

A STUDY ON CAUSES OF ABSENTEEISM OF EMPLOYEES IN AMMANARUL SPINNER PRIVATE LIMITED, SALEM

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Abstract— The study aims at the causes of absenteeism of employees in Ammanarul spinner private limited. At present, organizations in India take real interest in controlling absenteeism. Measures to prevent strike and lockouts have received far and greater attention. One reason for this situation may be that strikes and lockouts are more noisy and visible while absenteeism is silent and unnoticeable. The relevance of the study is that, now the company is facing a major issue of high rate of absenteeism and hope that the study will reveal the reason for it and thereby the organization can take effective measures for checking the absenteeism. Study of absenteeism among industrial worker is not only from the view point of company but also from the view point of moral of employees. Even though the effect of the good moral of employees may not be calculated in terms of costs but it should be said that it is important more than cost. There is a clear relationship between high absenteeism and employees morals because it can be easily traced that the departments having high rate of absenteeism have low morale. There is a clear relationship between employee's attitude and absenteeism. Thus the above discussions show how the problem of absenteeism is very important to the organization.

INTRODUCTION

Absenteeism has been recognized as a vital issue affecting discipline and production in the organized industry today. It is a major socio – psychological problem in industries. Absenteeism in Indian industry is not a new phenomenon. The Royal Commission of Labour reported, —High absenteeism prevails among industrial labours mainly due to their rural orientation. Absenteeism is a serious problem for a management because it seriously involves heavy expenditure and loss of production. The main objective of organization is to maximize profit by maximum utilization of men, materials and money. When there is a problem of absenteeism the three above said sources are not fairly utilized.

STATEMENT OF THE PROBLEM

Study of absenteeism among industrial worker is not only from the view point of company but also from the view point of moral of employees. Even though the effect of the good moral of employees may not be calculated in terms of costs but it should be said that it is important more than cost. There is a clear relationship between high absenteeism and employees morals because it can be easily traced that the departments having high rate of absenteeism have low morale. There is a clear relationship between employee's attitude and absenteeism. Thus the above discussions show how the problem of absenteeism is very important to the organization.

NEED FOR THE STUDY

The study aims at the causes of absenteeism of employees in Ammanarul spinner private limited. At present, organizations in India take real interest in controlling absenteeism. Measures to prevent strike and lockouts have received far and greater attention. One reason for this situation may be that strikes and lockouts are more noisy and visible while absenteeism is silent and unnoticeable. The relevance of the study is that, now the company is facing a major issue of high rate of absenteeism and hope that the study will reveal the reason for it and thereby the organization can take effective measures for checking the absenteeism.

OBJECTIVES OF THE STUDY

- To conduct a detailed study on absenteeism in Ammanarul spinner private limited.
- To identify various reasons that leads to absenteeism.
- To check the level of motivation towards their work.
- To know the causes and effects of employees absenteeism.
- To give suggestions so as to reduce the rate of absenteeism in company.

SCOPE OF 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 turnover of employees is also likely to increase which increases the cost of making alternative arrangements.
- The employees will also suffer from absenteeism their commitment towards the organization and to their jobs decreases.
- Their morale will go down their contribution to the organizational goods increases. This will create a distance between the employees management.

RESEARCH METHODOLOGY

INTRODUCTION

Research is a scientific and systematic search for pertinent information as a specific topic. Research refers to a process of enunciating the problem, formulating the hypothesis, collecting the acts or data, analyzing the same, and reaching certain conclusions either in form of solution to the problem enunciated or in certain generalization for some theoretical formulation.

RESEARCH DESIGN

A research design is a logical and systematic plan prepared for directing a research study. It is the plan of study. The research design is used for this study is Descriptive in nature.

Descriptive Research design is a fact finding investigation with adequate interpretation. It describes the characteristic of any person or any institution it is simplest type of research. It is more specific than other research design as it focuses on particular dimension of the problem.

SAMPLING PROCEDURE

Sampling is the process of drawing a sample from a larger population. The aggregate of all the units pertaining to a study is called the population. The sampling technique used for this study is Simple Random Sampling.

POPULATION

In statistical usage, the term population is applied to any finite or infinite collection of individuals. The total population in the organization is 270 employees.

SAMPLE SIZE

The sample size of the project is 100 respondents.

METHODS OF DATA COLLECTION

The research designer has a wide variety of methods to consider either single or in combination. They can be grouped first, according to whether they use secondary or primary source of data.

PRIMARY DATA

Primary data are fresh data, which is collected freshly or newly for a particular purpose. The primary data was collected through structured questionnaire from employee of the company.

A questionnaire is a research instrument consisting of a series of questions and other prompts for the purpose of gathering information from respondents. Although they are often designed for statistical analysis of the responses, this is not always the case.

SECONDARY DATA

Any data, which has been governed earlier for some other purpose, are secondary data. The researcher has used secondary data from the following sources.

- Book and magazines
- Company profile & Website.

