

**A STUDY ON ABSENTEEISM AMONG THE EMPLOYEES  
OF TEXTILES INDUSTRIES, COIMBATORE DISTRICT**

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**ABSTRACT**

The project entitled **A Study on Absenteeism among the Employees' Of Textiles Industries, Coimbatore** is concerned with the issues, factors and causes related to absenteeism. An organization's productivity gains momentum and progress by the effective and efficient workforce in the organization. The process has to continue at all situations; hence the management should ensure there is sufficient manpower is available. The research is carried out in such a way that it deals with the real time situations in industries, which faces the challenges and consequences due to absenteeism. The relationship between management and workforce has to be sustained and employee's problems should be solved with proper solutions to avoid absenteeism. The project helps the organization to know their current practices regarding absenteeism, suggests ideas to improve in a better prospect and result in the organizational development.

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## INTRODUCTION

Absenteeism is one of major human problem of Indian industries it results in dislocation of work, increase in labour cost reduction of productivity. Absenteeism among the laborer of an industry is more dangerous to its economy than any other factor. It affects adversely the employees and employers due to loss of wages and production respectively. Experience has shown that more man days are lost on account absenteeism rather than of industrial dispute and other happenings.

The labour bureau (1962) defines absenteeism as the total shifts lost because as percentage of the total number of man shifts scheduled to work. According to websites dictionary “absenteeism is the practice or habit of being an absent and an absents is one who habitually stays away from work. Similarly of social science observes that “absenteeism” as the time lost in industrial establishment by avoidable or unavoidable absence of employees. The lost by the strikes or by lateness amounting to an hour or 2 is not usually included. Absenteeism signifies the absence of an employee from work when he is scheduled to present for the work. It is Unauthorized, Unexplained, avoidable and willful absence from work. The magnitude of absenteeism is universal fact and it differs from industry to industry, place to place, occupation to occupation.

## REVIEW OF LITERATURE

Mayfield, Jacqueline; Mayfield, Milton (2009) says in his article as the relationship between strategic leader language (as embodied in Motivating Language Theory) and employee absenteeism. With a structural equation model, two perspectives were measured for the impact of leader spoken language: employee attitudes toward absenteeism and actual attendance. Results suggest that leader language does in fact have a positive, significant relationship with work attendance through the mediation effect of worker attendance attitude

Robert R. Inman, Dennis E. Blumenfeld (2008) concluded their study about manufacturers have adopted the strategy of organizing assembly line workers into teams supported by a team leader. The objective is to quantify how team sizing impacts productivity and profitability in the presence of absenteeism. The model focuses on the team leader’s role of assisting team members, and accounts for the impact of cross-training, quality, absenteeism, and whether or not Andon is used.

It enables what-if analyses of alternative strategies for team sizing, Andon, absenteeism, and cross-training

Nathan J. Hiller, Robert J. Vance, etl (2008) summarized their study as a research is limited in explaining absenteeism at the unit level and over time. We developed and tested a model of unit-level absenteeism using five waves of data collected over six years from 115 work units in a large state agency. Unit-level job satisfaction, organizational commitment, and local unemployment were modeled as time-varying predictors of absenteeism. Shared satisfaction and commitment interacted in predicting absenteeism but were not related to the rate of change in absenteeism over time. Unit-level satisfaction and commitment were more strongly related to absenteeism when units were located in areas with plentiful job alternatives.

#### **OBJECTIVES OF THE STUDY**

- To study the level of absenteeism prevailing in the Organization.
- To study the factors influencing absenteeism.
- To study the major causes of absenteeism in the organization
- To study the employees attitude towards the problem of absenteeism.

#### **RESEARCH METHODOLOGY**

The nature of the study is a descriptive research. It studies those, which are concerned with describing the characteristics of a particular individual or of a group. Stratified random sampling method is adopted. The population is finite. In “finite” universe the number of items is certain. The size of sample should not be excessively large, or too small. Here the size of the population is 126 respondents

The primary data is collected through questionnaire method and secondary data collected from technical & trade journals, reports and publications of various associations connected with business & industry, letters, research work, labor bureaus

**STATISTICAL TOOLS USED**

- Percentage analysis
- Chi-square test
- Co relation

**DATA ANALYSIS AND INTERPRETATIONS****Table 1: Personal profile of the respondents using Percentage Analysis Method**

Group	Classification	No of respondents	Percentage
<b>Gender</b>	Male	110	87
	Female	16	13
<b>Age</b>	18-25	16	13
	25-35	30	24
	36-45	58	46
	Above 45	22	17
<b>Educational qualification</b>	Below 8 <sup>th</sup> std	37	30
	SSLC	61	48
	Plus two	19	15
	UG	9	8
<b>Marital Status</b>	Married	110	87
	Unmarried	16	13
<b>Experience</b>	Below 5 years	35	28
	5-10 years	21	17
	10-15 years	7	5
	15 years and above	63	50
<b>Wages</b>	50-100	35	28

	100-150	33	26
	150-200	15	12
	200 and above	43	34

**Interpretation:**

From the above table it shows that, Majority of the respondents are male, Majority of the respondents are in 36-45 years of age group, Majority of the respondents are SSLC level of Educational qualification, Majority of the respondents are married, Majority of the respondents are in below 5 years of experience, Majority of the respondents are in Rs.50 – 100in the wages..

