

A STUDY ON EMPLOYEE ABSENTEEISM: STUDY AT JVS EXPORT IN MADURAI

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Abstract— The article entitled on worker's absenteeism is expected to decide the workers condition, compensation, amenities provided, participation, inspiration strategies and advancements. The motivation behind this article is to audit on issues of workers. Absenteeism is a type of withdrawal conduct apart from turnover. Workers not going to work when scheduled can be a significant issue for disassociations and turnover. This article intends to identify and distinguish the most well-known reasons for employee absence on management cost. Worker absence is a serious issue for the executives since it includes significant importance. Absenteeism is one of the widest spread deterrents to usefulness, productivity and seriousness. Workers badgering by employers or the board is one of the justifications behind absenteeism. The reactions might be affected by isolated inclination Workers not going to work when listed can be a significant issue of the disassociation. The article comprises of objectives, constraints, research approach, findings, thoughts and conclusion. The data required for the examination has been accumulated from essential and auxiliary information.

Keywords: Absenteeism, Turnover, Workers, Employers, Causes of Employee Absenteeism .

I. INTRODUCTION

Absenteeism is defined as the failure of the worker to report for work when he is 'scheduled to work. A worker is expected to work when the employer has work available for him and the worker is aware of it. Authorized absence is also treated as absence while presence even for a part of the shift is treated as presence for the whole shift. Absence on account of strikes, lockout, layoff, weekly rests or suspension is not taken into account. Thus, it relates to only voluntary absence due to personal reasons of the individual concerned. Absenteeism rates given in the report represent percentage of man days lost due to absence to the corresponding total man days scheduled to work. The man days scheduled to

work is arrived at by adding the man day's .actually worked and the man days lost on account of absence of the workers due to some reason or the other.

A worker who reports for any part of a shift is to be considered as present. An employee is considered scheduled to work when the employer has work for him there is no reason to expect well in advance that the employee will not be available for work at the specific time. An employee on regularly scheduled vacation is, therefore, not to be considered as employer-ordered layoff. On the other hand an employee who requests time off at other than a regular vacation period should be considered as absent from scheduled work until he returns, or until it is determined that the absence will be such duration that his name is removed from the list of active employees. After this date he should be considered as neither scheduled to work nor absent.

Similarly, an employee who quits without notice should be considered as absent from scheduled work until his name is dropped from the active list, but preferably this period should not exceed one week in either case. If a strike is in progress, workers on strike should be considered as neither scheduled to work nor absent, since data on time is lost because strikes are collected under the head of man days lost on account of industrial dispute.

II. THE REASONS FOR ABSENTEEISM

The phenomenon of absenteeism has been explained in various ways. The atmosphere prevailing in a plant, therefore, affects His attitude to his work, and either persuades him to attend regularly or keeps him away. Irritating uncertainty, irregularity, and confusion in the factory are likely to be important cause of absenteeism. The attitude and practice of the management also contribute to absenteeism.

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1) Causes of Absenteeism

- Maladjustment with factory conditions
- Social religious ceremonies
- Unsatisfactory housing conditions
- Industrial fatigue
- Unhealthy working conditions
- Absence of adequate welfare facilities
- Alcoholism
- Indebtedness
- Improper and unrealistic personnel policies
- In adequate leave facility

2) Measures For Control Absenteeism

- Adoption of a well-defined recruitment procedure.
- Cordial relationship between supervisors and workers.
- Provision of reasonable wages and allowances and job security for workers.
- Motivation of workers and social measures.
- Improved communication and prompt redressal of grievances.
- Liberal grant of leave.
- Safety and accident prevention.
- Provision of healthy and hygienic working conditions.
- Development of workers education.

III. STATEMENT OF THE PROBLEM

Absenteeism is a major issue in JVS Export- for the past few years especially in employee level. The reason for absenteeism is employee sickness, personal problems and working condition. It is feared that if the absenteeism continues it may endanger the standard of company. 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. When sick pay is authorized, the cost of absenteeism mounds up more rapidly. It is, therefore, desirable that measures are effectively implemented to minimize the cost of absenteeism as for 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.

