within Sex	9.1%	27.3%	36.4%	27.3%	100.0%
		% within Age	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	9.1%	27.3%	36.4%	27.3%	100.0%



## Sex \* Educational Level Crosstabulation

			Educational Level						Total
			From 5-6 grade	From 7-8 Grade	From 9-10 Grade	From 11-12 Grade	Diploma	Degree	
Sex	Male	Count	1	1	1	3	1	1	8
		% within Sex	12.5%	12.5%	12.5%	37.5%	12.5%	12.5%	100.0%
		% within Educational Level	100.0%	100.0%	100.0%	75.0%	33.3%	100.0%	72.7%
		% of Total	9.1%	9.1%	9.1%	27.3%	9.1%	9.1%	72.7%
	Female	Count				1	2		3
		% within Sex				33.3%	66.7%		100.0%
		% within Educational Level				25.0%	66.7%		27.3%
		% of Total				9.1%	18.2%		27.3%
Total		Count	1	1	1	4	3	1	11
		% within Sex	9.1%	9.1%	9.1%	36.4%	27.3%	9.1%	100.0%
		% within Educational Level	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	9.1%	9.1%	9.1%	36.4%	27.3%	9.1%	100.0%

#### 4. Frequency Table for bosses' evaluation of *tchat* chewing employees' work behaviour

## Coming Late for Work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	18.2	22.2	22.2
	Disagree	3	27.3	33.3	55.6
	Agree	3	27.3	33.3	88.9
	Strongly Agree	1	9.1	11.1	100.0
	Total	9	81.8	100.0	
Missing	6.00	2	18.2		
Total		11	100.0		

## Work Place Accidents

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	9.1	11.1	11.1
	Disagree	3	27.3	33.3	44.4
	I Don't Know	3	27.3	33.3	77.8
	Agree	1	9.1	11.1	88.9
	Strongly Agree	1	9.1	11.1	100.0
	Total	9	81.8	100.0	
Missing	6.00	2	18.2		
Total		11	100.0		

## Failure at Work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	27.3	33.3	33.3
	Disagree	1	9.1	11.1	44.4
	I Don't Know	3	27.3	33.3	77.8
	Agree	1	9.1	11.1	88.9
	Strongly Agree	1	9.1	11.1	100.0
	Total	9	81.8	100.0	
Missing	6.00	2	18.2		
Total		11	100.0		

## Frequently Asking for Sick Leave

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	18.2	22.2	22.2
	Disagree	2	18.2	22.2	44.4
	I Don't Know	1	9.1	11.1	55.6
	Agree	2	18.2	22.2	77.8
	Strongly Agree	2	18.2	22.2	100.0
	Total	9	81.8	100.0	
Missing	6.00	2	18.2		
Total		11	100.0		

## Absenteeism from Work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	18.2	22.2	22.2
	Disagree	2	18.2	22.2	44.4
	I Don't Know	1	9.1	11.1	55.6
	Agree	2	18.2	22.2	77.8
	Strongly Agree	2	18.2	22.2	100.0
	Total	9	81.8	100.0	
Missing	6.00	2	18.2		
Total		11	100.0		

## Loss of Tolerance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	18.2	22.2	22.2
	Disagree	4	36.4	44.4	66.7
	Agree	1	9.1	11.1	77.8
	Strongly Agree	2	18.2	22.2	100.0
	Total	9	81.8	100.0	
Missing	6.00	2	18.2		
Total		11	100.0		

## Coflict with Bosses

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	9.1	11.1	11.1
	I Don't Know	1	9.1	11.1	22.2
	Agree	6	54.5	66.7	88.9
	Strongly Agree	1	9.1	11.1	100.0
	Total	9	81.8	100.0	
Missing	6.00	2	18.2		
Total		11	100.0		

## Conflict with Co-workers

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	9.1	11.1	11.1
	Disagree	1	9.1	11.1	22.2
	I Don't Know	1	9.1	11.1	33.3
	Agree	2	18.2	22.2	55.6
	Strongly Agree	4	36.4	44.4	100.0
	Total	9	81.8	100.0	
Missing	6.00	2	18.2		
Total		11	100.0		

