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CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	INTELLECTUAL CAPITAL AND BANKING SECTOR OF PAKISTAN <i>MUHAMMAD KHALIQUE, DR. ABU HASSAN MD. ISA & MOHAMMED ALKALI</i>	1
2.	ASSESSMENT OF ENTREPRENEURSHIP INTENTION AMONG AGRICULTURAL STUDENTS OF RAZI UNIVERSITY <i>ABDOLHAMID PAPZAN, KOBRA ARKAVAZI & MALIHE SADAT AKHAVAN KAZEMI</i>	5
3.	THE IMPACT OF OVERCROWDED CLASSROOM ON THE ACADEMIC PERFORMANCE OF THE STUDENTS AT SECONDARY LEVEL <i>JEHANGIR SHAH & DR. HAFIZ MUHAMMAD INAMULLAH</i>	9
4.	MICROFINANCE EFFICIENCY AND FINANCIAL SUSTAINABILITY: EVIDENCE FROM RURAL MFIs IN TANZANIA <i>GANKA DANIEL NYAMSOGORO</i>	12
5.	EFFECTS OF MACROECONOMIC VARIABLES ON GROSS DOMESTIC PRODUCT IN BANGLADESH <i>MINA MAHBUB HOSSAIN & SAYEDUL ANAM</i>	18
6.	DETERMINANTS OF FOOD INSECURITY AMONG HOUSEHOLDS IN ADDIS ABABA CITY, ETHIOPIA <i>GIRMA GEZIMU & GIRMA BEREHE</i>	26
7.	PERFORMANCE EVALUATION OF SPECIAL ECONOMIC ZONES IN INDIA <i>SHAHAZADI BEGUM SHAIK, R. VIJAYA & A. NARASIMHA RAO</i>	33
8.	JOB -STRESS OF FACULTY MEMBERS IN PRIVATE PROFESSIONAL COLLEGES LOCATED IN NCR, DELHI <i>SWAPAN KUMAR BISHAYEE</i>	37
9.	ARBITRAGE PRICING THEORY TESTED IN INDIAN STOCK MARKET <i>DR. BAL KRISHAN & DR. REKHA GUPTA</i>	40
10.	AN ANALYSIS OF REGIONAL DISPARITIES IN THE PERFORMANCE OF SARVA SHIKSHA ABHIYAN (SSA) IN INDIA <i>DR. M. INDIRA & R. PRASAD</i>	48
11.	IMPACT OF SOCIAL COMPETENCE ON DEVELOPMENT OF YOUNG TECHNOCRATS: AN APPENDAGE TO ONESELF <i>DR. RUCHI SINGH & DR. RUCHI SHARMA</i>	54
12.	RURAL WOMEN IN GROUP ENTERPRISES <i>DR. K. VIDYAVATHI</i>	60
13.	RELATIONSHIPS ARE EASY TO GET INTO.... BUT DIFFICULT TO GET OUT OF!' – A CASE OF EU AND GREECE <i>DR. GIRIJA NIMGAONKAR</i>	65
14.	PURCHASE BEHAVIOUR AND INFLUENCE OF SOCIO ECONOMIC FACTORS WITH REFERENCE TO ORGANIC FOOD PRODUCTS <i>DR. P. SANTHI</i>	68
15.	WOMEN-IS THEIR PERSPECTIVE REALLY CHANGED? (A RESEARCH PAPER BASED ON WOMEN PERCEPTIONS ABOUT WOMEN) <i>DR. SUMAN NASA</i>	74
