

## A STUDY ON ABSENTEEISM AMONG THE EMPLOYEES OF E.I.D. PARRY (INDIA) LTD., NELLIKUPPAM.

Author

**Dr. A. RAMASETHU**

Asst. Professor

Department of Commerce

Rathinam College of Arts and Science

Coimbatore.

---

**ABSTRACT:** This Study is the outcome of the title “Factors are influencing employee absenteeism in EID Parry (I) Ltd., Nellikuppam. Absenteeism refers to the failure of the workers to report on duty without prior notice thereof. It has been defined as “the total man shifts lost because of absences as a percentage of the total of man-shifts schedules”. The main objective is to find the factors to prevent the absenteeism, from the total population 426, sample of 100 is selected. From the finding it is found that major facilities lacking inside the organization and it has been suggested to make necessary steps to increase the medical and welfare measures. The various statistical tools such as chi-square, percentage, weighted average method are used in order to extract the result.

**1.1 INTRODUCTION:** Absence is the failure of worker to report for work when he is scheduled to the work. A work is to be treated as absent for the purpose of this absenteeism statistics even when he does not turn up for a week after obtaining prior permission. K.G. Desai classified absenteeism in to two types viz, authorized absenteeism and unauthorized absenteeism. Authorized absenteeism is permitted absenteeism i.e, taking leave prior permission of an employer. Unauthorized absenteeism means taking leave without prior permission of an employer. Absence of worker on account of strike or lock out or layoff i.e, involuntary absent is not considered as absence for the purpose of absenteeism study. Absenteeism rate is the percentage of man days lost due to voluntary absent (both authorized and unauthorized) to the corresponding total man days schedule to work. It can be expressed as under:

$$\frac{\text{Man days lost (both authorized and unauthorized)}}{\text{Man days scheduled to work}} \times 100$$

According to K.N vaid absenteeism can be measured with the help of the following formula

$$\text{Absence Rate} = \frac{\text{Persons not working due to Authorized leave} + \text{unauthorized leave}}{\text{Man shifts actually worked}} \times 100$$

According to the view of K.Aswhappa, Absenteeism costs money to the organization besides reflecting employee dissatisfaction with the company. Absenteeism is unavoidable when the employee himself or herself falls sick, His or her dependents at home suddenly become unwell or there is an accident inside the plant. Unavoidable absenteeism is accepted by managers and is even sanctioned by labor laws. Avoidable absenteeism arises due to night shifts, opportunities for moon lighting and earning extra income, indebtedness, lack of job security, unfriendly supervision and job dissatisfaction. This absenteeism needs intervention by the management.

## **1.2 OBJECTIVES OF THE STUDY**

- To analysis various factors that causes of absenteeism from company view point.
- To identify the personal factors of employees that causes of absenteeism.
- To identify the interrelationship factors related with employee.
- To understand the working condition that affect absenteeism.
- To Identifying the rate of absenteeism and causes of it.
- To study the impact of social factors on absenteeism.
- To identify the measures to control absenteeism.

## **1.3 RESEARCH METHODOLOGY**

“A research design is the arrangement of conditions for collection and analysis data in a manner to combine relevance to the researcher purpose with economy in procedure”

It constitutes the blueprint for the collection, measurement and analysis of data. As such design includes an outline of what the researcher will do form writing the hypothesis and its operational implications to the final analysis of data.

As such the design includes an outline of what the researcher will do from writing the hypothesis and its operational implications to the final analysis of data. More explicit, the decisions happen to be in respect of:

- What is the study about?
- Why is the study being made?
- Where will the study be carried out?
- What type of data is required?
- Where can the data found?
- What periods of time will the study include?
- What will be the sample design?
- How will the data be analyzed?
- In what style will the report be prepared?
- What techniques of data collection will be used?

The Research Design undertaken for the study is Descriptive one. A study, which wants to portray the characteristics of a group or individuals or situation, is known as Descriptive study. It is mostly qualitative in nature. The main objective of Descriptive study is to acquire knowledge.

