

A STUDY ON EMPLOYEES' ABSENTEEISM IN JAWAN KNIT GARMENTS, TIRUPUR

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Abstract: Absenteeism is one of the major issue in almost all the organisations. The study is undertaken to identify and analyze the employee's absenteeism level of the company and the study was conducted among the employees of Jawan Knit Garments in Tirupur. The scope of the study is to identify and analyze the reason for employees' absenteeism and also to know the employees working atmosphere of the company, overall satisfaction of the employees, and how it affects employees' absenteeism. The study tries to bring out the solution for reducing employees' absenteeism which in turn helps for the betterment of company's growth and development.

Index Terms : Absenteeism, Productivity, Absence, Leave and Organisation.

I. INTRODUCTION

Absenteeism refers to employee's intentional or habitual absence from work. Excessive absences can equate to decreased productivity and can have a major effect on company finances, morale and other factors. Employees are absent from work and thus the work suffers. Absenteeism of employees from work leads to back logs, piling of work and thus the work delays. Absenteeism is a red flag that employees are not engaged in their work. Employees' Absenteeism typically results in inefficiency or minimal productivity, high turnover, increased costs in sick pay and replacement of employees and customer dissatisfaction. Further, high absenteeism is the prime indicators stating that the workplace environment is toxic.

II. STATEMENT OF THE PROBLEM

Absenteeism has become a major problem in almost all the industrial sectors. Excessive absenteeism constitutes a considerable cost to the industry even when the absent employee receives no pay. Because of disorganization of work, work schedules are upset and delayed, resulting in the management failure to meet delivery dates. It is, therefore, desirable that measures are effectively implemented to minimize the cost of absenteeism as far as possible. In the light of various factors promoting excessive rate of absenteeism in the units concerned, measures will have to be taken by the management. So this study is undergone by the researcher to find the reasons for employee's absenteeism and suggest the ways to reduce absenteeism.

III OBJECTIVES OF THE STUDY

- To identify the demographic factors and absenteeism details of the employees.
- To know about the overall satisfaction level of employees working in the organization.
- To ascertain the reasons for employees absence in their work.
- To gather the workers opinion about the motivating factor that makes them regular in their work.
- To find out the ways to reduce employees absenteeism and offer valuable suggestion to reduce absenteeism in the company.

IV RESEARCH METHODOLOGY

The validity of any research is based on the systematic method of data collection and analysis. The present study uses both primary as well as secondary data. The primary data is collected from 200 sample respondents. The respondents are the employees of Jawan Knit Garments, Tirupur to whom the well-structured questionnaire is circulated. Secondary data is collected from websites, books, journals and magazines. The convenience sampling method was used to collect the pertinent data from the respondents and the data is collected by using Schedule method.

Research Design

A research design is an arrangement of the condition for conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. Descriptive research studies which is concerned with describing the characteristics of a particular individual or of group. The present study is one such descriptive research design as it describes the employees, absenteeism of Jawan Knit Garments.

V TOOLS USED FOR DATA ANALYSIS

The data collected from the primary sources were arranged sequentially. The data which are collected through questionnaire were presented in a master table. From the master table, sub tables were prepared for analysis and interpretation of the data. Simple statistical tools like percentage analysis, chi-square test and weighted average rank scoring method were used.

VI HYPOTHESIS TESTED

1. There is no significant relationship between gender of the employees and employees' satisfaction level on holidays provided by the company.
2. There is no significant relationship between the age and overall satisfaction level of employees working in the company.
3. There is no significant relationship between monthly salary and overall satisfaction level of employees in working in the company.
4. There is no significant relationship between experience and overall satisfaction level of employees in the company.

VII LIMITATIONS OF THE STUDY

- The present study on the employees' absenteeism is confined to a single study unit. Hence the conclusions derived from the study may not be applicable to similar firms and to other areas.
- The sample employees selected for the present study is limited to 200 workers, because of time constraints. Time factor was one of the main limitations of the study.
- The process of filling up of questionnaire has taken up so much time as most of the workers were not aware of the concepts and terms.

