

# INTERNATIONAL JOURNAL OF RESEARCH IN COMPUTER APPLICATION & MANAGEMENT

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# CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	AN ANALYSIS OF THE IMPACT OF MOBILE BANKING SERVICE QUALITY ON CUSTOMER SATISFACTION AND LOYALTY: A CASE STUDY OF STANDARD CHARTERED BANK OF ZIMBABWE <i>DR. B. NGWENYA &amp; A. MANJERA</i>	1
2.	REINFORCEMENT OF LECTURE PRESENTATION BY USE OF ANIMATION IN MATHEMATICS <i>WILLIAM NKOMO &amp; BERTHA KARIMBIKA</i>	6
3.	ANALYTICS CUSTOMER RELATIONSHIP MANAGEMENT PROGRAMS AND TECHNOLOGIES: ISSUES AND TRENDS IN BANKING SECTOR <i>S.POOMINATHAN, M.BHAVANI &amp; DR. M. R. VASUDEVAN</i>	12
4.	UNDERSTANDING NEED OF FLOWER GROWERS OF HIMACHAL PRADESH <i>APARNA MAITRA PATI &amp; SUKHJINDER SINGH</i>	16
5.	CHALLENGES AND PROBLEMS ENCOUNTERED BY WOMEN ENTREPRENEURS IN NELLORE DISTRICT <i>C. PRAKASH, R.VANI &amp; E. VENKATESH</i>	22
6.	CAR NUMBER PLATE DETECTION AND RECOGNITION <i>JOYASHRI BASAK &amp; DR. RATIKA PRADHAN</i>	28
7.	AN ANALYTICAL STUDY ON DIMENSIONS OF TRAINING & DEVELOPMENT AND ITS IMPACT ON ORGANISATIONAL EFFECTIVENESS WITH REFERENCE TO SELECTED IT COMPANIES IN BANGALORE <i>DR. T.P. RENUKA MURTHY, DR. MAHESHA KEMPEGOWDA &amp; VANISHREE.G.M</i>	32
8.	EMPOWERING CHILDREN WITH SPECIAL NEEDS THROUGH ASSISTIVE TECHNOLOGY IN THE CLASSROOM <i>SUHANA SYED BURHAN &amp; DR. SARA BEGUM</i>	36
9.	A SURVEY ON HAND GESTURE RECOGNITION <i>JHUMA SUNUWAR &amp; DR. RATIKA PRADHAN</i>	40
10.	AN EMPIRICAL ANALYSIS ON ONLINE SHOPPING SATISFACTION AND LOYALTY OF CUSTOMER WITH SPECIAL REFERENCE TO TAMILNADU <i>S.POOMINATHAN &amp; DR. S. AMILAN</i>	44
11.	A STUDY OF CONSUMER BEHAVIOUR ON TWO-WHEELERS WITH SPECIAL REFERENCE TO BAJAJ PRODUCTS IN SALEM <i>DR. A. VINAYAGAMOORTHY, M. SANGEETHA &amp; L.MARY ANTONI RSOALIN</i>	48
12.	A STUDY OF INTERNET BANKING PROCESS AND PRACTICE OF STATE BANK OF INDIA <i>DR. MANOJKUMAR J. GAIKWAD &amp; ARVIND K. RAUT</i>	52
13.	FIRM'S DEBT MATURITY STRUCTURE IN PETRODOLLAR COUNTRIES: THE CASE OF KSA LISTED COMPANIES <i>DR. BOUABIDI MOHAMED &amp; DR. OSAMAH HUSSIEN RAWASHDEH</i>	54
14.	AN EMPIRICAL STUDY OF ABSENTEEISM IN PUMPS INDUSTRY WITH SPECIAL REFERENCE TO COIMBATORE <i>DR. S. SARAVANAN</i>	65
15.	SCRUM IN AGILE TESTING <i>GOWDHAMI.D &amp; ARUNA DEVI.P</i>	72
16.	THE INFLUENCE OF RECAPITALISATION IN THE NIGERIAN INSURANCE MARKET ON MARINE INSURANCE <i>NWOKORO, I. A.</i>	75
17.	AN APPRAISAL OF ROUTING AND SCHEDULING IN LINER SHIPPING (CASE STUDY: LAGOS PORT COMPLEX) <i>OBED B.C NDIKOM &amp; BUHARI SODIQ</i>	79
18.	ROLE OF TEACHERS IN DEVELOPING EMOTIONAL INTELLIGENCE <i>TIMY THAMBI</i>	87
19.	MICRO-CREDIT MANAGEMENT BY PUNJAB NATIONAL BANK WITH REFERENCE TO FINANCING SHGs IN VARANASI <i>SOFIA KHAN</i>	89
20.	OPINION ANALYSIS ON TRANSPORT ISSUES AMONG WOMEN CONSTRUCTION WORKERS IN KODAIKANAL <i>P.LALITHA</i>	96
	<b>REQUEST FOR FEEDBACK &amp; DISCLAIMER</b>	99

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- Sharma T., Kwatra, G. (2008) Effectiveness of Social Advertising: A Study of Selected Campaigns, Corporate Social Responsibility, Edited by David Crowther & Nicholas Capaldi, Ashgate Research Companion to Corporate Social Responsibility, Chapter 15, pp 287-303.

