

"A study on absenteeism of employees in selected textile units with special reference to Kolhapur District."

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Abstract

The study investigates employee absenteeism and its importance in selected textile units in Kolhapur district. .This study highlights the major causes of absenteeism in the textile industry under various dimensions like age of employees, working conditions, compensation, and duration in the company, illness, family responsibilities, and injuries, religious and local festivals. Data was collected through self administered questionnaires. Data analysis included descriptive statistics and chi square goodness of fit test. The results indicate that there is wide scope in the textile industry for research on employee absenteeism. All the textile industry is facing a significant problem on employee's regular attendance. This study ensures that it will reveal a comprehensible result for the employee absenteeism. The study recommends that to decrease employee absenteeism, proper conditions of work in the factory, adequate wages, protection from accident and sickness are the most effective means.

Keywords: Employee absenteeism, Textile industry, causes of absenteeism

1. Introduction

The Indian textile industry has a significant presence in the economy as well as in the international textile economy. Its contribution to the Indian economy is manifested in terms of its contribution to the industrial production, employment generation and foreign exchange earnings. Absenteeism is one of the major threats to Indian Textile industry. Absenteeism causes poor utilization of plant Absenteeism as commonly understood refers to the failure of an operative to report to work when work is available to him. India is facing unemployment problem on one side and the other side abnormal absenteeism in industries. Absenteeism not only causes production loss but also causes reduction of gross national income, when the gross income of workmen reduces naturally his buying capacity also reduces. If he could not manage the primary and secondary needs of timely and properly. He has to face problems like poor family harmony, poor health, and more mental and physical tiredness which will again lead to absents from work. Absenteeism is a serious workplace problem and an expensive occurrence for both employers and employees seemingly unpredictable in nature.

2 .Literature Review:

This section focuses on various researches that are relevant to the present study.

Hone, (1968) emphasized on lack of commitment and felt that “absenteeism is related to new values and norms which are developing among the work force as a result of technological developments. Work and leisure are now cherished by the worker, and these he wants to enjoy along with monetary benefits he gets for his services. Economic consideration, therefore, decides whether one would like to be absent. Jacobson (1989) has investigated a direct relationship between monetary incentives and work floor attendance.

Muchinsky, (1997) conducted study in the same field on the basis of literature review on employee absenteeism and concluded employees’ 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 chronic absentees into four categories such as; entrepreneurs, status seekers, family oriented and sick and old.

Martocchio & Jimeno (2003) stated that” We propose a model of the personality types that have a higher likelihood of using absenteeism to their benefit (i.e.to recharge and change negative affect) and therefore have the absence be functional (i.e., positive affect and higher productivity upon returning to the job) rather than dysfunctional (i.e., negative affect and person is still unproductive or has less productivity than before the absence event). We conclude by emphasizing the theoretical contributions that this model makes and by suggesting ways in which the model could be tested.”

Wolter H.J. Hassink & Pierre Koning (2009) find statistically significant differences in absence patterns across groups of workers with different eligibility statuses depending on their

attendance records and whether they had previously won. One finding is that absenteeism rose among workers who, having won already, were ineligible for further participation.

Ruchi Sinha(2010) in her study reveals that there only 4% employees remain away from their work and that too due to personal reasons. There is very high level of job satisfaction among the employees. Nisam (2010) stated that stress among employees, health problems, loneliness at workplace, non-cooperation of colleagues causes absenteeism at workplace. K.A.Hari Kumar (2012) stated that the rate of absenteeism in Madura Coats is very high.

3. Research Gap

It is evident from the review of literature that the study of absenteeism in textile industry in Kolhapur district is not done; therefore this study is an attempt to review the absenteeism issues in Textile industry. Also much concentration is not given to identify steps required to control the absenteeism. For these reasons it is determined to deal with these specific gaps in the span of this study with supportive objectives.

4. Problem statements:

All the textile industry is facing a significant problem on employee's regular attendance. There are so many factors that influence employees to take leave. This study ensures that it will reveal a clear good result for the absence. Due to absence of employees, the management is in compulsion to give target production. Generally, the textile industry is facing a tight competition all over the world. So the Textile industry should have to take necessary steps and this also helps the management to know about the employee's basic needs which are not fulfilled and the employee's expectation.

The Indian Textile Industry has an overwhelming presence in the economic life of the country. Apart from providing one of the basic necessities of life, the textile industry also plays a pivotal role through its contribution to industrial output, employment generation and the export earnings of the country. Currently, it contributes about 14 percentages to industrial production, 4 percentages to the GDP and 17 percentages to the country's export earnings. It provides direct employment to over 35 million people, which includes a substantial number of SC/ST, and women. The textile sector is the second largest provider of employment after agriculture. Textile industry is very much labor intensive so labor absenteeism is not affordable for Textile industry.

