

A STUDY ON EMPLOYEES ABSENTEEISM AT OLYMPIA TECKPARK PRIVATE LIMITED

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ABSTRACT

Absenteeism in Indian industries has become usual phenomenon. It is a vital issue that requires immediate attention by both employers and employees. Absenteeism is a habitual pattern of absence from a duty or obligation. It's a mistake to think that absenteeism is always a product of laziness or employees who try to get out of work whenever they can. This paper attempts to spotlight various causes of absenteeism ranging from personal issues to poor work environment, occupational diseases, work overtime, bad working conditions and inadequate welfare conditions, lack of trained laborers, insecurity in employment, collective bargaining process, rigid control system, lack of supervisory support, lack of interest, lack of cohesive and cordial culture and so on. This research also highlights the ways to reduce the absenteeism of the employees in the organization.. To undertake this investigation, data was gathered from a diverse sample of 108 respondents representing various segments of society, including employees, private sector workers, students, business professionals, and homemakers. These respondents were invited to provide their assessments on a range of statements. The data amassed was meticulously organized, coded, and subsequently subjected to thorough analysis using statistical tools like chi-square tests, one-way ANOVA, correlation assessments, and frequency tabulations, all facilitated by SPSS software.

Keywords: demographics, productivity, compensation, overtime, workload, administrative support

1. INTRODUCTION

Absenteeism is one of the major threats of every industries. Absenteeism is the failure of employees to report for work when they are scheduled to work. Employees who for away from work on recognized holidays, vacation, approved leave of absence would not be included. Absenteeism is a becoming serious practice in labour oriented industries especially in those large industries where labour are working in mass. It is a matter of prime concern for the supervisors and managers. They have to find ways to overcome absenteeism. Employee Absenteeism is referred to herein as failure of employees to report for work when they are scheduled to work. Employees who are away from work on recognized holidays, vacations, approved leaves of absence, or leaves of absence allowed for under the collective agreement provisions would not be included.

Employee Absenteeism is a habitual pattern of absence from a duty or obligation. Traditionally, Employee absenteeism has been viewed as an indicator of poor individual performance, as well as a breach of an implicit contract between employee and employer; it was seen as a management problem. More recent scholarship seeks to understand Employee absenteeism as an indicator of psychological, medical, or social adjustment to work.

High absenteeism in the workplace may be indicative of poor morale but absence can also be caused by workplace hazards or sick building syndrome.

2. REVIEW OF LITERATURE

K.A. Hari Kumar (2012) stated that the rate of absenteeism in madura coats is very high.

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.

Wolter H.J. Hassink & Pierre Koning (2009) find statistically significant difference in patterns across group 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. Nevertheless, and although the reduction in firm-wide absence with the lottery drifted from 2.4% points to 1.1% points after seven months, the authors conclude that the lottery was of net benefit to the firm.

Giber. et (1992) Studied if continuous exposure to air conditioning during working hours has an observable effect on

health. Absenteeism from ill health recorded by company doctors was compared in two groups of employees of the french national Electric and gas company in western Frances working in similar jobs and spending most of their time in either air- conditioned offices or a natural atmosphere.

Knowles (1979) opined that although absence from work may be due to any of a large number of factors empirical evidence supporting the view that causal factors can be organizational in nature is scant. Absence may be regarded as one facet of a wider behavioral problem pervading entire organizational sub-units.

The labour bureau (1962) defines absenteeism as the total shifts lost because of absence as percentage of the total number of man shifts scheduled to work.

Morten Nordberg and Knut Røed has written a research paper Absenteeism, Health Insurance, and Business Cycles. In this he wants to evaluate how the economic environment affects worker absenteeism and he also isolate the causal effects of business cycle developments on work-resumption prospects for ongoing absence spells, by conditioning on the state of the business cycle at the moment of entry into sickness absence.

