

A Study on Symptoms and Preventions of Employee Absenteeism

N.Silpa, B.Masthanamma

Assistant Professor, Department of Business Administration, Annamacharya P.G college of Management Studies, (Affiliated to JNTU, Anantapuramu), Rajampet, Andhra Pradesh, India.

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 schedule 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: Absenteeism = man shifts lost in hours/total man shifts scheduled to work in hours*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.

2. Denise Baker-McClellan, Kay Greasley, Jeremy Dale And Frances Griffith: Absence Management And Presenteeism,(2010) They Were Analyzed Presenteeism Is A Complex 'Problem' And That It Is Not A Single One-Dimensional Construct, But Is Continually Being Shaped By Individual And Organizational Factors. In Addition, They Found That Performance And Well-Being Are More Closely Related To The Organizational Reaction To Presenteeism And Absenteeism.

3. Trong B. Tran And Steven R. Davis:(2013) 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.Sureshkrishna:(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:(2012) 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

Between Onsite Employer-Sponsored Child Care And Absenteeism.

Regarding The Influence Of Demographical Variables, Significant Differences Were Found With Respect To Absenteeism-Based Marital Status And Age, While No Significant Difference Was Found With Respect To Absenteeism Based On Gender And Race.

7. M.S.Vijaya Rao And Dr. S.Sheela Rani: A Study On Employee Absenteeism Insundaram Brake Linings Ltd., Chennai(2012) The Study Analyses 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.

8. Merrelyn Emery: The Turnover And Absenteeism Problems (2010) Employees Want Intellectual Satisfaction And A Reasonable Quality Of Life. Instead, They Are Blamed For Problems Caused By Bureaucratic Structure And Treated As Inadequate Human Beings.

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.

10. John H. Kerr And Marjolein C. H. Vos: Employee 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.

11. C.S.C. Kumar, N.V.R. Naidu: Absenteeism Through Six Sigma Methodology(2012) The Results After Implementing The Lean Six Sigma Methodology, That Absenteeism Can Be Really Controlled With The Involvement Of Management.

II. RESEARCH METHODOLOGY

2.1 NEED FOR THE STUDY

Absenteeism 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

Absenteeism 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
SAMPLE UNIT : The Andhra Pradesh Mineral Development Corporation Limited.
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:

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

Interpretation: The above table3.1 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.

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

S.NO	STATEMENTS	MEAN	RANKS
1	Housing	3.583	7

	accommodations		
2	Pleasant working conditions	4.083	3
3	Safety measures	3.900	5
4	Incentives	4.124	2
5	Disciplinary actions	3.883	6
6	More wages and allowances	4.133	1
7	Fringe benefits	4.017	4

Interpretation: The above table3.2 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:

S.NO	STATEMENTS	P VALUE
1	Stress in work	28.207 ^a
2	Lack of job satisfaction	21.904 ^a
3	Personal problems	23.795 ^a
4	Poor working conditions	22.313 ^a
5	Unsatisfactory housing facilities	42.753 ^a
6	Alcoholism	39.705 ^a
7	Safety measures	24.520 ^a
8	Disciplinary action	34.472 ^a
9	More wages & allowances	41.372 ^a

Interpretation: The above table3.3 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.

3.4Correlation between Perception on Absenteeism and Age, Marital Status

		Variation in the perception on absenteeism	Age	Marital status
Variation in the perception on absenteeism	Pearson Correlation	1	.409**	-.445**
	Sig. (2-tailed)		.000	.000
	N	120	120	120
Age	Pearson Correlation	.409**	1	-.500**
	Sig. (2-tailed)	.000		.000
	N	120	120	120
Marital status	Pearson Correlation	-.445**	-.500**	1
	Sig. (2-tailed)	.000	.000	
	N	120	120	120

** . 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 APMDCLtd 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.

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AUTHORS

First Author – N.Silpa, Assistant Professor, Department of Business Administration, Annamacharya P.G college of Management Studies, (Affiliated to JNTU, Anantapuramu), Rajampet, AndhraPradesh, India, Email: silpalipi@gmail.com
Second Author – B.Masthanamma, Assistant Professor, Department of Business Administration, Annamacharya P.G college of Management Studies, (Affiliated to JNTU, Anantapuramu), Rajampet, AndhraPradesh, India, Email: masthani9090@gmail.com