



**ORIGINAL RESEARCH PAPER**

**Sociology**

**PERCEPTION ON SELDOM IN ABSENTEEISM: A STUDY AMONG NON-EXECUTIVES IN PUBLIC SECTOR ORGANIZATION IN SALEM, TAMIL NADU.**

**KEY WORDS:** Non-executives, Public Sector Organization, Perception, Seldom in Absenteeism

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**ABSTRACT**

Industries are vehicles of economic development for every nation and during recent years every nation is very keen to establish industries and these industries provide direct and indirect employment to so many individuals. For successful organization of every industry the human power is very essential along with machines, money, materials and methods. Among the five necessary aspects of the industry, the human beings are rational beings and other four are irrational and these rational beings have to work continuously and steadily with full enthusiasm and the employer must also fulfil the essential requirements of the employees. The present paper is attempt to know the perception of the employees who are working in the Steel Plant at Salem on seldom in absenteeism and for this purpose the researchers has developed four statements and these four statements measured with five point scale. The 353 sample respondents selected from the universe by using proportionate stratified random sampling method. The results indicate that the respondents have moderate perception on seldom in absenteeism.

**INTRODUCTION**

Industries are essential aspect of every nation's economic activity and through industries the raw materials are converted into finished products and these finished products are supposed to export to other countries when they fulfil the requirements of the local needs. Therefore, industries are very good determinant factor GDP as well as provide employment opportunities both directly and indirectly. To produce the products every industry need the manpower along with materials, machines, money and methods. Among these five essential aspects of the industry, manpower is the valuable asset and they should work properly in order to reach the industry's objectives without any absent. When a worker unauthorizedly avails leave from the allotted work is called absenteeism. The absenteeism is determined by many factors like relationship between management and workers, level of supervision, inadequate working conditions and the like. Gopalakrishnan and Deepika (2013) mentioned that the management of organization needs to strengthen the relationship between the supervisor and the sub-ordinates. Deepika and Gopalakrishnan (2016) found that respondents in Steel Plant at Salem have moderate responses over the welfare measures available in their organization. Similarly Deepika and Gopalakrishnan (2016) revealed that respondents have moderate opinion about the training and development programmes of the Salem Steel Plant. Gopalakrishnan and Deepika (2023) stated that nearly 25 to 30 per cent of the respondents have either took neutral stand or negative perception over the prevalence of the rational goals in the selected organization of Salem Steel Plant. The present study is an attempt to study the perception of the non-executives in Steel Plant at Salem on Seldom in Absenteeism.

**Methodology**

The unit of analysis for the present study is the non-executives, who are working in Steel Plant at Salem. There are 1007 non-executives working in sixteen different departments. Each and every department is considered as stratum and Steel Plant consists of sixteen strata. From these 1007 employees, first it is decided to select 1/3rd as a sample and latter on this percentage is rounded off with 35% and the sample size is 353. Thus in the present study, the researchers has used Proportionate Stratified Random Sampling Method to select the samples from the universe.

After thorough review of existing literature and conducting pilot study, the researchers has developed four statements with five point scale for measuring the variable 'seldom in absenteeism' and the five-point scale consists of strongly disagree = 1, disagree = 2, neutral = 3, agree = 4 and strongly

agree = 5. Along with the statements related to seldom to absenteeism, the tool also includes the age, education, income and years of experience.

**RESULTS AND DISCUSSION**

**a. Personal Profile**

As far as the age of the respondents concerned, 41.1 per cent of the respondents belong to the age group of 36-44 years, 29.5 per cent of the respondents belong to the age group of 44- 51 years, 21.1 per cent of the respondents belong to the age group of 51-58 years and remaining 8.2 per cent of the respondents comes under the age group of 23-36 years.

While considering the respondents' education, 42.25 per cent of the respondents have completed their I.T.I and Diploma, 30.6 per cent of the respondents are Under Graduate degree holders like B.Sc., B.Com., B.E., B.Ed. etc., 19.8 per cent of the respondents have completed Post Graduate degrees like M.Sc., M.B.A., MA, M.Com., M.C.A., M.E. etc., 3.96 per cent of the respondents have completed SSLC and remaining 3.39 per cent of the respondents have completed their Higher Secondary school of education.

With regard to years of experience, majority of respondents (43.1%) have minimum years of experiences between 5-15 years, 41.6 per cent of the respondents level between 15-26 and remaining 15.3 per cent of the respondents have more years of experience of work between 26- 35 years.

As far as the monthly income of the respondents, nearly two-fifth of the respondents (38.8 %) are getting Monthly Income between Rs.37000 – Rs.44000, 29.7 per cent of the respondents are getting Monthly Income between Rs.29000 – Rs.37000, 16.7 per cent of the respondents are getting Monthly Income from Rs. 44000 – Rs.52000 and remaining 14.7 per cent of the respondents are getting Monthly Income from Rs.18000- Rs.29000.