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- Schemenner, R.W., Huber, J.C. and Cook, R.L. (1987), "Geographic Differences and the Location of New Manufacturing Facilities," Journal of Urban Economics, Vol. 21, No. 1, pp. 83-104.

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## AN EMPIRICAL STUDY OF ABSENTEEISM IN PUMPS INDUSTRY WITH SPECIAL REFERENCE TO COIMBATORE

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### ABSTRACT

*Absenteeism is one of the common factors, which affects both the production, and the growth of the organization. No company can afford to allow high incidence of absenteeism to eat up its hard earned corporate profits. In general the absent rate indicates the relative cost to a given company because production workers simply cannot produce as much annually when absent rates are high as they can when absent rates are low. When the employees are away from the work, it is difficult for the employers to maintain production schedule. Reduction of absenteeism is beneficial not only to the industry but also to the nation as a whole. The treatment of dismissal by the employer would never ultimately help to reduce absenteeism.*

### KEYWORDS

absenteeism, pump industry, turnover rate, causes of absenteeism.

### 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.

Absenteeism is one of the common factors, which affects both the production, and the growth of the organization. No company can afford to allow high incidence of absenteeism to eat up its hard earned corporate profits. In general the absent rate indicates the relative cost to a given company because production workers simply cannot produce as much annually when absent rates are high as they can when absent rates are low.

When the employees are away from the work, it is difficult for the employers to maintain production schedule. Reduction of absenteeism is beneficial not only to the industry but also to the nation as a whole. The treatment of dismissal by the employer would never ultimately help to reduce absenteeism.

Labour force is an integral and important component of the wealth of nations, as other factors like land, capital, and machine. Measured by what labour contributes to output, productive capacity of human beings is now vastly larger than all other forms of wealth taken together which has chiefly contributed to economic growth of countries.

An employee is under an obligation not to absent himself from work without good cause during the time at which he is required to be at work spot by the terms of his contract of service.

Absence creates many administrative problems, resulting in dislocation of work. The contribution of labour towards production is possible only when the individual comes to the work spot and delivers his labour to somebody.

Labour is inseparable from the labour himself. He sells his labour in person. A labourer works to earn, to do so it is imperative on his part to be present on the work spot everyday.

When the workers are absent from the work, it leads to loss in the man-hours, which has direct influence on the production and productivity. This underlines the importance of the need for workers to be present.

Absenteeism refers to the absence of an employee from work who is scheduled to be at work. It refers to the loss of man – hours on account of the absence of a percentage of workers scheduled to be at work.

Absenteeism plays an important role in the productivity of the organization.

“More the Absenteeism, Less Would Be the Productivity”

### ABSENTEEISM AFFECTS

The Employer – Production/Profitability

The Employee – Earnings

The Nation – Economic condition

Though many studies have been conducted on absenteeism a clear understanding is necessary to deal with the problem and to reduce absenteeism. An industry, which has got a bad record of absenteeism, cannot claim to have neither good industrial relations, nor high morale of work force.

### DEFINITIONS FOR ABSENTEEISM

Absenteeism is defined by Labour Investigation Committee 1946 “it is commonly understood as an employee or a group employees remaining absent from work, either continuously for a long or repeatedly for short periods.” Ordinarily it means leaving one’s own work place without permission.

Hackett defines absenteeism as “a temporary cessation of work for not less than one whole day, on the initiative of workers, when his presence is expected.

Technically it can be defined as a ratio of the number of production man – days or shift lost to the total number of production man – days or shifts scheduled to work.

According to the circular issued by the Labour Department, Government of India, absenteeism rate refers to “the total man – shifts lost because of absence as a percentage of the total man – shifts scheduled”.

An employee is to be considered scheduled to the work, when the employee has available work and the employee is aware of it, and when the employer has no reason to expect, well in advance, that the employee will not be available for work at the specified time.

“Absenteeism is any failure of an employee to report for or to remain at work as scheduled, regardless of reason”.

Labour Bureau of India defines absence as a failure of a worker to report for work when he is aware that the employer has work available to him. Absenteeism is the tendency of a worker to abstain from his scheduled work. For the purpose of statistics, a worker is treated as absent when

- He does not turn for work by obtaining prior permission.
- He is on leave with pay (Full or Part)
- The worker is on leave without pay even though the worker receives social security benefits for sickness, maternity benefits etc.,
- When the worker absconds from duty.