### **Tools of Data Collection**

1. Interview with the employees.
2. Discussion with the managers.
3. Time Office records and leave registers.
4. Handbook of Company
5. Questionnaire containing 35 questions.

## DESCRIPTION OF STATISTICAL TOOLS USED

- Percentage method
- Chi-square test
- Weighted average method.

**PERCENTAGE METHOD:** In this project Percentage method test was used. The percentage method is used to know the accurate percentages of the data we took, it is easy to graph out through the percentages. The following are the formula

$$\text{Percentage of Respondent} = \frac{\text{No of Respondent}}{\text{Total no. of Respondents}} \times 100$$

From the above formula, we can get percentages of the data given by the respondents.

**CHI-SQUARE ANALYSIS:** In this project chi-square test was used. This is an analysis of technique which analyzed the stated data in the project. It analysis the assumed data and calculated in the study. The Chi-square test is an important test amongst the several tests of significant developed by statistical. Chi-square, symbolically written as  $\chi^2$  (Pronounce as Ki-Spare), is a statistical measure used in the context of sampling analysis for comparing a variance to a theoretical variance.

Formula

$$\chi^2 = \frac{(O-E)^2}{E}$$

O = Observed frequency

E = Expected frequency

## WEIGHTED AVERAGE METHOD

- Weighted average can be defined as an average whose component items are multiplied by certain values (weights) and the aggregate of the products are divided by the total of weights.
- One of the limitations of simple arithmetic mean is that it gives equal importance to all the items of the distribution.
- In certain cases relative importance of all the items in the distribution is not the same. Where the importance of the items varies.
- It is essential to allocate weight applied but may vary in different cases. Thus weight age is a number standing for the relative importance of the items.

**SAMPLING:** Research work was conducted by taking a sample of 100 employees of 426 (excluding apprentice trainees and contract labors) from the company; the sample was sufficient and representative for the purpose of this research work. To study the problem clearly numbers of employees from each department were selected on the basis of the size of the department as well as nature of the work. Questionnaires are printed in Tamil & English for the convenience of employees and lot of efforts had to be taken to collect the required data from the selected sample of employees representing the population.

The questions in the questionnaire are framed on the basis of the factors responsible for absenteeism. i.e.,

- Personal Factors - (Age, Educational qualification, marital status, income level, etc.)
- Environment and Social factors – (Climatic conditions, family functions, other sources of income, festivals, Nature of dwelling, etc.,

**1.4 LIMITATION OF THE STUDY**

- Many respondents hesitated to give the information about their other sources of income. Because, they feared that these might be reported to the management.
- Initially the number of samples selected was 120. But, many respondents went off with the given questionnaires. Efforts proved futile in getting the answered questionnaires from them.
- Many respondents were unable to provide their absence with reasons (No. of days leave taken). This limitation was overcome by verifying the time office records to some extent.

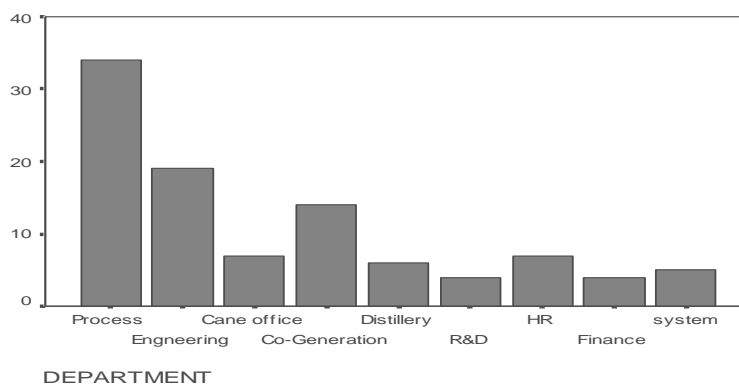
**1.5 DATA ANALYSIS & INTERPRETATION**

Analysis Using Percentage Method

**TABLE-1.1  
 ABSENTEEISM OF PREVIOUS YEAR IN VARIOUS DEPARTMENTS**

Sl. No	Departments	No. of Respondents	Percent
1	Process	34	34.0
2	Engineering	19	19.0
3	Cane office	7	7.0
4	Co-Generation	14	14.0
5	Distillery	6	6.0
6	R&D	4	4.0
7	HR	7	7.0
8	Finance	4	4.0
9	System	5	5.0
10	Total	100	100.0

