



## A Study of Employee Absenteeism at ABG Shipyard Pvt. Limited. Hazira, Surat

### KEYWORDS

Absenteeism, Employee, organization Development

**Dipika Sharma**

Asst Professor, Chaudhari technical Institute- 708, Gandhinagar,

**ABSTRACT** Absenteeism is one of major problems of Industries. Present Study on "A Study of Employee Absenteeism at ABG Shipyard Pvt. Limited, Hazira, Surat" is concerned with the issues, problems, and remedies for Absenteeism. The organization is India's one of the largest private sector shipyard company. The Research helps the Organization to understand their current practices regarding Absenteeism in ABG Shipyard industry. It helps to improve the business in a better way and result in Organizational Development. The data has been collected from 50 employees including officers and executives of the organization. Primary data collected from the company's various concern persons through individual contact & discussion. Secondary data has been collected from various sources such as different Departments like production, hull, finance, personnel etc. & also from the different types of documents which are prepared by the company and internet.

### 1. Introduction:

Absenteeism is the one of the most important cause of lost labour time. Absence is an employee's non availability of work when work is available for that employee. As per the Labour Bureau (1962) absenteeism is the total shifts lost because of percentage of the total number of man shift who has scheduled to work. Absenteeism is a pervasive problem in the companies which are top in India and among. Absenteeism can also be defined as "it is an individual's lack of physical presence at a given location and time when a social expectation for him or her to be there." as per Martocchio & Harrison, 1993. IN other words it is defined as a failure to report to work by an employee when he is scheduled to do so"

### The different types of absenteeism are given below

- 1. Innocent Absenteeism:** to employees who are absent for reasons which are beyond their control; like sickness and physical injury
- 2. Culpable Absenteeism:** It refers to employees who are absent without for the reasons, which are within their control. For example, an employee who is on sick leave even if he is not being so and it can be proven; he/she is guilty of culpable absenteeism

Fortunes of shipping and shipbuilding industries are linked to each other. For around three decades in the post world war II era, these both industries were ruled by European Nations and United States. But, high labour costs in the yards of Europe and USA, One of the major indicators in the cost competitive industry has led to a shift of the center of shipbuilding to the Asian nations gradually.

Similar progress was noticed in Indian Shipbuilding Industry, as maritime Consultancy researched the order book of the Indian shipyards which was around Rs 1,500 crore in 2002 , was reached a value close to Rs 13,700 crore by September 2006 with nine times Increase in just 4 years. The Indian Shipbuilding which was just domestic till late 90's has become Export oriented. For being first to build and export a newsprint carrier for a Norwegian Client in 2000 ABG shipyard has increased India's competitiveness in building and delivering ships with the International standards. Today after six years, out of 199 ships on the order book close to 124 are for Exports.

### 1.1 Causes of Absenteeism:

- 1. Difficulties in adjustment with the working conditions:** - The poor working condition of the company affects the workers. They cannot adjust themselves in such environment. Then they prefer to stay away from the company.
- 2. Social and religious affairs:** Social and religious functions always hinder in the worker's attention from the work.
- 3. Poor welfare facilities:** The poor welfare facilities include poor washing, sanitation, bathing, rest rooms. Drinking, water, first aid appliances, ambulance, canteen etc. The workers who are dissatisfied with these facilities prefer to be away from the work place
- 4. Unhealthy working conditions:** The poor and unhealthy working conditions in the factories irritate the workers like excess heat, noise, low lighting, poor ventilation, smoke heat, dust, poor illumination, etc., cause poor health of the workers. These factors lead the workers to be absent.
- 5. Improper reward system-** It has been noticed that because of injustice in reward system it leads to dissatisfaction that also causes absenteeism in the organization.

### 1.2 Measures to Minimize Absenteeism:

If Measures are taken to Minimize Absenteeism it can be reduced. Absenteeism affects the organization from multiple ways. It would be difficult to completely eliminate absenteeism but the absenteeism level can be minimized by management with the following measures;

- The welfare measures and proper reward, balancing the need for the employee and the organization.
- Providing good wages and allowances based on the organizational financial position.
- Communication network, particularly the upward communication should be Improved.
- Providing safety and health measures
- Leaves and financial assistance should be granted liberally in case of sickness of employee and his family members.

## 2. Objectives of the study:

It is evident from the review of literature that the study of absenteeism in ABG Shipyard Industry Ltd, Hazira, surat is not done; therefore in this study the absenteeism issues in this company are reviewed. Objectives of the study

1. To find out the various cause for absenteeism in ABG Shipyard
2. To find out the various measures adopted by the organization
3. To provide suggestions to reduce the rate of absenteeism

## 3. Need for the study:

The study aims at the causes of absenteeism of employees in ABG SHIPYARD LTD. At present, organizations in India taking keen interest in controlling absenteeism. Greater attention was given in taking actions to prevent strikes and lockouts. One justification for this situation may be that strikes and lockouts are easily visible while absenteeism is silent.