## Difficulty to Assign them serious Responsibility

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	9.1	11.1	11.1
	Disagree	2	18.2	22.2	33.3
	Agree	3	27.3	33.3	66.7
	Strongly Agree	3	27.3	33.3	100.0
	Total	9	81.8	100.0	
Missing	6.00	2	18.2		
Total		11	100.0		

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## Theft and/or embezzlement

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	36.4	44.4	44.4
	Disagree	3	27.3	33.3	77.8
	Strongly Agree	2	18.2	22.2	100.0
	Total	9	81.8	100.0	
Missing	6.00	2	18.2		
Total		11	100.0		

## Frequently Asking for Loan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	9.1	11.1	11.1
	Disagree	1	9.1	11.1	22.2
	I Don't Know	1	9.1	11.1	33.3
	Agree	4	36.4	44.4	77.8
	Strongly Agree	2	18.2	22.2	100.0
	Total	9	81.8	100.0	
Missing	6.00	2	18.2		
Total		11	100.0		

## Feeling of Depression, Anger

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	I Don't Know	3	27.3	33.3	33.3
	Agree	4	36.4	44.4	77.8
	Strongly Agree	2	18.2	22.2	100.0
	Total	9	81.8	100.0	
Missing	6.00	2	18.2		
Total		11	100.0		

## Unstable Friendship Ties

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	1	9.1	11.1	11.1
	I Don't Know	3	27.3	33.3	44.4
	Agree	3	27.3	33.3	77.8
	Strongly Agree	2	18.2	22.2	100.0
	Total	9	81.8	100.0	
Missing	6.00	2	18.2		
Total		11	100.0		

## Careless About Personal Hygiene

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	9.1	11.1	11.1
	Disagree	4	36.4	44.4	55.6
	I Don't Know	2	18.2	22.2	77.8
	Strongly Agree	2	18.2	22.2	100.0
	Total	9	81.8	100.0	
Missing	6.00	2	18.2		
Total		11	100.0		

## Lying

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	36.4	44.4	44.4
	Disagree	1	9.1	11.1	55.6
	Agree	2	18.2	22.2	77.8
	Strongly Agree	2	18.2	22.2	100.0
	Total	9	81.8	100.0	
Missing	6.00	2	18.2		
Total		11	100.0		

### 5. Frequency Table for bosses' evaluation responses on that chewing employees' work behaviour summarized under the measurement variables

#### Bosses' Evaluation of *Tchat* Chewer Employee(s)' Attendance as compared to the non-chewer employee(s)

	Frequency	Percent	Cumulative Percent
They do not have more Absenteeism Problems	4	44	44.0
They have more Absenteeism Problem	5	66	100.0
Total	9	100.0	

#### Bosses' Evaluation of Unfavorable Work Place Event Encounters by *Tchat* Chewer Employees

	Frequency	Percent	Cumulative Percent
I don't agree	3	33.3	33.3
I Don't Know	2	22.3	55.6
Yes, they do	4	44.3	100.0
Total	9	100.0	

Evaluation of Bosses on *Tchat* chewer Employees' Personality

	Frequency	Percent	Cumulative Percent
They Have Good Personality	1	11	11
I Don't Know	4	44.5	55.5
They Don't Have Good Personality	4	44.5	100.0
Total	9	100.0	

Evaluation of Bosses on *Tchat* chewer Employees' Lack of Integrity

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	18.2	18.2	18.2
I Don't Agree	5	45.5	45.5	63.6
I Don't Know	2	18.2	18.2	81.8
Yes, they do	2	18.2	18.2	100.0
Total	11	100.0	100.0	

Evaluation of Bosses on *Tchat* chewer Employees' Frequency of request for Loan

	Frequency	Percent	Cumulative Percent
They Don't Request Loan more frequently than non chewers	2	22	22
I Don't Know	1	11	33
They Request Loan More frequently than Non chewers	6	67	100.0
Total	9	100.0	

## 6. Frequency Table for non-chewer co-worker employees' evaluation responses on *tchat* chewing employees' work behaviour

Attendance

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	1	1.0	2.5	2.5
Disagree	7	6.7	17.5	20.0
I Don't Know	16	15.2	40.0	60.0
Agree	10	9.5	25.0	85.0
Strongly Agree	6	5.7	15.0	100.0
Total	40	38.1	100.0	
Missing System	65	61.9		
Total	105	100.0		