**CHART-1.1  
 ABSENTEEISM OF PREVIOUS YEAR IN VARIOUS DEPARTMENTS**

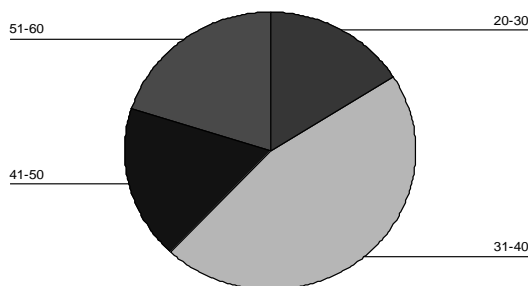


**Inference:** The rate of absenteeism of previous year in various departments. Absenteeism rate is more in process department when comparing the same with other departments. This is due to the size of department which is as well as the heavy load in that department.

**TABLE-1.2**  
**THE ABSENTEEISM OF VARIOUS AGE GROUPS**

Sl. No	Age	No. of Respondents	Percent
1	20-30	16	16.0
2	31-40	46	46.0
3	41-50	18	18.0
4	51-60	20	20.0
5	Total	100	100.0

**CHART-1.2**  
**THE ABSENTEEISM OF VARIOUS AGE GROUPS**



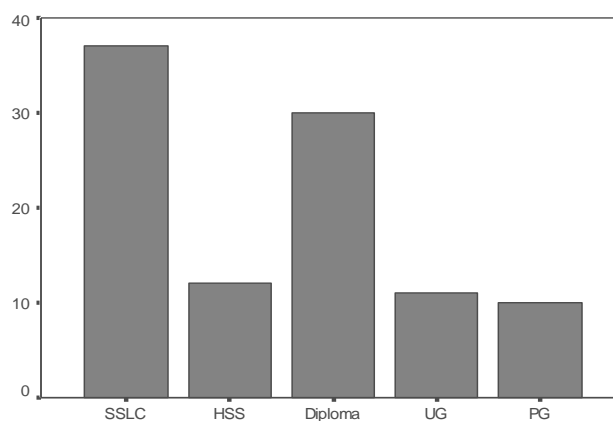
**Inference:** The above table infers that 46 percent belongs to the age group of 31-40, years, 20 percent belongs to the age group of 51-60 years, 18 percent belongs to the age group of 41-50 years and 16 percent belongs to the age group of above 20-30year.

**TABLE-1.3**  
**EDUCATIONAL LEVEL OF RESPONDENTS**

Sl. No	Educational level	No. of Respondents	Percent
1	SSLC	37	37.0

2	HSS	12	12.0
3	Diploma	30	30.0
4	UG	11	11.0
5	PG	10	10.0
6	Total	100	100.0

**CHART-1.3**  
**EDUCATIONAL LEVEL OF RESPONDENTS**



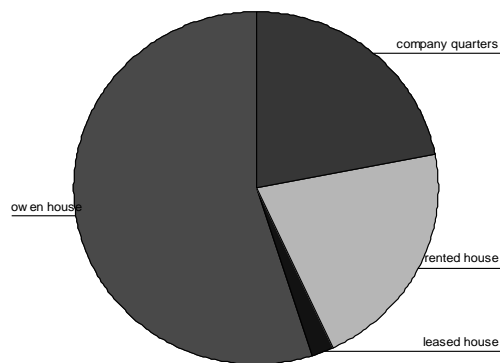
EDUCATIONAL QUALIFICATION

**Inference:** The above table infers that 37 percent belongs to the SSLC level, 30 percent belongs to the Diploma, 12 percent belongs to the HSS, 11 percent belongs to the UG and 10 percent belongs to the PG.

