

A STUDY ON LABOUR ABSENTEEISM IN SELECTED IT COMPANIES IN CHENNAI

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ABSTRACT:

Illness imposes a number of costs on the individuals who suffer the illnesses, their families and lover ones, their coworkers, and more broadly, society as a whole. When estimating the social costs of illness, both in general and with regard to specific diseases or unhealthy behaviors, health economists and other focus on two categories of costs, medical expenditures required to treat the conditions, referred to as direct costs; and productivity losses associated with the conditions, called indirect costs. Indirect costs, often the larger of the two burdens, consist of productivity lost due to the premature deaths of disease victims and to morbidity (sickness) and disability that cause victims to miss work days.

Keywords:

INTRODUCTION:

Absenteeism is the term used to describe the fact of an individual's missing his or her regular daily activity. For children and adolescents, absenteeism typically refers to school days missed. For adults, absenteeism generally refers to individuals' absence from their jobs. In analyses of the indirect costs of specific illnesses, all days of absence from work attributable to sickness are included in calculating the absenteeism component of indirect cost.

INDIAN MANPOWER – ABSENTEEISM

Important factors leading to absenteeism among Indian work force especially Government sector organizations can be summarized as follows:

1. Long hours of work.
2. Bad working conditions.
3. Boredom.
4. Lack of co-operation and understanding between management and workers.
5. Sickness.
6. Accidents.
7. Occupational disease.
8. Problem of transport facilities.
9. Low wages.
10. Lack of proper medical aid and health programmes.
11. Lack of canteen services, rest rooms, etc.
12. Bad housing conditions.
13. Evil of drinking.
14. Lack of marketing facilities.
15. Social or religious festivals.
16. Harvest seasons.
17. Marriages.
18. Education of children.

19. Domestic problems and consequent worries, etc

Among these causes, in the existing Indian conditions, wage level in industries, has a direct bearing on absenteeism. Sickness on account of bad housing conditions contributes highest to industrial absenteeism. Social and religious causes can be accounted as the second important contributing factor for absenteeism. Absenteeism in industry varies from place to place, depending on the festival, marriage, harvest season and other factors.

OBJECTIVES OF THE STUDY:

- The primary objective of the study is to research the employee absenteeism on the human resource department in the company.
- ❖ To find whether the employees are comfort with the present working conditions.
- ❖ To find salaries provided to the employees and their satisfaction on the salary which has been provided to them.
- ❖ To collect the opinion from the employees regarding working conditions, climate and opportunities for involvement of work in the organization.

SCOPE OF THE STUDY

- The scope of the study is restricted to employees and permanent workers of one company.
- The respondents are chosen from various age groups.
- This study is in terms of employees opinions about their work place and domestic condition.
- This project can form the basis for further research.
- The dynamic circumstances in this context need constant monitor.

METHODOLOGY

This study is conducted using both analytical and descriptive type of methodology. The study primarily depends on primary and secondary data. The primary data are collected through survey method. Survey is conducted using well formulated questionnaire. The Secondary data are

collected from Journals, Magazines, Publications, Reports, Books, Dailies, Periodicals, Articles, Research Papers, Websites, Company Publications, Manuals and Booklets

SAMPLING SIZE

Samples for the purpose of this study are selected systematically from selected IT companies. Totally 650 questionnaires are distributed and 619 collected out of which 600 completed questionnaires are found usable. The simple random sampling method is applied to collect the primary data.

RESULTS AND DISCUSSION:

ANALYSIS OF VARIANCE FOR ABSENTEEISM WITH RESPECT TO EDUCATION

TABLE 1

ANOVA for Absenteeism with respect to education

		Sum of Squares	Mean Square	F	Sig.
OC	Between Groups	8.822	1.764	6.415	.000
	Within Groups	25.852	.275		
	Total	34.673			
WE	Between Groups	2.006	.401	2.462	.038
	Within Groups	15.319	.163		
	Total	17.325			
Safenegotia	Between Groups	3.055	.611	2.655	.027
	Within Groups	21.633	.230		
	Total	24.688			
ED	Between Groups	12.825	2.565	5.385	.000
	Within Groups	44.775	.476		

		Sum of Squares	Mean Square	F	Sig.
	Total	57.600			
facilityrelat	Between Groups	5.195	1.039	2.588	.031
	Within Groups	37.742	.402		
	Total	42.938			

TABLE 2

OC Duncan for Absenteeism with respect to education

Educational Qualification	Subset for alpha = .05		
	1	2	3
3.00	1.8571		
2.00	2.1000		
6.00	2.1800	2.1800	
4.00	2.2059	2.2059	
5.00		2.5833	2.5833
1.00			2.6909
Sig.	.139	.075	.614

TABLE 3

WE Duncan for Absenteeism with respect to education

Educational Qualification	Subset for alpha = .05	
	1	2
6.00	2.3667	
3.00	2.5119	2.5119
2.00	2.6111	2.6111

4.00	2.6765	2.6765
5.00		2.7833
1.00		2.8712
Sig.	.086	.051

TABLE 4

Safenegotia Duncan for Absenteeism with respect to education

Educational Qualification	Subset for alpha = .05	
	1	2
6.00	2.2000	
2.00	2.4583	2.4583
5.00	2.4667	2.4667
3.00	2.5714	2.5714
4.00	2.5882	2.5882
1.00		2.8636
Sig.	.077	.065

TABLE 5

ED Duncan for Absenteeism with respect to education

Educational Qualification	Subset for alpha = .05		
	1	2	3
3.00	3.6143		
2.00	3.7500		
6.00	3.7600		
4.00	3.8824	3.8824	

1.00		4.3818	4.3818
5.00			4.5067
Sig.	.390	.077	.656

TABLE 6

Facilityrelat Duncan for Absenteeism with respect to education

Educational Qualification	Subset for alpha = .05	
	1	2
6.00	3.4500	
3.00	3.8929	3.8929
4.00	3.9853	3.9853
5.00		4.1833
1.00		4.2841
2.00		4.4375
Sig.	.050	.060

It is found that the factors of Absenteeism and objectives of the organization differ significantly with respect to education. Duncan analysis further revealed that the employees with education higher secondary and UG are less satisfied and the employees with SSLC and diploma qualification are highly satisfied with organizational culture, work environment, encouraging development. The employees with SSLC qualification are more satisfied with safety and negotiation than any other employees. In the case of family and relationships the employees

with SSLC, Diploma and UG possess the same opinion of strongly agreeing with organizational objectives than any other employees.

SUGGESTIONS

The HRD department of the companies can arrange various absenteeism management programs like recreation, exercise, Yoga and other mind relaxation programs to ventilate absenteeism factors due to workload and interpersonal relationship. Female employees and their opinion about overwork can be considered. The ideas of job rotation and job analysis can be applied to reduce the workload of female employees. Lower level executives and their grievances can be taken into account and Suitable training programs and increase in emoluments can be given to lower level executives. The HRD department must periodically evaluate the performance of the employees and Suitable increments may be given to avoid absenteeism environment.

CONCLUSION

Most of the employees in a public sector organization get absenteeism due to work performance, dictatorial management policies, irrational promotional policies, and workload disproportionate to salary and favouritism. Inter-personal relationship is a vital HRD sub-system which creates a conducive HRD climate. The flaws in this relationship lead to more absenteeism among the employees. Employee's personal health and family circumstances are crucial factors for the quality of work life and absenteeism free environment. The maximum percentage of the poor performance of employees is due to physiological and psychological problems.

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