16.	TALENT MANAGEMENT: IMPORTANCE, PROCESS, RETENTION AND STRATEGIES FOR BUSINESS ORGANIZATION <i>DR. KUMUDHA & SENTHILKUMAR</i>	78
17.	EVOLUTION OF IT SERVICES OUTSOURCING MODELS IN THE e-BUSINESS ENVIRONMENT <i>DR. VENKATESH.J & AARTHY. C</i>	85
18.	THE LAW AND THE CRISIS MANAGEMENT IN A HOSPITAL SETUP VIZ A VIZ CONSEQUENCES ON HEALTH CARE DELIVERY- A CASE STUDY OF JEHOVAH'S WITNESSES <i>DR. PRAKASH.K.N, DR. CYNTHIA MENEZES & S. HARISH BABU</i>	89
19.	A COMPARATIVE STUDY OF CORPORATE GOVERNANCE DISCLOSURE PRACTICE OF SELECTED BANKING UNITS <i>PAYAL J. THAKAR, JAIMIN H TRIVEDI & RIDDHI A TRIVEDI</i>	92
20.	BUSINESS ENVIRONMENT IN INDIA AND CHINA: KEY INDICATORS AND GROWTH OF ECONOMY <i>AMITA MAXWELL</i>	95
21.	EMPLOYEE ABSENTEEISM ITS IMPACT ON PRODUCTIVITY WITH REFERENCES TO SUKJIT SCRATCH MILLS AT NIZAMABAD <i>CH.R.S.CH.MURTHY</i>	103
22.	A STUDY OF THE IMPACT OF MACROECONOMIC VARIABLES ON STOCK PRICE MOVEMENTS FOR THE PERIOD 1993- 2010 <i>ZOHRA ZABEEN SABUNWALA</i>	107
23.	ROLE OF LAW IN WOMEN EMPOWERMENT <i>DR. SANGEETA NAGAICH & PREETI SHARMA</i>	111
24.	WORK LIFE BALANCE FOR BANKING EMPLOYEES: A COMPARATIVE STUDY <i>DR. DIVYA NEGI & SEEMA SINGH</i>	115
25.	SAVINGS AND INVESTMENT PATTERN OF SCHOOL TEACHERS -A STUDY WITH REFERENCE TO UDAIPUR DISTRICT, RAJASTHAN <i>DR. DHIRAJ JAIN & PARUL JAIN</i>	119
26.	AN EXPERIMENTAL STUDY ON PERCEPTION OF CELEBRITY ENDORSEMENT BY VIEWERS <i>JATIN PANDEY, NEEMA ARJUN BATHIJA & ANUPAMA SUNDAR</i>	128
27.	GENDER BUDGETING AS A TOOL FOR WOMEN EMPOWERMENT <i>R.ARUNAJAYAMANI</i>	138
28.	AN CONTRASTING ASSESSMENT OF THE ATTITUDE FUNCTIONS OF CONSUMER TOWARDS DURABLES- FMCG, A STUDY AMONG URBAN WORKING WOMEN IN KERALA <i>ANILKUMAR. N</i>	141
29.	A STUDY OF CONFLICT MANAGEMENT STYLES USED BY MBA FACULTY TO ADDRESS CLASSROOM CONFLICTS <i>PADMA S RAO</i>	146
30.	THE DICHOTOMY BETWEEN CORPORATE CRIMINAL LIABILITY AND DIRECTORS' INDIVIDUAL CRIMINAL LIABILITY: AN APPRAISAL OF TWO JURISDICTIONS (THE PEOPLE'S REPUBLIC OF CHINA & UNITED KINGDOM) VIS-A-VIS THE SCENARIO IN INDIA <i>ABHISHEK TRIPATHY</i>	150
	REQUEST FOR FEEDBACK	156

