
**ABSENTEEISM AMONG THE AIDED SCHOOL TEACHERS IN KERALA STATE WITH SPECIAL
REFERENCES TO KOTTAYAM DISTRICT****Dr Sreeekumar D Menon****Dr. Sreeekumar D Menon MSc,MBA,PGDLL&AL,PGDMM,M Phil,PhD,PGDPM&IR
Sub Divisional Engineer (E4) ,BSNL,Pampady ,Kottayam, Kerala 686502****Abstract:**

Absenteeism is a withdrawal behaviour that can be defined as the tendency to keep psychological distance between the employee and the work place. It is a common feature in all the organization, but its intensity is varying from organization to organization, country to country, place to place etc.

In general high absence is an indication of weak management and poor relationship between the employee and employer .Low level of absence is an indicator of increase in productivity.

In kerala aided schools are in the control of some private management /trust/individuals etc. But salary etc are given by the Government .Analysis reveals that teachers absence related to demographic variables, personal characteristics, cultural factors etc .

Key words: Absenteeism, teachers, employer, management, characteristics etc

Introduction:

Employees' absenteeism is one of the major organizational behaviour faced by most of the organizations. Absenteeism means failure of the worker to report for duty when he/she is scheduled to be there at work place.

Absenteeism is of four types viz-authorized absenteeism, unauthorized absenteeism, willful absenteeism and absenteeism caused by circumstances beyond our control. Absenteeism is of four forms: culpable absenteeism, on culpable absenteeism, compensated absence and uncompensated absence.

Major causes of absenteeism: mal adjustment with working conditions, social and religious ceremonies, un hygienic living conditions, maternity sickness, alcoholism, indebtedness, low level wages, bad weather conditions, inadequate welfare activities, frustrations, job dissatisfaction, Ill health ,depressions, stress, social influences etc.

Features of absenteeism:

Lowest in pay days. Generally high among the workers below 25 years and above 40 years. Rate is varies from department to debarment within an organization. In traditional industries seasonal in character. Rate of absenteeism vary respective of company/size/geographical region and industrial type.

The problem of absenteeism is very serious in schools ,in which teacher absenteeism causes additional damage ,beyond the economic ,and strongly affects the school's general existence –loss

of school days that diminishes the students achievements ,causes damages to the school's reputation and induce students' absenteeism (Jacobson et al(1989).

Harrison et al (2001) explained that absenteeism among the employees is connected with personality, demographic characteristics, job related attitudes, social context and decision making mechanism. Winnet et al (1982) in his study concluded that sex of the employee is significant predictors of absenteeism due to sickness. Golan et al(1981) in their study concluded that reasons like illness, family emergencies are the causes absenteeism among workers.

Bemardin et al (1977) concluded that personality variables accounts for predicting absenteeism. Melmod et al(1995) concluded that relationship exist between psychological stress and absenteeism. Huckman et al (1970) concluded that higher levels of job satisfaction in employees at work place experiences decreased absenteeism. Marmot et al(1993) concluded that physical and mental health related to sickness absence.

Markhan et al (1985) concluded that relationship is their between demographic variables and absenteeism in which gender, age, tenure, education level and family characters are their. Paoli et al (2001) in their study concluded that worker absenteeism is depends upon the physical and mental health of the workers. Atkin et al (1984) concluded that there are relationship between physiological factors and absenteeism.

Smith et al (1977) concluded that Weather condition can have a direct effect on absenteeism. Chen et al (2000) concluded a study in how pollution effects students' absenteeism in elementary schools. Bagwell (2001) concluded that financial crisis creating stresses in employees which leads to absenteeism among them. Doder et al (1987) concluded that financial problems among employees leads to absenteeism.

In Kerala 3 types of schools are running in state syllabus. The first one is Government in which all the control is with government including salary dispensing. The second one is aided schools in which except providing salary to staffs all other control like appointing teachers, repairing of school building etc are by private individuals/society/trust etc.The third category known as unaided schools ,in which government only giving recognition or approval to run the schools .