Hence, the study "A study on absenteeism of employees in selected textile units with special reference to Kolhapur District." came up for further in-depth study based on different parameters.

5. Objectives of the study:

1. To study influencing factors of absenteeism.
2. To identify steps required to control the absenteeism.
3. To analyze employee absenteeism level.
4. To study impact of absenteeism on selected Textile units
5. To provide suitable suggestions if any.

6. Hypothesis:

1. H0= There is no significant relationship between employee absenteeism and age of employees, Working Conditions, Duration, Illness and education.
2. H1= There is a significant relationship between employee absenteeism and age of employees, Working Conditions, Duration, Illness and education.
3. H0= There is no significant relationship between employee absenteeism and compensation paid to employees, Family responsibilities, Injuries, Religious and local festivals, Job Hunting.
4. H1= There is a significant relationship between employee absenteeism and compensation paid to employees, Family responsibilities, Injuries, Religious and local festivals, Job Hunting.

7 Importance and Scope of the study:**a. Importance:**

- Study would be beneficial for management of textile companies.
- The study would be helpful to HR department of an organization to understand different reasons of employee absenteeism.
- Based on this study companies can take necessary actions to reduce the employee absenteeism.

b. Scope:

- Topical scope :-
The topical scope of the study is related with the absenteeism of employees
- Analytical scope :-
The Analytical scope is related with the data collection to fulfillment of objectives of the study.
- Geographical scope :-
The Geographical scope is related with Kolhapur district, Maharashtra.

8. Conceptual Background-

As we all know that every organization want less cost and more profit. Every organization invests cost on their employees so they provide revenue to the organization on revert but absenteeism is a barrier that gives invert effect on productivity of retail sector. Every employee has maintain a hierarchy and individual have its own responsibility in organization so absenteeism of employees is the hurdle onthis hierarchy and gave the negative impact on productivity Absenteeism is an especially difficult problem to tackle, because there are both legitimate and poor excuses for missing work – and it can be challenging for employers to effectively monitor, control and reduce absenteeism and increase productivity.

8.1 Meaning

Absenteeism is the term generally used to refer to unscheduled employee absences from the workplace. Many causes of absenteeism are legitimate, for example personal illness or family issues, but absenteeism also can often be traced to other factors such as a poor work environment or workers who are not committed to their jobs. If such absences become excessive, they can have a seriously adverse impact on a business's operations and, ultimately, its profitability.

The Labour Department in India defined the absenteeism rate as the total man-shifts lost because of absences as a percentage of the total number of man-shifts scheduled. So for calculation of the rate of the absenteeism we require the number of persons scheduled to work and the number actually present.

8.2 Causes of the absenteeism

The rate of the absenteeism in Indian industries is very high and cannot be dismissed. A Statistical study of absenteeism of Indian Labour observed that, the basic cause of absenteeism in India is that industrial worker is still part-time peasant. Thus the workers go to find jobs at cities after the harvesting their crops. It means that when the transplanting season. These workers consider to the modern industrialism is insecure. Thus, cause to high rate of the absenteeism in the industrial sector.

According to the Labour Investigation Committee (1946), there were many reasons that caused the absenteeism of the industrial workers. The Commission pointed out many factors which caused the absenteeism in Indian industries. These factors are:

1. Sickness and low vitality: The committee pointed out that sickness is most important responsible for absenteeism in almost of the in Industrial sector. Epidemics like cholera, small-pox and malaria always break out in severe form in most industrial areas. The low vitality of the Indian workers makes them easy prey to such epidemics and bad housing and unsanitary conditions of living aggravate the trouble. However, the Commission has been noticed that the rate of absenteeism among the female workers is higher than their male counterparts.

2. Means of Transport: The Commission also stated that the transport facilities also play very important to contribute the absenteeism of the worker in the industries. It has been pointed out that, the rate of absenteeism is higher in those factories where transport facilities are not easily available as compared to those where such facilities are easily available or provided by the factory itself.

3. Hours of work: The long hours of work also affect the workers' efficiency and consequently their sickness rate and absenteeism rate are increased.

4. Nightshift: It has also been pointed out that there is a greater percentage of absenteeism during the nightshifts than in the dayshifts, owing to the greater discomforts of work during the night-time.

5. Rural exodus: The committee also pointed out that probably the most predominant cause of absenteeism is the frequent urge of rural exodus. It has been noticed that the workers go back to their villages at the time of harvesting and sowing the crops. It increases the rate of absenteeism in factories.

