



“A STUDY ON THE MAJOR FACTORS CONTRIBUTING WORKPLACE ABSENTEEISM WITH SPECIAL REFERENCE TO BUTLER LEATHER GOODS FACTORY PVT LTD”

Author Names

**1.Dr.L.Subburaj, MBA, MCOM, M.Phil., Ph.D/MBA Dept/Jaya Engineering College,
Thiruninravur, Chennai**

**2.Mrs.T.S. Padmaja, B-TECH, MBA, (Ph.D)/Assistant Professor/ MBA Dept/Jaya Engineering
College, Thiruninravur, Chennai**

3.Ms.A.Priya, MBA, /Jaya Engineering College, Thiruninravur, Chennai

ABSTRACT

The employee absenteeism is the major and continuous challenges which reflect high impact on performance of organization. Employee attendance at work cures high productivity Quality delivery and commitment towards improving the performance of organization in term of efficiency and effectiveness of human resource management. Absenteeism is unpredictable in nature and serious workplace problem that occurs at the expenses of both employers and employees. The impact of absenteeism leads to not only to financial loss but also goodwill of organization .This paper attempts to identify the causes of absenteeism and measures to overcome the high rate of absenteeism.

INTRODUCTION TO THE STUDY

Absenteeism is a serious workplace problem and an expensive occurrence 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. Employee Absenteeism is the absence of an employee from work. It is a major problem faced by almost all employers of today. Employees are absent from work and thus the work suffers. Absenteeism of employees from work leads to back logs, piling of work and thus work delay. Employees will get monetarily reward in terms of salary and employer will get output for production purpose individually. It is often easier for the organizations to make arrangement to cover staffs, which are going to be off for long periods.

Workplace absenteeism is an ongoing pattern of missing or skipping out on work without reason. Every

employee has to miss work once in a while; on occasion, personal things need to be taken care of during work hours. And while it's not a requirement (other than for conditions mandated by the Family and Medical Leave related to family and health, or for jury duty) that companies provide time off from work (paid or unpaid), most do have policies that grant employees some time for excused absences.

OBJECTIVES OF THE STUDY:

- 1.To identify the reasons for Absenteeism.
- 2.To measure the Employees Absenteeism level.
- 3.To provide suggestions in the form of solutions to reduce the rate of absenteeism.
- 4.To identify factors that motivates the Employees, which minimize Absenteeism.

LIMITATIONS TO THE STUDY

- ✓ This survey is limited only to BUTLER LEATHER GOODS FACTORY PVT LTD.
- ✓ The time was the major constraint in the study.
- ✓ Some employee hesitates to answer the questionnaire.

REVIEWOF LITERATURE

1.Dakely C.A. (1948) “Absenteeism is the ratio of the number of production man-days or shifts lost to the total number of production scheduled to work”.

2.The labour bureau (1962) defines absenteeism as the total shifts lost because of absence as percentage of the total number of man shifts scheduled to work. Likewise Hackett J.D (1929) defines it as “the temporary cessation of work for not less than one whole working day initiative of the worker when his presence is expected by the employer”. Similarly encyclopedia of social science observes “Absenteeism as the time lost in industrial establishment by avoidable or unavoidable absence of employees. The time lost by the strikes or by lateness amounting to an hour or two is not usually included”.

3.Knowles (1979) opined that although absence from work may be due to any of a large number of factors, empirical evidence supporting the view that causal factors can be organizational in nature is scant. Absence may be regarded as one facet of a wider behavioral problem pervading entire organizational sub-units. The author suggests that absence could be used along with other variables as a valuable personnel statistic indicating areas of organizational dysfunction. This means that if levels of absenteeism in such cases as these were to be improved the solution should be looked for at the organizational level rather than at the individual or job level.

4.Gibert. Et.al., (1992) Studied if continuous exposure to air conditioning during working hours has an observable effect on health. Absenteeism from ill health recorded by company doctors was compared in two groups of employees of the French National Electric and Gas Company in western France, working in similar jobs and spending most of their time in either air- conditioned offices or a natural atmosphere. No difference between the two groups was observed during the two years studied with respect to the incidence, duration or frequency of medically-related absences. A similar investigation of absences due only to respiratory diseases resulted in the same conclusion. This study showed that air-conditioning has no major effects on health.

