Absenteeism of Employees in Textile Industries with special reference to Tamil Nadu State

Dr. M. Maheswari,

Assistant Professor, GRG School of Management Studies,

PSGR Krishnammal College for Women, Coimbatore, Tamil Nadu, India

Abstract: Absenteeism plays a vital role in manufacturing and service oriented industry. Absenteeism has been recognized as a major issue now a days which affecting discipline and production in the industry. It is a major socio – psychological issues in industries. Absenteeism in Indian industry is not a new phenomenon. The Royal Commission of Labour reported, "High absenteeism prevails among industrial employees mainly due to their rural orientation". Absenteeism is a serious issue for a management because it involves heavy expenditure and loss of production. The main objective of all organization is to maximize profit by maximum utilization of men, materials and money. When there is a problem of absenteeism the utilization of 3M's are fairly reduced. Particularly in the textile industry the absenteeism and labour turnover are getting increased. In this present situation textile industries are facing a hectic issue on retention in the part of human resource management. Especially absenteeism includes few factors like satisfaction, motivation, wages, procedure for taking leave, leisure time, travel distance, shift time, work load, etc. are considered for the research analysis. The structured questionnaire was framed and collected from employees who is absent for more than 20 days. The percentage analysis, and chi – square analysis are the statistical tools used for analysis. The management needs to give training to employees regarding the schemes, arrange get together and motivational programs to develop their relationship with superior and colleagues.

Index Terms: Employee, Absenteeism, leave, work load, shift time, wages, satisfaction and motivation

1. Introduction

Absenteeism is one of the common factors, which affects both the production and the growth of the organization. No company can afford to allow high incidence of absenteeism to eat up its hard earned corporate profits. In general the absent rate indicates the relative cost to a given company because productions workers simply cannot produce as much annually when absent rates are high as they can when absent rates are low. When the employees are away from the work, it is difficult for the employer's to maintain production schedule. Labour force is an integral and important component of the wealth of nations, as other factors like land, capital, and machine. Measured by what labour contributes to output, productive capacity of human beings is now vastly larger than all other forms of wealth taken together which has chiefly contributed to economic growth of countries. An employee is under an obligation not to absent himself from work without good cause during the time at which he is required to be at work spot by the terms of his contract of service. Absence creates many administrative problems, resulting in dislocation of work. The contribution of labour towards production is possible only when the individual comes to the work spot and delivers his labour to somebody. When the workers are absent from the work, it leads to loss in the man-hours, which has direct influence on the production and productivity. This underlines the importance of the need for workers to be present.

"More the Absenteeism, Less Would Be the Productivity"

Absenteeism affects

The Employer – Production/Profitability

The Employee – Earnings

The Nation　　　– Economic condition

Rate of Absenteeism

$$\text{Absence} = \frac{\text{(Number of daily absentees during a period)}}{\text{(Number of employees)} \times \text{(Number of working days)}} \times 100$$

2. Objectives

- To study the factors influencing the absenteeism in an organization.
- To study the attitude of the workers towards the company who belongs to chronic absentees.
- To identify the facilities offered by the management for the betterment of employees.
- To identify and suggest the measures to control absenteeism.

3. Research Methodology

Research methodology explains the various steps that tare generally adopted by the research in studying research problem along with logic behind them.

3.1 Research Design
Descriptive Research Design has been followed to conduct the research study. The researcher has to identify the factors leading to absenteeism and the relationship between various factors with absenteeism. Hence descriptive research study is used and includes survey. Descriptive research can only report what has happened and what is happening.

3.2 Sampling Design
- Sampling Technique: The sampling technique used for selecting sample elements is Stratified Random Sampling
- Sample Size: The sample size of 150 employees who have been absent for more than 20 days from different sections in the organization was interviewed.
- Data collection method: Primary data
- Tools used for Analysis: Simple Percentage and Chi – Square analysis

4. Analysis and Interpretation
4.1 Simple Percentage

Table 1. Absenteeism in departments wise

Department	No. of respondents	Percentage
Blow Room	38	25
Lap Formers	36	24
Spinning	22	15
Knitting	28	19
Packing	26	17
Total	150	100

From table 1, it is inferred that absenteeism in blow room department is about 25 per cent, lap formers department is about 24 per cent, 19 per cent of absenteeism in knitting department, 17 per cent from packing and 15 per cent from spinning department.

Table 2. Absenteeism based on experience

Experience	No. of respondents	Percentage
< 5 Years	9	6
6 – 10 Years	44	29
11 – 15 Years	24	16
16 – 20 Years	15	10
> 20 Years	58	39
Total	150	100

From table 2, it is inferred that 39 per cent of absenteeism is from above 20 years of experience, 29 per cent of absenteeism is from 6 to 10 years, 16 per cent from 11 to 15 years, 10 per cent is from 16 to 20 years and 6 per cent of absenteeism is from less than 5 years of experience.