The details of schools in Kerala in the academic year 2013-14 as follows (source DPI Trivandrum)

| No of Schools(including Special schools) | High school | U.P | L.P | Total |
|--|-------------|------|------|-------|
| Government | 1107 | 906 | 2606 | 4617 |
| Aided sector | 1407 | 1847 | 3903 | 7157 |
| Unaided sector | 401 | 210 | -- | 611 |
| Total | 2915 | 2963 | 6509 | 12387 |

Gender wise Teachers details:

| Government School | High School | Upper primary | Lower primary | Total |
|-------------------|-------------|---------------|---------------|-------|
| Male | 7121 | 4932 | 4809 | 16862 |
| Female | 12183 | 8878 | 15658 | 36719 |
| Total | 19304 | 13810 | 20467 | 53581 |

| Aided School | High School | U.P | L.P | Total |
|--------------|-------------|-------|-------|--------|
| Male | 11216 | 9354 | 7801 | 28371 |
| Female | 23870 | 22817 | 26085 | 72772 |
| Total | 35086 | 32171 | 33886 | 101143 |

No data available about unaided school teachers for gender wise classifications.

The details of Schools in Kottayam District is as follows (source DEO Kottayam)

| No of Schools | High School | Upper Primary School | Lower primary school | Special school and TTI | Total |
|---------------|-------------|----------------------|----------------------|------------------------|-------|
| Government | 64 | 62 | 173 | 2 | 301 |
| Aided | 166 | 128 | 26 | 8 | 328 |
| Un aided | 20 | 09 | 20 | - | 49 |
| total | 250 | 199 | 219 | 10 | 678 |

In general it is usually requires a teacher leading a class room full of students, meaning that physical presence of teachers and students required. In all schools substitute teachers are un common .So absence of teachers may have various consequences like idle time for students, bound to doubling of classes ,students dropouts etc.

Objectives of the study:

The main objectives of the study are to determine the absenteeism rate in aided schools in Kerala.

Other objectives are (1)To study the influence of personal factors, organizational factors ,socio-economic characteristics etc on absenteeism among the teachers.

(2) Design /formulating a suitable program for encouraging better attendance of teachers in aided school sectors.

Methodology:

Both primary and secondary data used for the study. Secondary data collected from statistics available at DPI, Government of Kerala ,Trivandrum and DIET /DEO ,Government of Kerala ,Kottayam. Primary data collected directly from teachers and Headmistress of aided schools.100

aided school(High schools, UP Schools and LP schools) were randomly selected and questionnaire served for 120 teachers.100 were responded.

In this questionnaire all variable relating to personal factors, organizational factors ,socio-economic characters etc were included.

Chi square test and percentage analysis is used for analysis and interpretation of the data.

Tables of analysis.

1 Age group of teachers.

| Age group in years | 19-29 | 30-39 | 40-49 | 50 and above |
|--------------------|-------|-------|-------|--------------|
| No of respondents | 15 | 12 | 55 | 18 |

Majority of the teachers (55%) are belongs to the age group of 40-49 years followed by the age group of above 50 years.

2 Sex of the employees

| | |
|--------|----|
| Male | 29 |
| Female | 71 |

It is observed that 79% of the teachers are females.

3. Educational Qualifications

| Educational qualifications | TTC | Degree+ Bed | P G+B Ed | Others |
|----------------------------|-----|-------------|----------|--------|
| No of respondents | 10 | 62 | 24 | 4 |

Majority of the teachers (86%) have degree/post graduation and Bed .

4. Marrital status:

| Single | Married | divorcee | widow | total |
|--------|---------|----------|-------|-------|
| 5 | 87 | 3 | 5 | 100 |

Majority (87%) of the teachers are married.

5. Working experience:

| No of years of experience | Up to 10 years | 10-20 years | 20-30 years | Above 30 years | total |
|---------------------------|----------------|-------------|-------------|----------------|-------|
| | 10 | 65 | 20 | 5 | 100 |

Majority of the teachers (65%) having an experience of 10 to 20 years.

6.No of dependents:

| No of dependents | 1-2 nos | 3-4 nos | Above 4 nos | total |
|------------------|---------|---------|-------------|-------|
| No of employees | 25 | 30 | 45 | 100 |

45% of the teachers having more than 4 dependents in their family.

