

**EMPLOYEE ABSENTEEISM – A CASE STUDY OF
LEATHER FIRM IN VELLORE**

Dr.S.Poongavanam*

ABSTRACT

Absenteeism is the most important problems in leather firms. The main objective of the study was to find the reasons for absenteeism; however, there are many factors that determine absenteeism, apart from satisfaction. The researcher conducted a research of 180 employees from the Leather firms. The research concluded that absenteeism was largely present in leather firms it may be due to their health problems caused due to leather and of those workers with low job satisfaction.

Key Words: Time taken, transport, Satisfaction & Condition

* **Assistant Professor, AMET Business School, AMET University, Chennai**

Introduction and Reviews

Muchinsky stated that the conflicting and contradictory findings reported in studies on absenteeism are attributable to the ill-defined concept of absenteeism (Muchinsky 1977). Defining absenteeism should be simple. "A person either is or is not at work." However, there is not universal agreement on its meaning (Rhodes & Steers, 1990)[7]. Many studies argue that job satisfaction and absenteeism are related among employees, but the connection is inconsistent. Most absence research has concentrated on two main themes: the association of personal characteristics with absence and the association of job satisfaction with absence. Some studies organize absenteeism into two main types: "voluntary and involuntary". While voluntary absenteeism implies a conscious decision by the worker about whether to attend work on any given day, involuntary absence implies that it is beyond the immediate control of the worker, e.g. Transportation problems, sickness or family funeral (Hackett & Guion, 1985).

“Absenteeism is a serious problem for a management because it involves heavy additional expenses. Reserves and understudies are kept in readiness to take the place of the absentees, failing which the overhead cost of idle equipment has to be faced. Industrial employees do not usually ask for leave of absence in advance or even give notice during their absence as to how long they would be away. The management is generally uncertain about probable duration of an employee’s absence and cannot take appropriate measures to fill the gap. As regards measures to be adopted to be remedy the situation, the Labor investigation Committee, 1946, was of the opinion that “Proper conditions of work in the factory, adequate wages, protection from accidents and sickness, and facilities for obtaining leave for rest and reaction constitute the most effective means of reducing Absenteeism.

The Encyclopedia of Social Sciences suggests the following measures to reduce the rate of absenteeism.

- I. The personnel management should encourage notification, especially in cases of sickness when the duration of absences is likely to be long.

- II. In case of personal and family; circumstances, e.g... Illness of children in the case of married women employees, which make absences unavoidable, leave, should be granted liberally.
- III. To reduce unavoidable absence due to sickness and industrial accidents, programmers of industrial hygiene and safety should be strengthened.
- IV. Regularity in attendance can be encouraged to some extent by the offer of a bonus and other pecuniary inducement.
- V. Absenteeism is probably a natural human reaction to the routine of modern factory life. There is maladjustment between man's instincts and desires and the regular working habits that are imposed upon him this routine can be relaxed or modified by grant of leave with pay, by shortening or redistributing scheduled hours, by having employees living nearer to their places of work, and by adjusting the physical condition of the plant, especially noise and ventilation. It should be noted no single measure can be effective in controlling Absenteeism but a skillful combination of various measures would definitely lead to the desired results.

Methodology

Survey method was followed to conduct the study & data were collected through convenience sampling technique method. Convenient sampling is a non-probability sampling. The technique was chosen as convenient and saves time. Respondents who were easily available for survey were selected. The sample size included respondents of various departments of the leather firms. The sample size for employees was chosen to be 180 this was considered sufficient to analyze and interpret the data easily. After scrutiny of field data, the processing was done.

OBJECTIVES OF THE STUDY

- To study the various personal factors of the employees that influences absenteeism.
- To study the impact of absenteeism on the personal factors
- To suggest various remedial measures to effectively control absenteeism of the employees.

SOURCES OF DATA COLLECTION

Both primary and secondary data collection have been taken for this research study.

Primary Data:

The primary data are those, which are collected afresh and for the first time, and thus happen to be original in character. The primary data is collected using a well – designed questionnaire both in English and Tamil language. The primary data is collected by direct interview with the workers. The questions included were:

- Dichotomous questions
- Open ended questions
- Closed ended questions

Secondary Data:

Secondary data means data that are already available. The secondary data is collected with the help of company records, company manual, internet etc.,

LIMITATIONS OF THE STUDY

- a) There is chance of bias in response due to - Respondents mental state and attitude, Lack of sufficient time to interact
- b) Respondents answered the questions while they were working,

STATISTICAL TOOLS USED

1. CHI Square
2. Percentage

DATA ANALYSIS AND INTERPRETATION

TABLE NO .1

AGE OF THE RESPONDENTS

S. No	Particulars	No. Respondents	Percentage
1	Below 30 years	110	61.1%
2	30 - 35years	36	20%
3	Above 35 years	34	18.9%
	Total	180	100%

INFERENCE

From the above table it is clear that 61.1% of the respondents belong to the age group of below the age of 30, 20% to the age group of 30-35 and 18.9% to the group of respondents above 35 ages.