VIII DATA ANALYSIS AND INTERPRETATION

Table No : 1
EMPLOYEES OPINION TO REDUCE THE ABSENTEEISM

S.No	Opinion to reduce absenteeism	No. of. Respondents	Percentage%
1	Increase in number of holidays	29	14.5
2	Better working conditions	23	11.5
3	Providing non monetary benefits	31	15.5
4	Better performance appraisal	39	19.5
5	Job rotation and job enrichment	33	16.5
6	Good employee relations	26	13
7	Co-ordination with co-workers	14	7
8	Efficient supervision	5	2.5
	Total	200	100

INFERENCE

Thus it is clear from the above analysis that 19.5% of respondents opined that better performance appraisal is the important factor that helps to reduce absenteeism followed by job enrichment and job roatation.

Table No : 2
COMPANIES ACTION TOWARDS LONG ABSENCE

S.No	Action taken by the company	No. of. Respondents	Percentage%
1	Loss of pay	35	17.5
2	Compensating the work	55	27.5
3	Not providing incentives	48	24
4	Warning	42	21
5	Providing counselling	16	8
6	Others	4	2
	Total	200	100

INFERENCE

From the above table it is inferred that 17.5% of the respondents salary is deducted by means of loss of pay, 27.5% of the respondents were asked to compensate the work 24% of the respondents were not provided incentives 21% of the respondents were given warning 8% of the respondents were provided the counseling and 2% of the respondents were taken action like overtime work, etc.,

MONTHLY SALARY VS OVERALL SATISFACTION LEVEL OF EMPLOYEES IN WORKING WITH THE COMPANY**HYPOTHESIS**

There is no significant relationship between the monthly salary and overall satisfaction level of employees in working in the company.

With a view to find the degree of association between the monthly salary and overall satisfaction level of employees in working in the company, the two way table is prepared.

Table No : 3**MONTHLY SALARY VS OVERALL SATISFACTION LEVEL OF EMPLOYEES IN WORKING WITH THE COMPANY****(Two way table)**

Satisfaction Salary	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied	Total
Below Rs. 5000	4 (3.6)	6 (5.32)	2 (3.50)	1 (1.5)	2 (1.05)	15
Rs.5001-6000	3 (5.04)	8 (7.45)	4 (4.93)	4 (2.1)	2 (1.47)	21
Rs.6001-8000	18 (17.76)	22 (26.27)	22 (17.39)	6 (7.4)	6 (5.18)	74
Rs.8001-10000	18 (14.16)	17 (20.94)	16 (13.86)	6 (5.9)	2 (4.13)	59
Above Rs.10000	5 (7.44)	18 (11)	3 (7.28)	3 (3.1)	2 (2.17)	31
Total	48	71	47	20	14	200

INFERENCE

It is observed from the above table the value of 'Highly satisfied' category is the highest (18) among employees getting salary between 6001-8000 and it is lowest (4) among employees getting salary below 5000. The value of 'Satisfied' category is the highest (22) among employees getting salary between 6001-8000 and it is lowest (6) among employees getting salary below 5000. The value of 'Neutral' category is the highest (22) among employees getting salary between 6001-8000 and it is lowest (2) among employees getting salary below 5000. The value of 'Dissatisfied' category is the highest (6) among employees getting salary between 6001-8000 and it is lowest (1) among employees getting salary below 5000 and the value of 'Highly Dissatisfied' category is the highest (6) among employees getting salary between 6001-8000 and it is lowest (2) among employees getting salary below 5000.

To find out the association between the monthly salary and overall satisfaction level of employees, chi-square is used. The result of the test is shown in the following table.