7 .Influence of age on absenteeism:

| Age group in years | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | total | Chi square |
|--------------------|----------------|-------|---------|----------|-------------------|-------|-------------------|
| 19-29 | 10 | 3 | 1 | 1 | 0 | 15 | |
| 30-39 | 9 | 1 | 1 | 1 | 0 | 12 | 14.44S (0.031) |
| 40-49 | 40 | 5 | 2 | 3 | 5 | 55 | |
| 50 and above | 12 | 4 | 0 | 1 | 1 | 18 | |
| total | 71 | 13 | 4 | 6 | 6 | 100 | |

Since P- value given in the table is less than the significant value .05,we concluded that influence of age on absenteeism is not independent , i.e there is a significant relation between age and absenteeism among teachers at 0.05 level of significance.

8. More number of dependent influence absenteeism or not.

| No of dependent | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Total | Chi square |
|-----------------|----------------|-------|---------|----------|-------------------|-------|------------|
| 1-2 | 2 | 2 | 5 | 4 | 12 | 25 | |
| 3-4 | 2 | 3 | 3 | 2 | 20 | 30 | 4.779NS |
| Above 4 | 2 | 4 | 7 | 22 | 10 | 45 | (0.092) |
| total | 6 | 9 | 15 | 28 | 42 | 100 | |

Since P- value given in the table is greater than the significant value .05,we concluded that influence of no of dependent members in the family on absenteeism is independent , i.e. there is no significant relation between the number of dependent members in the family and absenteeism among teachers at 0.05 level of significance.

9 Influence of job dissatisfaction and poor relationship with superiors on absenteeism:

| 1 Influence of job satisfaction and poor relationship with superiors | | | | | | | |
|--|----|----|---|---|----|-------|------------|
| Age group | SA | A | N | D | SD | Total | Chi square |
| 19-29 | 9 | 3 | 1 | 1 | 1 | 15 | |
| 30-39 | 8 | 2 | 1 | 0 | 1 | 12 | 15.394S |
| 40-49 | 37 | 5 | 4 | 7 | 2 | 55 | (0.015) |
| 50 and above | 11 | 4 | 1 | 1 | 1 | 18 | |
| total | 65 | 14 | 7 | 9 | 5 | 100 | |

Since P- value given in the table is less than the significant value .05,we concluded that influence of job satisfaction and relationship with superiors on absenteeism is not independent , i.e there

is a significant relation between superior relationship & job dissatisfaction on absenteeism among teachers at 0.05 level of significance.

10. Influence bad weather conditions and local festival on absenteeism:

| Influence of bad weather conditions & local festival on absenteeism | | | | | | | |
|---|----|----|---|---|----|-------|------------|
| Age group | SA | A | N | D | SD | total | Chi square |
| 19-29 | 8 | 4 | 1 | 1 | 1 | 15 | |
| 30-39 | 7 | 3 | 1 | 0 | 1 | 12 | 7.980S |
| 40-49 | 36 | 6 | 2 | 5 | 6 | 55 | (.02) |
| 50 and above | 10 | 5 | 1 | 1 | 1 | 18 | |
| total | 61 | 18 | 5 | 7 | 9 | 100 | |

Since P- value given in the table is less than the significant value .05, we concluded that influence of bad weather condition & local festival on absenteeism is not independent, i.e. there is a significant relation between bad weather conditions & local festival on absenteeism among teachers at 0.05 level of significance.

Findings:

- 1) Majority of the teachers are in the age group of 40-49 years.
- 2) Majority of the teachers are female.
- 3) Majority of the teachers are got married and having more than four dependent members in the family.
- 4) More number of dependent members in the family will not leads to absenteeism among teachers.
- 5) Job dissatisfaction, poor relationship with superiors etc influence absenteeism among teachers.
- 6) Bad weather conditions and local festival etc influence absenteeism among teachers.

Suggestions:

In order to reduce absenteeism among school teachers following suggestions can be implemented.

- 1) School administrators should provide staff quarters for the teachers near to the school campus or by arranging school bus to pick up the teachers from their residence to the school on time and there by reduce absenteeism related to travel
- 2) In order to improve job satisfaction, improve the teacher-administration relationship of teachers, reducing excessive clerical work required of teachers, better handling of students behavioral problems etc to encourage higher levels of job satisfaction for teachers.
- 3) The findings suggest that organizational support increases employees' efforts to meet the organization's goals through greater attendance.

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