



## A Study on Factor Affecting Absenteeism in Pharmaceutical Industry in Gujarat

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### ABSTRACT

*Absenteeism is one of the ever present problems of the pharmaceutical industry. In absenteeism the contributing factors to absence include social such as alcoholism, family conflict, lack of proper motivation, working problems, health problem, transport problems, religious and age factor etc. have been identified as contributing factors to absenteeism. The pharmaceutical industry selected for the present study on account of number of important factors relating to absenteeism. The pharmaceutical industry has been playing vital role in the development of the economy of India. Pharma industry is backbone of every economy. Pharma industry is one of the biggest industry in all over the world. Last five decades pharmaceutical industry achieves steady growth by attractive regular flow investment and make strong industry.*

### KEYWORDS :

#### INTRODUCTION

Absenteeism is a social malady in an industry which disrupts work schedules, imposes extra burden on co-workers, reduces efficiency in labour productivity and lowers worker's morale. In a planned economy, absenteeism creates hindrances in production targets, profit prospects, investments and incentives to working class. The first and foremost question therefore, is to understand the concept of Absenteeism.

The word absenteeism signifies the absence of an employee from work when he is scheduled to be at work, it is unauthorized, unexplained, unavoidable, and willful absence from work. Absenteeism has also been defined as the failure of workers to report on the job when they are scheduled to work, for example when their names are actually on the pay rolls of the organization. The efficiency and experience of worker is affected by the rate of absenteeism and labour turn over. Absence is complex phenomenon. It gives rise to many industrial labour & social problems. It also reflects the attitude of the worker towards industrial life.

#### There are two type of Absenteeism;

1. **The Rare absentee**, where an employee remain absent only in unavoidable and uncontrollable reasons.
2. **The Chronic absentee**, where the employee is habitual to remain absent from work, and. The chronic absentees are considered to be strange variety of human beings whose different work behavior arises in an entirely different way from that of regular workers. Some trace this behavior to poverty and others to biological weakness or feeble-mindedness.

#### DEFINITIONS

**ABSENCE:** The fact of being away from one's position while scheduled to be on duty.

**ABSENTEE:** A person who fails to report to work when scheduled to do so.

#### CAUSES OF ABSENTEEISM

- Maladjustment with factory conditions
- Sickness
- Rural Ties
- Shifts
- Accident
- Social and Religion Ceremonies
- Unhealthy working Condition
- Absence of adequate welfare facilities
- Industrial fatigue
- Indebtedness
- Improper and Unrealistic Personnel Policies
- Inadequate leave facilities

- Misbehaviors of Supervisor
- Transportation
- Nature of Job
- Working Hours
- Alcoholism

#### THE COST OR EFFECT OF ABSENTEEISM

- Lost productivity of the absent employee
- It causes production losses in terms of quality and quantity
- Losses to workers:
- Losses in general:
- Decrease in productivity
- Financial costs
- Administrative costs

#### REMEDIAL MEASURES FOR REDUCING ABSENTEEISM

- Organizational Remedies:
- Environmental Remedies:
- Personal Remedies:

#### Objectives of the STUDY

- To study the various causative factors leading to absenteeism in pharmaceutical Industry.
- To study the effect of absenteeism on co-worker.
- To understand present status of pharmaceutical Industry in Gujarat.
- To undertake a detailed and in-depth study of factors affecting absenteeism covering pharmaceutical Industry of Gujarat.
- To know the major problems associated with absenteeism in pharmaceutical Industry of Gujarat and to suggested a few remedial measures.

