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Most Influential Factors of Employee Absenteeism: A Study on IT Industry

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ABSTRACT

Employee Absenteeism is the absence of an employee from work. It is a major problem faced by almost all organizations today. Information Technology Industry (IT) is also not exception to this. The main aim of the article is to study the Most Influential Factors of Employee Absenteeism. Convenience samples of 396 respondents were taken. For data analysis Mean, Reliability analysis and correlation analysis were employed. The study revealed Job satisfaction, Relationship with others, working conditions, promotion, Pay, Taking care of others and Age are the Most Influential Factors of Employee Absenteeism.

KEYWORDS : Employee Absenteeism, Convenience sample, Reliability analysis and correlation analysis

Introduction

Absenteeism is the term generally used to refer to unscheduled employee absences from the workplace. Absenteeism occurs when employees who were scheduled for work do not attend (Huczynski & Fitzpatrick, 1989)1. Absenteeism involves nonattendance from scheduled work in terms of hours and days rather than minutes (Adler & Golan, 1981). Steers and Rhodes (1978) model of employee attendance and absenteeism reported personal characteristics (e.g., education, tenure, age, sex, and family size), job satisfaction, organizational commitment, ability to attend circumstances (e.g., illness, accidents, family responsibilities, transportation problems, etc.), and pressures to attend (e.g., reward and incentive systems, work group norms, etc.) influenced employee absenteeism.

The SOHO Guidebook cites the following as notable hidden cost factors associated with absenteeism:

- Lost productivity of the absent employee
- Overtime for other employees to fill in
- Decreased overall productivity of those employees
- Costs incurred to secure temporary help
- Possible loss of business or dissatisfied customers
- Problems with employee morale

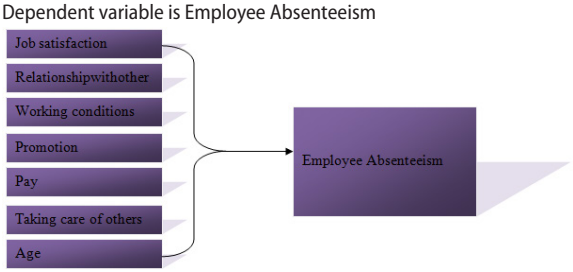
Objectives of the study

Following are the major objectives of the study

- To know the importance of Employee Absenteeism in recent world
- To determine the most influencing factors of Employee Absenteeism

Theoretical Framework

For this study the fallowing theoretical Framework was formulated .Independent variables are Job satisfaction, Relationship with others, working conditions, promotion, Pay, Taking care of others and Age and Dependent variable is Employee Absenteeism



Source: Author Research

Research Hypotheses

Based on the theoretical Framework the fallowing research hypotheses were formulated

H1: There is a significant relation between Employee Absenteeism and Job satisfaction

H2: There is a significant relation between Employee Absenteeism and relation with others

H3: There is a significant relation between Employee Absenteeism and Working conditions

H4: There is a significant relation between Employee Absenteeism and promotion

H5: There is a significant relation between Employee Absenteeism and Pay

H6: There is a significant relation between Employee Absenteeism and Taking care of others

H7: There is a significant relation between Employee Absenteeism and Age

Methodology of Study:

For this study the following methodology was applied

- Sampling Method : Convenience
- Sample Size : 396
- Sampling Error : Response–396, Non-response - 11
- Primary Data : Questionnaire.
- Secondary Data : Journals, Magazines, Books, Websites.
- Data analysis : Percentages, Reliability analysis, Pearson's correlation.

Data Analysis:

Demographics

Demographics of the respondents for this study are as follows. Gender: Males=231, Females= 165: Education: Up to Inter/Diploma=23, UG=114, PG and above=259: Age 30 and below =149, 31-40years=127, 41 and above=120: Marital Status: Married= 217, unmarried=179.