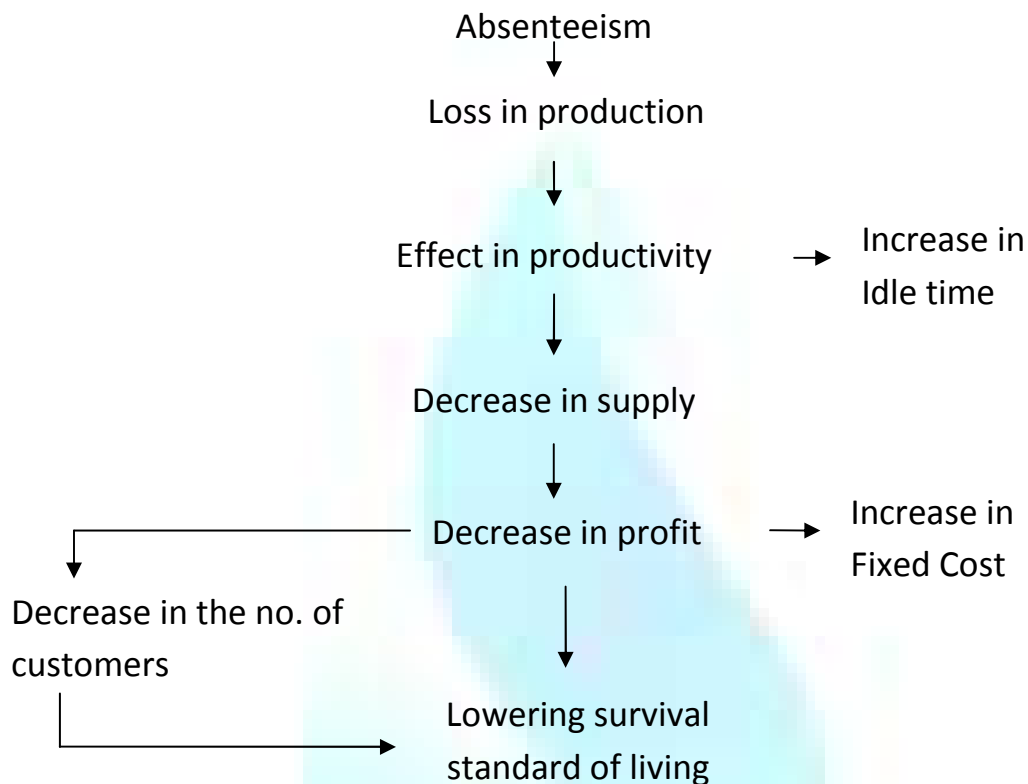
According to a circular issued by the Labour Department, Govt. of India, absenteeism rate refers to “the total man- -shifts lost because of absence as a percentage of the total man – shifts scheduled”.

For estimating the rate of absenteeism we require the number of persons scheduled to work and the number actually present. A worker who reports for any part of shift is to be considered as present.

An employee is to be scheduled to work, when the employee has available work and the employee is aware of it, and when the employer has no reason to expect, well in advance, that the employee will not be available for work at the specified time.

Regularly scheduled holidays, ordered lay – offs, strikes and bandhs are excluded while estimating absenteeism.

## ABSENTEEISM AND MANAGEMENT



## MEASURES FOR CONTROLLING ABSENTEEISM

“Absenteeism is a serious problem for a management because it involves heavy additional expenses. Reserves and understudies are kept in readiness to take the place of absentees, failing which the overhead cost of idle equipment has to be faced. Industrial employees do not usually ask for leave of absence in advance or even give notice during their absence as to how long they will be away. The management is generally uncertain about the probable duration of the employee’s absence and cannot take appropriate measures to fill the gap”.

## SOME ARE THE FOLLOWING MEASURES TO REDUCE THE RATE OF ABSENTEEISM

- The personnel management should encourage notification especially in the case of sickness when duration of absences is likely to be long.
- To reduce unavoidable absence due to sickness and industrial accidents, programs of industrial hygiene and safety should be strengthened.
- Provision of healthful and hygienic working condition.
- Improved communication and prompt redressal of grievance.
- Liberal grant or leave.
- Safety and accident prevention, cordial relationship between supervisor and worker.
- Development of workers education.
- There should be clear and definite rules and regulations on authorized and unauthorized leave.
- The rules and regulations relating to attendance must be explained to workers.
- The proper record of each worker’s attendance should be maintained on a special daily attendance record.

## ADVANTAGE

- Create goodwill.
- Enhance safety.
- Meet personal goals.
- Enhance life satisfaction.
- Handle non-work problems.

## DISADVANTAGE

- Payroll cost.
- Supervisory.
- Loss of pay.
- Relationship impact.

