

A STUDY ON EMPLOYEE ABSENTEEISM TOWARDS NANDHI DHALL MILLS LIMITED WITH SPECIAL REFERENCE TO AT SALEM

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Abstract— The article report entitles a study of employee absenteeism is intended to determine the workers condition, salary, facilities, attendance program, training programme, motivation techniques and promotions. The article consists of objectives, limitations, company profile, research methodology, findings, suggestions, and conclusions. The information needed for the research has been gathered from primary and secondary data. The response given by the workers of the company is analysed and interpreted using different types of statistical tools which are percentage analysis, Chi square, weighted average method. To increase the productivity and increase growth of the organization. The sample size of the article is 120 from the population of 230. The questionnaire method as survey is used as a tool for collecting the primary data. The questionnaire has been designed by there searcher according to the objective of the study. Percentage analysis, Chi-square and weighted average are used as tools for data analysis.

Key-words: attendance program, researcher, techniques and promotions.

INTRODUCTION

Employee's presence at work place during the scheduled time is highly essential for the smooth running of the production process in particular and the organization in general. Despite the significance of their presence, employees sometime fail to report at the work place during the scheduled time, which is known as 'absenteeism'.

The following measures are useful in controlling or minimizing absenteeism. Selecting the employees by testing them thoroughly regarding their aspirations, value systems, responsibility and sensitiveness

- Adopting a humanistic approach in dealing with the personal problems of employees.
- Following a proactive approach in identifying and redressing employee grievances.
- Providing hygienic working conditions.

TRENDS IN ABSENTEEISM:

Recent indicate the following generalities in absenteeism:

- The higher the rate of pay and the greater the length of service of the employees, the fewer the absences.
- As an organization grows, there is a tendency towards higher rates of absenteeism.

TYPES OF ABSENTEEISM:

Absenteeism is classified into four types, viz.

- Authorized Absenteeism

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- Unauthorized Absenteeism
 - Willful Absenteeism
1. Authorized Absenteeism: If an employee absents himself from work by taking permission from his superior and applying for leaves, such absenteeism is called authorized absenteeism.
 2. Unauthorized Absenteeism: If an employee is absent from work without informing or taking permission and without applying for leave, such Absenteeism is called unauthorized absenteeism.
 3. Willful Absenteeism: If an employee absent himself from duty willfully such absenteeism is called willful absenteeism.

Excerpts of Evolution

Supply Dhal in an eternally standard and nutritive mode to the consumers.

Constant updating, improvising and revision of machineries and methodologies of techniques to provide work opportunities for qualified as well as unqualified members in promotion of team work. To equip even permissibly handicapped persons in applicable sections.

- Jile by Dhal
- Urad Dhal
- Toor Dhal
- Gram Flour
- Appalam
- Packages

NEED OF THE STUDY

Absenteeism is a major issue in Nandhi dhall Ltd at Salem- for the past few years especially in employee level. The reason for absenteeism is employee sickness, personal problems and working condition. It is feared that if the absenteeism continues it may endanger the standard of company. Excessive absenteeism constitutes a considerable cost to the industry even when the absent employee receives no pay. Because of disorganization of work, work schedules are upset and delayed, resulting in the management failure to meet delivery dates.

STATEMENT OF THE PROBLEM

Absenteeism is a major issue in Nandhi dhall Ltd-for the past few years especially in employee level. The reason for absenteeism is employee sickness, personal problems and working condition. It is feared that if the absenteeism continues it may endanger the standard of company.

OBJECTIVES OF THE STUDY

- To find out the explanations behind employee Absenteeism at Food Industries
- To identify the disciplinary action & Suggests against absenteeism
- To identify the level of absenteeism at Indian dhal manufacturing firms
- To assess the impact of employees absenteeism on performance in the work places
- To recommend strategies that can be used by reduce staff absenteeism and stabilize performance.
- To suggest the measure for reducing employee absenteeism

SCOPE OF THE STUDY

- Each and every industry has a certain rate of absenteeism due to their own family circumstances and unavoidable circumstances they take leave. This will affect the productivity, growth and sales in the industry.
- To avoid this condition we can motivate the worker by taking classes on specific topic like motivation and providing leave benefits to the employees.

- To help the organization to reduce their job turnover.
- The study tries to find out solution to overcome absenteeism problem

.LIMITATIONS OF THE STUDY

- ❖ Chances by personal bias while responding to an interview schedule.
- ❖ Some employees give wrong information because of fear towards their superiors due to shift system researcher have no time to gather more information.

REVIEW OF LITERATURE

Habeebur Rahman. T(2018)¹ observed that absenteeism is a big barrier for retail sector and how it's give the inverse effect on organization growth and development. The management of the retail shops needs to approach the problem of absenteeism by focusing on all the major factors identified in the study.

Roderick D.Iverson (2019)² A study on "Affectivity, organizational stressors and absenteeism: a casual model and its consequences" Exclusion of dispositional factors and common method variance has been identified as shortcomings in existing causal models of stress These issues are addressed by testing a causal model of burnout that includes Affectivity and absenteeism.

Nader Ahmad Abu Sheikha (2020)³ studied Administrative Factors Affecting Employees Absenteeism in Academic and Public Libraries in Jordan. Study findings revealed that poor organizational structure, improper work climate, poor leadership and communication processes, the absence of sensible employment policies, poor supervision, and managers' passiveness are administrative factors negatively affecting employees' absence from work.

RESEARCH METHODOLOGY

Research methodology is a way to systematically solve research problem. Research methodology is understood as a source of the study how to research is done scientifically.