#### SIGNIFICANTS OF THE STUDY

Absenteeism is one of the ever present problem of the pharmaceutical industry. In absenteeism the contributing factors to absence include social such as alcoholism, family conflict, lack of proper motivation, working problems, health problem, transport problems, religious and age factor etc. have been identified as contributing factors to absenteeism. An employee means idle machine or unoccupied work space with consequent direct loss & an indirect reduction in the tempo of production. Absenteeism being a social phenomenon. A high degree of absenteeism is definitely, a result of poor morale & visually mal-adjusted workers. Hence, the significance of the study can be viewed from print of social work intervention at the family, community as well as industrial level. The pharmaceutical industry is a knowledge driven industry and is heavily dependent on R&D for new products and growth. Usage of pharmaceutical is governed by the underlying medical science. The four primary medical sciences are as under:

- Allopathy or modern medicine
- Unani
- Homeopathy
- Ayurveda

**Identification of problem**

The pharmaceutical industry selected for the present study on account of number of important factors relating to absenteeism. The pharmaceutical industry has been playing vital role in the development of the economy of India. Pharma industry is backbone of every economy. Pharma industry is one of the biggest industry in all over the world. Last five decades pharmaceutical industry achieves steady growth by attractive regular flow investment and make strong industry.

The present study on factors affecting absenteeism of pharmaceutical industry i.e

- Zydus Cadila Healthcare
- GlaxoSmithkline Ltd.
- Sun Pharma Pvt. Ltd.
- Vipro Lifescience Pvt. Ltd.
- Piramal Healthcare Ltd.

**LIMITATION OF THE STUDY**

- Time was one of the major constraints in the study because of the respondent busy with scheduled of their work, to completed target of work so that not to be able to devote more time for giving information.
- Respondent not sharing their view freely because of fear of job security.
- Due to lack of awareness in certain areas of the question could not be effectively communicated to the respondent.

**REVIEW OF LITERATURE**

**Dion Greenidge and Jase Ramse (2007)** did study on Job attitudes and absenteeism: A study in the English speaking Caribbean This paper examines the relationships of job attitudes (facets of job satisfaction and organizational commitment) and personality characteristics to absenteeism, in five manufacturing companies in Barbados, an English-speaking Caribbean country. The relationships examined are based on well-established theories from the developed world, especially the USA. In addition, individualism, uncertainty avoidance, and power distance were measured. The results show that an employee's levels of satisfaction with co-workers, activity, responsibility, and job security, as well as loyalty to the organization, are related to absenteeism. These results are similar to those found in past research in the developed world.

**VARIABLE**

**A) Independent**

The independent variable consists of personal information of the respondent like name, age, sex, education qualification, department etc...

**B) Dependent**

Dependent variable consists of the aspects related to the factor affecting absenteeism.

Analysis of data under the study (single variable).

**DATA ANALYSIS AND INTERPRETATION**

- **Table Showing of Distribution of the respondents according to their department.**

Department	Frequency	Percentage
ZydusCadila Healthcare	4 (Mgt.) 10 (Emp.)	20.00%
Sun Pharma Pvt. Ltd.	4 (Mgt.) 10 (Emp.)	20.00%
GlaxoSmithkline Ltd.	4 (Mgt.) 10 (Emp.)	20.00%
Vipro Lifescience Pvt. Ltd.	4 (Mgt.) 10 (Emp.)	20.00%
Piramal Healthcare Ltd.	4 (Mgt.) 10 (Emp.)	20.00%
Total	20 (Mgt.) 50 (Emp.) = 70	100%

**Source: Based on compiled and analyzed data collected through fieldwork.**

- **Table Showing whether Respondents Satisfaction with the Work Place or not.**

Response	Frequency	Percentage (%)
Highly Satisfied	39	55.71
Satisfied	23	32.86
Not Satisfied	8	11.43
TOTAL	70	100

**Source: Based on compiled and analyzed data collected through fieldwork.**

- **Table Showing if one of the staff member is absent in the department which kind of problem arise.**

Response	Frequency	Percentage (%)
Overload on existing employees	10	14.29
Difficulty in performing task on behalf of absentee employee	31	44.29
Delay in job report	9	12.86
Entire schedule disturbs	20	28.56
TOTAL	70	100