## NEED FOR THE STUDY

Absenteeism is a common factor prevailing in the Indian industries. The main objective of organization is to maximize profit by employing minimum number of men, material and money. When there is a problem of absenteeism the above said factors are not fairly utilized. So the need for reducing absenteeism is not only the need for the company but also the need of the nation.



The study conducted in Pumps industry Coimbatore to find the reasons for the absenteeism, the factors leading to absenteeism, to find whether the workers are motivated after the introduction of the various schemes to reduce absenteeism etc. The study is also conducted to analyze the relationship of various factors with absenteeism.

## OBJECTIVES OF THE STUDY

- To analyse the causes of absenteeism.
- To study the leave facilities of the company.
- To know the relationship of respondents with superiors and co-workers.
- To examine the welfare facilities provided by the organization.

## RESEARCH METHODOLOGY

### RESEARCH DESIGN

Descriptive Research Design has been followed to conduct the research study. The success of any formal research depends on its sound research design. As the aim of this study was identify the factors leading to absenteeism and the relationship between various factors and absenteeism.

### SAMPLING DESIGN

It covers the employees working in various Pumps companies in Coimbatore,

The sampling method used by the researcher is non-probability convenience sampling method. Based on convenience, the researcher selected respondents for sample.

### SAMPLING SIZE

The researcher selected only 150 samples from the people working in Pumps companies in Coimbatore.

### INTERVIEW SCHEDULE

The interview schedule has been used to collect the data. The information was gathered from the employees.

### PERIOD OF STUDY

The study was conducted in the period of 2009-2010

### RANKING METHOD

In this method the respondents were asked to rank their opinion about the characteristics of the company. The order of merit given by the respondents the data was converted into ranks by using the following formula.

$$\text{Ranking Score} = \sum W_i X_i$$

Where  $W_i$  - Rank value  
 $X_i$  - Ranking position value

## REVIEW OF LITERATURE

Review of literature is essential for every researcher to carry on the investigation successfully. The literature of previous studies will inform the researcher of the limitations of the study and thereby the researcher can take adequate measure to overcome them. There are considerable number of studies on different aspects of employee's absenteeism. Some of such studies are given below:

Steers and Rhodes (1984) "Absenteeism can be an expensive problem in both public and private sector organizations. In 1984, Steers and Rhodes estimated that absenteeism was costing the U.S. economy approximately 38 billion dollars annually".

According to Bureau of Labor Statistics, (1982) in 1980, over 89 million working hours were being lost each week due to employee absences (Bureau of Labor Statistics, 1982). Because absenteeism is so costly, researchers have attempted to identify the factors that cause, or are related to absenteeism so that appropriate solutions can be developed.

Unfortunately, findings from empirical research have been neither consistent in terms of identifying the causes of absenteeism nor in terms of identifying solutions which consistently reduce absenteeism. For instance, job satisfaction and personal characteristics (such as age and family size), have been found to be related to absenteeism in some studies, but not related in others.

Muchinsky, Paul M, the purpose of this paper is to review the literature on employee absenteeism as a form of withdrawal behavior apart from turnover. Studies examining the psychometric properties of absence measures are reviewed, along with the relationship between absenteeism and personal, attitudinal, and organizational variables.

According to Steers and Rhodes (1978)<sup>4</sup>, the inconsistency of these findings may be explained by other variables (personal, attitudinal, and organizational variables) which moderate these relationships.

Scott and Mabes (1984)<sup>5</sup> identified gender as one such moderator. Gender has become a significant employment factor due to the changing nature of the U.S. labor force. In 1940, only 27.4% of adult women were employed, while in 1986, this percentage had risen to 54.7% (U.S. Dept. of Commerce, 1987).

Mitra, Jenkins and Gupta (1992)<sup>7</sup> remind us that "absenteeism and turnover are two of the most popular outcomes studied in organizational research." Accordingly, there have been a number of literature reviews and conceptual compendia dedicated to systematically cataloguing and summarizing much of this work. Based on this extensive volume of work, there are some conclusions which seem warranted.

Luz J, Green MS Medically certified absence (absence from work attributed to disease and accident) is an important and convenient index of workers' health and attitudes. It also constitutes the largest part of total absence from work. Depending on the country and on industry and population characteristics, sick-leave accounts for 60-70%, and injuries for another 7-20%.

The balance is defined as "healthy-worker absence", taken with or without prior permission or post-facto justification. It is the characteristic of first and last phases of an employee's history at the firm; either before he has time to become a permanent employee and adapt to the local "absence culture", or when he contemplates leaving. On the other hand, certified absence is confirmed by a higher authority, and so it is accepted by management, the insuring institution, and the peer group (which often have to carry the extra workload). This absence belongs to the phase of regular relationships, which both sides seek to maintain. Whether and how often the employee has recourse to certification depends on a number of factors. Those mentioned most often in the literature are: (a) absence--proneness--apparently a defined personality trait (psychological or psychosomatic) leading to repeated absences; (b) poor working conditions; (c) lack of group cohesiveness--members of a well-structured group are upheld by its solidarity and sense of belonging ("esprit de corps"); this is observed in smaller and more closely-knit groups such as shift and group teams, as in the Volvo experiment; (d) quality of the leadership and organizational behavior; (e) job satisfaction--deprivation of recognition, use of abilities, responsibility, and interest have strong psychosomatic repercussion; (f) interaction with external forces, especially marketplace conditions--lack of external demand may restrain absence.

