A study on employee absenteeism with reference to Seshasayee paper and boards Ltd, Erode

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ABSTRACT

The project report entitle a study on employee's absenteeism is proposed to determine the employees condition, salary, facility, attendance program, training program, motivation techniques and promotions. The purpose of this paper is to analysis the problem of employee absenteeism without prior intimation to the manager. Absenteeism is one of the most wide spread complications to productivity, profitability and competitiveness which affect the entire organization. It contributes toward the improvement of performance and productivity, successful welfare of workforce and their families.

INTRODUCTION

Absenteeism is defined as the disaster of the worker to article for the work when this planned to work. It may be caused by the employee's uselessness to come to work, it has considered as a most significant problem in organization. Absenteeism is one of the major hurdle for any organization because its effect on organization growth [1]. This research aims to identify the common cause of employee absences on employer cost. There are many reasons estimated by employees for absent which include both individual and environmental factors. Absenteeism are becoming a severe practice in labour oriented industries, absenteeism of employees from work leads to bottlenecks, crutch of work and thus work suspension, it has been viewed as an poor individual performance [2]. Absenteeism is one of the most common obstacles to productivity, profitability and competitiveness. It causes, late deliveries, disappointed customers and a decline in self-esteem among workers expected to cover for lacking colleagues. Employee absenteeism is a worldwide responsiveness which, due to the economic impact on a nation's economy, is an important subject on the international schedule.

The article consists of objectives, limitations, research methodology, findings, proposals and conclusion. The information needed for the research has been clustered from primary and secondary data [3].

STATEMENT OF THE PROBLEM

Employee Absenteeism is a major difficult in all organization. The management faces several problems because of employee absenteeism as follows, less production, less experienced employees, over duty for existing employees, negative customer feedback etc and at the same time harmfully affects the economy of the worker himself. To benefit both the extremes it is necessary to regulator the rate of absenteeism.

OBJECTIVE OF THE STUDY

❖ To identify the reason for the absenteeism among the employees.
❖ To identify the problems faced by employee absenteeism in company.

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234

Nathiya K et al., Inter. J. Int. Adv. & Res. In Engg. Comp., Vol.–08(02) 2020 [233-239]

SCOPE OF THE STUDY

- ❖ The study was undertaken mainly to understand the rate of absenteeism present in the organization.
- ❖ Suitable suggestions have been put forth to the organization that enables it to decrease the absenteeism rate of the workers in the firm.

LIMITATIONS OF THE STUDY

- ❖ Most of the respondents neglected to respond to the survey in their busy schedule.
- ❖ Many respondents found it difficult to rank the problems faced by the company because they are equally facing all the difficulties.

REVIEW OF LITERATURE

- ❖ Nicholson (1977) in his model of attendance motivation trusts that attendance is normal behavior, and that to search for a cause of lack for the factors that disturb the uniformity of attendance. Whether people will attend given a particular set of condition depends on a number of variables such as age, sex, gender, work conditions, group consistency etc.
- ❖ Steers and Rhodes (1978) suggest in their model of absenteeism, that job satisfaction and pressure to attend work relate to determine attendance and motivation. Actual attendance will depend on both motivation and capability to attend; pressure to attend could come from the fear of losing their job. There are of course other stimuluses on why people go absent. The nature of their jobs, the prospects they provide for satisfaction and involvement, are all key factors. The rules in the workplace may be strict or merciful, even travel difficulties may affect the ability to attend.
- ❖ Based on the concepts of the early absenteeism models by Nicholson (1977) and Steers and Rhodes (1978), the development and objective of the TPB constructs assisted researchers in understanding the convolutions of human social behavior factors that could hypothetically decrease absenteeism and improve organizational growth (Ajzen, 1991, 2015).

RESEARCH METHODOLOGY

The process used to collect information and data for the purpose of making business decisions. The Methodology may include Magazine Research, Interviews, Surveys and Other Research Techniques and could include both Historical and Present Information.

Research design

- ❖ Research Design refers to the overall policy that we choose to integrate the different components of the study in a coherent and logical way, thereby, confirming that we will effectively address the Research Problem.
- ❖ It constitutes the blueprint for the Collection, Measurement and Analysis of Data.

Types of research

- ❖ The Research Type used in this Study is Descriptive, which is used to describe characteristics of a population or phenomenon being studied.

SAMPLING METHOD

Sample design

- ❖ Sampling is the process of selecting an adequate 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 suggestions about the population is drawn.

Probability sampling

Probability sampling is a sampling technique that operates some form of random selection. In order to have a random selection method, you must set up some process or procedure that declares that the different units in your population have equal probabilities of being chosen.