1)OBJECTIVES OF THE STUDY

- To provide quality products to meet out the customer needs.
- To provide employment potentiality to the local technocrats and laborers.
- Compliance with relevant legal and other requirements.
- Continual improvements of organizational performance.
- Involvement of employees/management at all levels.
- To understand the various factors that influences the rate of absenteeism
- To study and analyze the impact of various factors on employee absenteeism in various organizations

2)NEED OF THE STUDY

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. When sick pay is authorized, the cost of absenteeism mounds up more rapidly. It is, therefore, desirable that measures are effectively implemented to minimize the cost of absenteeism as for 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.

3)SCOPE OF THE STUDY

- Each and every industry has a certain rate of absenteeism due to their own family circumstances and unavoidable circumstances they take leave. This will affect the productivity, growth and sales in the industry.
- To avoid this condition we can motivate the worker by taking classes on specific topic like motivation and providing leave benefits to the employees.
- To help the organization to reduce their job turnover.
- The study tries to find out solution to overcome

absenteeism problem.

4) HYPOTHESIS OF THE STUDY

A. NULL HYPOTHESIS

- HO: There is no significance relationship between the Monthly income and Satisfaction level of present wages.

B. ALTERNATIVE HYPOTHESIS

- H1: There is significance relationship between the Monthly income and Satisfaction level of present wages.

IV. RESEARCH DESIGN

The research design constitutes the blue print for the collection, measurement and analysis of data. There are types of research design; they are exploratory research design, experimental research design and describe and diagnostic research design. The research had adopted descriptive research design for the study.

1)RESEARCH METHODOLOGY

Research methodology is a way to systematically solve research problem. Research methodology is understood as a source of the study how to research is done scientifically. The various steps adopted by a researcher in studying the research problem along with the logic. The project work entitled “A study on employee absenteeism towards JVS Export with special reference to Madurai”.

2)Sample Design

A sample is a subset from the total population. A sample is a subset from the total population. It refers to the techniques or the procedure to the research would adopt in selecting items for the sample (i.e) the size of the sample.

3)Details of population

The study was conducted on the employees of Madurai.

4)Population frame

- The data was collected from the company manpower portfolio.
- This includes the list of 120 respondents (refer to the analysis of data).

5) SAMPLING METHOD

Sampling method utilized was convenience sampling was adopted.

V. METHODOLOGY OF THE DATA COLLECTION

A descriptive research was undertaken to the study of the problem. The study is descriptive in nature. Descriptive research is those which are concerned with describing the characteristics of a particular individual of a group. The descriptive research describes the demographic the characteristic of the respondents and is typical concern with determining frequency with something occurs how the variables vary together.

VI. SOURCES OF DATA

1)Primary Data

It was collected through questionnaire further this data, are processed and tabulated using graphs the tables where analyzed and the finding has been drawn accordingly.

2)Secondary Data

It refers to a special kind of ratio, it is used to make comparison between two or more series of data, since the percentage reduce everything to a common base and there by allow meaningful comparison be made.

3)TOOLS USED FOR RESEARCH

- Simple Percentage Method
- Chi – square test
- Correlation

4) SUGGESTIONS

- Providing high wages and allowances based on the organization financial position which that will reduce absenteeism.
- Granting leave and financial assistance liberally in case of sickness of employees and his family members.
- Taking care of employees health, giving rest properly to employees in similarly the organization should reduce their workload also.
- Proper records of absence along with causes of absence should be maintained and analyzed to

develop measures for controlling absenteeism.

- The identified employees should be counseled according to their problem and given suitable solutions to them.
- Employees must be motivated by incentive schemes base on their performance, which that will reduce absenteeism.
- Health camp can be conducted once in 6 months so that the employees can maintain his health consistently.
- Most of the workers are studied up to higher secondary level so it is a must to create awareness about work performance among the employees by their supervisors.
- Weekly meeting should be conducted for employees to educate the effects of absenteeism.
- Improve the bus facilities for interior places. So that the absenteeism will be reduced soon.

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VII. CONCLUSION

Employees are being absent from work on account of unjustifiable reward framework, whenever they don't find the opportunity to get progressed in the hierarchy, when there is an bad association between co-workers and supervisors. Along these lines, organisation should put the prominence on progress of work related activities of every kind that carries experiences to the worker. The findings reveal that the rate of absenteeism in the company is moderate. The researcher found the major three factors personal, company related and general factors. Based on the study some recommendations are given. If it is implemented the problem of absenteeism could be reduce to a great extent.

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