TABLE NO 2**EDUCATIONAL QUALIFICATION**

S. No	Particulars	No. Respondents	Percentage
1	Below 10 th std	14	7.8%
2	12 th std	38	21.2%
3	ITI Holder	52	28.8%
4	Diploma	62	34.4%
5	Graduate	4	2.2%
6	Post graduate	10	5.6
	Total	180	100%

INFERENCE

From the above table it is clear that 7.8% of the respondents are below 10th std 21.2%, are 12th std, 28.8% are ITI Holder, 34.4% are diploma holders, only 2.2% of the respondents are Graduate, 5.6% of the respondents in post graduate.

TABLE NO. 3**WORKING EXPERIENCE**

S. No	Particulars	No. Respondents	Percentage
1	Below 1 years	26	14.5%
2	2 - 4years	98	54.5%
3	5 - 7 years	48	26.6%
4	Above 7 years	8	4.4%
	Total	180	100%

INFERENCE:

From the above table it is clear that 54.5% of the respondents have service of 2 - 4 years 26.6% of the respondents service of 5 – 7 years and then 14.5% of respondents have service of below 1 year and 4.4% of respondents have 7 years service.

TABLE NO. 4**MARITAL STATUS OF THE RESPONDENTS**

S. No	Particulars	No. Respondents	Percentage
1	Married	121	67.2%
2	Unmarried	159	32.8%
	Total	180	100%

INFERENCE:

From the above table it is 67.2% of the respondent is married and then 32.8% of the respondents are Unmarried.

TABLE NO. 5**NUMBER OF CHILDREN THE RESPONDENTS HAVE**

S. NO	No. of Respondents	Children's	Percentage
1	42	None	23.3%
2	86	One	47.7%
3	34	Two	19.8%
4	18	Three and above	10.2%
	180		100%

INFERENCE

From the above table it is 47.7% of the respondents having 1 children, 23.3% of the respondents having none children's, and 19.80% of the respondents having 2 children's, and 10.2% of respondents having above 3 children's.

TABLE NO. 6**WHETHER THE RESPONDENTS EMPLOYEED SPOUSE OR NOT**

S. No	Particulars	No. Respondents	Percentage
1	Yes	38	21.1%
2	No	142	78.9%
	Total	180	100%

INFERENCE:

From the above table it is clear that 21.1% of the respondents spouses are employed and for 78.9% spouse is not employed.

TABLE NO. 7**TIME TAKE TO REACH THE COMPANY**

S. No	Particulars	No. Respondents	Percentage
1	Less than 15 Min	16	8.8%
2	15 – 30	42	23.4%
3	30 Min – 1 hour	86	47.8%
4	Above 1 hour	39	20%
	Total	180	100%

INFERENCE

From the above table it is clear 8.8% of the respondents take less than 15 min time to reach the company 23.4% take 15-30Min 47.8% take 30Min – 1hours, than 20% take more than 1hours to reach the company.

TABLE NO. 8**THE RESPONDENTS MODE OF TRANSPORTS FROM HOME TO COMPANY**

S. No	Particulars	No. Respondents	Percentage
1	By Two Wheeler	91	50.06%
2	By Cycle	62	34.04%
3	By bus	27	15.00%
	Total	180	100%

INFERENCE

From the above table it is clear 50.06% of the respondents come by two wheelers, 30.4% of the respondents come by cycles, and 15.00% come by bus.

TABLE NO. 9**RESPONDENTS NORMALLY ABSENT PER MONTH**

S. No	Particulars	No. Respondents	Percentage
1	Nil days	6	3.4%
2	1 – 2	148	82.2%
3	3 – 4	26	14.4%
4	5 Above	0	0
	Total	180	100%

INFERENCE:

From the above table it is clear that 3.4% of the respondents nil days absent in a month, 82.2% of 1 – 2 days, and 14.4% are 3 – 4 days absent.

TABLE NO. 10**NORMALLY RESPONDENTS OBTAIN PRIOR PERMISSION FOR TAKING LEAVE**

S. No	Particulars	No. Respondents	Percentage
1	Always	83	46.1%
2	Sometimes	62	34.4%
3	Rarely	20	11.011%
4	Often	15	8.3%
5	Never	0	0
	Total	180	100%

INFERENCE

From the above table it is clear 46.1% of the respondents always permission take to leave 34.4% sometimes permission take to leave 11.11% of respondents rarely permission take to leave and 8.3% of the respondents often permission take to leave.