TOOLS FOR ANALYSIS

The analysis for the study is done on the basis of the data collection through a questionnaire. The data collected were in the form of qualitative nature. For starting meaningful information from the data collected the following tools were used.

- Simple Percentage Method
- Weighted Average Method

LIMITATIONS OF THE STUDY

- The study is limited to only employees in various department at Amman Arul Spinner (p)ltd.
- Time is an important limitation in their project work.
- The lack of co-operation from some of respondents.
- Some of the respondents are not interested in giving much information due to their busy work schedule.

WELFARE SEHEMES OF THE RESPONDENTS

TEXTUAL DISCUSSION:

I identify the welfare scheme of the respondents. The questionnaire was made by the researcher and also the data were collected from the respondents. In this analysis among the various statistical tools, simple percentage method was used.

Table No.1: Show that welfare scheme of the Respondents

Factors	Mean value	Rank
Canteen facility	19.30	3
Transport facility	20.30	2
Recreation facility	19.00	4
Other facility	21.46	1

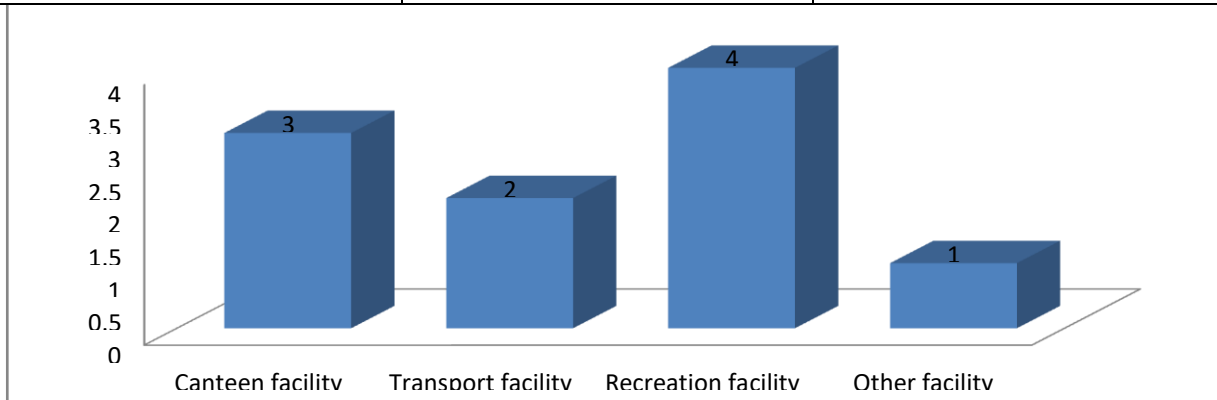


Chart No. 1: Show that welfare of the Respondents

INTERPRETATION:

From the above table shows that, out of the total respondents, Rank 3 of the respondents are canteen facility, Rank 2 of the respondents are transport facility, 4 Rank of the respondents are recreation facility, Rank 1 of the respondents are other facility.

It was concluded that the maximum of the respondents are other facility Rank 1.

FINDINGS

- 58% of the respondents are male.
- 52% of the respondents are 26-35 age.
- 74% of the respondents are married.
- 58% of the respondents are 3001-6000 income level.
- 76% of the respondents are school level.
- 54% of the respondents are below 5 years job experience.
- 66% of the respondents are agree of motivation level.
- 46% of the respondents are satisfied promotional measures.
- 54% of the respondents are satisfied of working hours.
- 74% of the respondents are satisfied of management response .
- 74% of the respondents are agree of encouraged.
- 66% of the respondents are 5-10 days of leave level.
- 30% of the respondents are morning shift of shift level.
- 68% of the respondents are excellent of relationship between supervisor.
- 60% of the respondents are excellent 60% of relationship between coworkers.
- 50% of the respondents are agree of leave policy. □ 64% of the respondents are satisfied of pay scale.
- 58% of the respondents are neutral of present job.
- 54% of the respondents are agree of stress level.
- 40% of the respondents are family problem of absenteeism.
- 68% of the respondents are satisfied of wages.
- 66% of the respondents are satisfied of company scheme.
- 44% of the respondents are satisfied of schemes reduce absenteeism.
- 56% of the respondents are neutral of interval level.
- Rank 1st of the respondents are Other facility of welfare.

SUGGESTIONS

- One main suggestion to reduce absenteeism is allowing a normal rate of shift exchange between the different shift workers. This will allow the worker to do overtime and the other worker's absence will not affect the organization.
- Get-together of the workers in different shifts should be conducted once in two months for at least 2 hours. This will help to increase the relationship and mutual understanding among the different shift workers.

- To improve the motivational programs and refreshment activities.

CONCLUSION

The management should convince the workers about their importance in the organization and the workers should feel that they belong to the company. The study helped to identify the reasons for absenteeism and the satisfaction level of the workers towards the various factors leading to absenteeism.

The management can take steps to reduce absenteeism by implementing the suggestions and can take some more measures by considering the causes of absenteeism. The company can become the largest yarn manufacturers in the World if they adopt necessary steps to reduce the problems in the factory.

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