**TABLE-1.4**  
**RESIDENTIAL STATUS OF RESPONDENTS**

Sl. No	Residential status	No. of Respondents	Percent
1	Company quarters	22	22.0
2	Rented house	21	21.0
3	Leased house	2	2.0
4	Own house	55	55.0
5	Total	100	100.0

**CHART-1.4**  
**RESIDENTIAL STATUS OF RESPONDENTS**

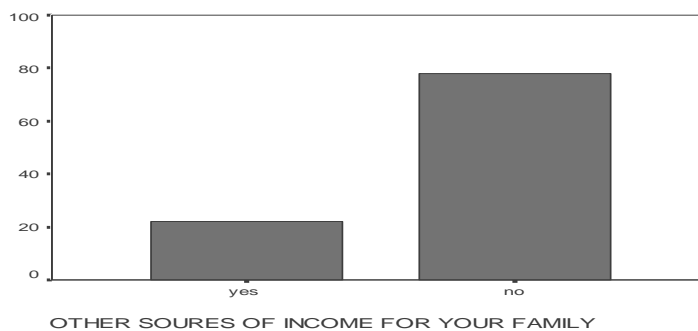


**Inference:** The above table infers that 55 percent belongs to the own house, 22 percent belongs to the company quarters, 21 percent belongs to the rented and 2 percent belongs to the leased house.

**TABLE-1.5  
 OTHER SOURES OF INCOME OF RESPONDENT**

Sl. No	Options	No. of Respondents	Percent
1	yes	22	22.0
2	no	78	78.0
3	Total	100	100.0

**CHART-1.5  
 OTHER SOURES OF INCOME OF RESPONDENT**



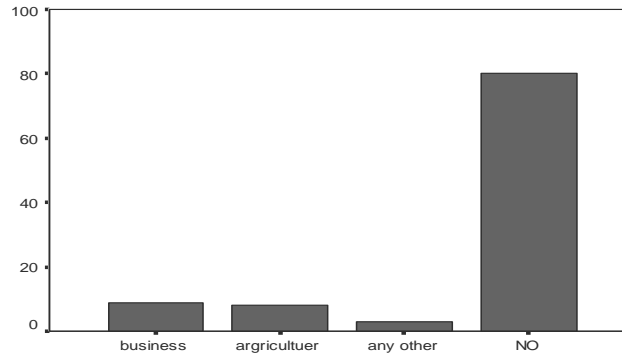
**Inference:** The above table infers that 78 percent belongs to the yes and 22 percent belongs to the don't have other income.

**TABLE-1.6  
 AREA OF INCOME WHICH IS OTHER THEN COMPANY WAGES / SALARIES**

Sl. No	Income source	No. of Respondents	Percent
1	Business	9	9.0

2	Agriculture	8	8.0
3	Any other	3	3.0
4	No	80	80.0
5	Total	100	100.0

**CHART-1.6**  
**AREA OF INCOME WHICH IS OTHER THEN COMPANY WAGES / SALARIES**



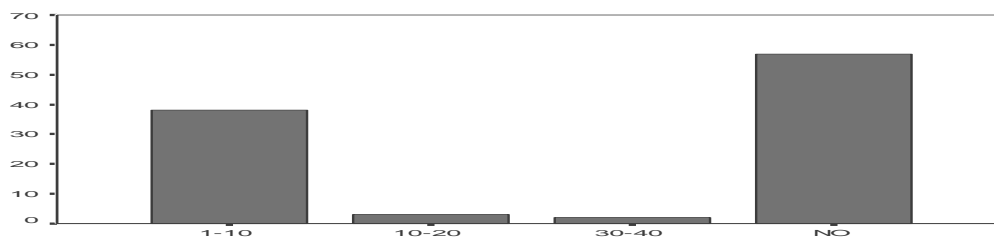
IF YES MENTION WHETHER FROM

**Inference:** The above table infers that 8 percent of income came from agriculture, 9 percent belongs to the business, 3 percent belongs to the other and 80 percent belongs to no.