TABLE NO. 11**EDUCATION QUALIFICATION AND SATISFACTION TOWARDS PRESENT DESIGNATION**

Educational Qualification	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied	Total
10thStd below 10th	4	6	4	0	0	14
12th Std	8	22	6	2	0	38
ITI	11	17	20	4	0	52
Diploma Holder	16	25	21	0	0	62
Graduate	1	2	1	0	0	4
Post Graduate	1	4	3	2	0	10
Total	41	76	55	8	0	180

CHI SQUARES TEST

Observed Frequency (O)	Expected Frequency	$(O - \Sigma^2 / \Sigma)$
4	3.18	.21
6	5.91	.0013
4	4.27	.017
0	0	0
0	0	0
8	8.65	.048

22	16	2.25
6	11.61	2.71
2	1.68	0.06
0	0	0
11	11.84	.059
17	22	1.13
20	15.88	1.06
4	2.31	1.23
0	0	0
16	14.12	.25
25	26.17	.052
21	19	.21
0	0	0
0	0	0
1	.91	.008
2	1.68	0.06
1	1.22	0.039
0	0	0
0	0	0
1	2.27	0.71
4	4.22	0.011
3	3.05	.008
2	.44	5.53
0	0	0
Total		15.21

Calculated values : 15.21

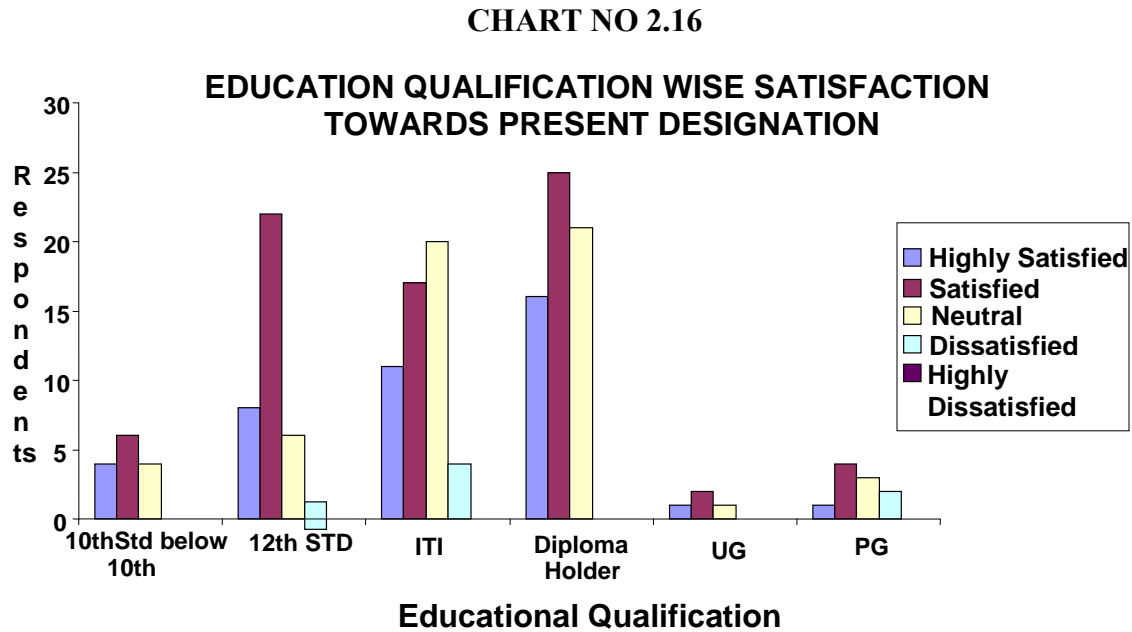
Table value : 10.67

Calculated value > Table Value

Rejected the Hypotheses

Conclusion:

Education qualification wise satisfaction towards present designation is not independent.



INFERENCE

The above table shows that the educational qualification and satisfaction level of the employee in the organization. Most of the employees are satisfied to their job.

TABLE NO. 12

AGE WISE SATISFACTION TOWARDS FREEDOM TO WORK IN THE COMPANY

Satisfaction Level Age wise	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
Below 30 years	30	44	32	4	0	110

30 – 35 years	4	21	9	2	0	36
Above 35 years	12	14	7	1	0	34
Total	46	79	48	7	0	180

CHI SQUARE TEST

Observed Frequency (O)	Expected Frequency	$(O - \Sigma^2 / \Sigma)$
30	28.1	0.010
44	48.27	0.37
32	29.33	0.24
4	4.27	0.017
0	0	0
4	9.2	2.93
21	15.8	1.71
9	9.6	0.03
2	1.4	0.25
0	0	0
2	8.68	1.26
14	14.92	0.05
7	9.06	0.46
1	1.32	0.077
0	0	0
Total		8.097