## 4. Research Methodology:

**Population:** Employees of ABG Shipyard Limited, Hazira, SURAT

**Sample size:** 50 sample respondents are taken from ABG Shipyard Ltd. Hazira, Surat

**Type of sampling:** Here Probability sampling is used

### • Simple random Sampling

**Data Collection Method::** Survey Method has been used

**Type of Data:** The study has utilized Primary and Secondary.

**Primary Data:** Primary data has been collected through Structured Questionnaire.

**Secondary Data:** Secondary data collected through Magazines, Documentary, Books, Records, Reports, Journals and Internet etc.

**Research Design:** The nature of the study is descriptive research

**Data Analysis:** SPSS has been used to analyze the data

**Table No. 1: Shows factors which results in employee's irregularity**

Parameters	No. of Respondents	Percentage (%)
Attending marriages & other functions	9	18
Lack of co-ordination among the colleagues	5	10
Domestic problem	22	44
Lack of co-ordination among the colleagues Visiting places	6	12
Others (Health & Stress -2)	8	16
Total	50	100

(Source: By researcher)

From Table 1 we can interpret, the absence of employees in work environment is because of several factors i.e. At-

tending Marriages, Lack of coordination, Visiting places, Domestic problem, health and stress related issues etc... From the above analysis of the data proves that around 44 % respondents felt that Domestic problems results in employee irregularity, 16% of them are felt Health & Stress, 18% of them are felt attending marriages & other functions, 12% of them felt that due absenteeism is due to lack of co-ordination among the colleagues and remaining 12% employees felt by visiting places.

**Table No. 2: Showing employees satisfaction towards leave**

Parameters	No. of Respondents	Percentage (%)
Highly not satisfied	1	2
Not satisfied	0	0
Satisfied	18	36
Neutral	5	10
Highly satisfied	26	52
Total	50	100

(Source: By researcher)

From Table 2 it can be concluded that 52% of employees replied that they are highly satisfied with above facility, 36% of them satisfied and 10% of them are neutrally satisfied, and remaining 2% of them are not satisfied with the leave facility in the organization. Thus, majority of the respondents feeling happy with the leave facilities provided by the company

**Table No. 3: Showing Remedial measures towards employee absenteeism**

Parameters	No. of Respondents	Percentage (%)
Awareness of company policies	8	16
Personal consultation and guidance	19	38
Good working condition	12	24
Proper rest pauses and leave facility	10	20
Neutral	1	2
Total	50	100

(Source: By researcher)

From Table 3 it can be concluded that 38% of respondents are suggesting to overcome the employee absenteeism by personal consultation and guidance, 24% of them are suggesting by good working condition, 20 % of them are suggested by Proper rest pauses and leave facilities, 16 % of them are suggested that through Awareness of company policies and remaining 2% of employees do not want to comment on it. Thus, the employees in a company believe that if these remedial actions are taken it can surely overcome employee's absenteeism in the organization.

## 5. Suggestions to reduce absenteeism:

1. The management should provide support, encouragement and guidance to their employees. They must intervene in the day to day activities of the employees.
2. Organization must conduct regular training sessions for employees to understand their problems in the work.

3. Regular medical examinations for employees should be conducted so that it improves work environment and reduce absenteeism.
4. Regular performance appraisal can control the absenteeism of employees.
5. They should convey the leave facilities to all the employees at the time they join the company

#### 6. Conclusion:

ABG Shipyard is India's one of the largest shipbuilding company. There are numerous reasons for employee's absenteeism in this particular organization such as Lack of co-ordination, Domestic problems, among the colleagues, employee's recognition and others. However, the absenteeism can be minimized and controlled by implementing good working condition, etc. therefore it can be concluded that people are the main assets in any organization and absenteeism is the practice or habit of being absence from the duty.

#### 7. References:

1. Aswathappa K, Human resource and Personnel Management, Tata McGraw Hill, 2003.
2. P. Subba Rao 'Personnel Human Resource Management', Himalaya Publications.
3. Reddy P.N and Gulshan S.S, Principles Business Organizational Management, Eurasia Publishing House 1990.
4. Kothari C.R, 'Research Methodology Methods & Techniques', New age International Publishers, 2nd Revised Edition, 2004.
5. K.A Hari Kumar (2012) "A Study on Absenteeism among the employees of Madura Coats Pvt. Ltd., Madurai", p. 69
6. Ruchi Sinha(2010) "Absenteeism of Employees at Indchemie Health Specialities Pvt. Ltd. Mumbai, " Academy of Management Studies, Dehradun
7. Muchinsky, P. M., (1977) "Source for employee absenteeism" Vocational Behavior, 10(1), pp 221-230.
9. Rathod Renuka and Reddy Basavanth (2012) "Employee Absenteeism: A Study at Titan Industry Limited, Bangalore" The International Journal of Engineering And Science (IJES) 2319-1813