5.Tamara Singh (2016): The aim of this study was to investigate the impact of absenteeism and the extent to which it negatively affects organizational performance. The study focused to understand negative result of absenteeism in the workplace and extensively seek to provide insight into the causes of absenteeism. The researcher has also suggested the strategies to be deployed by management for reducing the absenteeism and promote attendance in the workplace.

RESEARCH METHODOLOGY

The size population is 400 and sample size is 132. The sampling method used for this study was judgments sampling & the Research is Descriptive.

TOOL FOR DATA ANALYSIS:

- ✓ Percentage analysis
- ✓ Chi -square
- ✓ ANOVA

DATA ANALYSIS AND INTERPRETATION

TABLE: 1-CLASSIFICATION OF EMPLOYEES BASED ON DEPARTMENT

Particulars	Frequency	Percentage (%)
PRODUCTION	76	57.6
QUALITY	6	4.5
CUTTING	40	30.3
COLOURING	9	6.8
OTHERS	1	0.8
TOTAL	132	100

INFERENCE: From the above table inferred that 57.6% or in production 4.54% in quality 30.3% in cutting 6.818% in coloring and 0.758% in rest of the departments.

CHART: 1-CLASSIFICATION OF EMPOLYEES BASED ON DEPARTMENT

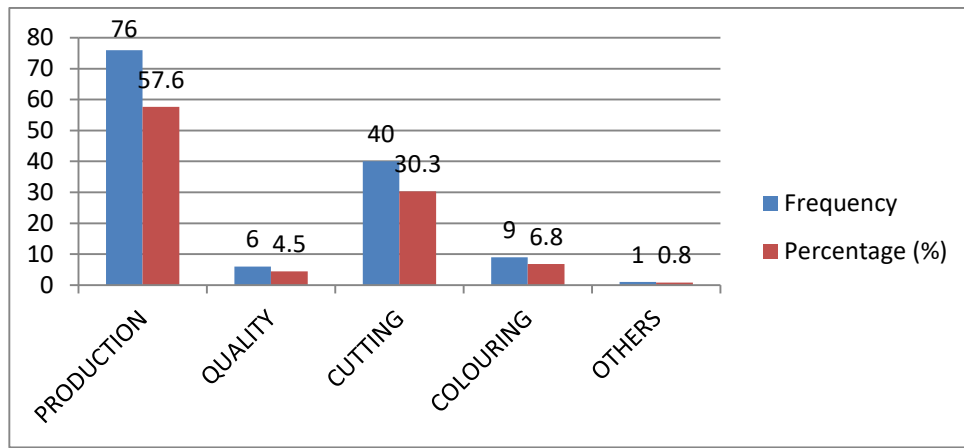


TABLE: 2- CLASSIFICATION OF EMPLOYEES BASED ON EDUCATIONAL QUALIFICATION

Particulars	Frequency	Percentage (%)
SSLC/HSC	22	16.7
ITI/DIPLOMA	77	58.3
UG	32	24.2
PG	1	0.8
TOTAL	132	100

INFERENCE: From the above table that 16.7%are SSLC/HSC, 58.3% are ITI/DIPLOMA,24.2%.are UG, and 0.8% is PG qualifications.

