



**ORIGINAL RESEARCH PAPER**

**Commerce**

**A STUDY ON EMPLOYEE ABSENTEEISM IN MATCH INDUSTRY IN SIVAKASI**

**KEY WORDS:** Match Industry, Absenteeism, Workers, Sivakasi

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**ABSTRACT**

Absenteeism in industries is not a new phenomenon. It is the manifestation of a decision by employees not to present themselves at their place of work, at a time when it is planned by the management that they should be in attendance. But employee absenteeism is not a common problem, it affects adversely both the employees and employers and give rise to many industrial, labour and social problems. With the aim of the study is identifying the causes and control measures of employee absenteeism. The study is based on employees of match industries in Sivakasi. The researcher has been used both primary and secondary data for this study. The study is a descriptive and analytical nature; study with the sample size is 60. The researcher has used convenient sampling technique. Finally the researcher has attempted to give some suggestions to reduce the absenteeism in the match industries.

**INTRODUCTION**

The match industry plays a vital role in providing the employment opportunities for the people. The industry produces match box both for domestic consumption and for export. The most of the units are small and medium in size employing nearly 30,000 and above directly. Another 50,000 people are employed indirectly in match connected activities such as paper work, match box, bundling, labeling, box making, transport, sales and distribution in a country wide basis.

The growth of the match works industry stems from the adoption at latest technology and the effective utilization of the opportunities of its macro environment. All the raw materials required are indigenously produced. A developing country like India has teeming unemployed millions. Match works can provide gainful employment to the youngsters. The strong entrepreneurial personalized skills of Sivakasi contribute to efficient management of negotiations and control of operations letting to the effectiveness quick delivery and quality of products all over the world.

**LITERATURE REVIEW**

Rabiyathul Basariya, S (2013) stated that the employee absenteeism in Indian industries. Absenteeism is an unavoidable menace which most of the organisations have to bear with and it has to be managed. The practice of job rotation and multi tasking strategies also work in the minimization of the feeling of inertia or monotony. So that it can motivate them to certain levels. Upekha T, et al (2010) pointed that a study of employee absenteeism in the apparel industry. According to this study there are six factors which do not affect to the employee absenteeism. Those factors are supervisor support, work overload, age of worker, salary, incentives and employee job fit. Among these factors, salary and incentives are two special factors. Usually these two factors are most recognized factors to motivate the any type of employees. Chandrashekhar, C et al (2017) analysed to study the factors of absenteeism in hospitality sector in India. They attempt to identify the major factors because of which employees in hospitality sector take unauthorized leaves. Upon studying these factors there are certain areas where if the organisations make improvement can reduce the number of employees abstaining from work and improve employee engagement. Joy, B (2014) highlighted that the employee absenteeism in education sector of assam-a study based on employees of private college of jorhat district. From this study the researcher concluded that, factors like inadequate salary, not standard employer brand, stress in the workplace, search of a new job, inappropriate team environment, poor working conditions highly affect and contributes in the absenteeism of employee in

the organisation. Renuka, R and Basvanth, R (2012) noted that the employee absenteeism: a study at titan industry limited, Bangalore. There are several reasons for employees' absenteeism in this particular organisation such as domestic problems, lack of co-ordination among the colleagues and others. However, the absenteeism can be controlled and minimized by implementing good working condition etc. Habeebur Rahman, T (2016) renowned that a study on causes of absenteeism among employees in retail shops. Absenteeism has been proved to be fatal to the growth of an organisation and if unchecked will lead to more attrition and loss of productivity.

**STATEMENT OF THE PROBLEM**

The organization made up of people and function. The organization resources like men, material, machine, money are utilized by the human resource effectively and efficiently. Workers are the main pillars of an organization. The development progress and prosperity of any organization depend upon labour turnover, regular attendance of employees on an establishment in a symptom for the proper functioning of the organization.

All the match industry is facing a significant problem on employee's regular attendance. There are so many factors that influence employees to take leave. This study ensures that it will reveal a clear good result for the absence. Due to absence of employees, the management is in compulsion to give target production. So the match industry should have to take necessary steps and this also helps the management to know about the employee's basic needs which are not fulfilled and what the employee's expectation.

**OBJECTIVES OF THE STUDY**

- To analyze the employees profile in the study area.
- To identify factors that causes absenteeism.
- To study the absence control policy taken from the management.

**HYPOTHESIS**

There is no significant relationship between the gender and reason for absent their work.

**METHODOLOGY**

The survey has based on both primary and secondary data. Both the data were collected and presented in this research study. The primary data have been collected through a well-designed interview schedule constructed for the purpose of the study. The interview schedule consists of direct questions, open ended and closed ended questions. The secondary data needed for the study

have been collected from various books, journals, magazines, related research report and web sites. The questionnaire has developed for the study was personally administrated to 60 sample respondents in the month of January 2017 to March 2017. Questions were prepared using Nominal, Ordinal and likert five point scaling technique. The researcher has used the statistical tools like percentage analysis and chi-square test to analyse the employee absenteeism in match industry.

**SAMPLING DESIGN**

In the study area match industry are large in number. As the numbers of employees are infinite, it is very difficult to adopt the census method to collect data. So the researcher has used convenience sampling method for collection of data. The sample size of 60 is collected from employees who work in the match work industry.