**TABLE-1.7**  
**CARE OF RESPONDENT CHILDREN**

Sl. No	No. of days	No. of Respondents	Percent
1	1-10	38	38.0
2	10-20	3	3.0
3	30-40	2	2.0
4	NO	57	57.0
5	Total	100	100.0

**CHART-1.7**  
**CARE OF RESPONDENT CHILDREN**



TO TAKE CARE OF CHILDREN

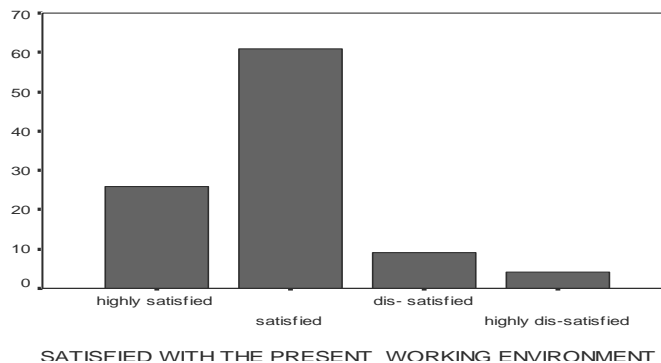


**Inference:** The above table infers that 57 percent belongs to the no, 38 percent belongs to the 1-10, 3 percent belongs to the 10-20, and 2 percent belongs to the 30-40 days.

**TABLE-1.8**  
**SATISFIED WITH THE PRESENT WORKING ENVIRONMENT AMONG THE EMPLOYEES**

Sl. No	Present	No. of Respondents	Percent
1	Highly satisfied	26	26.0
2	Satisfied	61	61.0
3	Dis- satisfied	9	9.0
4	Highly dis-satisfied	4	4.0
5	Total	100	100.0

**CHART-1.8**  
**SATISFIED WITH THE PRESENT WORKING ENVIRONMENT AMONG THE EMPLOYEES**



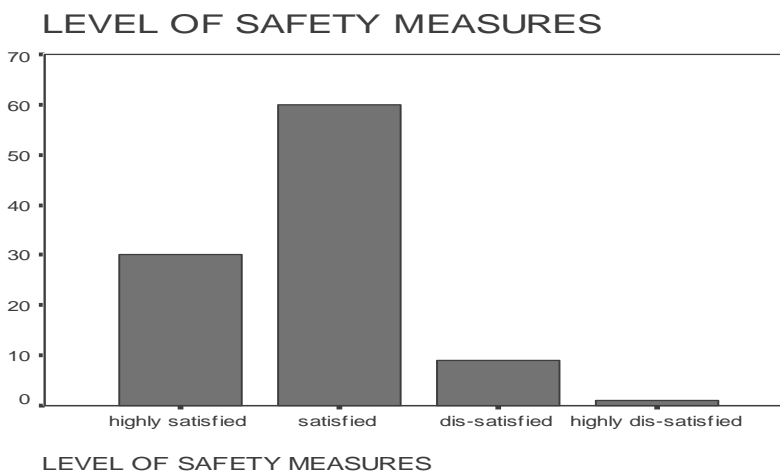
**Inference:** The above table infers that 61 percent belongs to the Satisfied, 26 percent belongs to the highly satisfied, 9 percent belongs to the Dis- satisfied and 4 percent belongs to the highly dis-satisfied.

**TABLE-1.9**  
**LEVEL OF SAFETY MEASURES**

Sl. No	Measures	No. of Respondents	Percent
1	Highly satisfied	30	30.0
2	Satisfied	60	60.0
3	Dis-satisfied	9	9.0

4	Highly dis-satisfied	1	1.0
5	Total	100	100.0

**CHART-1.9**



**Inference:** The above table infers that 60 percent belongs to the Satisfied, 30 percent belongs to the highly satisfied, 9 percent belongs to the Dis-satisfied and 1 percent belongs to the highly dis-satisfied.

