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A study on employees absenteeism with special reference to shiny knitwear private limited, Tirupur

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ABSTRACT

Absenteeism is a serious work place problem and a costly occasion for both employers and employees seemingly unpredictable in nature. A satisfactory level of attendance by employees at work is necessary to allow the achievement of objectives and targets by a department. Most researches had concluded that absence is a complex variable and that it is influenced by multiple causes, both personal and organizational. This paper focus on absenteeism as a threat to the organization as it reduces the employee Satisfaction and the ways to manage absenteeism in the shiny knitwear Private Limited in order to improve the productivity of the organization.

INTRODUCTION

Absenteeism is defined as the failure of the worker to report for the work when this programmed to work. It may be caused by the employee's inability to come to work, it has long been considered a important problem in organization and it is a stubborn problem to which there is no easy cure. The job satisfaction is the primary cause of absenteeism. It can be defined as stress that leads to work exhaustion. The employees who quit without notice are also counted as absenteeism until they are officially removed from payroll. Absenteeism are becoming a serious practice in labor leaning industries, absenteeism of employees from work leads to backlogs, piling of work and thus work delay, it has been viewed as an indicator of poor individual performance [1, 2]

STATEMENT OF THE PROBLEM

Absenteeism directly effects on the progress of the country and as such the companies are facing a downward trend due to recession and all that are involved in the process are to be looked into. So, I have selected this work at Shiny

knitwear private limited Tirupur. To identify the level of absenteeism and to assist the company to move in this direction and find some progressive results. Naturally organization has to look in to these aspects and need to find suitable corrective measures so that qualitative and quantitative progress can be achieved. In this present study Employees Absenteeism is analysed in depth [3, 4].

OBJECTIVES OF THE STUDY

- To identify the factors that influence for absenteeism.
- To analyse the impact of absenteeism on employees and company.

SCOPE OF THE STUDY

- The development of any organization depends on the regularity of employees.
- The study is conducted to know the various levels and reasons for absence of employees in an organization.

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- By looking it, one can adapt corrective measures to decrease irregularities in the organization, leads to organizational growth.

LIMITATIONS OF THE STUDY

- The study is confined to only a limited area.
- The limited number of respondents.

LITERATURE REVIEW

Journal of Vocational Behaviour 10, 3 16-340 (1977) Paul Muchnik the purpose of this paper is to review the literature on employee absenteeism as a form of withdrawal behaviour apart from turnover. Studies examining the psychometric properties of absence measures are reviewed, along with the relationship between absenteeism and personal, attitudinal, and organizational variables. Studies exploring the relationship between absenteeism and turnover are examined according to the unit of analysis studied in the research. Programmatic efforts to reduce employee absenteeism are also reviewed. Throughout the paper emphasis is placed on the indices used by investigators to measure absenteeism, and the problems that have arisen in the literature through the use of multiple indicators of absenteeism. The review concludes with suggestions for research.

Brayfield & Crockett, 1955; Herzberg et al., 1957; Porter & Steers, 1973) have ascertained that employee absenteeism is correlated with various attitudinal and organizational variables. The scope of this paper is not limited to dwelling on the findings reported in Address reprint requests to Paul M. Muchnik, Department of Psychology, Iowa State University, Ames, Iowa 50011. Employee absenteeism previous reviews, but to probe into the particular problems and issues associated with the broad topic of absenteeism.

RESEARCH METHODOLOGY

Research design

Research Design refers to the overall strategy that we choose to integrate the different components of the study in a coherent and logical way, thereby, ensuring that we will effectively

address the Research Problem. It constitutes the blueprint for the Collection, Measurement and Analysis of Data.

Sample design

Sampling is the process of selecting a sufficient number of elements from the population. A Sample Design is a definite plan for obtaining a sample from the sampling frame. It refers to the technique or the procedure the researcher would adopt in selecting some sampling units from which inferences about the population is drawn.

Probability sampling

Probability sampling is a sampling technique in which sample from a larger population are chosen using a method based on the theory of probability.

Size of the sample

The Sample size is 151.

DATA COLLECTION METHOD

Primary data

These are data which are collected for the first time directly by the Researcher for the Specific study undertaken by him. In this research primary data are collected directly from the Respondent by using Questionnaire cum Enumeration Method.