**Table 2: Table Showing the Respondents Based On Absenteeism**

Employee Absenteeism	Criteria	No. of Respondents								
		Family problem	Sickness	Social Occasions	Religious Occasions	Transport problem	Work load	Working condition	Monetary Benefits	Relation among worker & mgmt
Very often		10	24	20	21	0	8	0	63	19
Sometimes		68	72	58	38	6	25	18	25	67
No comments		4	0	0	0	0	2	68	3	5
Never		18	4	22	41	94	64	14	9	9

**Interpretation**

From the above table it shows that 68% of the respondents sometimes take leave due to family problems, 72% of the respondents are sometimes take leave due to sickness, 58% of the respondents are sometimes take leave due to social occasion, 41 % of the respondents are never take leave due to religious occasion, 94 % of the respondents are never take leave due to transport

problem, 64% of the respondents are never take leave due to work load, 68% of the respondents are no comments due to take leave in the working condition, 63% of the respondents are very often take leave due to monetary benefits and 67% of the respondents have good relationship among workers and management.

**Table 3: Table Showing the Relationship between Salary of the Respondents and the Rate of Absenteeism**

H0: There is no significant difference between the wages and rate of absenteeism in the organization.

H1: There is a significant difference between the wages and rate of absenteeism in the organization.

Salary of the respondents					
Rate of absenteeism	50-100	100-150	150-200	200&above	Total
Nil	3	7	5	19	34
1-2 days	7	5	7	8	27
2-4 days	20	15	2	12	49
>4 days	5	6	1	4	16
<b>Total</b>	<b>35</b>	<b>33</b>	<b>15</b>	<b>43</b>	<b>23.368</b>

Test	Value	Df	Sig
Chi square	23.368	9	*

### Interpretation

Chi square test was applied to check whether there exists any relation ship between salary and the absenteeism rate .The calculated value of chi square was found to be23.368 the table value at 5% significance level was 16.919. Since the calculated value is greater than the table value, we accept the hypothesis which tells that there exist a relation between absenteeism rate and the salary given.

**Table 4: Table Showing the Relationship between Age Group of the Respondents and the Rate of Absenteeism**

H0: There is no significant difference between the age of the respondents and rate of absenteeism in the organization.

H1: There is a significant difference between the age of the respondents and rate of absenteeism in the organization.

Age Group of the Respondents					
Rate of absenteeism	18-25	25-35	36-45	Above45	Total
Nil	2	5	14	13	34
1-2 days	6	7	12	2	27
2-4 days	6	13	24	6	49
>4 days	2	5	8	1	16
<b>Total</b>	<b>16</b>	<b>30</b>	<b>58</b>	<b>22</b>	<b>17.3524</b>

Test	Value	Df	Sig
Chi square	17.3524	9	*

## Interpretation

Chi square test was applied to check whether there exist any relation ship between salary and the absenteeism rate .The calculated value of chi square was found to be 17.3524, and the table value at 5% significance level was 16.919.Since the calculated value was greater than the table value we accept the hypothesis which tells that there exist a relation between absenteeism rate and the age group of respondents.

**Table 5: Showing Correlation Test**

$\mu_o$  – There exist no significant relationship between rate of absenteeism and family problem, sickness, social and religious occasion

$\mu_a$  - There exists significant relationship between rate of absenteeism and production, quality and sales.

		Rate of absenteeism	Family problem, sickness, social and religious occasion
Rate of absenteeism	Pearson correlation Sig.(2 tailed) N	1.000 . 150	.926** .000 150
Family Problem, Sickness, Social and Religious Occasion	Pearson Correlation Sig.(2 tailed)N	.926** . 150	1.000 .000 150

## LIMITATIONS OF THE STUDY:

- Employees are not free to express their original feelings due to fear.
- They may not be interested to answer the question.
- There may be errors due to bias in the respondents.
- The chances of personal prejudice were greater among the respondents



## FINDINGS

- From the above table it shows that, Majority of the respondents are male, Majority of the respondents are in 36-45 years of age group, Majority of the respondents are SSLC level of Educational qualification, Majority of the respondents are married, Majority of the respondents are in below 5 years of experience, Majority of the respondents are in Rs.50 – 100 in the wages..
- From the above table it shows that 68% of the respondents sometimes take leave due to family problems, 72% of the respondents are sometimes take leave due to sickness, 58% of the respondents are sometimes take leave due to social occasion, 41 % of the respondents are never take leave due to religious occasion, 94 % of the respondents are never take leave due to transport problem, 64% of the respondents are never take leave due to work load, 68% of the respondents are no comments due to take leave in the working condition, 63% of the respondents are very often take leave due to monetary benefits and 67% of the respondents have good relationship among workers and management.
- Chi square test was applied to check whether there exists any relation ship between salary and the absenteeism rate .The calculated value of chi square was found to be 23.368 the table value at 5% significance level was 16.919. Since the calculated value is greater than the table value, we accept the hypothesis which tells that there exist a relation between absenteeism rate and the salary given.
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## SUGGESTION

- The working conditions of the work place have to be improved.
- The regulations for availing leave are to be made stricter.
- The relations between the management and the employees should be increased for better results.

- Extra monetary benefits should be given so as to reduce absenteeism.
- Motivation level should be increased to increase the productivity and reduce the absenteeism.
- The salary of the employees should also be increased based on performance and years of experience.
- The safety measures that are adopted should be improved by the company.
- Employees must become aware that their contribution is vital to the company.

## CONCLUSION

Absenteeism in India is one of the major causes for loss of production and revenue to the organization. All the employees must be aware of their role played in the organization. Their absence is one of the major issues for decreasing productivity. The management has a key role to play to take efforts towards reducing absenteeism in the organization. Incentives and extra monetary benefits, better relations of the employees with the management, and better working conditions can act as major factors towards reducing absenteeism. Absenteeism is a universal problem and every organization should strive to tackle this problem in the best possible way.

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