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ijirset@gmail.com



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A Study on Employee Absenteeism with Reference to Neptune Automation and Solution -Erode

Dr.MANIMEGALAI, Sriranjani.S

Professor Of Head /MBA, Department of Management Studies, Nandha Engineering College (Autonomous),
Erode, India

PG Student, Department of Management Studies, Nanadha Engineering College (Autonomous), Erode, India

ABSTRACT: The article report entitles A Study Of Employee Absenteeism is intended to determine the workers condition, salary, facilities, attendance program, training programme, motivation techniques and promotions. The article consists of objectives, limitations, company profile, research methodology, findings, suggestions, and conclusions. The information needed for the research has been gathered from primary and secondary data. The response given by the workers of the company is analyzed and interpreted using different types of statistical tools which are percentage analysis, Chi square, weighted average method. To increase the productivity and increase growth of the organization. The sample size of the article is 120 from the population of 656. The questionnaire method as survey is used as a tool for collecting the primary data. The questionnaire has been designed by the researcher according to the objective of the study. Percentage analysis, Chi-square and weighted average are used as tools for data analysis.

I. INTRODUCTION

Absenteeism is one of the major threats to Indian industry. Absenteeism is the 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 approved leaves of absence would not be included. Absenteeism is becoming a serious practice in labour oriented industries especially in those large industries where labourers are working in mass. It is a matter of prime concern for the supervisors and managers. They have to find the ways to overcome absenteeism. Absenteeism causing poor utilization of plant India is facing unemployment problem on one side and the other side abnormal absenteeism in industries if our absenteeism can be reduced.

II. STATEMENT OF THE PROBLEM

Absenteeism has become a major problem in almost all the industrial sectors. Excessive absenteeism constitutes a considerable cost to the industry even when the absent employee receives no pay. Because of disorganization of work, work schedules are upset and delayed, resulting in the management failure to meet delivery dates. When sick pay is authorized, the cost of absenteeism mounts up more rapidly.

III. OBJECTIVES OF THE STUDY

- To study the major factors which lead to absenteeism.
- To analyse the impact of absenteeism on work.

IV. SCOPE OF THE STUDY

The study is conducted to know the various levels and reasons for absence of employees in an organisation. By looking at it, one can adopt corrective measures to decrease absenteeism in the organisation, which leads to organisational growth. An absent employee means idle machines or unoccupied work space, with the consequent direct loss and an indirect

reduction in the tempo of production. Productive efficiency of a plant is adversely affected by absenteeism which causes disorganization in work. the study may be useful to the further researchers to elaborate their study

V. LIMITATIONS OF THE STUDY

- ❖ Time factor was one of the main limitations of the study.
- ❖ The process of filling up of questionnaire has taken up so much time as most of the workers were not aware of the concepts and terms.
- ❖ The respondents were reluctant to express their views frankly.

VI. REVIEW OF LITERATURE

1. ACCORDING TO DAKELY C.A. (1948) "Absenteeism is the ratio of the number of production man-days or shifts lost to the total number of production scheduled to work". 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.

2. ACCORDING TO LIKEWISE HACKETT J.D. (1929) defines it as "the temporary cessation of work for not less than one whole working day initiative of the worker when his presence is expected by the employer". Similarly encyclopaedia of social science observes "Absenteeism as the time lost in industrial establishment by avoidable or unavoidable absence of employees. The time lost by the strikes or by lateness amounting to an hour or two is not usually included".

3. ERNEST B. Akyeampong has written a research paper Trends and seasonality in Absenteeism. In this paper the author focus on that at which time period the employees are more absent. In this paper he said that illness-related absences are highly seasonal, reaching a peak during the winter months (December to February) and a trough during the summer (June to August). The high incidence in winter is likely related to the prevalence of communicable diseases at that time, especially colds and influenza. The low incidence during the summer may be partly because many employees take their vacation during these months

VII. RESEARCH METHODOLOGY

7.1 RESEARCH DESIGN

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

7.2 SAMPLE DESIGN

Sampling is the process of selecting a sufficient number of element 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.