Secondary data

These are data which are already collected and used by someone preciously. The data are collected from journals, magazines and websites.

STATISTICAL TOOLS USED

To analyse and interpret collected data the following simple percentage and ranking were used.

Simple percentage analysis

To analyse and interpret collected data the following simple percentage and ranking were used.

Formula

$$\text{Percentage} = \frac{\text{Number of respondents}}{\text{Total number of respondents}} \times 100$$

Henry Garrett ranking

Garrett's ranking technique to find out the most significant factor which influences the respondents; Garrett's ranking technique was used. As per this method, respondents have been asked to assign the rank for all factors and the outcomes of such ranking have been converted into score value with the help of the following formula: Percent Position = $100 (R_{ij} - 0.5) / N_j$ Where R_{ij} =

Rank given for the i th variable by j th respondents
 N_j = Number of variable ranked by j th respondents.

DATA ANALYSIS

The Respondents participated in the research are from diversified background with age, gender, education qualification, marital status, experience, monthly income.

Table No 1: Demographic profile of the respondents

Details of respondents	No. of respondents	Percentage
Age	Below 20	3 2
	20-30	68 45
	30-35	53 35
	Above 40	27 18
	Total	151 100
Gender	Male	87 58
	Female	64 42
	Total	151 100
Educational Qualification	SSLC	89 69
	HSC	33 21
	DIPLOMA	12 8
	UG	13 9
	PG	4 3
	Total	151 100
Marital status	Married	150 66
	Unmarried	51 34
	Total	151 100
Experience	1-2	29 19
	2-4	47 31
	4-7	58 38
	Above 20	17 12
	Total	151 100
Monthly Income	Below 10000	72 48
	10000-15000	53 35
	15000-20000	20 13
	Above 20000	6 4
	Total	151 100

INTERPRETATION

From this study it is evident that age group of the 45 % of the respondents fall under the category of 30 – 35 years and 58% of the respondents fall under the gender group of Male, 69% of the respondents under the education qualification of

SSLC and, 66% of the respondent are married. Experience of the 38% respondents under the category of 4-7 years and monthly income of the 48% of the respondents fall under the category of below 10000.

Table No .2: Factors which influence more for absenteeism

Factors	Rating	No. of respondents	Percentage
Sickness	SA	64	42
	A	59	39
	N	19	12
	DA	8	5
	SDA	1	7
	TOTAL	151	100
Lack of interest in job	SA	9	6
	A	36	23
	N	61	40
	DA	38	25
	SDA	7	4
	TOTAL	151	100
Poor working conditions	SA	4	7
	A	31	21
	N	35	23
	DA	53	35
	SDA	28	19
	TOTAL	151	100
Long working hours	SA	9	6
	A	25	17
	N	36	23
	DA	52	34
	SDA	29	19
	TOTAL	151	100
Personal reasons	SA	5	3
	A	61	40
	N	34	22
	DA	29	19
	SDA	22	14
	TOTAL	151	100
Cause work stress	SA	7	5
	A	45	30
	N	29	19
	DA	39	26
	SDA	31	20
	TOTAL	151	100
Delayed performance	SA	2	1
	A	29	19
	N	45	30
	DA	42	28
	SDA	33	22
	TOTAL	151	100
Family problem	SA	13	9
	A	52	34
	N	35	23
	DA	30	20
	SDA	21	14
	TOTAL	151	100
Health issue	SA	16	11
	A	60	40
	N	28	19
	DA	30	20
	SDA	17	11
	TOTAL	151	100

	SA	16	11
	A	23	15
Poor leadership	N	34	22
	DA	36	24
	SDA	42	28
	TOTAL	151	100

INTERPRETATION

From this study it is evident that, 42% of the respondents strongly agree with their Sickness, 40% of the respondents neutrally with their Lack of interest job, 35% of the respondents disagree with their Poor working condition, 34% of the respondents disagree with their Long working hours, 40% of the respondents Agree with their

personal reasons, 37% of the respondents agree with their Cause work stress, 30% of the respondents neutrally satisfied with their Delayed performance, 34% of the respondents Agree satisfied with their Family problem, 40% of the respondents Agree satisfied with their Health issue, 28% of the respondents strongly disagree with their Poor leadership.