3. METHODOLOGY

Research methodology is defined as a more systematic activity directed towards discovery and the development of an organized body of knowledge. The primary objective of this to study the employees absenteeism in Olympia teckpark (Chennai) private limited. Descriptive research design is used in the study. The first and most important phase in the research process is to define and select a research problem. A researcher should start by identifying the issue. Then he should formulate it in such a way that it is research-able. The research process can be divided into three parts for a more organized presentation: primary stages secondary stages and tertiary stages. Descriptive research includes surveys, finding and inquires. Descriptive research methods can be used in multiple ways and for various reasons. The limitations of the study is respondents are reluctant to response in all cases and since small size of 108 respondents are taken so it is difficult of draw inferences about the population from this sample size. Primary data is collected by providing questionnaire to organization employees, through emails, WhatsApp, etc. Secondary data is collected by analyzing through websites, vlogs, etc

4. ANALYSIS

1. PERCENTAGE ANALYSIS FOR AGE VARIABLE

TABLE 1

PARTICULARS	FREQUENCY	PERCENTAGE
Below 20	7	6.5%
21-30	45	41.7%
31-40	33	30.6%
41-50	12	11.1%
ABOVE 50	11	10.2%
TOTAL	108	100%

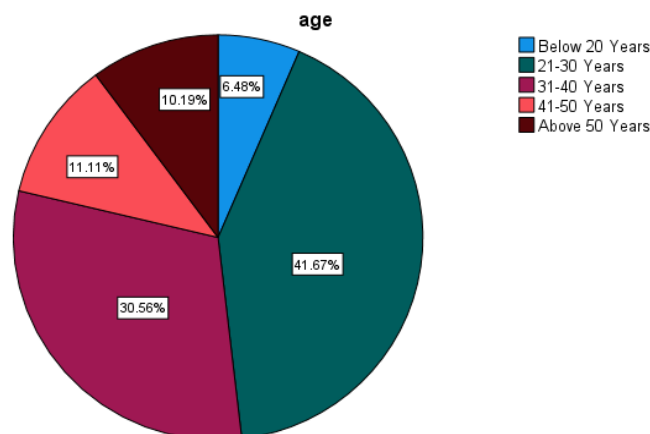


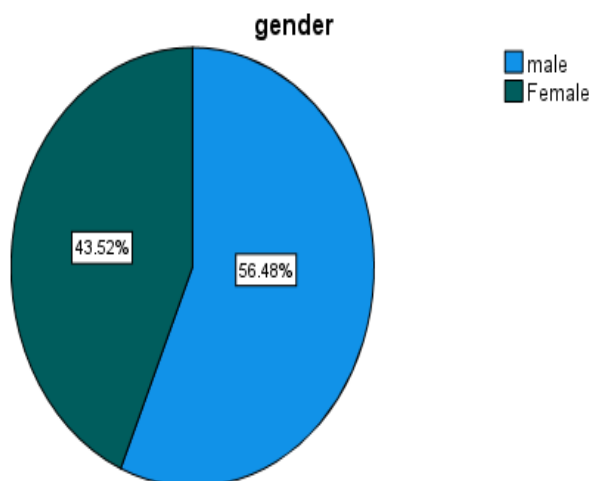
CHART 1

INFERENCE - From the above result it is observed that out of 108 respondents 7% are Below 20, 45% are 21-30, 33% are 31-40, 12% are 41-50, and 11% are above 50.

2. PERCENTAGE ANALYSIS FOR GENDER VARIABLE

TABLE 2

PARTICULARS	FREQUENCY	PERCENTAGE
MALE	61	56.5%
FEMALE	47	43.5%
TOTAL	108	100%



CHAT 2

INFERENCE- From the above data it is found that out of 108 respondents 61% are Male and 47% are Female.