Table No : 4**RESULT OF CHI-SQUARE**

Variables	Calculated value	Degree of Freedom	Table value	Result
Monthly salary	25.61	26.296	16	Accepted

INFERENCE

From the above table, it is observed that the calculated value (25.61) is less than the table value (26.296) at 5% level of significance. The hypothesis "there is no relationship between monthly salary and overall satisfaction level of employees working in the company is accepted.

Hence, there is no significant relationship between monthly salary and overall satisfaction level of employees.

Table No : 5
REASONS FOR TAKING LEAVE

S.No	Particulars	Total	Rank
1	Health problem/sickness	1291	I
2	Lack of interest in job	1159	II
3	Work stress	1154	III
4	Poor working conditions	1149	IV
5	Long working hours	1111	V
6	Poor superior relationship	1059	VI
7	Functions/festivals	1101	VII
8	Personal reasons	1008	VIII
9	Repetition of work /boredom	996	IX
10	Quarrel with peers	872	X

INFERENCE

From the above table it is inferred that the health problem/sickness is ranked first with the score of 1291 points followed by others reasons such as lack of interest in job, work stress, poor working conditions, long working hours, poor superior relationship, functions/festival, personal reasons, repetition of work/boredom, quarrel with peers.

Thus, it is evident from above analysis that the employees often takes leave due to Health problem / sickness.

FINDINGS

From the above study, the following observations are made

- There is no significant relationship between monthly salary and overall satisfaction level of employees in the company.
- Majority (39.5%) of the respondents are having less than 5 years of experience.
- There is no significant relationship between experience and employees opinion regarding procedure for applying leave.
- There is no significant relationship between experience and overall satisfaction level of the employees in the company.
- Majority (27.5%) of the respondents often takes more than 4 days leave in a month.
- Majority (36%) of the respondents avail casual leave.
- Majority (64%) of the respondents avail prior permission before taking leave.
- Majority (35.5%) of the respondent's opined that the procedure for applying leave is lengthy.
- Majority (36%) of the employees stated that their absenteeism affect the company's production to a great extent.
- Majority (33.5%) of the employees are satisfied on the holidays provided by the company.
- Majority of employees ranked health problem/sickness as the prime factor for often taking leave.
- Majority (34%) of the employees gets leave only at sometimes whenever required.
- Majority (27.5%) of the employees were asked to compensate their work for their long absence in the company.
- Majority (35.5%) of the respondents opined that they are satisfied with regard to overall satisfaction in working in the company.
- Majority (19.5%) of the respondent's stated that employee's absenteeism can be reduced by providing better performance appraisal in the company.

SUGGESTIONS

- The employees absenteeism can be reduced by providing proper medical checkup and counseling to the employees.
- The company can adopt job rotation technique to reduce absenteeism.
- Transport facility can be provided to remote areas which helps to reduce employee's absenteeism.
- Employees' absenteeism may be reduced by improving the working conditions in the organization.
- Special programmes like yoga and stress management can be conducted to improve employer employee relationship, so that it helps to create better relationship and thus absenteeism can be controlled.
- The company can provide incentives to the workers for working on sundays.
- The organization may concentrate on performance appraisal and can increase its casual leave to reduce absenteeism.
- The organization may recognize and reward the employees for their non absence.

CONCLUSION

This study has shown that the problem of employees' absenteeism is quite prevalent in the company. The problem is precipitated by interplay of multiplicity of factors which are both internal and external to the employees. Key among the factors that give rise to employee's absenteeism are sickness, work stress, lack of interest in job, long working hours and lack of cordial relationship with co workers. Thus the employees' absenteeism affect the company's overall production, growth and development. So the company can take steps like providing proper medical checkup, providing counseling to the employees, adopting job rotation technique, providing transport facility and non- monetary benefits, improving the working conditions in the organization and can concentrate on better performance appraisal. Special programmes like Yoga and Stress Management can be conducted to improve employer employee relationship. Thus if the company adopts the above suggestions, it can control the employees' absenteeism to a considerable extent.

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