**TABLE-1.10**  
**LEVEL OF COMPARISON BETWEEN AGE GROUP AND ABSENTEEISM**

No. of days \ AGE	1-5	6-10	11-15	16-20	above 21	Total
20-30	9	4	3	-	-	16
31-40	12	8	8	11	7	46
41-50	6	4	4	3	1	18
51-60	5	5	3	5	2	20
Total	32	21	18	19	10	100

**Hypothesis:** Let us take the hypothesis there is no significant difference among different age group on absenteeism.

Chi-Square value at 0.05 levels

$$\begin{aligned}
 \text{Degrees of freedom} &= (C-1) (R-1) \\
 &= (5-1) (4-1) \\
 &= (4) (3) \\
 &= 12
 \end{aligned}$$

The calculate value of  $\chi^2$  is less then the table value i.e,  $CV < TV$  ( $12.23 < 21.03$ ).

Hence the hypothesis is accepted.

**Conclusion:** There is no significant difference among different age groups on their absence from the work.

**TABLE-1.10**

**ABSENTEEISM DUE TO FAMILY SIZE**

No. of days \ Size of the family	Below 20	21-40	Above 40	Total
2-4	25	15	5	45
4-6	20	23	7	50

Above 6	2	2	1	5
Total	47	40	13	100

**Hypothesis:** Let us take the hypothesis there is no significant difference among different family size on absenteeism.

Chi-Square value at 0.05 levels

$$\begin{aligned}
 \text{Degrees of freedom} &= (C-1)(R-1) \\
 &= (3-1)(3-1) \\
 &= (2)(2) \\
 &= 4
 \end{aligned}$$

The calculate value of  $\chi^2$  is less then the table value i.e,  $CV < TV$  ( $3.66 < 9.49$ ).

Hence the hypothesis is accepted.

**Conclusion:** There is no significant difference among different family size on their absence from the work.

**TABLE-1.11**

**NATURE OF DWELLING VERSES ABSENTEEISM**

No. of days	1-5	6-10	11-15	16-20	above 21	Total
<b>Dwelling</b>						
Company quarters	9	2	4	6	1	22
Rented house	4	5	2	6	4	21
Leased house	1	1	-	-	-	2
Owen house	18	13	12	7	5	55
Total	32	21	18	19	10	100

**Hypothesis:** There is no significant relationship between the nature of dwelling and absenteeism.

**Conclusion :** As per chi- square analysis the calculated value of 25.12, which is greater then table value 21.03 for degree of freedom 12 at 0.05 level of significant. So the hypothesis is rejected and there is significant relationship between the nature of dwelling and absenteeism.

**Analysis Using Weighted Average Method**

The respondents are asked about some factors listed below in the organization. Their levels of attitude of those factors are calculated below.

**TABLE No: 1.12**

<b>FACTORS</b>	<b>Highly Satisfied</b>	<b>Satisfied</b>	<b>Dissatisfied</b>	<b>Highly Dissatisfied</b>
Safety measure	30	60	9	1
Present working condition	26	61	9	4

Source: Primary Data

<b>POINT WEIGHT AGE</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>			
<b>FACTORS</b>	<b>H.S</b>	<b>S</b>	<b>D</b>	<b>HD</b>	<b>TOTAL</b>	<b>AVG</b>	<b>RANK</b>
Safety measure	120	180	18	1	319	79.75	1
Present working condition	104	183	18	4	309	77.25	2

Source: Primary Data

**Inference:** It can be interpreted from table that the respondents have first to the, safety measures and second to present working condition.

### **1.6 FINDINGS OF THE STUDY**

The major findings of the research are:

- Absenteeism was higher 46% in the age group of 31-40 they are having lot of responsibilities towards their family.
- 55 % of employers are living their own house.
- 38 % of employers were take leave for their children care.
- Some of employees says, lack of safety of employees will also increase the absenteeism, Even satisfied level is high (60%) in a survey taken to the employees about the safety in the working circumstances, Dis satisfied (9%) and highly dis satisfied (1%) is also there. The reason for dis satisfaction is the awareness program conducted by the company has not completely come to the practical usage in daily work.
- Almost majority of the (38%) workers are expecting their management to increase their salaries / wages. According to them this may help to reduce the rate of absenteeism considerably.
- And 28 % of employees say they need a better working condition especially in process department.

