A Study on Symptoms and Preventions of Employee Absenteeism

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Abstract- Absenteeism is a habitual pattern of absence from duty or obligation and it has been viewed as an indicator for poor individual performance. A high degree of absenteeism and turnover can cause serious problems for business like absenteeism hurts productivity, costs money, affect performance and impact the morale of the rest of employees. A satisfactory level of attendance by employees at work is necessary to allow the achievement of objectives and targets by a department. So the present paper looks at the causes of absenteeism and its ranks and what employer can do to reduce Absenteeism rates in organization.

Index Terms- Absenteeism, Causes, Costs money, Hurts productivity, Poor individual performance.

I. INTRODUCTION

Absenteeism is the failure of employees to appear on the job when they are scheduled to work. Employees who are away from work on recognized holidays, vacations, approved leaves of absence, or approved leaves of absence would not be included. Employees, who quite without notice are also counted as absenteeism until they are officially removed from the payroll. Absenteeism are becoming a serious practice in labour oriented industries.

Absenteeism is serious workplace problem and an expensive occurrence for both employers and employees seemingly unpredictable in nature. A satisfactory level of attendance by employees at work is necessary to allow the achievement of objectives and targets by a department. Employee absenteeism is the absence of an employee from work.

It is a major problem faced by almost all employees of today. Employees are absent from work and thus the work suffers. Absenteeism of employees from work leads back logs, pilling of work and thus works delay.

Employee absenteeism can be defined as stress that leads to work exhaustion. Sadly, it is the most gifted and committed employees that tend to burn out first. Because of their high standards and tendency towards perfectionism, these employees end up burning the candle at both ends. It refers to workers absence from their regular task when he is normally scheduled to work.

In other words, it signifies the absence of an employee from work when he is scheduled to be at work. Any employee may stay away from work if he has taken leave to which he is entitled or on ground of sickness or some accident or without any previous sanction of leave.

Absenteeism is always expressed in terms of percentage. For calculating absenteeism information about the number of persons actually reported or work are required. The rate of employee absenteeism is expressed using the following formula:

\[ \text{Absenteeism} = \frac{\text{man shifts lost in hours}}{\text{total man shifts scheduled}} \times 100 \]

1.2 Review literature:

1. Chandramouli And M.C.Sandhyarani: A Study On Absenteeism, They Found That The Low Wages, Work Load, Celebration Of Festivals, Unaware Of Authorized Leave Etc. The Company Has To Make The Employees To Go With An Authorized Leave Or Else Providing Counseling Services To The Employees By Making Them Aware Of These Leaves Would Bring Down The Absenteeism In The Industry.


3. Trong B. Tran And Steven R. Davis;(20130 Employee Absenteeism And Group Performance, They Confirms That The Markov Chain Model Gives A Reasonable Approximation In Modeling The Relationship Between Staffing Level And Organization Performance In The Case Where Workers May Be Leave From The Work Place. The Model Does Seem To Overestimate The Probability Of Accepting Work And The Utilization.

4. C.Swarnalatha And G.Sureshkrisna:(2013) Absenteeism – A Menace To Organization In Building Job Satisfaction Among Employees In Automotive Industries In India, Absenteeism Results In Financial Losses Both Because Of The Resultant Reduction In Productivity And The Cost Of Sick Leave Benefits Or Others Are Paid As Wages For No Work. Absenteeism Reduces The Satisfaction Level Of The Employee And Makes Him Unsecured About His Job In The Organization.

5. Prakash K. Kannan:(20120) A Study On Absenteeism Of Employees Among Food Retailing In Coimbatore, Their Study Concludes That Absenteeism Can Be Reduced To A Great Extent If The Management Takes Initiative In Making The Workers Feel Responsible Towards Their Job By Introducing Various Motivational Schemes.

6. B. Anderson & D.J. Geldenhuys: The Relationship Between Absenteeism And Employer-Sponsored Child Care (2011), The Results Indicate A Significant Negative Relationship

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Employee Absenteeism In Indian Industry (2011), A Satisfactory

7. Merrelyn Emery: The Turnover And Absenteeism
Problems Caused By Bureaucratic Structure And Treated As
Inadequate Human Beings.

8. M.S.Vijaya Rao And Dr. S.Sheela Rani: A Study On
Employee Absenteeism Insundaram Brake Linings Ltd.,
Chennai(2012) The Study Analyse The Various Factors That
Lead To The Employee Absenteeism - Like Lack Of Raining,
Quality Of Work Life, Policies regarding Promotion, Incentives,
Benefits That Can Reduce The Attrition And Absenteeism And
To Increase The Productivity And Turnover Of The
Organization.