CHART: 2- CLASSIFICATION OF EMPLOYEES BASED ON EDUCATIONAL QUALIFICATION

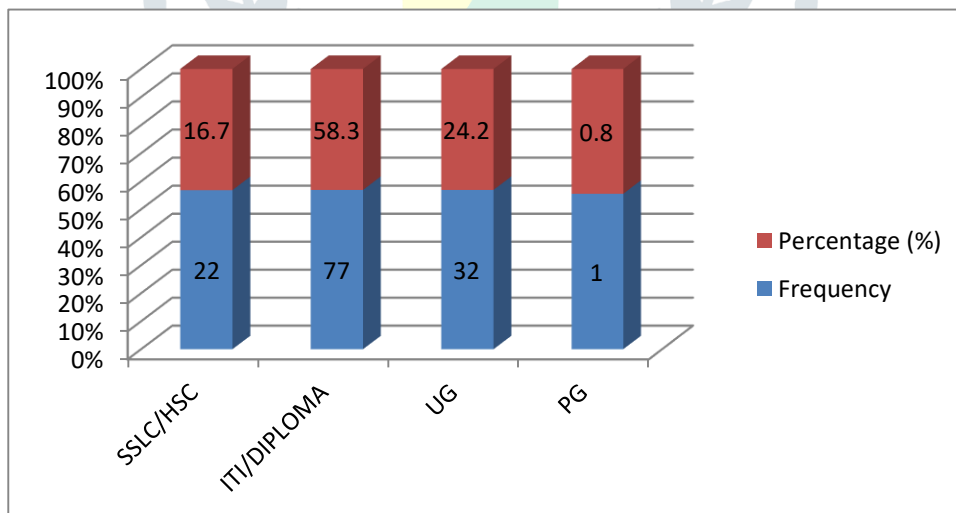
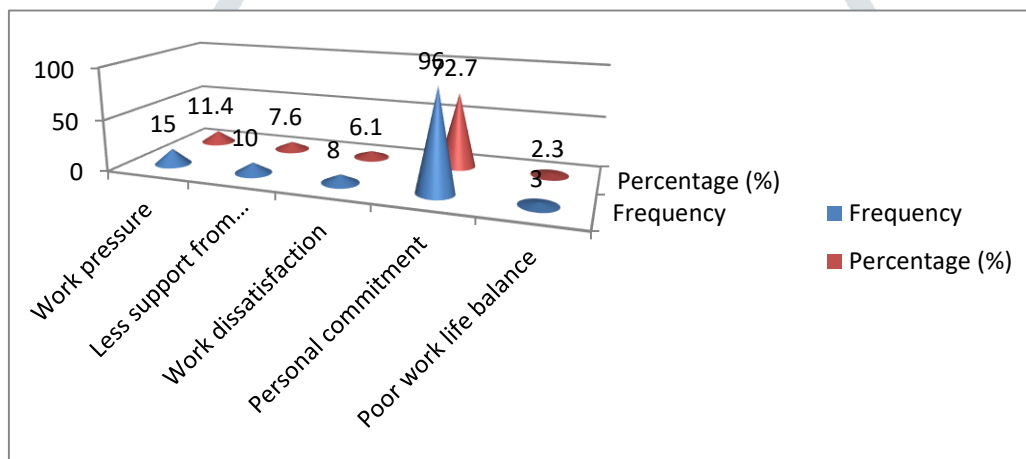


TABLE: 3-CLASSIFICATION OF EMPLOYEES BASED ON REASON FOR ABSENT

Reasons	Frequency	Percentage (%)
Work pressure	15	11.4
Less support from supervisor /Team work	10	7.6
Work dissatisfaction	8	6.1
Personal commitment	96	72.7
Poor work life balance	3	2.3
TOTAL	132	100

INFERENCE: From the above table inferred main reason for employee absenteeism are 11.36% due to work pressure, 7.57% are due to less support from supervisor, 6.01% due to work dissatisfaction. 72.7% are due to personal commitment and 2.27% are due to poor work life balance.

CHART: 3-CLASSIFICATION OF EMPLOYEES BASED ON REASON FOR ABSENT**TABLE: 4- CLASSIFICATION OF EMPLOYEES BASED ON REASON FOR LONG ABSENT**

Reasons	Frequency	Percentage (%)
Health problem	56	42.4
Accident	9	6.8
Family	32	24.2
Stress	1	0.8
Others	34	25.8
Total	132	100

INFERENCE: From the above table inferred 42.4% due to health problem, 6.8% are due to accident, 24.2% are due to family, 0.8% is due to stress and others 25.8% are due to rest of the other problem.