Farrell and Stam (1988) for example, having considered many of the summaries noted here as well as the results of their data-analyses, concluded that "individualistic theories [of absenteeism], especially those emphasizing age, sex, and job satisfaction do not seem promising."

Mobley (1982)<sup>10</sup> suggests that the relationships with such variables transfer, and absenteeism and turnover are modest as well.

Naturally, much of the research in these areas has been implicitly - if not explicitly - designed to reduce the amount of employee turnover and absenteeism in the workplace. While much of this work has been superbly executed, some observers have been frustrated with the lack of consistency and robustness in many of these relationships. Johns and Nicholson (1982, p. 128)<sup>11</sup>, for example, suggest that much research in this area reveals(s) a rather depressing state of affairs...In short, a heavy investment of research effort on absenteeism has failed to generate significant dividends, whether one's criterion is the prediction, explanation, or control of absence (Johns & Nicholson, 1982, p. 128).

Others have referred to the investigations of absenteeism as "bewildering" (Dilts, Deitsch, & Paul, 1985, p. 4) and noted that much of the research in the study of absenteeism "is not designed to be very informative" (Fichman, 1984: p.2). Others have summarized it as a veritable constellation of diverse variables" (Mowday & Rhodes, 1984, p. 233)<sup>13</sup>, Fitzgibbons (1992, pp. 79-80) has wondered why, after some thirty years of extensive research in these areas, "our knowledge base about this ostensibly important organizational behavior is so superficial.

Leigh (1983)<sup>14</sup>, however, found that fundamental differences still existed in absenteeism rates based on gender even when factors such as job level, education and experience were held constant. Higher rates of absenteeism by women may indicate that there may be fundamental differences in the reasons why men and women are absent. This research examines the differences believed to be related to absenteeism behavior in a research setting where men and women hold jobs at the same pay levels.

Dalton and Enz (1987, p. 82)<sup>15</sup> suggest that in many cases such work does not inform practice....factors which have been reported to lead to employee absenteeism are of little, if any, practical value to the manager. Suppose, for sake of argument, that women have a tendency to be absent from work more than men. Or suppose that it can be demonstrated that employees with more children have a tendency to be disproportionately absent. What practical value is that information? Presumably, no responsible organization would choose to hire only men to rectify the former situation: to do so would constitute an egregious violation of the Civil Rights Act. As for the latter, what reasonable organization would discriminate in its hiring based on the size of an applicant's family? Suppose, once again hypothetically, that it could be established that older employees are more likely to be absent than younger employees. A clear violation of the Age Discrimination Act would result if an organization, in order to reduce its overall absenteeism, refused to hire employees over 40 years of age. We would argue then that such information, even if it were valid, is of virtually no value to the practicing manager. Rather, management benefits only if the information about the incidence of absenteeism leads to procedures which reduce it without being in violation of the law or being completely impractical.

As will be noted in a subsequent section, however, there is some evidence that certain set of variables do strongly affect the levels of absenteeism and turnover. Farrell and Stam (1988, p. 222), for example, conclude through their data-analysis that "control policy is strong and stable." They note the practical implications of that result as well. Presumably, many organizational control policies are subject to managerial discretion. Goodman and Atkin (1984), too, remind us that relatively little research has focused on the policy and institutional variables which may govern withdrawal behaviors.

**ANALYSIS & INTERPRETATION**

**TABLE NO. 4.1: AGE OF THE RESPONDENTS**

Age Groups	No of Respondents	Percentage
Below 20 Years	15	10
21 - 30 Years	70	47
31 - 40 Years	50	33
41-50 Years	12	8
Above 50 Years	3	2
<b>TOTAL</b>	<b>150</b>	<b>100</b>

Source: Questionnaire

The above table shows that, 47% of the respondents are in the age group of 21-30 years, 33% of the respondents are in the age group of 31-40 years, 10% of the respondents are in the age group of below 20 years, 8% of the respondents are in the age group of 41-50 years and 2% of the respondents are in the age group of above 50 years.

Majority (47%) of the respondents are in the age group of 21-30 years.

**TABLE NO. 4.2: GENDER OF THE RESPONDENTS**

Gender	No of Respondents	Percentage
Male	115	77
Female	35	23
<b>Total</b>	<b>150</b>	<b>100</b>

Source: Questionnaire

From the above table 77% of the respondents are male and 23% of the respondents are female. Majority (77%) of the respondents are male.