6. Accident: Industrial accident depends upon the nature of work to be performed by the worker and his ability for doing that work. In case of hazardous nature of job, the accidents occur more frequently which lead to higher rate of absenteeism.

7. Social and religious Function: it has been noticed that workers become absent form their duty on occasions of social and religious functions. Since the workers like to join their families on such occasions, they go back to their villages for like to join short periods.

8. Drinking and amusement: the Labour Investigation committee pointed out that drinking and amusements are also responsible for absenteeism. Since drinking and amusements in the late hours of night make it difficult for the workers to reach in time on their duties. They like to become absent rather than late since they know that badli workers will be substituted for them, if they are late.

9. After Pay-Day: the Labour Investigation committee also noted the level of absenteeism is comparatively high immediately after the pay-day because they get their wages, they feel like having a good time or return to their villages to make purchases for the family and to meet them, so the absenteeism is high after they got paid.

10. Nature of work: the absenteeism rate is also affected by the nature of work. According to Prof. William pointed out that absenteeism prevails because workers are not accustomed to the factory life and factory discipline. In other words, absenteeism prevails because the nature of work in factories is different from that for which the worker is accustomed. So when they come to work in the factory, they feel strange, this new situation make them uncomfortable, so lead to high rate of absenteeism of the industrial workers.

11. Other causes: The above factor which are caused the absenteeism in the Industrial which are pointed out briefly by the Labour Commission. However, there can be two other factors which caused the absenteeism in industrial sector. These factors are: a) personal Factors and b) workplace factors.

A. Personal factor: The personal factor also divided into other sub-factors, these are:

i. Personal Attitude: there are different attitude of employees. The Employees with strong workplace ethics will respect their work and appreciate the contribution they make to their companies. Such employees will not engage themselves in taking unscheduled off. On the other hand, employees with very low or no work ethics are indisciplined and have lot of integrity and behavioural issues. Since, they feel no obligation towards the company, absenteeism comes easily to them.

ii. Age: The younger employees are often restless. They want to spend time with their friends and have fun, rather than being tied down with work responsibility. This lack of ownership often leads them to take unauthorized time off. With age, people gain experience and maturity, which makes them focused and responsible. Their approach is rather professional and they prefer to stick to their chairs to get the work done. If ever they are found absent, then it could be due to sickness.

iii. Seniority: Employees, who have been with the company for a long time are well-adjusted with the working culture and the job, therefore, they find no reason to be absent without permission. On the other hand, new hires are more prone to taking ad hoc breaks to unwind themselves.

iv. Gender: Women generally do a balancing act by shuffling their time between home and work. Family, being their foremost priority, they don't think twice before taking a step towards absenteeism.

B. Workplace Factors

i. Stress: The pressure at work sometimes takes a toll on the employees. This results in increased levels of stress. The employees then resort to excuses that can help them stay away from work.

ii. Work Routine: Doing the same job over a period of time can get monotonous. The employees find the job functions boring. They rather choose time off to do something interesting than come to work.

iii. Job Satisfaction: If employees do not find their job challenging, dissatisfaction creeps in. That leads to more absenteeism in the workplace.

8.3 Effect of absenteeism:

The effects of the absenteeism of the workers in the factories adversely effect to the employers, the cost of production of the factory is increased because of the absent of the workers, by employed extra temporary staffs in order to replace the absentee.

The effects of absenteeism in the workplace are directly proportionate to decreased productivity. The company, eventually, is trying to cover up the direct and indirect cost involved to hire temporary staff, and pay employees for overtime. So the cost of the production of the company is increased as the result they increase the price of the commodity, so the consumers have to pay high price for the commodities.. However, the workers themselves also effect of the absenteeism because their income is reduced according to the principle of “no work no pay”, as the result their standard of live decreased. Thus, absenteeism adversely affects the employers and the workers, and consumers and ultimately, it can be adverse affect to the growth of the economy in the country. so all these give rises to many industrial labour and social problems.

Childcare and eldercare – Employees may be forced to miss work in order to stay home and take care of a child/elder when normal arrangements have fallen through or if a child/elder is sick.

Depression – Depression can lead to substance abuse if people turn to drugs or alcohol to self-medicate their pain or anxiety

Illness - Injuries, illness and medical appointments are the most commonly reported reasons for missing work (though not always the actual reason). Not surprisingly, each year during the cold and flu season, there is a dramatic spike in absenteeism rates for both full-time and part-time employees.

Injuries – Accidents can occur on the job or outside of work, resulting in absences. In addition to acute injuries chronic injuries such as back and neck problems common cause of absenteeism.

Job hunting – Employees may call in sick to attend a job interview, visit with a headhunter or work on their resumes/CVs.