## Unfavorable Work Place Encounters

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	1.0	2.5	2.5
	Disagree	5	4.8	12.5	15.0
	I Don't Know	21	20.0	52.5	67.5
	Agree	12	11.4	30.0	97.5
	Strongly Agree	1	1.0	2.5	100.0
	Total	40	38.1	100.0	
Missing	System	65	61.9		
Total		105	100.0		

## Integrity

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.9	5.0	5.0
	Disagree	6	5.7	15.0	20.0
	I Don't Know	15	14.3	37.5	57.5
	Agree	7	6.7	17.5	75.0
	Strongly Agree	10	9.5	25.0	100.0
	Total	40	38.1	100.0	
Missing	System	65	61.9		
Total		105	100.0		

## Personality

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	1.0	2.5	2.5
	Disagree	4	3.8	10.0	12.5
	I Don't Know	17	16.2	42.5	55.0
	Agree	12	11.4	30.0	85.0
	Strongly Agree	6	5.7	15.0	100.0
	Total	40	38.1	100.0	
Missing	System	65	61.9		
Total		105	100.0		

## Frequently Asking for Loan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	1.0	2.5	2.5
	Disagree	3	2.9	7.5	10.0
	Indifferent	12	11.4	30.0	40.0
	Agree	11	10.5	27.5	67.5
	Strongly Agree	13	12.4	32.5	100.0
	Total	40	38.1	100.0	
Missing	System	65	61.9		
Total		105	100.0		

## 7. Questionnaire for Tchat Chewer Employees

The purpose of this questionnaire is to fulfill the requirement of Master of Business Administration with main study objective of uncovering the effects of tchat chewing on labor productivity. Since it is not the aim of the study to know the particular individual who completes the questionnaire, there is no need of mentioning your name.

I would like to remind you that for the close ended questions I would like you to please put a tick mark in the boxes provided (if more than one choice is applicable, please tick in the boxes of all the applicable choices) and address the open ended questions with your own explanations. I would very much appreciate it if you please try to respond in full and at your earliest time possible.

Thank you very much for your precious time and patience!

I certify that the findings of this study will not be used for any other purpose.  
Leyla Nassir – Master of Business Administration, Addis Ababa University.

1. Age  
 10 – 18       19 – 25       26 – 32       33 – 40       >40
2. Gender  
 Male       Female
3. Educational Level  
 Up to 4<sup>th</sup> grade       5 – 6 grade       7 – 8<sup>th</sup> grade   
 9-10<sup>th</sup> grade       11-12<sup>th</sup> grade (certificate)       Diploma   
 Degree       Other \_\_\_\_\_
4. Religious Affiliation  
 Muslim       Christian       Other \_\_\_\_\_
5. Monthly Income  
 < 250 birr       251 – 500       501 – 750   
 751 – 1000       1001 – 1500       1501 – 2000       >2000
6. Do you chew tchat?    Yes       No

If the answer for question number 6 is yes, please continue with the following questions.

7. How long had it been since you started chewing Tchat? \_\_\_\_\_



20. Usually at what time do you go to sleep?  
\_\_\_\_\_

21. Are u able to get asleep early (as you go to bed)? \_\_\_\_\_

22. Usually at what time do you wake up in the morning? \_\_\_\_\_

23. Your job time preference is

Fulltime job  Part time job  Both  None

24. Any recently encountered unfavorable workplace event(s)? (Especially in the last six months)

Mistakes at Work

Machine Breakage

Physical Damage of any kind

Other, please specify \_\_\_\_\_

25. Have you been to any medical treatment in the past six months?

Yes  No

26. If yes, how much did it cost you? \_\_\_\_\_

27. Do you smoke Cigarettes? Yes  No

28. Does the number of cigarettes you smoke increase while you are chewing Tchat?

Yes  No

29. How much do you spend for cigarette per day?

<5 birr  6 to 10 birr

11 to 20 birr  > 20 birr

30. Do you Drink Alcohol? Yes  No

31. Does the number of alcohol drinks you take increase after you have chewed Tchat?

Yes  No

32. How much do you usually spend for alcohol drinks after chewing tchat?

<10 birr  10 to 20 birr

20 to 30 birr  > 30 birr

33. Please list down your substance use habits in the sequence you started them

1<sup>st</sup> \_\_\_\_\_  
 2<sup>nd</sup> \_\_\_\_\_  
 3<sup>rd</sup> \_\_\_\_\_  
 Any Other? \_\_\_\_\_

If there is any other idea, comment, suggestions, personal experiences on the issue, please discuss it in the space provided below.