**TABLE NO. 4.3: MARITAL STATUS OF THE RESPONDENTS**

Marital status	No. of Respondents	Percentage
Married	96	64
Unmarried	54	36
<b>Total</b>	<b>150</b>	<b>100</b>

Source: Questionnaire

The above table shows that 64% of the sample respondents are married and 36% of the sample respondents are unmarried. Majority (64%) of the sample respondents are married.

**TABLE NO. 4.4: NUMBER OF MEMBERS IN THE FAMILY OF THE RESPONDENTS**

Family Members	No of Respondents	Percentage
2 Members	46	31
3-5 Members	78	52
Above 5 Members	26	17
<b>Total</b>	<b>150</b>	<b>100</b>

Source: Questionnaire

The above table it shows that 52% of the respondents have a family of 3 to 5 members, 31% of the respondents have 2 members and 17% of the respondents have a family of more than 5 members.

It is concluded that (52%) of the respondents have a family size of 3 to 5 members.

**TABLE NO. 4.5: EDUCATIONAL QUALIFICATION OF THE RESPONDENTS**

Educational Qualifications	No of Respondents	Percentage
Illiterate	4	3
School Level	29	19
Diploma Level	63	42
Under Graduation Level	46	31
Post – Graduation Level	8	5
<b>Total</b>	<b>150</b>	<b>100</b>

Source: Questionnaire

The above table reveals that, 42% of respondents are diploma level, 31% of the respondents are under graduation level, 19% of the respondents are school level, 5% of the respondents are completed post graduation level and 3% of the respondents illiterate. Majority (42%) of the respondents are diploma level.

TABLE NO. 4.6: MONTHLY INCOME OF THE RESPONDENTS

Monthly Income	No of Respondents	Percentage
Less than Rs.3,000	2	1
Rs.3,001 -5,000	29	19
Rs.5,001 -7,000	57	38
Rs.7,001 -10,000	50	33
Above Rs.10,000	12	8
<b>Total</b>	<b>150</b>	<b>100</b>

Source: Questionnaire

The above table shows that 38% of the respondents are getting monthly income between Rs.5,001 and 7,000, 33% of the respondents are getting Rs.7,001 and 10,000, 19% of the respondents are getting monthly income between Rs.3,001 and 5000 ,8% of the respondents earn above Rs.10,000 and 1% of the respondents earn below Rs.3,000 per month.

Majority (38%) of the respondents are getting monthly income between Rs.5, 001 and 7,000.

TABLE NO. 4.7: RANKING THE FACTORS INFLUENCING IN THE EMPLOYEES ABSENTEEISM

Opinion	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5	Total	Rank
Health Problems	22 (110)	<b>82 (328)</b>	24 (72)	10 (20)	12 (12)	542	II
Relationship with superiors	16 (80)	9 (36)	11 (33)	12 (24)	<b>102 (102)</b>	275	V
Family problems	<b>88 (440)</b>	28 (112)	13 (39)	12 (24)	9 (9)	624	I
Excess work load	13 (65)	21 (84)	18 (54)	<b>93 (186)</b>	5 (5)	394	IV
Religious Functions	32 (160)	32 (128)	<b>76 (228)</b>	8 (16)	2 (2)	534	III

Source: Questionnaire

From the above table, it is inferred that

- The Respondents have ranked **FAMILY PROBLEMS** as **First** among the factors influencing in the employees absenteeism.
- The Respondents have ranked **HEALTH PROBLEMS** as **Second** among the factors influencing in the employees absenteeism.
- The Respondents have ranked **RELIGIOUS FUNCTIONS** as **Third** among the factors influencing in the employees absenteeism.
- The Respondents have ranked **EXCESS WORK LOAD** as **Fourth** among the factors influencing in the employees absenteeism.
- The Respondents have ranked **RELATIONSHIP WITH SUPERIORS** as **Fifth** among the factors influencing in the employees absenteeism.

TABLE NO. 4.8: OPINION OF THE RESPONDENTS ABOUT THE FACILITIES PROVIDED BY THE ORGANIZATION

	Welfare Facilities	HS	S	M	DS	HDS	Total
1. Medical Facilities	39 (26%)	74 (49%)	27 (18%)	8 (5%)	2 (2%)	150	
2. Leave Facilities	21 (14%)	29 (19%)	78 (52%)	13 (9%)	9 (6%)	150	
3. Wage System	71 (47%)	45 (30%)	28 (9%)	5 (3%)	1 (1%)	150	
4. Canteen Facilities	28 (19%)	41 (27%)	62 (41%)	16 (11%)	3 (2%)	150	
5. Transport Facilities	21 (14%)	36 (24%)	75 (50%)	11 (7%)	7 (5%)	150	
6. Personal Loan Facilities	43 (29%)	69 (46%)	31 (20%)	6 (4%)	1 (1%)	150	

Source: Questionnaire

**Interpretation**

- 49% of the respondents are satisfied with medical facilities.
- 52% of the respondents are moderate with leave facilities.
- 47% of the respondents are highly satisfied with wage system of the organization.
- 27% of the respondents are moderate with canteen system.
- 50% of the respondents are moderate with the transport facilities.
- 46% of the respondents are satisfied with personal loan facilities of the organization.

