



A Study on Labour Absenteeism of Among Garments Employees (With special reference to Tiruppur Region)

YUVARAAJ. D

Assistant Professor and Head, Department of Corporate Secretaryship, Nandha Arts and Science College, Erode-638052, Tamil Nadu

POONGODI. S.K

Assistant Professor, Department of Corporate Secretaryship, Nandha Arts and Science College, Erode-638052, Tamil Nadu, India

ABSTRACT

Absenteeism has been variously defined by different authorities. According to Webster's dictionary, "absenteeism is the practice or habit of being an absentee and an absentee is one who habitually stays away. Absenteeism in Indian industry is not a new phenomenon. The royal commission on labour reported that "high absenteeism prevails among industrial labour mainly due to their rural orientation". Since, a number of individual researchers have investigated the problem, and have pointed out that absenteeism in our industry varies from 7% to 15%. This incidence is high in plantation and mines and higher in North India than in South India. It has been observed that the phenomenon of absenteeism does not exist only in India industry; it is a universal fact. The difference is only in terms of magnitude. The rate of absenteeism varies from 7% to nearly 30%. In some occupations, it has rises to the abnormal level of 40% in some reasons. The extent of absenteeism may differ from Industries to Industries, place to place and occupations. So this study will be conducted to bring out the details about the employee absenteeism prevailing in the Industry at Tiruppur Garments and find out what is to be done for the betterment of regular work in future.

KEYWORDS :

I. INTRODUCTION

Absenteeism

Absenteeism refers to unauthorized absence of the worker from his job. Absenteeism is a habitual pattern of absence from a duty or obligation. Traditionally, absenteeism has been viewed as an indicator of poor individual performance, as well as a breach of an implicit contract between employee and employer; it was seen as a management problem, and framed in economic or quasi-economic terms. More recent scholarship seeks to understand absenteeism as an indicator of psychological, medical, or social adjustment to work.

Absenteeism can be defined as "Failure of employees to report for work when they are scheduled to work". Absenteeism refers to voluntary non attendance at work, without valid reason. Absenteeism means either habitual evasion of work, or willful absence as in a strike action. It does not include involuntary or occasional absence due to valid causes, or reasons beyond one's control, such as accidents or sickness.

Absenteeism is generally measured in the form of absenteeism rate. Absenteeism rate is the percentage of man-days lost due to voluntary absence (both authorized and unauthorized) tot the corresponding total of man-days scheduled to work. It can be expressed as under.

Man-days lost (both due to authorized and unauthorized absence)

$$\text{Absenteeism} = \frac{\text{Man-days lost (both due to authorized and unauthorized absence)}}{\text{Man-days scheduled to work}} \times 100$$

II. REVIEW OF LITERATURE

According to Hinkin (2000) in his study, "Any company that is experiencing a high degree of turnover is incurring unnecessary financial costs as well as decreases in service quality and the quality of work life".

Ruchi Sinha (2010) in her study reveals that there only 4% employees remain away from their work and that too due to personal reasons. There is very high level of job satisfaction among the employees.

III. SCOPE OF THE STUDY

The study is conducted to know the various levels and reasons for absence of employees in an organization by looking it; one can adopt corrective measure to decrease irregularities in the organization, leads to organization growth.

IV. STATEMENT OF THE PROBLEM

Important characteristics of workers are that, they are in habit of abstaining from work compared to workers of other countries. The rate of absenteeism various from state to state and season wise, the high-

est being during may, June for every year. The main reasons for absenteeism are sickness, accidents or maternity. Absenteeism is directly effects on the progress of the country and as such the companies are facing a downward trend due to recession an all that are involved in process are to be looked into. Productivity of an organization depends upon the people, who work for the unit,

1. How to make people work more?
2. How to decrease the rate of absenteeism?

V. OBJECTIVE OF THE STUDY

1. To find out the various cause for absenteeism.
2. To identify the steps required to reduce the absenteeism.
3. To study the various measures adopted by the organization.
4. To identify the factors that motivates employees, which minimize the absenteeism.
5. To provide suggestions in the form of solutions to reduce the rate of absenteeism.

VI. RESEARCH METHODOLOGY

The process used to collect information and data for the purpose of making business decisions. The methodology may include publication research, interviews, surveys and other research techniques, and could include both present and historical information.