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THANK YOU VERY MUCH!

## 8. Questionnaire for Non Tchat Chewer Employees

The purpose of this questionnaire is to fulfill the requirement of Master of Business Administration with main study objective of uncovering the effects of tchat chewing on labor productivity. Since it is not the aim of the study to know the particular individual who completes the questionnaire, there is no need of mentioning your name.

I would like to remind you that for the close ended questions I would like you to please put a tick mark in the boxes provided (if more than one choice is applicable, please tick in the boxes of all the applicable choices) and address the open ended questions with your own explanations. I would very much appreciate it if you please try to respond in full and at your earliest time possible.

Thank you very much for your precious time and patience!

I certify that the findings of this study will not be used for any other purpose.  
 Leyla Nassir – Master of Business Administration, Addis Ababa University.

1. Age  
 10 – 18     19 – 25     26 – 32     33 – 40     >40

2. Gender  
 Male     Female

## 3. Educational Level

Up to 4<sup>th</sup> grade       5 - 6 grade       7 - 8<sup>th</sup> grade   
 9-10<sup>th</sup> grade       11-12<sup>th</sup> grade (certificate)       Diploma   
 Degree       Other \_\_\_\_\_

## 4. Religious Affiliation

Muslim       Christian       Other \_\_\_\_\_

5. Monthly Income      < 250 birr       251 - 500       501 - 750   
 751 - 1000       1001 - 1500       1501 - 2000       >2000

6. Do you chew tchat?      Yes       No

**If the answer for question number 6 is No, please continue with the following questions.**

7. You usually show up to your job

On time       Late       Very late       Absent

8. How long did you stay in the job you had just before your current job?  
 \_\_\_\_\_

9. How long had it been since you started your current job? \_\_\_\_\_

10. Usually at what time do you go to sleep? \_\_\_\_\_

11. Are u able to get asleep early (as you go to bed)? \_\_\_\_\_

12. Usually at what time do you wake up in the morning?  
 \_\_\_\_\_

13. Your job time preference is

Fulltime job       Part time job       Both       None

14. Any recently encountered unfavorable workplace event(s)? (Especially in the last six months)

Mistakes at Work

Machine Breakage

Physical Damage of any kind

Other, please specify \_\_\_\_\_  
 \_\_\_\_\_

15. Have you been to any medical treatment in the past six months?

Yes       No

16. If yes, how much did it cost you? \_\_\_\_\_

17. Do you smoke Cigarettes? Yes  No

18. How much do you spend for cigarette per day?  
 <5 birr  6 to 10 birr   
 11 to 20 birr  > 20 birr

19. Do you Drink Alcohol? Yes  No

20. How much do you usually spend for alcohol drinks per day?  
 <10 birr  10 to 20 birr   
 20 to 30 birr  > 30 birr

21. Please list down your substance use habits in the sequence you started  
 1<sup>st</sup> \_\_\_\_\_  
 2<sup>nd</sup> \_\_\_\_\_  
 3<sup>rd</sup> \_\_\_\_\_  
 Any Other? \_\_\_\_\_

22. Which one of the following attributes do you think characterizes Tchat chewer employees most as compared to non-chewers? Please place a tick mark in the cell under the column of your choice.

	Strongly Agree	Agree	Don't Know	Disagree	Strongly disagree
Late Coming to work place					
Work Mistakes such as sub-quality products, Machine Breakage, etc					
Physical damage					
Frequent sick leave					
Absence specially after holidays and weekends, etc.					
Lack of Tolerance (patience)					
Disagreement with boss					
Disagreement with co-workers					
Lack of conscientiousness (dependability, responsibility, etc)					
Theft and/or embezzlement					
Frequent loan request					
Fatigue, depression, aggression					
Unstable friendship tie					
Lack of personal hygiene					
Lying / deceiving					

If there is any other idea, comment, suggestions, personal experiences on the issue, please discuss it in the space provided below.

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THANK YOU VERY MUCH!

### 9. Questionnaire for Bosses

The purpose of this questionnaire is to fulfill the requirement of Master of Business Administration with main study objective of uncovering the effects of that chewing on labor productivity. Since it is not the aim of the study to know the particular individual who completes the questionnaire, there is no need of mentioning your name.