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EMPLOYEE ABSENTEEISM ITS IMPACT ON PRODUCTIVITY WITH REFERENCES TO SUKHJIT SCRATCH MILLS AT NIZAMABAD

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ABSTRACT

Absenteeism is a vital issue that requires immediate attention by both employers and employees. Employees should enjoy the work they are doing and employers on their part should help them in whatever way they can to make their experience a pleasant one. Absenteeism is a habitual pattern of absence from a duty or obligation. Absenteeism among worker is not only from point of view of cost concept, but it is important from the point of morale of employees. Frequent absence from the workplace may be indicative of poor morale or of sick building syndrome. Samples of respondents are interviewed with the help of structured questionnaire and data is presented in the form of tabulations with statistical tools. Thus the objective of this research paper is to identify the reasons behind absenteeism of employees, impact of absenteeism on productivity at Sukhjit Starch Mills at Nizamabad.

KEYWORDS

Absenteeism, Morale, Productivity.

INTRODUCTION

It has been observed that the phenomenon of absenteeism does not exist only on the Indian industry; it is a universal fact. The difference is only in terms of magnitude. The extent of absenteeism may differ from industry to industry, place to place and occupation to occupation. Absenteeism may be extensive in a particular department of an industry (or a concern). The absenteeism among the younger workmen is extensive on Mondays after the weekend, particularly among unmarried men who, after a late night on Sunday, perhaps with girl friends, find it difficult to get up and come to on time and concentrate on work; and it is lowest on pay day.

The extent of absenteeism is greater among youngsters than among the older employees, greater among women than men. Youngmen are generally found to absent for a variety of reasons, including restlessness and a sense of irresponsibility. In some cases, absenteeism of particular workers is due to reasons connected with a job, as a worker does not like his job or he has unsatisfactory relations with his supervisor or with other employees. Absenteeism may also be due to sickness, real or feigned.

REVIEW OF LITERATURE

According to Nelson & Quick (2008) people who are dissatisfied with their jobs are absent more frequently. They went on to say that the type of dissatisfaction that most often leads employees to miss work is dissatisfaction with the work itself.

Gilbert E. Moore has defined as, "Absenteeism as man shifts lost by employees due to avoidable reasons and with out obtaining prior permission of the supervisor".

Gibson (1966) remarks that a plausible idea relating to the size of the organization influences absence rates; in larger organizations, since there is greater division of labor, there is also more concealment of the contributions of individuals.

NEED FOR THE STUDY

The absenteeism among the employees in industry is more dangerous to its economy than any other factor. Hence this project helps to identify the reasons for absenteeism and suggest ways to reduce the impact of the absenteeism on overall performance of Sukhjit Starch Mills at Nizamabad.

OBJECTIVES OF THE STUDY

- To identify the reasons behind absenteeism of employees at Sukhjit Starch Mills at Nizamabad.
- To find out the impact of absenteeism on productivity in Sukhjit Starch Mills at Nizamabad.

HYPOTHESIS

The following hypotheses have been chosen to achieve the stated objectives of the research.

- ✓ Null Hypothesis (μ_0): There is positive effect on productivity due to absenteeism At SUKHJIT STARCH MILLS AT NIZAMABD
- ✓ Alternative Hypothesis (μ_1): There is negative effect on productivity due to absenteeism At SUKHJIT STARCH MILLS AT NIZAMABD

METHODOLOGY

DATA SOURCE

The present research being descriptive in nature mainly depends upon primary and secondary sources of data. The secondary information is collected from Journals, Thesis, reports and websites. Primary data was collected using the structured questionnaire.

RESEARCH INSTRUMENT

The questionnaire is fully structured. The field work was carries for a period of 2 months. The approximate time taken to fill a questionnaire is two to three days. To study the opinion of the respondents towards engagement in organizational policies, a five-point scale (Strongly agree, Agree, Neither agree or nor disagree, Disagree, Strongly disagree) is adopted to study the relationship and variation of respondents.

SAMPLING PROCEDURE AND SAMPLE SIZE

The sampling procedure chosen for the study is simple random sampling. A sample of 10 respondents was taken for the study.

STATISTICAL TECHNIQUES USED FOR ANALYSIS

The data is analyzed by using Mean, Standard Deviation, Coefficient of Variation and Coefficient of correlation. The methodology adopted for collecting the primary data is through questionnaire method. Questionnaire is designed using objective type questions mostly of multiple choices, keeping in view the time availability at the disposal of the decision maker. Questions designed are simple and specific, to generate response according to the objectives. Questionnaire is arranged in a logical order, logical to the respondent and proper care has been taken to avoid ambiguity in responses and at the same time enabling the respondents to answer the questions easily and quickly with the time available at their disposal.

LIMITATIONS OF THE STUDY

Some of the respondents may be biased towards the responses given. Some of the responses given may not be the true indicative of their preferences and influences on the performance. This can happen as the questionnaire is highly structured, and there is a possibility of the respondents choosing one of the alternatives at random mechanically without applying much thought. This study is limited to Sukhjit Starch Mills, Nizamabad, hence, the results of the study cannot be generalized. Due to time and cost constraint, the study is restricted only to certain selected respondents all are educated.