**FACTORS INFLUENCING THE STUDY**

**INTRODUCTION**

In this chapter the researcher has made an attempt to analysis the socio- economic factors of the sample respondents reason for absenteeism.

TABLE NO. 5.1: AGE AND REASON FOR ABSENTEEISM

In order to show the relationship between age and reason for absenteeism.

Age	REASON				
	Excess workload	Poor working condition	Poor relationship with superiors	Poor wages	Total
Below 20 Years	7	3	4	1	15
21 - 30 Years	61	6	1	2	70
31 - 40 Years	32	14	4	0	50
41-50 Years	5	2	3	2	12
Above 50 Years	2	1	0	0	3
<b>Total</b>	<b>107</b>	<b>26</b>	<b>12</b>	<b>5</b>	<b>150</b>

**STEP: I**

- Null Hypothesis (H<sub>0</sub>) = There is no association between age and reason for absenteeism.
- Alternative Hypothesis (H<sub>a</sub>) = There is association between age and reason for absenteeism.

**STEP: II**

Degree of freedom = (r-1)(c-1) = (5-1) (4-1) = (4) (3) = 12

STEP III Level of Significance = 5% (0.05) =21.026

Calculated value = 36.09

Table value = 21.026

Table value 21.026 is lesser than the calculated value 36.09. So the null hypothesis is accepted. Therefore there is no association between age and reason for absenteeism.

**TABLE NO – 5.2: GENDER AND REASON FOR ABSENTEEISM**

Gender	Reason				Total
	Excess workload	Poor working condition	Poor relationship with superiors	Poor wages	
Male	95	13	5	2	115
Female	12	13	7	3	35
<b>Total</b>	<b>107</b>	<b>26</b>	<b>12</b>	<b>5</b>	<b>150</b>

In order to show the relationship between gender and reason for absenteeism.

**STEP: I**  
 Null Hypothesis (H<sub>0</sub>) = There is no association between gender and reason for absenteeism.  
 Alternative Hypothesis (H<sub>a</sub>) = There is association between gender and reason for absenteeism.

**STEP: II**  
 Degree of freedom = (r-1)(c-1) = (2-1) (4-1) = (1) (3) = 3

**STEP III**  
 Level of Significance = 5% (0.05) = 7.815  
 Calculated value = 31.09, Table value = 7.815

Table value 7.815 is s lesser than the calculated value 31.09. So the null hypothesis is accepted. Therefore there is no association between gender and reason for absenteeism.

**TABLE NO – 5.3: MARITAL STATUS AND REASON FOR ABSENTEEISM**

In order to show the relationship between marital status and reason for absenteeism.

Marital Status	Reason				Total
	Excess workload	Poor working condition	Poor relationship with superiors	Poor wages	
Married	74	14	5	3	96
Unmarried	33	12	7	2	54
<b>Total</b>	<b>107</b>	<b>26</b>	<b>12</b>	<b>5</b>	<b>150</b>

**STEP: I**  
 Null Hypothesis (H<sub>0</sub>) = There is no association between marital status and reason for absenteeism.  
 Alternative Hypothesis (H<sub>a</sub>) = There is association between marital status and reason for absenteeism.

**STEP: II**  
 Degree of freedom = (r-1) (c-1) = (2-1) (4-1) = (1) (3) = 3

**STEP III**  
 Level of Significance = 5% (0.05) = 7.815  
 Calculated value = 5.03, Table value = 7.815

Table value 7.815 is s lesser than the calculated value 5.03. So the null hypothesis is accepted. Therefore there is no association between marital status and reason for absenteeism.

**TABLE NO – 5.4: MONTHLY INCOME AND TYPES OF LEAVE**

In order to show the relationship between monthly income and types of leave.

Monthly Income	Types of leave				Total
	Sick leave	Casual leave	Privileged leave	All	
Less than Rs.3,000	2	0	0	0	2
Rs.3,001 -5,000	1	12	1	15	29
Rs.5,001 -7,000	29	7	18	3	57
Rs.7,001 -10,000	14	16	16	4	50
Above Rs.10,000	4	1	2	5	12
<b>Total</b>	<b>50</b>	<b>36</b>	<b>37</b>	<b>27</b>	<b>150</b>

**STEP: I** Null Hypothesis (H<sub>0</sub>) = There is no association between monthly income and types of leave.  
 Alternative Hypothesis (H<sub>a</sub>) = There is association between monthly income and types of leave.