RESEARCH DESIGN: The researcher design used in this project is the descriptive research design. Descriptive research includes surveys and fact-finding enquiries of different kinds. This study describes the factors which are leading to the employee's absenteeism in Nandhi dhal Ltd. Here descriptive research was conducted to know the information about the factors and to spot light the areas that need the management attention.

AREA OF THE STUDY: This study covers on only Nandhi dhal Ltd., with Special reference to Salem.

SAMPLING: Sampling is a subject of the population selected for a particular study will be the sample of 120 employees in Nandhi dhal Ltd.

SAMPLE SIZE: Out of 360 employees 120 were selected as sample size.

SAMPLING TECHNIQUE

The proportionate random sampling technique is being used for this study. The samples were collected by segmenting the employees on the basis of age, income, educational status, occupation etc., on the basis of proportionate random sampling procedure a sample of 120 respondents were collected from various departments in Nandhi dhal Ltd

METHOD OF DATA COLLECTION

Primary Data : The primary data is collected by direct survey with the employees through interview schedule method.

Secondary Data: The secondary data is collected from the books, company records, journals, web & magazines.

FRAMEWORK OF ANALYSIS

- ❖ Descriptive Percentage Analysis
- ❖ Chi square test
- ❖ Correlation test

DATA ANALYSIS AND INTERPRETATION

WORKING EXPERIENCE OF THE RESPONDENTS

EXPERIENCE	NO. OF RESPONDENTS	PERCENTAGE
Below 1 year	34	28.3%
1-3 years	23	19.2%
3-5 years	25	20.8%
5-6 years	23	19.2%
6-10 years	15	12.5%
Total	120	100%

INFERENCE: The above table shows that, 28.3% of the respondents are Below 1 year experience, 20.8% of the respondents are between 3-5 years' experience, 19.2% of the respondents are between 1-3 years and 5-6 years' experience and remaining 12.5% of the respondents are between 6-10 years' experience. It is Majority 28.3% of the respondents are below 1 year experience.

REASONS FOR ABSENTEEISM

REASON	NO. OF RESPONDENTS	PERCENTAGE
Shift work	17	14.2%
Working Condition	25	20.8%
Workload	56	46.7%
Job satisfaction	12	10.0%
All the above	10	8.3%
Total	120	100.0%

INFERENCE: The above table shows that, 46.7% of the respondents are Absenteeism reason is Work load, 20.8% of the respondents are Working condition reason, 14.2% of the respondents are Shift work reason, 10% of the respondents are reason for Job satisfaction and remaining 8.3% of the respondents are All the above reason. It is Majority 46.7% of the respondents are Absenteeism reason is Work load.

CHI-SQUARE ANALYSIS

NULL HYPOTHESIS Ho: Ho – There in no significant relationship between Monthly income and Satisfaction level of present wages.

ALTERNATIVE HYPOTHESIS Ha: Ha –There in a significant relationship between Monthly income and Satisfaction level of present wages.

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.349E2 ^a	16	.000
Likelihood Ratio	228.784	16	.000

No of Valid Cases	120		
a. 17 cells (68.0%) have expected count less than 5. The minimum expected count is 1.35.			

RESULT: Since the calculated value is greater than the table value. So we reject the null hypothesis. There is no significance between the Monthly income and Satisfaction level of present wages.

CORRELATION

The table shows that the relationship between Correlation analysis between Monthly income and Working experience.

Correlations			
		Monthly Income	Working Experience
Monthly Income	Pearson Correlation	1	.918**
	Sig. (2-tailed)		.000
	N	120	120
Working Experience	Pearson Correlation	.918**	1
	Sig. (2-tailed)	.000	
	N	120	120
Correlation is significant at the 0.01 level (2-tailed).			

RESULT: This is a positive correlation. There are relationships between Monthly income and Working experience

FINDINGS, SUGGESTIONS AND CONCLUSION FINDINGS

Majority 28.3% of the respondents are below 1 year experience.

Majority 46.7% of the respondents are Absenteeism reason is Workload.

TOOLS ANALYSIS

RESULT: Since the calculated value is greater than the table value. So we reject the null hypothesis. There is no significance between the Monthly income and Satisfaction level of present wages.

RESULT: This is a positive correlation. There are relationships between Monthly income and Working experience

RESULT: From the above analysis, we find that calculated value of the F-value is a positive

153.241 value, so H1 accept. Since the P value 0.000 is less than < 0.05 regarding there is a significant relationship between Monthly Income and Employee performance influenced by salary and other compensation benefit. The results are significant at 4 % level.

SUGGESTIONS

- Proper records of absence along with causes of absence should be maintained and analysed to develop measures for controlling absenteeism.
- Most of the employees non aware if the authorized Earn, Casual, Medical leave. So it is a must to create awareness about the leaves among the employees.

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- Employees must be motivated by incentive schemes base on their performance, which that will reduce absenteeism.
- Most of the workers are studied up to higher secondary level so it is a must to create awareness about work performance among the employees by their supervisors.

CONCLUSION

Absenteeism is a serious problem for a management because it involves heavy additional expenses. In case of food industries there is only a limited workforce, so as absenteeism reduces the productivity, this will create a huge loss to the organization. All these problems with absenteeism lead

The findings reveal that the rate of absenteeism in the company is moderate. The researcher found the major three factors personal, company related and general factors. Based on the study some recommendations are given. If it is implemented the problem of absenteeism could be reduce to a great extent.

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