CHART: 4- CLASSIFICATION OF EMPLOYEES BASED ON REASON FOR LONGABSENT

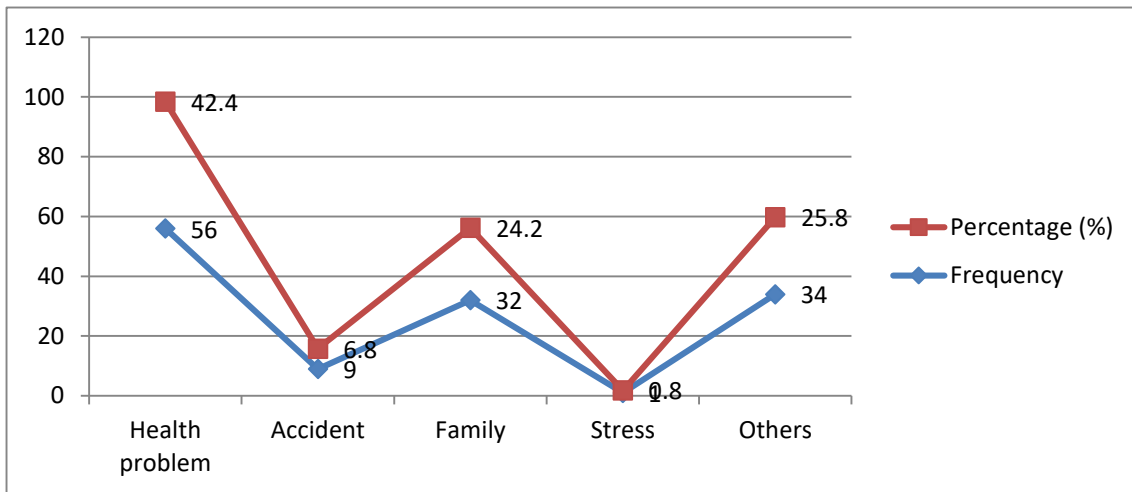


TABLE: 5- SATISFACTION OF EMPLOYEES BASED ON LEAVE POLICY

Satisfaction Level	Frequency	Percentage (%)
Highly Satisfied	18	13.6
Satisfied	88	66.7
Neutral	14	10.6
Dissatisfied	12	9.1
Total	132	100

INFERENCE: From the above table inferred 13.6% highly satisfied, 66.7% satisfied, 10.6% neutral and 9.1% dissatisfied.

TABLE: 5- SATISFACTION OF EMPLOYEES BASED ON LEAVE POLICY

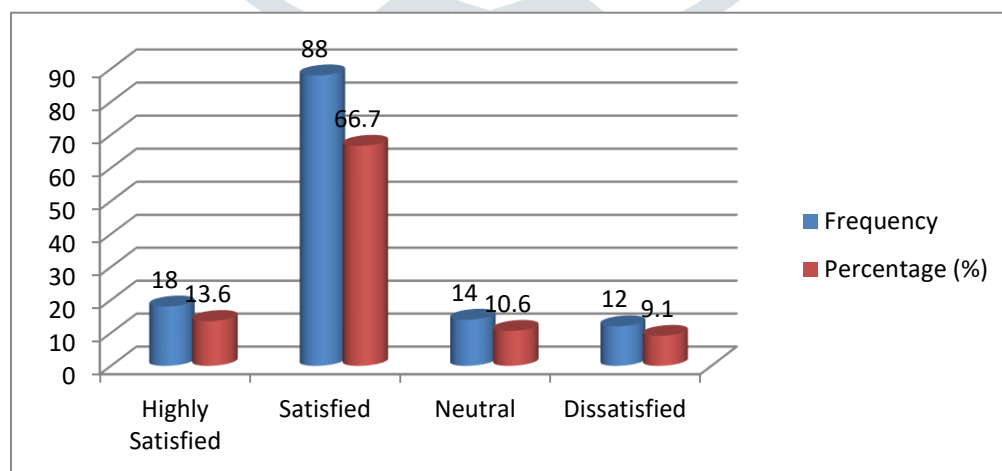
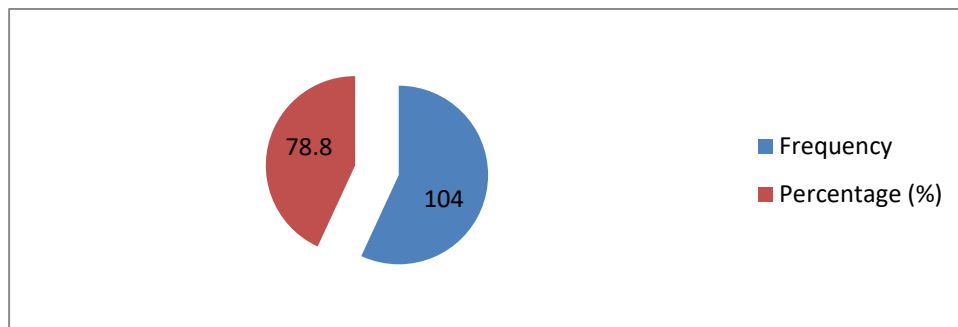


TABLE: 6- EMPLOYEES WHILE ON LEAVE - TEAM MEMBER SUPPORT

Team Member Support	Frequency	Percentage (%)
YES	104	78.8
NO	28	21.2
Total	132	100