Simple random sampling

- ❖ The Sampling Method used in this study is Simple Random Sampling.
- ❖ A Simple Random Sample is a subset of a statistical population in which each member of

235

Nathiya K et al., Inter. J. Int. Adv. & Res. In Engg. Comp., Vol.–08(02) 2020 [233-239]

the subset has an equal probability of being chosen.

DATA COLLECTION

Data Collection is the process of gathering and measuring data on variables of interest, in an established organized fashion that enables one to answer stated research question, test hypotheses and evaluate outcomes.

Primary data source

❖ A Primary Data Source provides direct or first-hand indication about an object, person or work of art. It includes Historical & Legal Documents, Witness Accounts, Results of Experiments, Statistical Data, Audio and Video Recordings, etc.

❖ Using Questionnaire, which is a set of printed or written questions with a choice of answers, devised for the purpose of a survey or statistical study, We Collected the Data.

Secondary data source

❖ The data that was originally collected for other research are called Secondary Data Sources.

❖ We Referred Articles, Journals & Magazines as mentioned in the Bibliography.

Size of the sample

❖ The Sample size is 104.

Tools used

The Tools used in the Study includes

SIMPLE PERCENTAGE ANALYSIS

Simple Percentage Analysis is the method to represent raw streams of data as a percentage (a part in 100-percent) for better understanding of collected data.

Formula

Percentage analysis = $\dfrac{\textbf{Number of respondents}}{\textbf{Total number of respondents}}$ **X100**

Chi-square test

A Chi-Squared Test is a statistical hypothesis test where the sampling distribution of the test statistic is a chi-squared distribution when the Null Hypothesis is true. It is used to determine whether is a significant difference between the predictable frequencies and the observed frequencies in one or more groups. The purpose of the test is to evaluate how likely it is that the Null Hypothesis is true, given the observations.

Formula

$$\chi_c^2 = \sum \frac{(O_i - E_i)^2}{E_i}$$

Where, **Oi – Observed frequency**
Ei – Expected frequency

Henry garrett ranking method

Garrett's ranking technique is used to find out the most significant factor which influences the respondents; 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(Rij - 0.5) Nj
Where,   Rij = Rank given for the ith variable by j[th] respondents.

Nj = number of variable ranked by j[th] respondents.

DATA ANALYSIS

The Respondents participated in the research are from diversified background with gender, age group, parents income, parents occupation.

236

Nathiya K et al., Inter. J. Int. Adv. & Res. In Engg. Comp., Vol.–08(02) 2020 [233-239]

Table No 1: Demographic profile of the respondents

Details of the respondents		No. of respondents	Percentage
Age	Below 20 years	0	0
	21-30 years	30	28.8
	31-40 years	36	34.6
	Above 40 years	38	36.5
	Total	**104**	**100**
Gender	Male	98	94.2
	Female	6	5.8
	Total	**104**	**100**
Educational qualification	SSLC	28	26.9
	Diploma	57	54.8
	UG	14	13.5
	PG	5	4.8
	Total	**104**	**100**
Marital status	Married	86	82.7
	Unmarried	18	17.3
	Total	**104**	**100**
Experience	Below 10 years	41	39.4
	11-20 years	37	35.6
	21-30 years	26	25
	Above 30 years	0	0
	Total	**104**	**100**
Monthly income	Below 10,000	4	3.8
	11,000-20,000	23	22.1
	21,000-30,000	60	57.7
	Above 30,000	17	16.3
	Total	**104**	**100**

Source: Primary data

Interpretation

From this study it is evident that 36.5% of the respondents fall under the age group of above 40 years, 94.2% of the respondents fall under the gender group of male, 54.8% of the respondents fall under the category of diploma, 82.7% of the respondents fall under the status of married, 39.4% of the respondents fall under the experience of below 10 years, 57.3% of respondents falls under the category of 20,000-30,000.
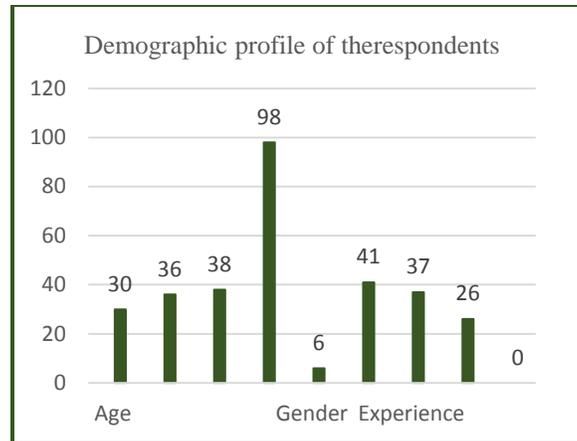
Chart no 1: Demographic profile of the respondents

CHI-SQUARE TEST

Null hypothesis H0

There is no significant relationship between experience of the employees and the level of relationship with superior.