**b. Seldom in Absenteeism**

There are four statements used in the present study to measure the variable 'seldom in absenteeism and all these four statements are positive and their responses are presented in the Table No. 1. For the specific statement like “When there are things to do at workplace, the employees leave to their home earlier”, nearly half of the respondents (46.7%) strongly disagreed, one- fifth of the respondents (20.7%) disagreed, 16.7 per cent of the respondents expressed neutral opinion and 15.9 percent agreed with the statement which means that when there is work to do at

workplace they leave to home earlier. These respondents mentioned that they complete their task within a stipulated period of working hours on every day. Therefore there is no need to stay back in the working spot to do the things even

after the working hours. They also mentioned that in Salem Steel Plant, the workers should work for eight hours in a shift and there is no provision to leave home earlier to cut short their shift hours.

**Table No: 1 Distribution of the Respondents Based upon their Responses on Seldom in Absenteeism**

S. No.	Statements	S.A.* (%)	A* (%)	N* (%)	D.A.* (%)	S.D.A.* (%)	Total (%)	Mean (S.D.)
1.	When there are things to do at workplace, the employees leave to their home earlier	-	56 (15.9)	59 (16.7)	73 (20.7)	165 (46.7)	353 (100)	2.02 (1.12)
2.	Employees would avoid undertaking extra duties and responsibilities related to their job	-	95 (26.9)	79 (22.4)	99 (28.0)	80 (22.7)	353 (100)	2.54 (1.11)
3.	Workers level of awareness regarding their absence may reduce their absenteeism	-	144 (40.8)	77 (21.8)	53 (15.0)	79 (22.4)	353 (100)	2.81 (1.19)
4.	Workers opinion about job enrichment reduces absenteeism of employees	45 (12.7)	183 (51.8)	62 (17.6)	48 (13.6)	15 (4.2)	353 (100)	3.55 (1.01)
Overall Mean Score (SD):10.92 (3.644)								

\*- S.A: Strongly Agree, A: Agree, N: Neutral, D.A.: Disagree, S.D.A:Strongly Disagree.

When considering the statement “Employees would avoid undertaking extra duties and responsibilities related to their job”, one-fourth of the respondents (28.0%) disagreed, 26.9 per cent agreed, 22.7 per cent of the respondents strongly disagreed and 22.4 per cent of the respondents took neutral stand. This statement is very closely related with the previous statement and that is the main reason for nearly one-fourth of the respondents (26.9%) agreed the statement and also 22.4 percent stands neutral. The respondents' responded positively to the statement, they mentioned that the Salem Steel Plant is paying the salary for their employees only for eight hours of work in a day. When they do any extra duties like dispatch and computer related work, the organization never pay any extra payment to the concerned workers. So they didn't come forward to undertake extra duties along with their regular work.

While considering the statement “Workers level of awareness regarding their absence may reduce their absenteeism” more than two-fifth of the respondents (40.8%) agreed, 22.4 percent of the respondents strongly disagreed, nearly 21.8 per cent of the respondents neither agreed nor disagreed and 15 per cent of the respondents took neutral opinion. In Salem Steel Plant the biometric scheme is used to monitor the employee's attendance and the employees should scan their finger print before entering the plant for the work in every shift. However the workers are allowed to extra 15 minutes to scan their finger print in every working hour. After 15 minutes of the extra time, the employees are allowed to work and also they have allowed entering their attendance in the biometric machine. But their salary has been reduced according to the extra minutes which they enter their attendance in the biometric machine. It means that each and every late minute have been calculated and according to number of late minutes part of their salary has been reduced. That's why nearly two-fifth of the respondents (37.4%) responded negatively to the statement.

With regard to the statement “Workers opinion about job enrichment reduces absenteeism of employees”, more than half of the respondents (51.8%) agreed, 17.6 per cent of the respondents took neutral stand, 13.6 percent of the respondents disagreed and 12.7 per cent of the respondents strongly agreed. In Salem Steel Plant the employee's jobs are assigned one and accordingly their salary is also fixed. Even the employee shows their potential in their job then their salary is not increased by the management immediately. The employee's salaries increase in a time-scale manner. So there is no immediate increase of salary for those who show extra ordinary in their job. Similarly there are some loopholes available in the monitoring of employees movement during

the working hours. For these reasons nearly one-fifth of the respondents (17.8%) responded negatively to the statement.

**CONCLUSION**

Absenteeism is one of the negative aspects for every organization and that must be addressed with special consideration. Otherwise it affects the overall production of the organization. The present study is an attempt to study the perception of the non-executives on seldom in absenteeism in Steel Plant at Salem and for this purpose 353 non-executives were selected through proportionate stratified random sampling method and their responses recorded in the structured interview schedule. The results indicate that the respondents in Steel Plant at Salem have moderate responses on seldom in absenteeism and these must be corrected through appropriate ways and means and both employees and employer must sit together to discuss their grievances and find the solutions collectively. Doshi (2020) pointed out that time to time intervention and training programmes, better amenities and enhanced facilities could produce better results in minimizing absenteeism of employees.

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