Table No 3: Problems faced by respondents by using absenteeism on employees

S. No	Problems	Mean score	Total score	Rank
1	Productivity	916	1832	9
2	Customer	838	5028	5
3	Management time	879	2637	8
4	Work morale	919	919	10
5	Satisfaction with job	869	3476	7
6	Family pressure	729	6561	2
7	Economic condition	827	5789	4
8	Sick leave entitlement	708	7080	1
9	Dissatisfaction with superior	847	4235	6
10	Working condition unsafe or uncomfortable	794	6352	3

INTERPRETATION

From this survey, we can find that sick leave entitlement got the first rank with the score of 7080, family pressure is ranked as 2 with the total score of 6561, working condition unsafe or uncomfortable ranked as 3 with the total score of 6352, Economic condition ranked as 4 with 5789 total scores, customer service is ranked as 5 with

the total score of 5028, Dissatisfaction with superior ranked as 6 with 4235 scores, Satisfaction with job got 7th rank with 3476 scores, Management time got 8th rank with 2637 scores, Productivity ranked as 9 with the total score of 1832 and Work morale got 10th rank with 919 score.

Table no 4: Problems faced by respondents by using absenteeism on company

S. NO	PROBLEMS	MEAN SCORE	TOTAL SCORE	RANK
1	Low production	794	7940	1
2	Impact on profit of the company	843	1686	9
3	Impact on team performance	841	2523	8
4	Lack of labour	868	868	10
5	Less experienced employees	833	4998	4
6	Overtime for existing employees	809	7281	2
7	Less employees morale	838	4190	6

8	Negative customer feedback	840	3360	7
9	Management frustration	814	6512	3
10	High cost involved in attracting new employees	833	4998	4

INTERPRETATION

From this survey, we can find that Low production got the first rank with the score of 7940, Overtime of existing employees is ranked as 2 with the total score of 7281, Management frustration ranked as 3 with the total score of 6512, less experienced employees ranked as 4 with 4998 total scores, High cost involved in attracting employees is ranked as 4 with the total score of 4998, Less employees morale ranked as 6 with 4190 scores, Negative customer feedback got 7th rank with 3360 scores, Impact on team performance got 8th rank with 2523 scores, Impact on profit of the company ranked as 9 with the total score of 1686 and Lack of labour got 10th rank with 868 score.

FINDINGS

1. Age group of the 45% respondents fall under the category of 20 -30 years.
2. 58% of the respondents fall under the gender group of Male.
3. 66% was Married among the 151 respondents.
4. 69% of the respondent's educational qualification is SSLC.
5. 38% of the respondent's experience in 4-7
6. 48% of the respondent's monthly income under the category of Below 10000.
7. 42% of the respondents more for absenteeism under sickness.
8. 40% of the respondents more for absenteeism under lack of interest job.
9. 40% of the respondents more for absenteeism under Health issue.
10. 37% of the respondents more for absenteeism under cause work stress
11. 35% of the respondents more for absenteeism under poor working conditions.

12. In this survey, Sick leave entitlement got the first rank with the score of 7080.
13. Family pressure is ranked as 2th with the total score of 6561.
14. Working condition unsafe or uncomfortable is ranked as 3th with the total score of 6352.
15. Low production got the first rank with the score of 7940,
16. Overtime of existing employees is ranked as 2 with the total score of 7281.
17. Management frustration ranked as 3 with the total score of 6512.

SUGGESTIONS

- 1) The company may introduce policies to provide medical facilities to avoid health related issues faced by employee.
- 2) The company may also include medical leave and medical allowance facilities to cover employee health issues.
- 3) Work stress may be reduced by using certain recreational activities like party, one day tour, etc.,
- 4) Number of labours may be increased to avoid higher work load on employees.
- 5) Team performance may be increased by creating healthy competition among groups and by providing incentives and rewards.

CONCLUSION

Employee's absenteeism is a major issue for organization. However, the absenteeism can be controlled and minimized by implementing good working condition, etc. Hence, it can be concluded that people are the assets in any organization and absenteeism is the practice or habit of being absence therefore the organization has to overcome with that for organization.

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