**RESULTS AND DISCUSSION**

**Table 1: Socio Economic and Demographic Profile of the Respondents**

S. No.	Particulars	No. of Respondents	%
<b>Gender wise Classification</b>			
1	Male	22	36.67
2	Female	38	63.33
<b>Marital Status</b>			
1	Married	42	70.00
2	Unmarried	18	30.00
<b>Age wise Classification</b>			
1	Below 30 Years	19	32.67
2	31-40 Years	24	40.00
3	41-50 Years	8	13.33
4	Above 50 Years	9	15.00
<b>Educational Status</b>			
1	Primary level	36	60.00
2	Secondary level	24	40.00
<b>Income Wise Classification</b>			
1	Below Rs. 3000	2	3.33
2	Rs. 3001 to Rs. 4000	33	55.00
3	Rs. 4001 to Rs. 5000	19	31.67
4	Above Rs. 5000	6	10.00

**Source: Computed Primary Data**

From the above analysis (Table 1), it is inferred that 63.33 per cent of the respondents are female, 70.00 per cent of the respondents are married, 40.00 per cent of the respondents between the age group of 31 to 40 years, 60.00 per cent of the respondents are qualification as primary level, 55.00 per cent of the respondents are earning between Rs.3001 to Rs. 4000.

**Table 2: Reason for Absent Employees**

S. No.	Reasons	No. of Respondents	%
1.	Personal problem	18	30.00
2.	Health problem	15	25.00
3.	Accident in work	2	3.33
4.	Poor working environment	12	20.00
5.	Poor inter relationship	13	21.67
<b>Total</b>		<b>60</b>	<b>100.00</b>

**Source: Primary Data**

It reveals that the 30.00 per cent of the respondents are absent for their work due to personal problem.

**APPLICATION OF CHI-SQUARE TEST**

Hypothesis: "There is no significant relationship between the gender and reason for absent their work"

**Table 3: Gender and Reason for Absent**

S. No	Reasons	Gender		Total
		Male	Female	
1.	Personal problem	11	7	18
2.	Health problem	6	9	15
3.	Accident in work	0	2	2
4.	Poor working environment	5	7	12
5.	Poor inter relationship	0	13	13
<b>Total</b>		<b>22</b>	<b>38</b>	<b>60</b>

**Source: Primary Data**

**Table 4: Results of Chi-Square Test**

Statistics	Value	df	Asymp. Sig (2-sided)
Pearson Chi-Square	13.517	4	0.009
Likelihood Ratio	18.311	4	0.001
Liner-by-Linear Association	9.500	1	0.002
No. of valid Cases	60		

**Source: Computed Data**

With regard to the hypothesis P value of chi-square 0.009 is less than the 0.05. Therefore the null hypothesis is **not accepted** and it is concluded that the respondents **differ significantly gender wise with regard to the reason for absent their work.**

**FINDINGS REGARDING THE CAUSES OF THE ABSENTEEISM**

Majority (63.33%) of the respondents are female. Most (40.00%) of the respondents are belonging to the age group of 31 to 40 years. Majority (65%) of the respondents are married. Majority (60%) of the employees are having the primary level of education. Most (33%) of the respondents earn Rs. 3001 to Rs. 4000 per month as income. Majority (50%) of the workers are having the experience of 5 to 10 years. Majority (56.67%) of the respondents have mentioned the distance from their residence to office is below 5 k.ms. Most (36.67%) of the respondents are coming to office by company van/bus.

**FINDINGS REGARDING THE ABSENTEEISM CONTROL MEASURES**

Majority (56.67%) of the respondents have taken 1 to 5 days leave in a month and 30.00 per cent of the respondents are absent for their work due to personal problem. Majority (50%) of the respondents have said that organization helps in employees personal problem in some cases. Majority (33.33%) of the respondents said that medical facilities provided by the management are effective. Majority (56.57%) of the respondents are said that a transport facility provided by the management is more effective is controlling the employee absenteeism. Majority (40%) of the respondents told that management disciplinary action taken by the management to reduce absenteeism is effective. Most (48.33%) of the respondents said that employee health promotion facility provided by the management is effective in reducing their absenteeism. Majority (75.00%) of the respondents are said that attendance bonus provided by the management is effective is reducing the employee absenteeism. Majority (65%) of the respondents have no feeling about their absent for work. Majority (61.67%) of the respondents prefer allowances as the motivational technique to be adopted by the management to make their employees to be regular in their work.

**SUGGESTIONS**

The following are the suggestion made by the researcher has reduced the employee absenteeism in match work industry.

- Most of the respondents have preferred allowances to be provided by the management. Therefore, the researcher suggests that paying better allowance is a good motivational technique for reducing absenteeism.
- Majority of the respondents never feel about their absence to work. Hence the management should make out a cordial relationship with employees and make them to feel satisfied at their work place by treating them in a better way.

- Most of the respondents are absent to their work due to personal problem. In order to minimize the rate of absenteeism the organization can establish a separate counseling cell.
- The employees who have 100% attendance should be motivated by means of honoring them with awards and rewards.
- Poor interrelationship among the workers is also one of the reasons for employees' absenteeism. So the management can improve morale among the employees by training programmes, in order to realize the importance of team work.

### CONCLUSION

The management must have a positive attitude towards absenteeism even though it is not possible to eliminate absenteeism completely. The provision of various facilities to reduce absenteeism bound to involve substantial and financial commitment for the management. The major causes for absenteeism should be found and by analyzed by the organization. Though absenteeism are seen invisible but proves fatal for the industry. So reduction in absenteeism will helpful in improving the productivity.

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