A Study on Iron Manufacturing Industries in Coimbatore

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ABSTRACT *The Human Resources Management (HRM) function includes a variety of activities, and key among them is deciding what staffing needs you have and whether to use independent contractors or hire employees to fill these needs, recruiting and training the best employees, ensuring they are high performers, dealing with performance issues, and ensuring your personnel and management practices conform to various regulations. Activities also include managing your approach to employee benefits and compensation, employee records and personnel policies. Usually small businesses (for-profit or non-profit) have to carry out these activities themselves because they can't yet afford part- or full-time help.*

A nation can depend on its internal as well as external problems on the basis of industrialisation. Workers participation in management, involvement in this industrial peace with responsibility, cordial functioning of trade union with good leadership quality and good out-return of man power, result in better productivity.

INTRODUCTION
For a country to make industrial progress more rapidly, vital importance is to be given in handling of labour. The way the management handle labors has direct impact on production. Productivity is the main factor in the progress of the country, which is hampered by labour absenteeism.

ABSENTEEISM
"Absenteeism and late coming have become problems in every industry". Absenteeism if left unchecked may give rise to a number of problems like low morale, low productivity, poor discipline etc. It affects not only the employer but also the worker. In other words absenteeism is two fold in character. First, the worker may suffer with financial problems because of their irregularity where no work-no pay rule. Secondly not only the morale of the agency is affected but also it leads to less productivity, which in turn affect progress of the nation.

The health of any industry is analyzed on the basis of absenteeism percentage, sickness, labour turnover grievances, complaints and production figures. Absenteeism will affect the morale of the industry and growth of the nation.

According to labour department, Government of India, the figure available about absenteeism has not been so sufficient as to formulate any general conclusion. No scientific method has been applied in collecting absenteeism in return. The method followed by different as to formulate any general conclusion. No scientific method has been applied in collecting in absenteeism returns. The methods followed by the dislocated agencies in compiling statistic have not been uniformed

STATEMENT OF THE PROBLEM
As the market economy is growing the employee's loyalty decreases for the past few years and the absenteeism rate in India has been increasing year after year. Among various reasons, the expectation of the employees regarding compensation and relationship with higher-ups are playing vital role in absenteeism. Often the relationship among employees and managers are frequently strained resulting in absenteeism.

The timely delivery to the buyer is a vital event in all the manufacturing industries. If delivery is not made in the scheduled time it will lead to cancellation of order and overstocking. This could be avoided if the absenteeism is reduced. Therefore the study is needed to identify the various factors, which are the causes for absenteeism.

OBJECTIVES OF THE STUDY
❖ To know the level of impact of long absence on work in the organization
❖ To study about the factors that influence absenteeism.
❖ To know about the employees qualification and intension towards long leave.

METHODOLOGY OF RESEARCH
❖ Descriptive Research Design has been followed to conduct this study.
❖ Totally 125 samples were selected by using Simple random sampling method.
❖ Both primary and secondary data collection have been taken for this research study.

TOOLS FOR ANALYSIS
The statistical methods, which are used, for the study is:
❖ Percentage analysis
❖ Ranking method
❖ Chi-square

DATA ANALYSIS AND INTERPRETATION
TABLE I :
PERCENTAGE ANALYSIS
IMPACT OF LONG ABSENCE AFFECT WORK

S.NO	AFFECT WORK	NO .OF RE-SPONDENTS	PERCENTAGE
1.	Yes	118	94
2.	No	7	6
Total		125	100

INFERENCE
The above table shows that 94% of the respondents agreed that the long absence affect their work while remaining 6% of the respondents' long-absence does not affect their work.

Majority (94%) of the respondent's long -absence affect their work.

TABLE II :
RANKING METHOD
FACTORS INFLUENCING EMPLOYEES ABSENTEEISM

S.NO	FACTORS	TOTAL	RANK
1.	Personal factors	693	I
2.	Work environment	486	III
3.	Home conditions	636	II
4.	Economic conditions	422	V
5.	Regional factors	405	VII
6.	Organisational factors	450	IV
7.	Social factors	411	VI

INFERENCE
The above table infers that the factor personal factor scored the highest point (693) and ultimately ranked I as the main factor essential for employee absenteeism. This is followed by the factors like home conditions, work environment, organisational factors, economic conditions, social factors and regional factors.

TABLE III :
CHI-SQUARE TEST
NULL HYPOTHESIS
There is no significant relationship between age and long absence.

AGE AND LONG ABSENCE

AGE	PREFERENCE OF LONG ABSENCE	
	YES	NO
Below 25 years	0	0
25 – 35 years	10	50
35 – 45 years	23	30
Above 45 years	2	10
Total	35	90

Calculated value x^2=10.5

Calculated Chi-square value =10.5

Table Chi-square value (0.05) =7.815

Degree of freedom =3

Calculated value > Tabulated value

INFERENCE
Since the calculated chi-square x^2 value is greater than the table value, the null hypothesis is rejected.

The above table shows that the calculated value of F is 3.84 which is less than the table value of 7.71 at 5% with d.f. being (1,4) for between columns i.e. clarity in understanding and the calculated value of F is 7.74 which is more than the table value 6.39 between rows i.e. Experience of the respondents. The Analysis of Variance between Experience and Clarity in understanding of the respondents shows a significant variance. Therefore it is clear that there is significant variance between Experience and Clarity in understanding.

FINDINGS
PERCENTAGE ANALYSIS : Majority (94%) of the respondents' long absence affect their work.
RANKING : The personal factor scored the highest point.

CHI-SQUARE TEST : There is no significant relationship between educational qualification and long absence. Since the calculated chi- square (x^2) value is less than the table value, the null hypothesis is accepted.

CONCLUSION
From this study it is came to know that the majority of the respondents are taking leave because of the personal factors. No scientific method has been applied in collecting absenteeism in return. If a company want to shine in business, it has to follow Human Resource Development practice with utmost care. For better working and performance, all the facilities should be arranged on time and offered to the employees.

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