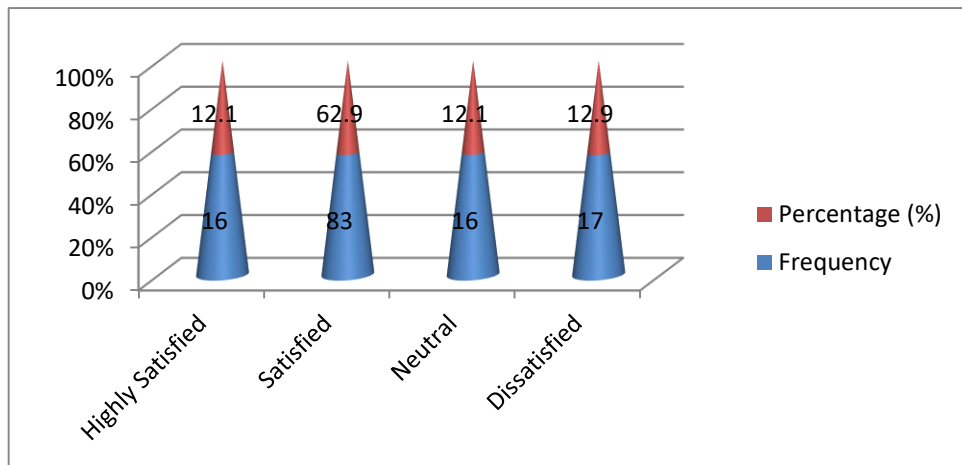
INFERENCE: From the above table it is inferred that 78.8% of the respondents says yes and 21.2% says No that they have team member support.

CHART: 6- EMPLOYEES WHILE ON LEAVE - TEAM MEMBER SUPPORT**TABLE: 7- SATISFACTION OF WELFARE MEASURES ABOUT EMPLOYEES IS NOT TAKING LEAVE**

Satisfaction Level	Frequency	Percentage (%)
Highly Satisfied	16	12.1
Satisfied	83	62.9
Neutral	16	12.1
Dissatisfied	17	12.9
Total	132	100

INFERENCE: From the above table it is inferred that 12.1% of the respondents says Highly Satisfied 62.9% of the respondents says Satisfied 12.1% of the respondents says Neutral 12.9% of the respondents says Dissatisfied about welfare measures provided in the organization.

CHART: 7- SATISFACTION OF WELFARE MEASURES ABOUT EMPLOYEES IS NOT TAKING LEAVE



ONE WAY ANOVA

HYPOTHESIS

HO: There is no significant difference between experience and factor influencing absenteeism and measure taken by organization to reduce absenteeism.

H1: there is a significant difference between experience and factor influencing absenteeism and measure taken by organization to reduce absenteeism.

ANOVA						
		Sum of squares	DF	Meansquare	F	Sig.
FACTOR	Between Groups	49.445	3	16.482	1.995	.118
	Within Groups	1057.548	128	8.262		
	Total	1106.992	131			
REDUCE	Between Groups	4.026	3	1.342	.562	.641
	Within Groups	305.694	128	2.388		
	Total	309.720	131			

Post Hoc Tests Homogeneous subsets

FACTOR			
Duncan			
FOR HOW MANY YEARS YOU ARE WORKING WITH BLGF?	N	Subset for alpha = 0.05	
		1	2
ABOVE	6	10.17	
0-2	79	11.52	11.52
3-4	35		12.49

5-6	12		12.75
Sig.		220	294
Means for groups in homogeneous subsets are displayed.			
a. Uses Harmonic mean sample size = 13.735.			
b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.			

REDUCE		
Duncan		
FOR HOW MANY YEARS YOU ARE WORKING WITH BLGF?	N	Subset for alpha = 0.05
		1
ABOVE	6	8.50
3-4	35	9.23
5-6	12	9.25
0-2	79	9.34
Sig.		.198
Means for groups in homogeneous subsets are displayed.		
a. Uses Harmonic mean sample size = 13.735.		
b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.		

INFERENCE:

It is inferred from the above table that significance value is more than 0.06, that there is no significance relationship between the experience over the factor and reducing measures. Hence H₀ is accepted, H₁ is rejected.