Reliability

Reliability test was administered to establish the goodness of data. In statistics, reliability is the consistency of a set of measurements. For this study Cranach's Alpha coefficient was calculated

Table-1: Reliability

S.NO	Dimension	Cron Bach's Alpha
1	Job satisfaction	.768
2	Relationship with others	.724
3	working conditions	.811
4	promotion	.807
5	Pay	.765

6	Taking care of others	.744
7	Age	.701

Cranach's alpha for all dimensions is more than .70 hence the data is reliable for further analysis

H1: There is a significant relation between Employee Absenteeism and Job satisfaction
Table-2

	Employee Absenteeism	Job satisfaction
Employee Absenteeism Pearson Correlation Sig. (2-tailed)	1	-.571 .000
Job satisfaction Pearson Correlation Sig.(2-tailed)	-.571 .000	1

Source-Primary data

Interpretation:
Sig .value is <.05 hence rejected null hypotheses and accepted alternative hypotheses. Concluded that there is a negative relation between Employee Absenteeism and Job satisfaction i.e. More the Job satisfaction low will be Employee Absenteeism

H2: There is a significant relation between Employee Absenteeism and relation with others
Table-3

	Employee Absenteeism	relation with others
Employee Absenteeism Pearson Correlation Sig. (2-tailed)	1	-.469 .000
relation with others Pearson Correlation Sig.(2-tailed)	.-469 .000	1

Source-Primary data

Interpretation:
Sig .value is <.05 hence rejected null hypotheses and accepted alternative hypotheses. Concluded that there is a negative relation between Employee Absenteeism and relation with others i.e. good the relation with others low will be Employee Absenteeism

H3: There is a significant relation between Employee Absenteeism and Working conditions
Table-4

	Employee Absenteeism	Working conditions
Employee Absenteeism Pearson Correlation Sig. (2-tailed)	1	-.500 .000
Working conditions Pearson Correlation Sig.(2-tailed)	-.500 .000	1

Source-Primary data

Interpretation:
Sig .value is <.05 hence rejected null hypotheses and accepted alternative hypotheses. Concluded that there is a negative relation between Employee Absenteeism and working conditions i.e. good the Working conditions low will be Employee Absenteeism

H4: There is a significant relation between Employee Absenteeism and promotion
Table-5

	Employee Absenteeism	Promotion
Employee Absenteeism Pearson Correlation Sig. (2-tailed)	1	-.524 .000
Promotion Pearson Correlation Sig. (2-tailed)	-.524 .000	1

Source-Primary data

Interpretation:
Sig .value is <.05 hence rejected null hypotheses and accepted alternative hypotheses. Concluded that there is a negative relation between Employee Absenteeism and promotion i.e. good the promotion low will be Employee Absenteeism

H5: There is a significant relation between Employee Absenteeism and Pay
Table-6

	Employee Absenteeism	Pay
Employee Absenteeism Pearson Correlation Sig. (2-tailed)	1	-.611 .000
Pay Pearson Correlation Sig. (2-tailed)	-.611 .000	1

Source-Primary data

Interpretation:
Sig .value is <.05 hence rejected null hypotheses and accepted alternative hypotheses. Concluded that there is a negative relation between Employee Absenteeism and Pay i.e. good the Pay low will be Employee Absenteeism

H6: There is a significant relation between Employee Absenteeism and Taking care of others
Table-7

	Employee Absenteeism	Taking care of others
Employee Absenteeism Pearson Correlation Sig. (2-tailed)	1	.465 .000
Taking care of others Correlation Sig. (2-tailed)	.465 .000	1

Source-Primary data

Interpretation:
Sig .value is <.05 hence rejected null hypotheses and accepted alternative hypotheses. Concluded that there is a Positive relation between Employee Absenteeism and Taking care of others i.e more no of dependents for taking care more will be Employee Absenteeism

H7: There is a significant relation between Employee Absenteeism and Age
Table-8

	Employee Absenteeism	Age
Employee Absenteeism Pearson Correlation Sig. (2-tailed)	1	.361 .000
Age Correlation Sig. (2-tailed)	.361 .000	1

Source-Primary data

Interpretation:
Sig .value is <.05 hence rejected null hypotheses and accepted alternative hypotheses. Concluded that there is a Positive relation between Employee Absenteeism and Age i.e. if is Age high more will be Employee Absenteeism

Conclusions
The findings revealed that Job satisfaction, Relationship with others, working conditions, promotion, Pay are negatively related to Employee Absenteeism. And Taking care of others and Age are related positively Employee Absenteeism.

Limitations:

1. Sample size was limited to 396 because of limited time which is small to represent the Whole population
2. The research was limited to IT Industry only

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