9. R. Suresh Babu And Dr. D. Venkatramaraju: A Study On
Employee Absenteeism In Indian Industry (2011), A Satisfactory
Level Of Attendance By Employees At Work Is Necessary To
Allow The Achievement Of Objectives And Targets By A
Department.

Fitness Programmes, Absenteeism And General Well-Being
(1993), No Significant Differences In Self-Confidence Between
The Groups Were Obtained, But Significant Differences In
Perceived Physical Fitness Were Apparent.

Sigma Methodology(2012) The Results After Implementing The
Lean Six Sigma Methodology, That Absenteeism Can Be Really
Controlled With The Involvement Of Management.

2.1 NEED FOR THE STUDY
Absenteism has wide implications to both the company and
employees. The company suffers with the problem of scheduling
its production activities and meeting the target. The employees
will also suffer because of absenteeism. Their commitment
towards the organization and to their jobs decreases. Their moral
will go down. Their contribution to the organizational goods
decreases. This will create a distance between the employees and
the management.

2.2 STATEMENT OF THE PROBLEM
Absenteism is the one of the great disasters faced by all the
organizations in the modernized world which results in turnover.
So the term has to reinvest so many accounts. People not only
used to leave the organization due to the personal reasons, the
main reasons are all about the industrial environmental factors.

2.3 SCOPE FOR THE STUDY
Study of absenteeism among industrial worker is not only
from view point of but it is important from the view point of
moral of employees. Even through the effect of good moral of
employees, may not be calculated in terms of costs, but it should
be say that it is important than cost. There is a clear relationship
between employee’s attitude and absenteeism. Because of job
satisfaction and rate of absenteeism are related to each other. So
employee attitude and employee moral are the important points.
Labor is the human factor and therefore not only economic but
should consideration shall also be taken into account in the
discussion of problem connected in the absenteeism has been
continuous to be one of the major labor problem in the Indian
industries.

2.4 OBJECTIVES OF THE STUDY
• To know the causes or symptoms of employee absenteeism.
• To study variation in the perception of absenteeism.
• To suggest measures or Preventions for reducing employee
absenteeism.

RESEARCH DESIGN : Descriptive Research
SAMPLE DESIGN : Simple random sampling
SAMPLE TECHNIQUE : Questionnaire method
SAMPLING SIZE : Sample size is 120 employees.
SOURCES OF DATA COLLECTION : Primary sources

2.5 HYPOTHESIS:
Ho: Stress in work is not the cause of employee
absenteeism.
Ho: Lack of job satisfaction is not the cause of employee
absenteeism.
Ho: Personal problems are not the cause of employee
absenteeism.
Ho: Poor working conditions are not the cause of employee
absenteeism.
Ho: Unsatisfactory housing is not the cause of employee
absenteeism.
Ho: Alcoholism is not the cause of employee absenteeism.
Ho: Safety measures are not controlling the employee
absenteeism.
Ho: Disciplinary action is not control the employee
absenteeism.
Ho: More wages & allowances are not reducing the
employee absenteeism.

2.5 ANALYSIS OF FRAME WORK
• MEAN
• CHI-SQUARE TEST
• CORRELATION

2.6 LIMITATIONS OF THE STUDY
Some of the respondents did not respond to the
questionnaire, because they feel it disturbance to their busy work.
Some of the respondents have fear while filling the
questionnaire. The questions are about concern secret
information.
III. DATA ANALYSIS

3.1. The following table which shows the symptoms of absenteeism and its ranks:

<table>
<thead>
<tr>
<th>S.NO</th>
<th>STATEMENTS</th>
<th>MEAN</th>
<th>RANK</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Stress in work</td>
<td>2.983</td>
<td>14</td>
</tr>
<tr>
<td>2</td>
<td>Excessive work load</td>
<td>3.100</td>
<td>13</td>
</tr>
<tr>
<td>3</td>
<td>Lack of job satisfaction</td>
<td>3.824</td>
<td>5</td>
</tr>
<tr>
<td>4</td>
<td>Poor supervision</td>
<td>3.717</td>
<td>7</td>
</tr>
<tr>
<td>5</td>
<td>Poor physical fitness</td>
<td>3.767</td>
<td>6</td>
</tr>
<tr>
<td>6</td>
<td>Inadequate leadership</td>
<td>3.833</td>
<td>3</td>
</tr>
<tr>
<td>7</td>
<td>Personal problems</td>
<td>3.533</td>
<td>9</td>
</tr>
<tr>
<td>8</td>
<td>Boredom on the job</td>
<td>3.933</td>
<td>2</td>
</tr>
<tr>
<td>9</td>
<td>Transportation problem</td>
<td>3.650</td>
<td>8</td>
</tr>
<tr>
<td>10</td>
<td>Poor working conditions</td>
<td>4.067</td>
<td>1</td>
</tr>
<tr>
<td>11</td>
<td>Unsatisfactory housing</td>
<td>3.383</td>
<td>10</td>
</tr>
<tr>
<td>12</td>
<td>Alcoholism</td>
<td>3.117</td>
<td>12</td>
</tr>
<tr>
<td>13</td>
<td>Inadequate leave facilities</td>
<td>3.217</td>
<td>11</td>
</tr>
<tr>
<td>14</td>
<td>Low level of wages</td>
<td>3.835</td>
<td>4</td>
</tr>
</tbody>
</table>