**STEP: II** Degree of freedom = (r-1)(c-1) (5-1) (4-1) = (4) (3) = 12

**STEP III** Level of Significance = 5% (0.05) = 21.026  
 Calculated value = 64.70, Table value = 7.815

Table value 21.026 is s lesser than the calculated value 64.70. So the null hypothesis is accepted. Therefore there is no association between monthly income and types of leave.

**TABLE NO – 5.5: EDUCATIONAL QUALIFICATION AND WELFARE FACILITIES**

In order to show the relationship between educational qualifications and welfare facilities.

Educational Qualification	Welfare facilities				Total
	Very good	Good	Average	Poor	
Illiterate	2	1	1	0	4
School Level	14	9	4	2	29
Diploma Level	41	11	9	2	63
Under Graduation Level	25	5	13	3	46
Post – Graduation Level	1	1	5	1	8
<b>Total</b>	<b>83</b>	<b>27</b>	<b>32</b>	<b>8</b>	<b>150</b>

**STEP: I** Null Hypothesis (H<sub>0</sub>) = There is no association between educational qualifications and welfare facilities.

Alternative Hypothesis (H<sub>a</sub>) = There is association between educational qualifications and welfare facilities.

**STEP: II** Degree of freedom = (r-1) (c-1) (5-1) (4-1) = (4) (3) = 12

**STEP III** Level of Significance = 5% (0.05) = 21.026  
 Calculated value = 19.76, Table value = 7.815

Table value 21.026 is greater than the calculated value 19.76. So the null hypothesis is rejected. Therefore there is association between educational qualifications and welfare facilities.

## FINDINGS, SUGGESTIONS AND CONCLUSIONS

### SIMPLE PERCENTAGE ANALYSIS

- Majority (47%) of the respondents are in the age group of 21-30 years.
- Majority (77%) of the respondents are male.
- Majority (64%) of the sample respondents are married.
- It is concluded that (52%) of the respondents have a family size of 3 to 5 members.
- Majority (42%) of the respondents are diploma.
- Majority (38%) of the respondents are getting monthly income between Rs.5,001-7,000.
- Majority (37%) of the respondents have travelled 5kms-10kms from their residence to workplace
- Majority (55%) of the respondent's mode of transportation towards the workplace by motor cycle
- Majority (86%) of the respondents always reach the company at the right time.
- Majority (93%) of the respondents feels that their job is matching with their qualification.
- Majority (48%) of the respondents prefer the day shifts to work
- Majority (53%) of the respondent's very often working overtime at their job
- Majority (71%) absenteeism is due to the excess workload in the company.
- Majority (49%) of the respondent's family problem is the main personal reason that restricts to attend the work
- Majority (61%) of the respondents very often help in work related problems to the co-workers.
- Majority (58%) of the respondents are very often recognized for a better job performance.
- Majority (59%) of the respondents are often for getting the leave whenever they required.
- Majority (33%) of the respondents avail mostly the sick leave.
- Majority (49%) of the respondents prefer the long leave for their family matters.
- Majority (59%) of the respondents have the ESI benefits secure from the organization.
- Majority (55%) of the respondent feel very good about the welfare facilities in the company.
- Majority (59%) of the respondents are accepted that the reward is given by the management for good attendance holders.
- Majority (74%) of the respondents have reward given by the management for good attendance holders.

### RANKING METHOD

- The Respondents have ranked **FAMILY PROBLEMS** as **First** among the factors influencing in the employees absenteeism.

### CHI-SQUARE ANALYSIS

- There is an association between age and reason for absenteeism.
- There is an association between gender and reason for absenteeism.
- There is an association between marital status and reason for absenteeism.
- There is an association between monthly income and types of leave.
- There is no association between educational qualifications and welfare facilities.

### 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.
- Providing accommodation to the workers is another way to reduce absenteeism. If charging very cheap rental, this can bring profit to the company in the long run. Moreover the other advantages include:
  - Absenteeism due to distance can be reduced.
  - The workers will be motivated.
  - Superiors can identify the reason for absenteeism very easily.
  - Will improve the relationship between the workers.
- Incentives to the workers can be given by the middle of every month.
- Since the supervisor is the immediate leader to the workers keen interest should be taken in appointing superiors. Superiors should deal with the workers in a psychological manner to influence the workers.
- Counselling can be given to the workers, who have some personal problems. Management should help the workers when they are in need.

### CONCLUSION

At present it is not sure that all the managements take interest in controlling absenteeism. The absenteeism being a problem related to individual behaviour can be better tackled at the immediate superior's level than by the staff department.

The main reason for absenteeism is the workers morale towards the organization. The company should take necessary steps immediately to increase the morale and satisfaction of the workers because workers form the integral part of the organization.

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 could take steps to reduce absenteeism by implementing the suggestions and can take some more measures by considering the causes of absenteeism.

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