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A Study on Employee Absenteeism in Saint Gobin Private Limited Erode

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ABSTRACT: The undertaking report entitle a concentrate on worker's non-appearance is planned to decide the representatives condition, compensation, office, participation program, preparing program, inspiration methods and advancements. The reason for this paper is to audit on issues of worker. Non-attendance as a type of withdrawal conduct separated from turnover. Representatives not going to work when booked can be a significant issue for associations. This concentrate on intends to recognize the most well-known reason for representative nonappearances on business cost. Worker Absence is a major issue for the executives since it includes significant weight. The work fulfillment is the essential driver of non-appearance. Non-appearance is one of the most wide spread impediments to efficiency, benefit and seriousness. Representative bugged by collaborators or the executives is one of the justification behind truancy. Thereactions might be impacted by private predisposition. It contributes toward the improvement of execution and efficiency, further developing prosperity of labor force and their families. Representatives not going to work when timetable can be a significant issue of the association. Worker non-appearance is an overall peculiarity which, because of the monetary effect on a country's economy, is a significant subject on the worldwide plan.

I. INTRODUCTION

Non-appearance is one of the significant dangers to Indian industry. Non-appearance is the disappointment of representatives to report for work when they are booked to work. Representatives who are away from work on perceived occasions, get-aways, endorsed leaves of nonappearances, or supported time away could not be incorporated. Non-attendance is turning into a genuine practice in labor situated ventures particularly in those huge businesses where workers are working in mass.

II. OBJECTIVES OF THE STUDY

- ✓ To identify the reasons for employee absenteeism.
- ✓ To study the major factors which leads to employee absenteeism.

III. SCOPE OF THE STUDY

- ✓ The study helps an organization depends on the regularity of employees.
- ✓ The study is conducted to know the various levels and reasons for absence of employees in the organization.
- ✓ By looking it, one can adopt corrective measures to decrease irregularities in the organization, leads to organizational growth

IV. LIMITATIONS OF THE STUDY

- ✓ Most of the respondents neglected to respond to the survey in their busy schedule.
- ✓ Respondents do not give the correct and proper information.
- ✓ The lack of time to carry out a survey.



V. REVIEW OF LITERATURE

1. According to Dakely C.A. —Absenteeism is the proportion of the quantity of creation man-days or movements lost to the complete number of creation booked to work. The work authority characterizes non-appearance as the absolute moves lost in view of nonappearance as level of the complete number of man shifts booked to work.
2. Wolter H.J. Hassink and Pierre Koning find genuinely tremendous contrasts in nonappearance designs across gatherings of laborers with various qualification situations with on their participation records and whether they had recently won.
3. Ruchi Sinha in her review uncovers that there just 4% representatives stay away from their work and that excessively because of individual reasons. There is exceptionally elevated degree of occupation fulfillment among the workers.
4. Lyons depicts non-attendance research as addressing a mixed bag of theoretically and functionally varying definitions. Lyons proceeds, Some concentrates on utilize d absolute nonattendances; a few separated kinds of non-attendance, for example, non-permitted, pardoned, infection, etc; and many didn't indicate which measure was utilized.

VI. RESEARCH METHODOLOGY

6.1 RESEARCH DESIGN

- 1). A Master plan that specifies the method and procedures for collecting and analyzing needed information.
- 2). A research design is a framework or blueprint for conducting the marketing research project.

6.2 SAMPLE DESIGN

Sampling is the process of selecting a sufficient number of elements from the population. A Sample Design is a definite plan for obtaining a sample from the sampling frame. It refers to the technique or the procedure the researcher would adopt in selecting some sampling units from which inferences about the population is drawn.

6.3 SAMPLING METHOD

Simple random sampling.

6.5 SIZE OF THE SAMPLE

The Sample size is 102.

VII. DATA COLLECTION METHOD

7.1 PRIMARY DATA

These are data which are collected for the first time directly by the Researcher for the Specific study undertaken by him. In this research primary data are collected directly from the Respondent by using Questionnaire.

7.2 SECONDARY DATA

These are data which are already collected and used by someone preciously. In this research review of Literature, Details of the industry are collected from the Internet.

VIII. STATISTICAL TOOLS USED

To analyze and interpret collected data the following simple percentage and ranking were used.

8.1 SIMPLE PERCENTAGE AND RANKING

To analyze and interpret collected data the following simple percentage and ranking were used.