7.3 PROBABILITY SAMPLING TECHNIQUE:

Probability sampling refers to the selection of a sample from a population, when this selection is based on the principle of randomization, that is, random selection or chance.

7.4 SIMPLE RANDOM SAMPLING:

Simple random sampling is a type of probability sampling in which the researcher randomly selects a subset of participants from a population. Each member of the population has an equal chance of being selected. Data is then collected from as large a percentage as possible of this random subset.

7.5 SIZE OF THE SAMPLE

The Sample size is 111 out of 350.

VIII. DATA COLLECTION METHOD**8.1 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.

8.2 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.

IX. STATISTICAL TOOLS USED

To analyze and interpret collected data the following simple percentage, chi-square and ranking were used.

9.1 SIMPLE PERCENTAGE AND RANKING FORMULA

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

9.2 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.

X. DATA ANALYSIS**Table 1: DEMOGRAPHIC PROFILE OF THE RESPONDENTS**

DETAILS OF THE RESPONDENTS		NO.OF RESPONDENTS	PERCENT AGE
GENDER	Male	107	96
	Female	4	4
	TOTAL	111	100
AGE	Below 20	36	32
	20-30 years	69	62
	30-40 years	5	5
	40-50 years	1	1

	TOTAL	111	100
MARITAL STATUS	Married	74	67
	Unmarried	37	33
	TOTAL	111	100
MONTHLY INCOME	Below 20,000	52	47
	20,000-30,000	53	48
	30,000-40,000	40	4
	40,000-50,000	2	2
	TOTAL	111	100
DEPARTM ENT	Employee	43	39
	Supervisor	38	34
	Technical manager	22	20
	Accountant	8	7
	TOTAL	111	100

10.1 INTERPRETATION

From this study, it is evident that the 4% of the respondents are male, 62% of the respondents are between the age of 20-30 years, 62% of the respondents are married, 48% of the respondents under the monthly income of 20,000-30,000, 39% of the respondents under the employee department.

Table 2: Rank of the problems faced due to absenteeism

S. No	PROBLEMS	MEAN SCORE	TOTAL SCORE	RANK
1	DELAYED PERFORMANCE	242	1936	2
2	LESS TURNOVER	289	2023	1
3	LOW MARKET SHARE	311	1244	5

4	LOW PRODUCTION	336	672	7
5	LESS REPUTATION	357	357	8
6	LOW INFORMATION	326	978	6
7	LACK OF COMMUNICATION	307	978	4
8	NO IMPROVEMENT	295	1770	3

1 INTERPRETATION

In Garrett method, the problems faced due to absenteeism.

- Less turnover ranked as no.1 with the total score of 2023 points.
- Delayed performance is ranked as no.2 with a total score of 1936 points.
- No improvement is ranked as no.3 with a total score of 1770 points.
- Lack of communication is ranked as no.4 with a total score of 978 points.
- Low market share is ranked as no.5 with a total score of 1244 points.
- Low information is ranked as no.6 with a total score of 978 points.
- Low production is ranked as no.7 with a total score of 672 points.
- Low reputation is ranked as no.8 with a total score of 357 points.

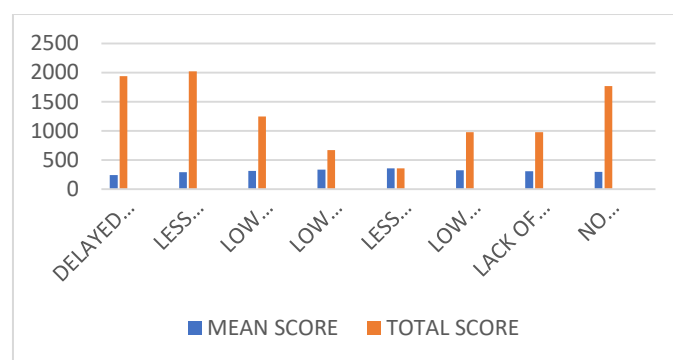


Figure 1. BAR CHART

12. CHI-SQUARE

DEPARTMENT/HEAVY WORK LOAD	EMPLOYEE	SUPERVISOR	TECHNICAL MANAGER	ACCOUNTANT	TOTAL
VERY HIGH	21	15	8	1	45
HIGH	9	4	5	4	22
NIL	2	7	6	0	15
LOW	8	8	3	1	20
VERY LOW	3	4	0	2	9
TOTAL	43	38	22	8	111