Religious and local festivals - In India different culture’s persons are present and they work together and due to any special religious festivals employees are absent.

8.4. Research Methodology:

a. Primary Data: The questionnaire based on the above stated objectives will be prepared in order to have the first hand information from the work environment of the company. The questionnaire will be prepared for employees. Also observation method will be adopted.

b. Secondary Data: The secondary data will be collected from the web site of the company, references from earlier research reports related to this topic, etc.

c. Sample Design & Sample Size:

Sample Companies : 30

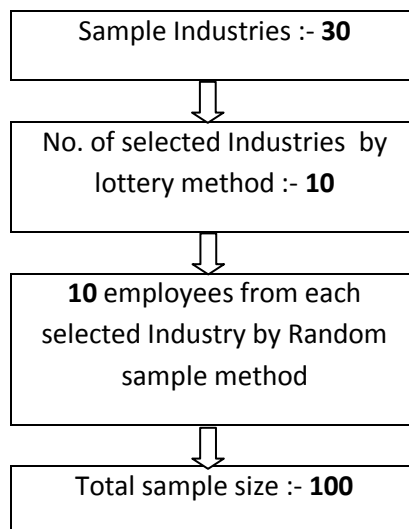
Total population : 750

Sample Size : 100 Samples

Sampling Frame : Employees

Sampling Method : Random Sample

Sample Chart:-



8.5. Limitations of the study:

- The study is limited to 10 Textile units in Kolhapur district and cannot be generalized to other areas.
- The respondents may tend to disclose information unwillingly.

8.6. Analysis and Discussions:-

Data analysis is to be done by conducted using chi-square test for labor absenteeism in selected textile units against different factors such as age of employees, Working conditions, compensation and job satisfaction, education, duration, family responsibilities, injuries, job hunting and religious and local festivals etc.

$$\text{Calculated Chi-Square} = N \cdot (ad-bc)^2 / (a+b)(c+d)(a+c)(b+d)$$

		Attribute I		Total
Attribute II		a	b	(a+b)
		c	d	(c+d)
Total		(a+c)	(b+d)	N

If Calculated Chi-Square is greater than 3.84 then H₁ is accepted and if less than 3.84 then H₀ is accepted at 5 % level of significance.

Table-1.

Factors	a	b	c	d	Calculated Chai- Square
Age of employee	44	30	14	12	0.248865766
Working Conditions	28	12	34	26	1.810979061
Compensation	44	30	14	12	0.248865766
Duration in the company	12	14	44	30	1.382401382
Illness	24	16	38	22	0.113186191
Education	14	16	48	22	4.276821085
Family responsibilities	18	22	34	26	1.308760684
Injuries	48	22	22	8	0.22675737
Religious and local festivals	42	31	17	10	0.240129249
Job Hunting	40	19	19	22	4.603233223

Age of employees is associated with labor absenteeism, working conditions and compensation. Duration in the company has direct impact on labor absenteeism. Illness and medical appointments are common reasons for missing work. Education of employees is not directly associated with absenteeism. Due to increased family responsibilities employee can absent from work. Accidents can occur on the job or outside of work, resulting in absences. Job hunting has no positive impact on absenteeism. In India different culture's persons are present and they work together and due to any special religious festivals employees are absent.

9. Suggestions:

The proper conditions of work in the factory, adequate wages, protection from accident and sickness, and facilities for obtaining leave for rest and recuperation constitute the most effective means of reducing absenteeism.

The excessive fatigue and sweated conditions of work are bound to create a defence mechanism' in the worker and if adding results are to be obtained, the best policy would be to improve conditions of work and life for the workers and make them feel contented and happy. The most effective way of dealing with absenteeism is to provide holiday with pay or even without pay and permit workers to attend their private affairs occasionally and thus regularise absenteeism instead of merely taking disciplinary actions for it. Provision of suitable housing facilities in industrial towns should also go a long way in improving attendance.

10. Conclusion

On the basis of the above analysis, it can be concluded that the rate of absenteeism can be reduced by making provisions for improving the working condition in the factory, providing adequate wages, giving protection from accident and sickness. Participation in the management of industry, by introducing incentive wage scheme, linking wages and bonus with production can provide pride of ownership to employees.

Adequate transport facilities are some of the ways to reduce absenteeism during illness and absenteeism during family programs can be reduced when proper incentives for religious festivals are provided.

The employers should consider the above provisions for the workers. If the above provision are provided to employees, the absenteeism of the workers will be decreased and in return the standard of living and the productivity efficiency of the workers is increased, in contrast the cost of the production is decreased. So the employers can earn maximum profits and the industrial peace and industrial harmony take place in the industry.

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