3. PERCENTAGE ANALYSIS FOR EDUCATION QUALIFICATION VARIABLE

TABLE 3

PARTICULARS	FREQUENCY	PERCENTAGE
BACHELOR	27	25.0%
MASTER	36	33.3%
DIPLOMA	28	25.9%
OTHERS	17	15.7%
TOTAL	108	100%

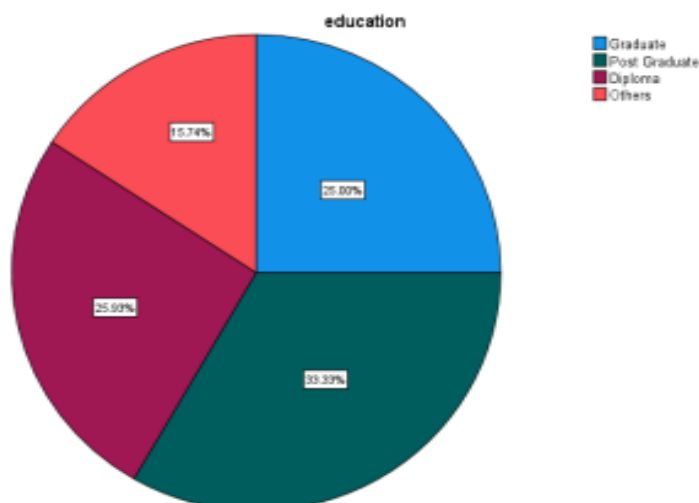


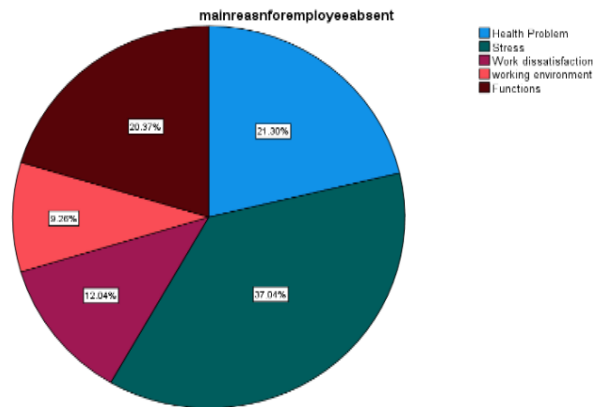
CHART 3

INFERENCE - From the above result it is found that out of 108 respondents Bachelor-27% ,Master-36%, Diploma 28 & Others 17.

4.THE MAIN REASON FOR EMPLOYEES ABSENTEEISM

TABLE 4

PARTICULARS	FREQUENCY	PERCENTAGE
HEALTH PROBLEM	23	21.3%
STRESS	40	37.0%
WORK DISSATISFIED	13	12.0%
WORK RESPONSIBLE	10	9.3%
FUNCTIONS	22	20.4%
TOTAL	108	100%



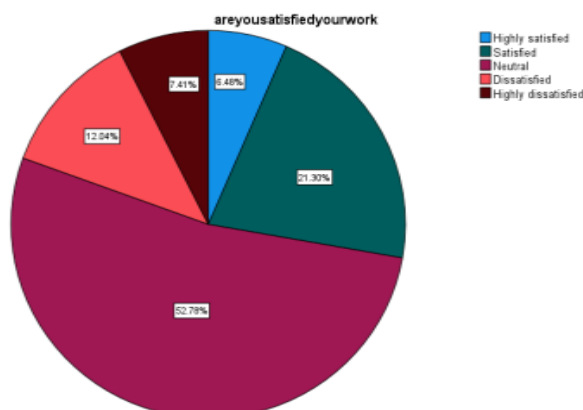
CHAT 4

INFERENCE - From the above result it is found that out of 108 respondents 23% Health problem, 40% Stress, 13% Work dissatisfied, 10% Work responsible, 22% Function.

5. HOW SATISFIED ARE YOU WITH YOUR WORK

TABLE 5

PARTICULARS	FREQUENCY	PERCENTAGE
HIGHLY SATISFIED	7	6.5%
SATISFIED	23	21.3%
NEUTRAL	57	52.8%
DISSATISFIED	13	12.0%
HIGHLY DISSATISFIED	8	7.4%
TOTAL	108	100%



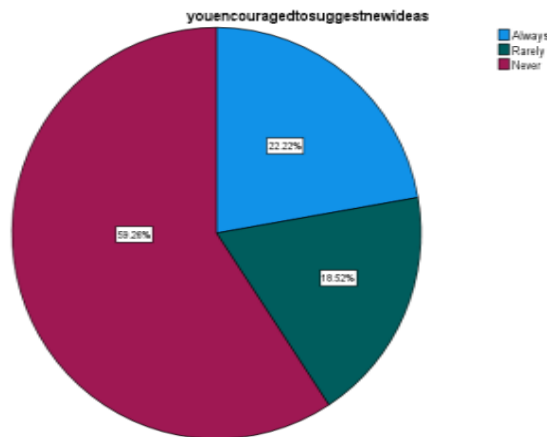
CHAT 5

INFERENCE- From the above table and chart it is analyzed that out of 108 respondents Highly satisfied-7%, Satisfied-23% , Neutral 57%, Dissatisfied 13%, & Highly dissatisfied 8% .

6. YOU ENCOURAGED SUGGEST NEW IDEAS

TABLE 6

PARTICULARS	FREQUENCY	PERCENTAGE
ALWAYS	24	22.22%
RARELY	20	18.52%
NEVER	64	59.26%
TOTAL	108	100%



CHAT 6

INFERENCE- From the above table and chart it is analyzed that out of 108 respondents 24% are always, 20% are rarely, and 64% are never

ONE-WAY (ANOVA) TEST

To find out the difference between the do you work overtime, satisfy your work overtime in your organization, adequate facilities provided in you organization.