Alternative hypothesis H1

There is a significant relationship between experience of the employees and the level of relationship with superior.

Table No 2: relationship between experience of the employees and the level of relationship with superior.

Test Statistics

	Experience	Level of relationship with superior
Chi-Square	3.481^a	5.538^b
Df	2	1
Asymp. Sig.	.175	.019

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 34.7.
b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 52.0.

Interpretation

It is evident from the result that calculated value is greater than the table value and we reject Null Hypothesis that there is a significant relationship between experience of the respondents and the level of relationship with superior.

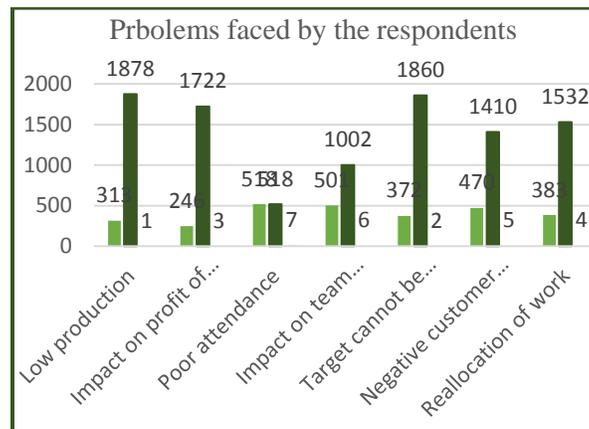**Table No 3: Problems faced by the respondents in organization revealed through henry garett ranking method**

S.no	Problems	Mean score	Total score	Rank
1	Low production	313	1878	1
2	Impact on profit of company	246	1722	3
3	Poor attendance	518	518	7
4	Impact on team performance	501	1002	6
5	Target cannot be achieved	372	1860	2
6	Negative customer feedback	470	1410	5
7	Reallocation of work	383	1532	4

Source: Primary data

238

Nathiya K et al., Inter. J. Int. Adv. & Res. In Engg. Comp., Vol.–08(02) 2020 [233-239]

Interperation

From this study, it is evident that, in henry Garrett ranking, low production is ranked as no.1 with the total score of 1878, target cannot be achieved is ranked as no.2 with the total score of 1860, impact on profit of company is ranked as no.3 with the total score of 1722, reallocation of work is ranked as no.4 with the total score of 1532, negative customer feedback is ranked as no.5 with the total score of 1410, impact on team performance is ranked as no.6 with the total score of 1002, poor attendance is ranked as no.7 with the total score of 518.

Chart No 2: Problems faced by the respondents in organization revealed through henry garett ranking method

FINDINGS

1. 36.5% of the respondents fall under the age group of above 40 years.
2. 94.2% of the respondents fall under the gender group of male.
3. 54.8% of the respondents fall under the category of diploma.
4. 82.7% of the respondents fall under the status of married.
5. 39.4% of the respondents fall under the experience of below 10 years.
6. 57.3% of respondents falls under the category of 20,000-30,000.
7. There is a significant relationship between experience of the respondents and the level of relationship with superior.
8. In henry Garrett ranking, low production is ranked as no.1 with the total score of 1878.
9. Target cannot be achieved is ranked as no.2 with the total score of 1860.
10. Impact on profit of company is ranked as no.3 with the total score of 1722.

SUGGESTIONS

1. The company can provide participative environment to engage all the employees in their work to reduce absenteeism and to increase production.
2. Employer can motivate employees to achieve monthly target.
3. Supervisor can maintain a smooth relationship with employees.
4. The stress can be maintained through some other activities like motivational speech, outdoor games, yoga etc.
5. The management can provide adequate and flexible time to employees to reduce absenteeism.

CONCLUSION

Absenteeism is a mandatory threat which most organizations have to tolerate and manage. Rate of absenteeism is about 5 to 10% in most Organizations. Employees remain absent from work for various reasons. The high level of absenteeism can be condensed through

239

Nathiya K et al., Inter. J. Int. Adv. & Res. In Engg. Comp., Vol.–08(02) 2020 [233-239]

introduction of career development programme, appropriate rewards & credits, improvement in the quality of work life. Therefore the organization should essence highly towards these problem and take various steps to reduce the absenteeism.

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[3]. Rajshree Barmase and Dr. Harish Shukla, "A Study of Employee Absenteeism in Hare Ram Cotton Mill of Chhindwara" SVIM e-journal of applied management 1, 50-63.