NULL HYPOTHESIS

HO: There is no significance relationship between department and heavy work load

ALTERNATIVE HYPOTHESIS

H1 there is significant relationship between department and the major factors which influence employee to absenteeism.

PARTICULARS	OBSERVED VALUES(O)	EXPECTED VALUES(E)	(O-E)	(O-E) ²	(O-E) ² /E
R1C1	21	17.4	3.6	12.96	0.7
R1C2	15	15.4	-0.4	0.16	0.0
R1C3	8	8.9	-0.9	0.81	0.1
R1C4	1	3.2	-2.2	4.84	1.5
R2C1	9	8.5	0.5	0.25	0.0
R2C2	4	7.5	-3.5	12.25	1.6
R2C3	5	4.4	0.6	0.36	0.1
R2C4	4	1.6	2.4	5.76	3.6

R3C1	2	5.8	-3.8	14.44	2.5
R3C2	7	5.1	1.9	3.61	0.7
R3C3	6	3.0	3	9	3.0
R3C4	0	1.1	-1.1	1.21	1.1
R4C1	8	7.7	0.3	0.09	0.0
R4C2	8	6.8	1.2	1.44	0.2
R4C3	3	4.0	-1	1	0.3
R4C4	1	1.4	-0.4	0.16	0.1
R5C1	3	3.5	-0.5	0.25	0.1
R5C2	4	3.1	0.9	0.81	0.3
R5C3	0	1.8	-1.8	3.24	1.8
R5C4	2	0.6	1.4	1.96	3.3
CALCULATED					X ² =21.9

$$\text{Chi square}(x^2) = \frac{(O - E)^2}{E}$$

$$\begin{aligned} \text{Degree of freedom (v)} &= (R-1)(C-1) \\ &= (5-1)(4-1) \\ &= 12 \end{aligned}$$

Level of Significance = 5%

Table value (TV) = 21.026

Calculated value (CV) = 21.9

CV > TV = H₀ is Accepted

XI. RESULT

Since the calculated value is more than the table value. So we accept the alternate hypothesis. There is relationship between department and the major factors which influence due to absenteeism

FINDINGS

1. 66% of the respondents are married.
2. 96% of the respondents are male.
3. 47 % of the respondents under the monthly income Of 20,000-30,000.
4. 38% of the respondents under the department of employee.
5. 45% of the respondents had long hours of work which leads to absenteeism
6. In Garettmethod , the problems faced due to absenteeism is identified, "Less turnover ranked" as no.1 with the total score of 2023 points.

7. Chi-square represented that, There is relationship between department and the major factors which influence due to absenteeism

SUGGESTIONS

The best and simplest way to providing counseling to those employees who take leave unnecessarily and making them aware of the problems of absenteeism and their importance at the work place.

- the company should provide a good working environment to reduce absenteeism in an organisation and to increase a number of leave to ensure a working performance.
- Giving employees incentives for reduced absenteeism is not the same as rewarding or give employees bonuses for reduced absenteeism. An incentive provides an employee with a boost to their motivation to avoid unnecessary absenteeism.
- Periodical medical camps for free check improve the health of employees. By this absenteeism can be reduced.
- Improving welfare measures considerably reduces absenteeism.

XII. CONCLUSION

This study analysis the issue of employees absenteeism and explores in detail preventative and corrective actions. Absenteeism has a negative impact on a company's employee morale. There are a number of programs that can be implemented individually or collectively to reduce employee absenteeism. Absenteeism is a serious and costly problem faced by companies throughout the world. This problem requires that all employees understand the consequences of such behaviour from a company's standpoint as well as a personal standpoint.

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