RESULTS AND DISCUSSIONS

CALCULATION OF RATE OF ABSENTEEISM

Absenteeism rate for the period =

$$\frac{\text{Total number of man days lost due to absenteeism in the period}}{\text{Total number of working man days available in the period}} * 100$$

Month	Total No. of Lost Days (A)	Total No. of Working Days (B)	(A)/(B)
July -10	630	5460	11.53%
August - 10	420	5460	07.69%
September-10	630	5250	12.00%
October-10	1050	5250	20.00%
November-10	840	5250	16.00%
December-10	630	5670	11.11%
January-11	840	5250	16.00%
February-11	840	4620	18.18%
March-11	630	5250	12.00%
April-11	840	5460	15.38%
May-11	840	5460	15.38%
June-11	630	5460	11.53%

RATE OF ABSENTEEISM FOR THE YEAR JULY 10- JUNE 11) IS AS FOLLOWS

SUM OF RATE OF ABSENTEEISM FROM JULY -10 TO JUNE-11

 NUMBER OF MONTHS i.e. 12 MONTHS

$$11.53\%+7.69\%+12\%+20\%+16\%+11.11\%+16\%+18.18\%+12\%+15.38\%+15.38\%+11.53\%$$

$$= \frac{\text{-----}}{12}$$

$$166.8\%$$

$$= \frac{\text{-----}}{12} = 13.9\%$$

Therefore, the rate of absenteeism at Sukhjit Starch Mills at Nizamabad for the academic year 10-11 is 13.9%.

TESTING HYPOTHESIS

Null Hypothesis (μ_0): There is positive effect on productivity due to absente At SUKHJIT STARCH MILLS AT NIZAMABD.

Alternative Hypothesis (μ_1): There is negative effect on productivity due to absenteeism At SUKHJIT STARCH MILLS AT NIZAMABD

MONTH	MONTH WISE ACTUAL PRODUCTION (X)	MONTH WISE STANDARD PRODUCTION	X-X ⁻	(X-X ⁻) ²
JULY(10)	3726.3	3250	220.133	48458.53
AUG(10)	4062	3250	555.833	308950.3
SEP(10)	3610.2	3125	104.033	10822.86
OCT(10)	2622.8	3125	-883.367	780337.2
NOV(10)	3359.8	3125	-146.367	21423.29
DEC(10)	3648.4	3375	142.233	20230.22
JAN(11)	3482.9	3125	-23.267	541.353
FEB(11)	3493.3	2750	-12.867	165.559
MAR(11)	3567.4	3125	61.233	3749.480
APR(11)	3470.9	3250	-35.267	1243.761
MAY(11)	3430	3250	-76.167	5801.411
JUN(11)	3600	3250	93.833	8804.631
	$\Sigma X=42074$			$\Sigma(X-X^-)^2=1210528.7117$

$$t = \frac{\bar{X} - \mu}{\frac{S}{\sqrt{n}}}$$

\bar{X} = mean of the actual production
 μ = mean of the standard production
 $S = \sqrt{\frac{\Sigma(X-X^-)^2}{N-1}}$
 n = no. of months

$$\bar{X} = \frac{\Sigma X}{N}$$

$$= \frac{42074}{12}$$

$$= 3506.167$$

$$S = \sqrt{[\sum(X-\bar{X})^2 / N-1]}$$

$$= \sqrt{(1210528.7117 / 12-1)}$$

$$= \sqrt{110048.0647}$$

$$= 331.7349$$

$$t = \frac{\bar{X} - \mu}{S} \sqrt{n}$$

$$= \frac{3506.167 - 3166.667}{331.7349} \sqrt{12}$$

$$= 3.5452$$

The calculated value of t is greater than the table value at 1% level of significance 11 degrees of freedom i.e., the table value of $t_{.005}=3.106 < 3.5452$ the calculated value. Therefore the null hypothesis is rejected.