Table 3. Reasons for Absenteeism

Reasons	No. of respondents	Percentage
Shift Timing	27	18
Working Condition	23	15
Work Load	50	33
Dissatisfaction With Job	37	25
All The Above	13	9
Total	150	100

From table 3, it is inferred that 33 per cent of employees were absent due to work load, 25 per cent of them is due to dissatisfaction with job, 18 per cent is due to shift timing, 15 per cent is due to working condition and 9 per cent of them were absent due to all the reasons.

Table 4. Absenteeism due to personal problems

Personal problems	No. of respondents	Percentage
Health	49	33
Festivals & other domestic functions	29	19
Indebtedness	11	7
Alcoholism	19	13
Family problems	42	28
Total	150	100

From table 4, it is inferred that 33 per cent of employees were absent due to health problems, 28 per cent of them due to family problems, 19 per cent is due to festivals and other domestic functions, 13 per cent is due to consumption of alcohol and 7 per cent is due to indebtedness.

Table 5. Relationship with Co – workers

Relationship	No. of respondents	Percentage
Highly Satisfied	26	17
Satisfied	95	63
Neutral	15	10
Dissatisfied	10	7
Highly dissatisfied	4	3
Total	150	100

From the table 5, it is inferred that 63 per cent of employees were satisfied on relationship with co-workers, 17 per cent of employees were highly satisfied, 10 per cent were neutral, 7 per cent were dissatisfied and 3 per cent were highly dissatisfied.

Table 6. Relationship with superiors

Relationship with superiors	No. of respondents	Percentage
Friendly with superior	50	33
Superior is humanitarian	36	24
Never talked with superior	7	5
Difference of opinion with superior	53	35
Afraid of superior	4	3
Total	150	100

From table 6, it is inferred that, 35 per cent of employees are having difference of opinion with superior, 33 per cent of them are having friendly relation with superior, 24 per cent of them are telling superior is humanitarian, 5 per cent of them never talked with superior and 3 per cent of them afraid of superior.

Table 7. Awareness about Schemes

Awareness about schemes	No. of respondents	Percentage
Yes	59	39
No	91	61
Total	150	100

From table 7 it is inferred that, 61 per cent of employees are not having awareness about the schemes and remaining 39 per cent of them are having awareness about the schemes.

Table 8. Effective measures to reduce absenteeism

Effective measures	No. of respondents	Percentage
Superior- worker relationship	23	15
Shift schedule	39	26
Working condition	20	13
Wage policy	31	21
Leave rules	37	25
Total	150	100

From the table 8, it is inferred that, 26 per cent of the employees feel that shift schedule is the effective measure to reduce absenteeism, 25 per cent of them feel leave policy as effective measure, 21 per cent of them feel wage policy, 15 per cent of them feel superior worker relation as effective measures and 13 per cent of them feel working condition is the effective measure to reduce absenteeism.

4.2 Chi – Square Analysis

Table 9. The Relationship between age and personal problems

Chi – Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	20.679[a]	12	.055
Likelihood Ratio	19.394	12	.079
Linear-by-Linear Association	.218	1	.640
N of Valid Cases	150		
a. 8 cells (40.0%) have expected count less than 5.			

The minimum expected count is 1.47

H_0: There is no significant relationship between age and personal problems

H_1: There is a significant relationship between age and personal problems

From the table 9, it is inferred that, the significance level is 0.055, which is greater than 0.05. So the null hypothesis is accepted. Therefore there is no significant relationship between age and personal problems.

Table 10. The relationship between age and rest intervals

Chi – Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.729[a]	3	.126
Likelihood Ratio	5.661	3	.129
Linear-by-Linear Association	..835	1	.361
N of Valid Cases	150		
a. 8 cells (0.0%) have expected count less than 5. The minimum expected count is 7.60			

H_0: There is no significant relationship between age and rest intervals

H_1: There is a significant relationship between age and rest intervals

From the table 10, it is inferred that, the significance level is 0.126, which is greater than 0.05. So the null hypothesis is accepted. Therefore there is no significant relationship between age and rest intervals.

Table 11. The Relationship between marital status and co-workers relationship

Chi – Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	9.677[a]	4	.046
Likelihood Ratio	14.415	4	.006
Linear-by-Linear Association	.217	1	.641
N of Valid Cases	150		
a. 8 cells (50.0%) have expected count less than 5. The minimum expected count is .51			

H_0: There is no significant relationship between marital status and co-workers relationship

H_1: There is a significant relationship between marital status and co-workers relationship

From the table 11, it is inferred that, the significance level is 0.046, which is less than 0.05. So the null hypothesis is rejected. Therefore there is a significant relationship between marital status and co-workers relationship.

Table 12. The Relationship between marital status and superior relationship

Chi – Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	11.552[a]	4	.021
Likelihood Ratio	14.721	4	.005
Linear-by-Linear Association	3.030	1	.082
N of Valid Cases	150		
a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is .51			

H_0: There is no significant relationship between marital status and superior relationship

H_1: There is a significant relationship between marital status and superior relationship

From the table 12, it is inferred that, the significance level is 0.021, which is less than 0.05. So the null hypothesis is rejected. Therefore there is a significant relationship between marital Status and superior relationship.