Tools and Techniques for Collection of Data

- Simple percentage Method

VII. ANALYSIS AND INTERPRETATION

Data analysis and interpretation is the process of assigning meaning to the collected information and determining the conclusions, significance, and implications of the findings. The steps involved in data analysis are a function of the type of information collected; however, returning to the purpose of the assessment and the assessment questions will provide a structure for the organization of the data and a focus for the analysis.

TABLE - 1: SATISFACTION WITH THE PRESENT JOB

S.No.	PARTICULARS	NO. OF RESPONTENTS	PERCENTAGE
1	Highly satisfied	15	7.5
2	Satisfied	164	82
3	Dissatisfied	21	10.5
Total		200	100

Inference:

The above table reveals that the 7.5% of the respondent are highly satisfied about the present job, 82% of the respondent are satisfied about the present job, 10.5% of the respondent are not satisfied about the present job.

TABLE - 2: OPINION ABOUT HOLIDAYS

S.No.	PARTICULARS	NO. OF RESPONTEENTS	PERCENTAGE
1	More than other firms	128	64
2	Less than other firm	72	36
Total		200	100

Inference:

The above table reveals, that the opinion of about holidays. 64% of the respondents opinion about holiday are more than other firms, 36% of the respondents opinion about holiday are more than other firms.

TABLE - 3: DISCIPLINARY ACTION FOR EMPLOYEE ABSENCE

S.No.	PARTICULARS	NO. OF RESPONTEENTS	PERCENTAGE
1	Yes	112	66
2	No	88	44
Total		200	100

Inference:

The above table reveals, that disciplinary action against absent, 66% of the respondents says yes, remaining 44% of the respondents says no.

TABLE - 4: OPINION ABOUT LEAVE DAYS

S.No.	PARTICULARS	NO. OF RESPEONTEENTS	PERCENTAGE
1	Adequate	177	88.5
2	Not Adequate	23	11.5
Total		200	100

Inference:

The above table reveals the opinion about the leave days. 88% of the respondent's opinions about leave days are adequate, 11.5% of the respondent's opinion about leave days are inadequate.

VIII. FINDINGS

- 82% of the respondent are satisfied about the present job and 10.5% of the respondent are not satisfied about the present job
- 94.5% of the respondents feel that their leave facilities are adequate, and few of them feel leave facilities are not adequate.
- 64% of the respondent's opinion about the holiday is more than other firms and 36% of the respondent's opinions about the holiday are more than other firms.
- The majority of the respondents say that there is disciplinary action against the absenteeism in their company.
- The majority of the respondents are expecting medical facilities from the company.
- The majority of the respondent's expectation about their job is good and ok.

IX. SUGGESTIONS

- The companies should take necessary steps to improve all the basic needs so that workers may be satisfied with current facilities which in turn motivate the work.
- To satisfy the employees the companies should increase the wage, give attractive bonus, ensure high welfare and safety measures etc.
- The companies may provide a better medical care, by appointing a separate doctor in their premises itself.
- Instead of taking disciplinary action the companies may educate the workers and create awareness among them about the drawbacks of the absenteeism.

X. CONCLUSION

Absenteeism is great problem in our country. No one can give the correct reason for absenteeism. A psychological approach is basic factor of absenteeism. The major causative factors which contribute to absenteeism are indebtedness, unsatisfactory working conditions, strained interpersonal relationships, chronic illness and alcoholism. The management should keep in mind all these factors. They should also remember that the worker of today has acquired a dignity not know to his predecessor, he has now an individuality of his own.

In order to make our country stronger and more prosperous, the workers and the trade union leaders must lead new ways to meet the new challenges facing our nation. More incentives do not reduce absenteeism. So suggestions given by the researcher may be applied which will bring some significant change in the absenteeism rate.

REFERENCES

- Rao. V. S. P. (2005), Human Resource Management, Excel Books, New Delhi, Second Edition. | • Kothari. C. R. (2004), Research Methodology: Methods and Techniques, New Age International, New Delhi, | • Stephen. P. Robbins. (2013), organizational behavior, Pearson Education, Inc., publishing as Prentice Hall, fifteenth edition. | • www.wikipedia.com | • www.hrworld.com | • www.oira.syr.edu |