Calculated Value : 8.097

Table Value : 10.67

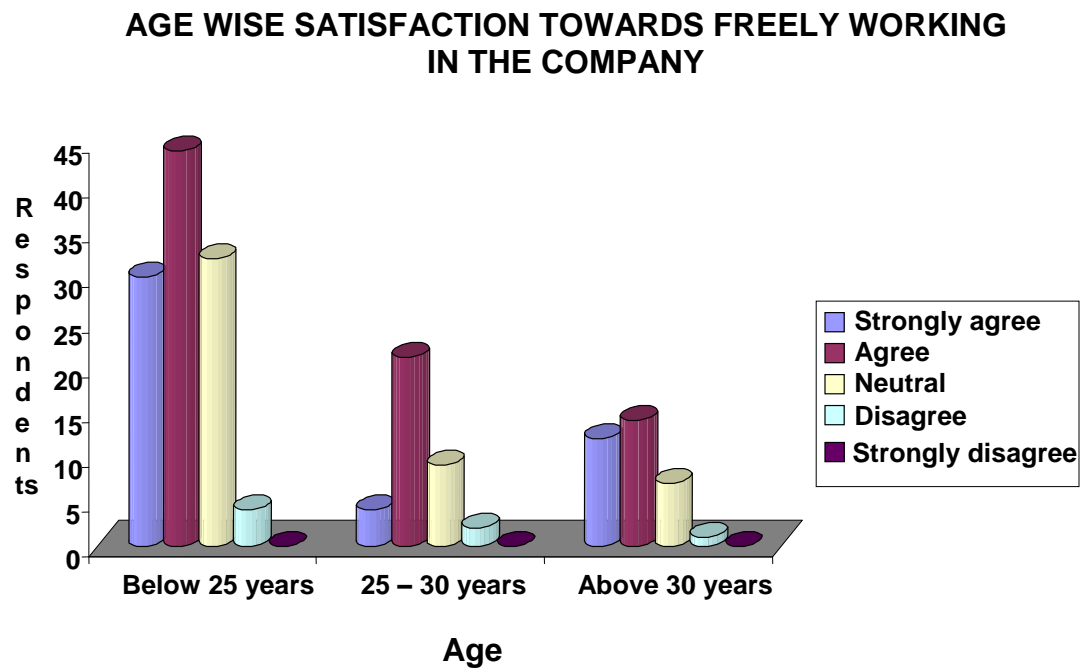
Calculated value < Table value

Hence the hypothesis is accepted.

Conclusion:

Age wise satisfaction towards freely working in the company.

CHART NO 2.17



INFERENCE

The above table shows that the employees age wise satisfaction towards freely working in the company. Most of the employees are belonging below 30 years age group.

FINDINGS

- ❖ The study reveals that 61.1% of the respondents below 30 years of the age.
- ❖ It has been found that 34.4% of the respondents diploma qualified completed.
- ❖ It has been found that 54.5% of the respondents got 2 to 4 years experience in TVS Brakes India.

- ❖ It has been found that 67.2% of the respondents married people.
- ❖ It has been found that 47.7% of the respondents have one child.
- ❖ It has been found that 78.9% of the respondents spouse not employed.
- ❖ It has been found that 47.8% of the respondents minimum 30min to 1hours time take to reach the company.
- ❖ It has been found that 47.78% of the two wheeler transports from home to company.
- ❖ It has been found that 82.2% of the respondents normally 1 to 2 days absent per month.
- ❖ It has been found that 46.1% of the respondents always permission take to leave.
- ❖ It has been found that existing rules and regulation of the condition level of employees to be more satisfied.
- ❖ It has been found that general absence is mainly due to some other personal or family problems.
- ❖ It has been found that 48 of the respondents following my habit is occasionally smoking.
- ❖ It has been found that maximum no of the respondents know that my absent result loosing absents yearly increment.

SUGGESSTIONS & RECOMMENDAITIONS

- Company may take necessary steps to give work freely to reduce overtime of work, heat and pollution inside the company, which help to maintain high morale and that will lead to better productivity.
- Management can take initiative steps for recreation facilities like family tour for the employees.
- Redesigning jobs to give employees more responsibility, more meaningful work and increased feedback can reduce absenteeism because these factors give the employees greater control of the absenteeism.
- Employees may be given the voice in the decision-making to improve in work and reduce absence.

CONCULUSION

The management must first have a positive attitude towards absenteeism. Even though it possible to eliminate absenteeism completely. The provision of various facilities to reduce absenteeism

bound to involve substantial financial commitment for the management. The major causes for absenteeism in the organization are the activities and policies of the organization. Though absenteeism is invisible but proves fatal for the industry. So reduction in absenteeism will help in improving the productivity. From this study, it is obvious that the most of the employees are satisfied with the time of work.

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