Table 13. The Relationship between marital status and reasons for absenteeism

Chi – Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	10.347[a]	4	.035
Likelihood Ratio	12.096	4	.017
Linear-by-Linear Association	.427	1	.513
N of Valid Cases	150		
a. 4 cells (40.0%) have expected count less than 5.			

The minimum expected count is 1.65

H_0: There is no significant relationship between marital status and reasons for absenteeism

H_1: There is a significant relationship between marital status and reasons for absenteeism

From the table 13, it is inferred that, the significance level is 0.035, which is less than 0.05. So the null hypothesis is rejected. Therefore there is a significant relationship between marital Status and reasons for absenteeism.

Table 14. The Relationship between marital status and personal reasons for absenteeism

Chi – Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	9.370[a]	4	.052
Likelihood Ratio	9.845	4	.043
Linear-by-Linear Association	.000	1	.995
N of Valid Cases	150		
a. 3 cells (30.0%) have expected count less than 5. The minimum expected count is 1.39			

H_0: There is no significant relationship between marital status and personal reasons for absenteeism

H_1: There is a significant relationship between marital status and personal reasons for absenteeism

From the table 14, it is inferred that, the significance level is 0.052, which is greater than 0.05. So the null hypothesis is accepted. Therefore there is no significant relationship between marital status and personal reasons for absenteeism.

Table 15. The Relationship between age and opinion of employees towards the effective measures to reduce absenteeism

Chi – Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	57.735[a]	12	.000
Likelihood Ratio	61.862	12	.000
Linear-by-Linear Association	.017	1	.895
N of Valid Cases	150		
a. 3 cells (25.0%) have expected count less than 5. The minimum expected count is 2.67			

H_0: There is no significant relationship between age and opinion of employees towards the effective measures to reduce absenteeism

H_1: There is a significant relationship between age and opinion of employees towards the effective measures to reduce absenteeism

From the table 15, it is inferred that, the significance level is 0.000, which is less than 0.05. So the null hypothesis is rejected. Therefore there is a significant relationship between age and opinion of employees towards the effective measures to reduce absenteeism.

5. Results and Discussion

Absenteeism is more in the departments like blow room, lap former and knitting which involves difficult task. Workload and dissatisfaction in their job may be the reason for absenteeism in these departments. Employees working in difficult task are having health problems leads to take personal leave. There is satisfied relationship with co-workers but difference arises with superiors. There is no direct relationship with age and personal problems and with age and rest intervals. Therefore there is a significant relationship between marital status and co-workers relationship; marital status and superior relationship; marital status and reasons for absenteeism. There is a significant relationship between marital Status and co-workers relationship. There is a significant relationship between age and opinion of employees towards the effective measures to reduce absenteeism. Most of the employees are not having awareness about the schemes introduced by the company to reduce absenteeism. The employees felt some measures have to be done to reduce the absenteeism in the organization. They suggested most suitable measures as shift changes, changes in leave policy and wage policy can be the effective method to reduce absenteeism.

6. Suggestions

Suggestions to reduce absenteeism are allowing a normal rate of shift exchange between the different shift workers. This will allow the worker to do overtime and the other worker's absence will not affect the organization. Get-together of the workers in different shifts should be conducted once in two months for at least 2 hours. This will help to increase the relationship and mutual understanding among the different shift workers. The rest interval and lunch break is the pause for the workers to relax themselves and get ready for next few hours work. Relaxation in timing can motivate the workers to refresh themselves. Leave policy has to be strictly implemented and monitor the employees who all are taking more number of leaves without proper permission, without informing, without valid reasons should be warned and punished based on the norms to reduce absenteeism rate. Periodic free health checks up and counseling session has to be implemented to overcome the health problems of the employees. Advance amount or incentives can be given to them when it is require during the month to fulfill their money requirement on the daily basis. The informal meeting between employees and their superiors, small celebration within the

department, birthday celebration, and anniversary celebration are some of the ways to connect relations between employees and superiors. The surprise inspections should be done to improve the working condition, health and safety and welfare measures on regular intervals.

7. Conclusion

In many ways, the organizations are getting affected due to the absenteeism rate and manpower plays a strong role in these issues. Low level of satisfaction, poor working condition, poor relationship with superiors, health problems are few factors determining the major reasons for the absenteeism. The organization should take necessary step to overcome all these issues to reduce the rate of absenteeism. The motivational and training programs can help to understand the importance of being involved and coming regular to work. This study helps the organization to understand the reasons and measures to be taken to overcome the absenteeism rate, improve the satisfaction level of the employees towards their work. The employees suggested few measures to implement such as leave policy, wage policy, shift timings, working condition, relationships with superiors and co-workers and so on. Reduction in absenteeism rate will increase production and profit to the organization as well as to the employees in their incentives, increment and bonus.

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