**Source: Based on compiled and analyzed data collected through fieldwork.**

- **Table Showing whether Respondents feel that their relation with their Colleague & Supervisor affect their present at the work place or not.**

Response	Frequency	Percentage (%)
Yes	9	12.86
No	61	87.14
TOTAL	70	100

**Source: Based on compiled and analyzed data collected through fieldwork.**

- **Table Showing whether Respondents remain absent effect their Interest in work or not.**

Response	Frequency	Percentage (%)
Yes	20	28.57
No	50	71.43
TOTAL	70	100

**Source: Based on compiled and analyzed data collected through fieldwork.**

- **Table Showing whether Respondents are Satisfied with the facilities provided to them or not.**

Response	Frequency	Percentage (%)
Yes	41	58.57
No	29	41.43
TOTAL	70	100

**Source: Based on compiled and analyzed data collected through fieldwork.**

- **Table Showing whether Respondents attend their work when they are Sick or Unhealthy.**

Response	Frequency	Percentage (%)
Yes	30	42.86
No	40	57.14
TOTAL	70	100

**Source: Based on compiled and analyzed data collected through fieldwork.**

**VIEWS ON ABSENTEEISM BY MANAGEMENT AND EMPLOYEES**

Views on Absenteeism	Very Good	Good	Average	Poor	Total
Viewed by Management	4	12	2	2	20
Viewed by Employees	10	12	19	9	50
Total	14	24	21	11	70

**Source: Based on compiled and analyzed data collected through fieldwork.**

**Chi-Square (c<sup>2</sup>)**

Scenario of Absenteeism	Absenteeism					
	Observed Frequency(O)			Expected Frequency(E)		
	By Mgt.	By Emp.	Total	By Mgt.	By Emp.	Total
Very Good	4	10	14	4	10	14
Good	12	12	24	6.85	17.15	24
Average	2	19	21	6	15	21
Poor	2	9	11	3.15	7.85	11
Total	20	50	70	20	50	70

**Computation of Chi-square**

Views on Absenteeism	Observed frequency (O)	Expected frequency (E)	O-E	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> /E
Very Good-Management	4	4	0	0	0
Very Good-Employees	10	10	0	0	0
Good-Management	12	6.85	5.15	10.3	1.50
Good- Employees	12	17.15	-5.15	10.3	0.60
Average-Management	2	6	-4	16	2.66
Average-Employees	19	15	4	16	1.06
Poor-Management	2	3.15	-1.15	1.32	0.41
Poor- Employees	9	7.85	1.15	1.32	0.16
	70				6.39

**H<sub>0</sub>** : There is no association between views of employees and management on absenteeism.

**H<sub>1</sub>** :Views of employees and management are same about absenteeism.

$$\chi^2 = \sum (O - E)^2 / E = 6.39$$

Level of significance = 0.05

Degree of freedom = (r - 1) (c - 1) = 3

It may be conclude that views of employees and management on absenteeism are same in the pharmaceutical industry of Gujarat.

There is no significance difference between views of management and that of employees of pharmaceutical industry in Gujarat regarding absenteeism.

**SUGGESTIONS**

- Absence on account of authorized leave with pay has been included in the total absence while in real sense it is not a case of absence. The employer grant to the worker leaves with pay either a casual leave or privilege leave and thus it should not be treated as an absence.
- Self-sickness is one of the principal causes of absenteeism. The employer should search out the factor of work environment and health-hazard for such sickness. After diagnosing the causes of sickness, the employer should offer proper treatment and create conducive work-environment
- There are some personality factors responsible for absenteeism. The individuality, psychology and emotion of the individual worker play a major role for his present and absent at work
- Through participation in day-to-day management of the industry workers could be psychological and emotionally satisfied.
- Absenteeism affects the financial position of the worker in case he remain absent without pay. Absenteeism due to bad habits lowered down his social status and goodwill in the society. His social and psychological inhibition ruins the whole family.

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