- There is no significant difference among different age groups on their absence from the work.
- There is no significant difference among different family size on their absence from the work
- There is significant difference among different marriage and other family function on their absence from the work
- There is significant difference among different distance b/w the work spot and residence on absenteeism.
- As per chi- square analysis the calculated value of 25.12, which is greater than table value 21.03 for degree of freedom 12 at 0.05 level of significant. So the hypothesis is rejected and there is significant relationship between the nature of dwelling and absenteeism.
- There is significant difference among political activities on absenteeism
- It can be interpreted from table that the respondents have first to the, safety measures and second to present working condition.
- None of the employees mentioned the organizational factors as reason for their absenteeism.
- Some employees who are residing near to the company are compromised themselves to continue to work in the company even they don't like to. This is also a factor which can increase absenteeism.
- Some employees who are working for a long period in the company without a single promotion are dissatisfied and losses the involvement over the work. This is also one of the factors which increase absenteeism.

### **1.7 SUGGESTIONS AND RECOMMENDATION**

- ✓ Ill health is one of the factors that increase absenteeism to avoid this, knowledge about fundamentals of health and prevention of disease is a must for all the workers. Health education, inoculation and vaccination and periodic checkups should be introduced. Introduction of health education and free medical checkup will ensure better health for the employees and reduce the absenteeism.
- ✓ Company can convene monthly meetings with employees to discuss the problems due to absenteeism faced by the company and try to solve them. Management can also request the department of psychology, Sociology, commerce management, social work in the near by colleges and universities to do this job on their behalf.
- ✓ Employees are unable to manage their families with the income provided by the company. To earn more or to search for income through other sources employees are taking leave. If the wages and salaries are increase to a considerable level absenteeism can be reduced.
- ✓ Introducing rewards and prizes for those employees with regular and prompt attendance may also help the management to reduce the absenteeism.
- ✓ Some of the chronic absentees are alcoholic workers. Management should take necessary steps to identify these workers in the early stage and proper counseling should be given with the help of social service organization.

### **1.8 CONCLUSION**

The management has to think over the above given finding and recommendation. And it has to consult with the employees over the decision that has been made to reduce the

absenteeism. Also the steps taken to reduce the absenteeism should be favour to the employees. And higher authorities should forward the opinion of the employees to the management above the company's decision to reduce the absenteeism. It will help the company to get the employees involvement towards the work which enables to increase the productivity to the company. So the company's progress will increase automatically because.

### **1.9 SCOPE FOR FURTHER STUDY**

- The study also helps management to understand various factors influencing the employee's absenteeism.
- This can be referred as a base for future oriented project.
- This study will be helpful to the human resource department and organization development.
- The study has been conducted with a view a bring out the effectiveness of absenteeism and employee significant level towards environmental.

### **BIBLIOGRAPHY**

1. ASWATHAPPA, K. HUMAN RESOURCE AND PERSONNEL, MANAGEMENT, Tata Mc Graw Hill Publication company Ltd, New Delhi, 1997.
2. GUPTH. S.P, STATISTICAL METHODS, sultha chand & sons, New Delhi, 1995.
3. N. D. KAPOOR, MERCANTILE AND INDUTRIL LAW, sultha chand & sons, New Delhi, 1989.
4. KHANKA, S.S, ORGANISATIONAL BEHAVIOUR, S. Chand & Company Ltd, New Delhi, 2000.
5. MAMORIA C.B, INDUTRIAL LABOUR AND INDUTRIAL RELATION IN INDIA, Himalaya Publication House, Bombay 1987.
6. MILTON & BLUM & JAME C. NAYLOR, INDUTRIAL PSYCHOLOGY, CBS Publication & Distribution, New Delhi 1984.
7. REDDY & RAO – ABSENTEEISM IN INDIA, Deep & Deep Publication, New Delhi 1986.

**Conflict of Interest Reported: Nil; Source of Funding: None Reported.**