



A STUDY ON LABOUR WELFARE MEASURES OF TAMILNADU STATE TRANSPORT CORPORATION SPECIAL REFERENCE TO SIVAGANGAI BRANCH

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INTRODUCTION

Progress and prosperity of Indian economy will be largely hinging on the growth and development of our industrial economy. Of all the factors of production, human factor plays a decisive role in achieving this end. Every Industrial Organization strives hard to maintain, able and willing labour force, Modern industrial worker expects a meaningful; satisfying and challenging job and job environment. In this regard, which would go a long way in attracting, recruiting, developing utilizing and improving productivity and worker efficiency, improving quality of goods and services and reducing and controlling costs of operations.

Agriculture mining and industry are essential, but more impotent is the system of transport. If agriculture and industry are regarded as the body and bones of an economy, transport constitutes its nerves. A modern economy cannot exist devoid of an efficient transport system. The problems of bus crew deserve a special study because they are directly or indirectly responsible for the steady growth of the nation. Absenteeism is one of the major problems in the transport sector. It is an industrial malady, a system of mal-adjustment and deep rooted problem resulting in labour turn over, thereby creating problems in industrial relations. Unless it is taken seriously, it will spread like an epidemic. So understanding this problem is an important as understanding and solving any other problem.

CONCEPT

Absenteeism refers to the absence of a worker when he is properly scheduled to work. The rate of absenteeism is the ratio of days lost to the total number of days for which the employment is available. It has been defined, as “total man shifts lost due to absences as a percentage of the total number of man shifts scheduled” is the report of the Labour Investigation Committee. Absenteeism involves two aspects, constitutes presence of a scheduled to work.

A worker who reports for any part of a shift is to be considered as present. An employee is to be considered scheduled to work when the employer has work available and the employee is aware of it, and when the employer reason to expect well in advance that the employee will not be available for work at the specified time. Therefore, a regular scheduled vacation is not to be considered of scheduled to work. The same is true during an employer-ordered lay out off. On the other, a regularly vacation period should not be considered as absent from scheduled work until he return or until it is determined the absence will be of such duration that his name is removed from the list of active employees. After the date, he should be considered as scheduled neither to work nor absent.

INDEX OF ABSENTEEISM

The index of absenteeism is expressed as follows:

$$\text{Absenteeism} = \frac{\text{Man shifts lost in hours}}{\text{Total man-shifts scheduled work in hours}} \times 100.$$

Normally, it is the severity rate as per the above formula is taken into consideration practice.

FACTORS, CAUSES AND NATURE OF ABSENTEEISM

Absenteeism is subject to wide variations attributed to personal characteristics, occupations, location industry, weather and other circumstances. There are absence-prone persons in any organization. This absence-proneness is due to individual's behaviour and attitude to work. Low morale is one factor in such cases. Younger persons are found to be more absent for short duration than those over 45 years. Besides behaviour and age, sex plays an important role in creating variations in the rate of absenteeism. Women have more absenteeism than men. Sickness is one vital contributory factor of absenteeism.

According to nature, rate of absenteeism may be calculated under two categories, viz, with pay. Absence with pay includes with part pay. For absence with full or part pay, the number of workers who are on leave with pay in each shift on each working day of the month should be added up. Absence without pay includes absence of workers who do not get pay for the period of absence even if they receive social security benefits for sickness, maternity etc. Weekly and scheduled holidays are not be included.

CONSEQUENCES OF ABSENTEEISM

An absent employee means idle machines or unoccupied work space, with the consequent direct loss and indirect reduction in production. The loss is thus, two-fold. First, there is a loss of income to the worker, Second, the productive efficiency of a plant is adversely affected resulting in disorganization in work and the extent of loss varies of loss varies depending upon the work and organizational set up. Absenteeism in such circumstance creates the problem of finding substitutes.

MEASURES TO REDUCE ABSENTEEISM

Excessive absenteeism constitutes a considerable cost to the industry even when the absent employee receives no pay. Due to disorganization of work, work schedules are upset and delay resulting in the management's failure to meet delivery dates. When sick pay is authorized, the costs of absenteeism mounds up rapidly. Hence it is desirable that measures are effectively implemented to minimize the cost of absenteeism.

Proper working conditions, adequate wages, accident and sickness insurance and facilities for leave, for rest and recuperation are the proper means for minimizing absenteeism. The Labour investigation Committee noted that" the most effective way of dealing with absenteeism is to provide holidays with pay or even without pay; permit workers to attend to their private affairs occasionally and thus regularize absenteeism instead of merely taking disciplinary action for it. Housing facilities in industrial towns would improve attendance. Unless working and living conditions are improve and the commitment of labour in the work promoted and stabilized, absenteeism cannot be effectively solved. Necessary incentives have to be provided to the workers for recording regular attendance.

STATEMENT OF THE PROBLEM

The efficient working of an organization is made difficult by the large amount of absenteeism. The success of every organization depends up on the continuous and regular presence of its workforce. Modern industry with its high degree of specialization of operations requires regular and prompt

attendance of all workers. Regular attendance is inevitable for increased production and it develops co-operation and team spirit. Absenteeism not only affects the morale and disciplines but also the earning capacity of the worker, on the basis of **NO WORK – NO PAY** principle.

OBJECTIVES OF THE STUDY

1. To study the socio – economic conditions of the respondents.
2. To analyze the cause and factors responsible for absenteeism.
3. To study its effects and impacts.
4. To suggest remedial measures to this problem

METHODOLOGY OF THE STUDY

The filled survey method, personal interview techniques were adopted.

SAMPLING

Sampling procedure consists of two stages.

1. Choosing the corporation.
2. Choosing the respondents.

FIRST STAGE

The Tamil Nadu State Transport corporation (p) Ltd., Tiruppathur Branch was purposively selected for the study since the researcher came to know that absenteeism is high in this establishment.

SECOND STAGE

The Researcher with the help of Branch manager and Attendance clerk, listed out the names of 120 employees who were found to be chronic absentees. Among them 60 respondents were selected by using simple Random sampling procedure using Lottery method.

TOOLS USED FOR DATE COLLECTION

Several books and studies pertaining to this topic were reviewed for preparing interview schedule and data about field study also were gathered from the records maintained in the corporation.

WORKING DEFINITION

a.Absenteeism:

The failure of a worker to report on the job when he is scheduled work.

b. Socio-economic conditions:

It includes age, sex, religion, caste, mother tongue, education, type of family, marital status, income and expenditure etc.

c. Worker:

The term worker denotes an employee who is employed in Tamil Nadu State Transport Corporation Ltd., Sivagangai Branch.

DATA PROCESSING AND ANALYSIS

The collected data were transcribed and tabulated subsequently.

LIMITATIONS OF THE STUDY

- (a) The findings of the study cannot be generalized to other industries or to Transport Corporations as the sample has been selected from TNSTC Ltd., Sivagangai Branch.
- (b) Majority of the questions are based on the person's perceptions. Hence there may be partialities or some recall bias.

DIFFICULTIES FACED

During the study the research has to face some difficulties. In the initial stage, the respondents were apprehensive about the investigation, a few of them were not willing to reply to the researcher, thinking that the researcher was a spy from the management. The researcher had to convince them about the purpose of the study.

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