I would like to remind you that for the close ended questions I would like you to please put a tick mark in the boxes provided (if more than one choice is applicable, please tick in the boxes of all the applicable choices) and address the open ended questions with your own explanations. I would very much appreciate it if you please try to respond in full and at your earliest time possible. Thank you very much for your precious time and patience!

I certify that the findings of this study will not be used for any other purpose.  
Leyla Nassir – Master of Business Administration, Addis Ababa University.

1. Age

10 – 18       19 – 25       26 – 32       33 – 40       >40

2. Gender

Male       Female

3. Educational Level

Up to 4<sup>th</sup> grade       5 – 6 grade       7 – 8<sup>th</sup> grade   
 9-10<sup>th</sup> grade       11-12<sup>th</sup> grade (certificate)       Diploma   
 Degree       Other \_\_\_\_\_

4. Religious Affiliation

Muslim  Christian  Other \_\_\_\_\_

5. Is (are) there any Tchat chawer employee(s) in your organization?

Yes  No  I don't know

6. If yes, which one of the following attributes do you think characterizes Tchat chawer employees most as compared to non-chawers? Please place a tick mark in the cell under the column of your choice.

	Strongly Agree	Agree	Don't Know	Disagree	Strongly Disagree
Late Coming to work place					
Work Mistakes such as sub-quality products, Machine Breakage, etc					
Physical damage					
Frequent sick leave					
Absence specially after holidays and weekends, etc.					
Lack of Tolerance (patience)					
Disagreement with boss					
Disagreement with co-workers					
Lack of conscientiousness (dependability, responsibility, etc)					
Theft and/or embezzlement					
Frequent loan request					
Fatigue, depression, aggression					
Unstable friendship tie					
Lack of personal hygiene					
Lying / deceiving					

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If there is any other idea, comment, suggestions, personal experiences on the issue, please discuss it in the space provided below.

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THANK YOU VERY MUCH!

4. Religious Affiliation

Muslim

Christian

Other \_\_\_\_\_

5. Is (are) there any Tchat chewer employee(s) in your organization?

Yes

No

I don't know

6. If yes, which one of the following attributes do you think characterizes Tchat chewer employees most as compared to non-chewers? Please place a tick mark in the cell under the column of your choice.

	Strongly Agree	Agree	Don't Know	Disagree	Strongly disagree
Late Coming to work place					
Work Mistakes such as sub-quality products, Machine Breakage, etc					
Physical damage					
Frequent sick leave					
Absence specially after holidays and weekends, etc.					
Lack of Tolerance (patience)					
Disagreement with boss					
Disagreement with co-workers					
Lack of conscientiousness (dependability, responsibility, etc)					
Theft and/or embezzlement					
Frequent loan request					
Fatigue, depression, aggression					
Unstable friendship tie					
Lack of personal hygiene					
Lying / deceiving					

Tchat Chewer Employee  
 ARADA SUB - CITY  
 2018

If there is any other idea, comment, suggestions, personal experiences on the issue, please discuss it in the space provided below.

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THANK YOU VERY MUCH!

## 10. Interview Questions for Medical Professional at Amanuel Mental Health Specialized Hospital

1. Do you treat all kinds of substance abuse issues?
2. What makes Tchat chewing different?
3. What effects do you think tchat chewing has on chewers' behaviour?
  - a. With regard to sleep regularity
  - b. Time Consciousness
  - c. General and Mental Health
  - d. Personality
  - e. Any other that might affect the chewers' judgment and work habit
  - f. Any other that you might have encountered in your work life?
4. Can we associate Tchat chewing with mental illness?
5. If so, to what extent?

## CERTIFICATION

This is to certify that Woy. Leyla Nassir has carried out this research work on the topic entitled *Perception of Employees and Employers Towards Tchat (Catha Edulis) Chewing Habit and Their Productivity - The Case of Sheet Metal and Wood Works Organizations in Arada Sub – City* under my supervision. This work is original in nature and it is sufficient for submission for the partial fulfillment of the award of MBA Degree.

**Zewdie Shibre (PhD)**

Signature: \_\_\_\_\_

Date \_\_\_\_\_

Examined by:

\_\_\_\_\_  
Name

\_\_\_\_\_  
Signature