4.4 CHI-SQUARE TEST**HYPOTHESIS**

H0: There is no significant relationship between age and the factor influencing employee absenteeism

H1: There is significant relationship between age and the factor influencing employee absenteeism

CASE PROCESSING SUMMARY						
	CASES					
	VALID		MISSING		TOTAL	
	N	PERCENT	N	PERCENT	N	PERCENT
FACTOR*WHAT IS YOUR AGE LIMIT	132	100.00%	0	0%	132	100.00%

FACTOR *WHAT IS YOUR AGE LIMIT?					
Count					
		WHAT IS YOUR AGE LIMIT?			TOTAL
		18-25	25-35	35-45	
FACTOR	5	2	1	0	3
	6	2	0	0	2
	7	1	0	0	1
	8	5	7	0	12
	9	4	3	0	7
	10	12	10	0	22
	11	8	8	0	16
	12	11	10	0	21
	13	2	2	0	4
	14	11	6	2	19
	15	1	3	0	4
	16	9	7	0	16
	17	2	0	2	4
	18	0	1	0	1
TOTAL		70	58	4	132

CHI -SQUARE TESTS			
	Value	df	Asymp.sig.(2-sided)
Person chi-square	45.125	26	0.011
Likelihood Ratio	28.546	26	0.332
Linear -by-Linear association	1.733	1	0.188
N of valid cases	132		
a. 30 cells (71.4%) have expected count less than 5.The minimum expectedcount is .03.			

INFERENCE:

From the above chi-square table it is inferred that the significance value is .011 which is lesser than hence H₀ is rejected, H₁ is accepted.

FINDINGS

- It is inferred that 57.6% are in production and 0.7% are in other department.
- It is inferred that 58.3% are from ITI/diploma and 0.8% are from PG.
- 42.4% are due to health problem and 0.8% is due to stress.
- It is inferred that 80.3% are getting adequate leave and 19.7% are lacking in it.
- It is inferred that 36 .8% are getting adequate salary and rest 63.6% are not satisfied with salary acquired for the lifestyle.
- From the inference come to know that 44 .7% take one day leave and 7.5% take 4 day leave.
- From the inference known that 49.2% do work by force improper facilities strict deadline and strict supervision only 0.75% do on strict deadline.
- From the one way ANOVA analysis it is found that is no significant difference.
- From the CHI-SQUARE analysis it is found that is a significant relationship between age and the factor influencing employee absenteeism.

SUGGESTION

- The company has to offer an attractive salary package so that it builds loyalty between organization and employees which reduces the absenteeism
- The organization has to make their employees aware about their working hours, because continuous working hours and overtime will cause ineffective
- From the finding it found that majority of them work by force improper facilities, strict dealing this should be eradicated
- From the finding it is found that majority of them take only leave on one day so, the absenteeism is not so serious thing in this organization

CONCLUSION

In BUTLER LEATHER GOODS FACTORY PVT LTD study analysis the issue of employee's absenteeism and explores in detail preventative and corrective actions. Absenteeism has a negative impact on a company's employee morale. There are a number of programs that can be implemented individually or collectively to reduce employee absenteeism. Absenteeism is a serious and costly problem faced by companies throughout the world. This problem requires that all employees understand the consequences of such behavior from a company's standpoint as well as a personal standpoint. could provide counseling to the employee to reduce their personal commitment strict deadline work by force all such things should be eradicated by giving adequate time and adequate people have to be recruited for the work this should be considered as important one and should be taken serious action towards it.

REFERENCES

- ✓ Mowday, R. T. Porter, L. W., & Steers, R. M. (2013) Employee-organization linkages: The psychology of commitment absenteeism and turnover. Academic press
- ✓ Porter, L W., & Steers, R. M. (1973) Organizational, work, and personal factors in employee turnover and absenteeism Psychological bulletin, 80(21), 151
- ✓ Hacket. R. D. (1989). Work attitudes and employee absenteeism A synthesis of the literature. Journal of occupational psychology, 62(3), 235-248,
- ✓ Westman, M. & Erzion. D (2001). The impact of vacation and job stress on burnout and absenteeism Psychology & Health, 16(5), 595-606
- ✓ Rost, K. Smith J L & Dickinson, M. (2004). The effect of improving primary care depression management on employee absenteeism and productivity a randomized trial. Medical care, 42(12), 1202
- ✓ Muchinsky, PM (1977) Employee absenteeism A review of the literature. Journal vocational behavior, 10(3), 316-340
- ✓ Brooke Jr. P. P. & Price, J L (1989) the determinants of employee absenteeism an empirical test of a causal model Journal of Occupational Psychology, 62(1), 1- 19.