CALCULATION OF COEFFICIENT OF CORRELATION BETWEEN THE PRODUCTIVITY AND ABSENTEEISM

$\sum X=50.784$, $\sum Y=166.8$
 $\sum X^2=43.4531160$, $\sum Y^2=133.5312$
 $\sum XY=60.3750100$

$$r = \frac{\sum xy}{\sqrt{(\sum x^2 * \sum y^2)}}$$

$$= 0.7926024$$

Since the $r < 1$ there exists a correlation coefficient between the productivity and absenteeism.

SIGNIFICANCE TEST FOR CORRELATION

T-test for the coefficient of correlation between productivity and absenteeism

$$t = \frac{r}{\sqrt{1-r^2}} \sqrt{(n-2)}$$

$$= \frac{0.7926024}{\sqrt{1-(0.7926024)^2}} \sqrt{12-2}$$

$$= \frac{0.7926024}{\sqrt{1-0.6282185}} \sqrt{10}$$

$$= \frac{0.7926024}{0.60973887} * 3.1622777$$

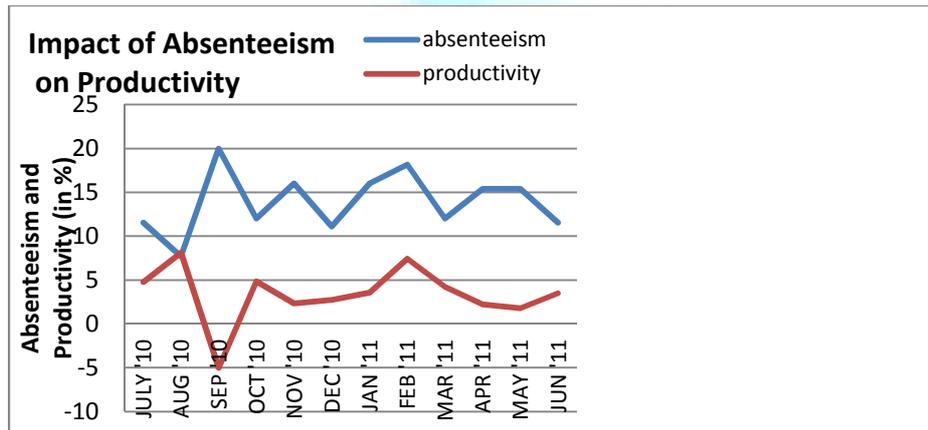
$$= 1.2999 * 3.1622777$$

$$= 4.11064478223$$

Since the calculated is greater than the table value we reject the null hypothesis i.e., table value of $t_{.005} = 3.169 < t_{cal}=4.11$ we accept the alternative hypothesis that there is negative effect on productivity due to absenteeism.

IMPACT OF ABSENTEEISM ON PRODUCTIVITY

MONTH	ABSENTEEISM (in %)	PRODCTIVITY (in %)
JULY'10	11.53	4.763
AUG '10	7.69	8.12
SEP '10	20	-5.022
OCT '10	12	4.852
NOV '10	16	2.348
DEC '10	11.11	2.734
JAN '11	16	3.579
FEB '11	18.18	7.433
MAR '11	12	4.24
APR '10	15.38	2.209
MAY '10	15.38	1.8
JUN '10	11.53	3.5



FINDINGS

- 80% of the employees agree that low pay is the reason for their absenteeism.
- 70% of the employees stated that absenteeism is because of stress involved in the job.
- 65% of the employees stated that their absenteeism is because of health problems
- 80% of the employees are taking leave with prior intimation to the management.
- 90% of employees are satisfied with the work hours and they feel that it is not affecting their absenteeism.
- 50% of the employees agree that the benefits provided by the company are satisfactory.
- 80% of the employees are feeling that their job is secured.
- Oct-10 is the month where the rate of absenteeism was higher (20%), which affected the productivity with a difference of 5.022%.

CONCLUSION

The study concluded that providing positive incentives to employees in the form of those motivational factors that normally influence employees to be absent is better than imposing penalties for discouraging absenteeism. Employees are influenced to a lesser extent by loss of pay imposed by the organization. Finally a combination of incentives (additional time off) and penalties (loss of benefits or job) with the primary emphasis on motivational incentives is the most effective approach to reducing absenteeism.

The rate of absenteeism maintained by the organization is good i.e., the rate of absenteeism for July 10-June11.

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