NULL HYPOTHESIS:

H₀: There is no significant difference between the do you work overtime, satisfy your work overtime in your organization, adequate facilities provided in you organization.

ALTERNATIVE HYPOTHESIS:

H₁: There is significant difference between the do you work overtime, satisfy your work overtime in your organization, adequate facilities provided in you organization.

TABLE 6

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Do you have work overtime	Between Groups	1.152	4	.288	1.881	<.001
	Within Groups	15.765	103	.153		
	Total	16.917	107			
Satisfy working hour in your organization	Between Groups	21.942	4	5.485	5.649	<.001
	Within Groups	100.021	103	.971		
	Total	121.963	107			
Are you adequate facilities provided in your organization	Between Groups	3.081	4	.770	3.925	<.001
	Within Groups	20.215	103	.196		
	Total	23.296	107			

INFERENCE: From the one-way ANOVA test it is found that the significant value of .001 is more than table value of 0.5, the null hypothesis is accepted. That is, there is no significant difference between the work overtime are satisfied work environment & facilities provided.

CHI-SQUARE TEST:

To find the relationship between do you work overtime and facilities provided in you organization.

NULL HYPOTHESIS:

H0: There is no relationship between do you work overtime and facilities provided in you organization.

H1: There is relationship between do you work overtime and facilities provided in you organization.

TABLE 7

Test Statistics

	Do you work overtime	Facilities provided in your company
Chi-Square	40.333 a	80.148b
df	1	4
Asymp. Sig.	.000	.000

INFERENCE: From the above result it is found that the significance have expected frequencies less than 5.

The minimum expected cell frequency is 54.0.

From the above result it is found that the significance have expected frequencies less than 5. The minimum expected cell frequency is 21.6

5. FINDINGS

According to the study, 108 respondents 7% are Below 20, 45% are 21-30, 33% are 31-40, 12% are 41-50, and 11% are above 50. According to the study 61% are male and 47% are females. According to the study, Bachelor-27%, Master-36%, Diploma 28 & Others 17.

According to the study, 23% Health problem, 40% Stress, 13% Work dissatisfied, 10% Work responsible, 22% Function. According to the study Highly satisfied -7%, Satisfied-23%, Neutral 57%, Dissatisfied 13%, & Highly dissatisfied 8%. According to study overtime 87% Yes, 21% No According to from the test it is found that the significance value is 0.119 which is higher than the table value 0.5, the Null hypothesis was accepted.

That is There is relationship between work overtime and facilities provided. According to the study anova value the significance value is <.001 which is higher than the table value 54.0, the Null hypothesis was accepted According to the study value the significance value is <.001 which is higher than the table value 21.6, the Null hypothesis was accepted. That is There is relationship between factors of work overtime, management support, from the above result it is found that the significance value (.005) is less than the table value (0.5). Therefore, the null hypothesis was rejected.

That is, there is an association between.

That is, there is no significant difference between the significance value is 288 which is higher than table value 0.1, the null hypothesis was rejected., that there is no significant between do you feel motivated when completely your daily task & are you been rewarded for tasking risk at work.

6. SUGGESTIONS AND CONCLUSION

More experienced staff are generally less likely to be absent. So hire more experienced people. Offer an attractive salary package. Because highly paid employees are less likely to be absent, so offering an attractive compensation package can build loyalty and reduce absenteeism. Small things that can have a big effect and ensure that your employees are happy to come into office.

So provide a pleasant work environment. Consider introducing more predictable working hours and limiting overtime as these measures can help to reduce employees absenteeism. Provide Incentives: An incentive provides an employee with a boost to their motivation and avoid unnecessary absenteeism. Incentives like two hours of bonus pay for every month of effect attendance can improve a lot. If you confront an employee about his or her frequent absenteeism and you find out that it is due to personal problems refer them to EAP.

Absenteeism can be controlled and reduced to a great extent if the workers are committed and are supported by all levels of management. An effective attendance record keeping system, consultation and open communication by the management can create the healthy productive work environment in the company. This would reduce grievances and give greater employee satisfaction.

Further it throws light to the fact that absenteeism can't be reduced by providing better Medical facilities and salary. Absenteeism is universal problem and every organization should strive to tackle this problem in the possible way. The situation in the career development of both the individual and the organization result in the employee turnover

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