FORMULA

$$\text{Percentage analysis} = \frac{\text{Number of respondents}}{\text{Total number of respondents}} \times 100$$



8.2 HENRY GARRETT RANKING

Garrett’s ranking technique to find out the most significant factor which influences the respondent, Garrett’s ranking technique was used. As per this method, respondents have been asked to assign the rank for all factors and the outcomes of such ranking have been converted into score value with the help of the following formula:

$$\text{Percent position} = 100 (R_{ij} - 0.5) / N_j$$

Where R_{ij} = Rank given for the i th variable by j th respondents

N_j = Number of variable ranked by j th respondents.

IX. DATA ANALYSIS

The Respondent who participated in the research are from diversified background with gender, age group, marital status and educational qualification.

Table 1: DEMOGRAPHIC PROFILE OF THE RESPONDENTS

DETAIL OF THE RESPONTS		NO. OF RESPONDENTS	PERCENTAGE
Gender of the respondents	Male	93	91
	Female	9	9
	Total	102	100
Marital status	Married	87	85
	Unmarried	15	15
	Total	102	100
Age of the respondents	18 – 25 years	15	15
	26 – 30 years	19	19
	31 – 35 years	32	31
	Above 40 years	36	35
	Total	102	100
Educational qualification	SSLC	34	33
	HSC	42	41
	UG	13	13
	PG	0	0
	Others	13	13
	Total	102	100
Experiences of the respondents	1 year	22	22
	2 year	39	38
	3 year	29	28
	Above 5 year	12	12
	Total	102	100

8.3 INTERPRETATION

From this study it is evident that age of the 32% of the respondents fall under the category 31 -35 years, 42% of the respondents educational qualification is HSC, 39% of the respondents falls under the category of experience 2 years.



Table 2: RANKOFTHEPROBLEMS

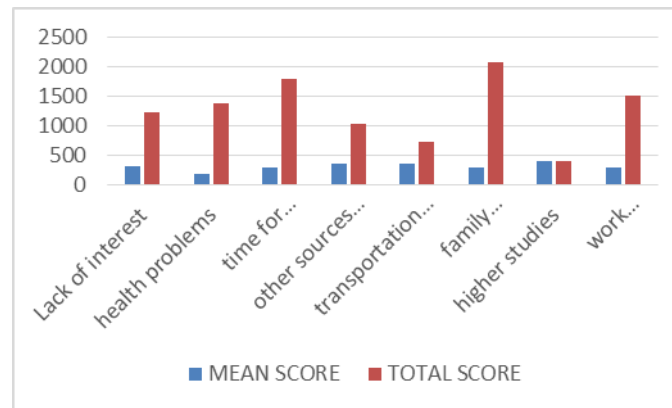
S.No	PROBLEMS	MEAN SCORE	TOTAL SCORE	RANK
1	Lack of interest	309	1236	5
2	Health problems	173	1384	4
3	Time for personal activities	299	1794	2
4	Other sources of income	348	1044	6
5	Transportation problems	365	730	7
6	Family responsibilities	297	2079	1
7	Higher studies	403	403	8
8	Work dissatisfaction	301	1505	3

8.4INTERPRETATION

From this study, it is found that from the table it is evident thatfamily responsibilities is ranked as no.1 with the total score of 2079 , time for personal activities is ranked as no.2 with a total score of 1794, work dissatisfaction is ranked as no.3 with the total score of 1505, health problems is ranked as no.4 with thetotal score of 1384 , lack of interest is ranked as no.5 with the totalscore of 1236 , other sources income is ranked as no.6 with the total score of 1044 , transportation problems is ranked as no.7 with the total score of 730 , higher studies is ranked as no.8 with the total score of 403.



Figure 1. BAR CHART



X. FINDINGS

- 1) From this study it is evident that age of the 32% of the respondents fall under the category 31 -35 years.
- 2) 42% of the respondents educational qualification is HSC
- 3) From this, it is evident that **family responsibilities** is ranked as No.1 with a total score of 2079.
- 4) **Time for personal activities** is ranked as No.2 with a total score of 1794.
- 5) **Work dissatisfaction** is ranked as No.3 with a total score of 1505.
- 6) **Health problems** is ranked as No.4 with a total score of 1384.

XI. SUGGESTIONS

- ✓ Decreasing of working hours can reduce absenteeism.
- ✓ Increasing of number of holidays may help to reduce the absenteeism level.
- ✓ Giving of better working condition to the employee is necessary.

XII. CONCLUSION

This study examines the issue of workers non-appearance and investigates exhaustively safeguard and restorative activities. Non-appearance adversely affects an organization's worker resolve. There are various projects that can be executed separately or altogether to decrease worker truancy. This issue expects that all representatives figure out the results of such way of behaving from an organization's stance as well as an individual stance. All organizations should move toward this issue from a proactive situation with worker counteraction projects and moderate discipline programs.

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