Interpretation: The above table 3.1 shows the symptoms of absenteeism and its ranks. The major symptom of absenteeism is poor working conditions it is indicated by the rank-1 it consists of the highest mean value i.e. 4.067 and stress in work is indicated by rank-14, it consists of least mean value i.e. 2.983.

3.2 The following table which shows the preventions of employee absenteeism and its ranks:

<table>
<thead>
<tr>
<th>S.NO</th>
<th>STATEMENTS</th>
<th>MEAN</th>
<th>RANK</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Housing</td>
<td>3.583</td>
<td>7</td>
</tr>
</tbody>
</table>

Interpretation: The above table 3.2 shows the preventions of absenteeism and its ranks. The first preventive measure of absenteeism more wages and allowances it is indicated by the rank-1 it consists of the highest mean value i.e. 4.133 and housing accommodations is indicated by rank-7, it consists of least mean value i.e. 3.583.

3.3 The following table which shows the chi-square test:

<table>
<thead>
<tr>
<th>S.NO</th>
<th>STATEMENTS</th>
<th>P VALUE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Stress in work</td>
<td>28.207</td>
</tr>
<tr>
<td>2</td>
<td>Lack of job satisfaction</td>
<td>21.904</td>
</tr>
<tr>
<td>3</td>
<td>Personal problems</td>
<td>23.795</td>
</tr>
<tr>
<td>4</td>
<td>Poor working conditions</td>
<td>22.313</td>
</tr>
<tr>
<td>5</td>
<td>Unsatisfactory housing</td>
<td>42.753</td>
</tr>
<tr>
<td>6</td>
<td>Alcoholism</td>
<td>39.705</td>
</tr>
<tr>
<td>7</td>
<td>Safety measures</td>
<td>24.520</td>
</tr>
<tr>
<td>8</td>
<td>Disciplinary action</td>
<td>34.472</td>
</tr>
<tr>
<td>9</td>
<td>More wages &amp; allowances</td>
<td>41.372</td>
</tr>
</tbody>
</table>

Interpretation: The above table 3.3 shows the chi square calculated values of statements at 12 degree of freedom, at 0.05 level of significance is 21.03, where the chi-square calculated value is greater than table value the Ho is rejected, H1 is accepted that indicates the above statements positively accepted by employees.

3.4 Correlation between Perception on Absenteeism and Age, Marital Status

<table>
<thead>
<tr>
<th></th>
<th>Variation in the perception on absenteeism</th>
<th>Age</th>
<th>Marital status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pearson Correlation Sig. (2-tailed)</td>
<td>1</td>
<td>.409**</td>
<td>-.445**</td>
</tr>
<tr>
<td>N</td>
<td>120</td>
<td>120</td>
<td>120</td>
</tr>
<tr>
<td>Age</td>
<td>Pearson Correlation Sig. (2-tailed)</td>
<td>.000</td>
<td>-.500**</td>
</tr>
<tr>
<td>N</td>
<td>120</td>
<td>120</td>
<td>120</td>
</tr>
<tr>
<td>Marital status</td>
<td>Pearson Correlation Sig. (2-tailed)</td>
<td>-.445**</td>
<td>.000</td>
</tr>
<tr>
<td>N</td>
<td>120</td>
<td>120</td>
<td>120</td>
</tr>
</tbody>
</table>

**. Correlation is significant at the 0.01 level (2-tailed).
Interpretation: The above table 3.4 which shows Correlation between Perception on Absenteeism and Age, Marital Status. There is a positive Relation between Perception on Absenteeism and Age.

IV. CONCLUSION

The study Concluded that Employee Absenteeism in APMDC ltd even doing well. Still it has to undergo slight modifications. The working conditions of the company are poor, the workers cannot adjust themselves with the company’s working conditions and social and religious functions divert the workers attention from the work. Employee absenteeism is the important aspect from the part of the organization to be considered as the total production capacity depends upon the employees. Any organization needs to take measures to arrest absenteeism. It is necessary to identify the various reasons of absenteeism and implement measures. Such measures are like management should provide the incentives, housing facilities, pleasant working conditions, and improve transportation facilities and leave facilities.

REFERENCES


AUTHORS

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