

A Study on Employee's Absenteeism in Consyst Technologies Private Limited, Ernakulam

¹ Mr. R. Shakthi Prasath, ² Mr. Arshad. M.K

¹Assistant Professor, ²Post Graduate,
Dr. N.G.P. Arts & Science College, Coimbatore, India

Abstract: The present study was an empirical analysis designed to measure the various factors regarding employee absenteeism in Consyst Technologies Pvt. Ltd., Ernakulam. Results from 100 employees indicated that absenteeism being a problem related to individual behavior can be better tackled at the immediate superior's level than by the staff department.

Keywords: Consyst Technologies, Employee Absenteeism.

1. INTRODUCTION

Absenteeism is a habitual pattern of absence from a duty or obligation. Traditionally, 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, and framed in economic or quasi economic terms.

High absenteeism in the work place may be indicative of poor morale, but absences can also be caused by workplace hazards or sick building syndrome. The psychological model that discusses this is the withdrawal models, which assumes that absenteeism represents individual withdrawal from dissatisfying working conditions. Depressive tendencies may lie behind some of the absence ascribed to poor physical health.

2. SCOPE OF THE SYUDY

Absenteeism is not a new problem in the Indian industries. It is a universal fact. Regulating or preventing absenteeism becomes the aim of the whole nation. Absenteeism is one of the common factors, which affect both the production, and the growth of the organization. This is not only the problem of the company alone rather it will affect the employer, the employee and the community as a whole. Chronic absentees are persons who habitually stay away from their work. Unauthorized absence will increase the workload of workers. Further the production will decrease and the company will be in a position to close the business.

3. OBJECTIVES OF THE STUDY

- To analyse the cause of absenteeism.
- To find the level of absenteeism in the organization.
- To study the leave facilities of the company.
- To evaluate the welfare facilities provided by the company.

Tools for analysis:

1. Percentage analysis.
2. Ranking method.
3. Chi square method.

4. LIMITATIONS OF THE STUDY

- The study was conducted within a limited time period.
- The sample size is limited to 100
- The data provided by the respondents may be false at times, due to their busy schedule.

5. REVIEW OF LITERATURE

Hone, (1968)¹ emphasized on lack of commitment and felt that “absenteeism is related to new values and norms which are developing among the work force as a result of technological developments. Work and leisure are now cherished by the worker, and these he wants to enjoy along with monetary benefits he gets for his services. Economic consideration, therefore, decides whether one would like to be absent from work.”

Steers and Rhodes (1984)² “Absenteeism can be an expensive problem in both public and private sector organizations. In 1984, Steers and Rhodes estimated that absenteeism was costing the U.S economy approximately 38 billion dollars annually.”

Muchinsky, Paul M³, the purpose of this paper is to review the literature on employee absenteeism as a form of withdrawal behavior apart from turnover. Studies examining the psychometric properties of absence measures are reviewed, along with the relationship between absenteeism and personal, attitudinal, and organizational variables.

6. HISTORY OF CONSYST TECHNOLOGIES PVT; LTD.

Consynt Technologies Private Limited is established in the year 2008 at Ernakulam, Kerala, Consyst Integrated Control Systems, is one of the noted manufactures, traders, exporters and service providers offering automation and control equipment. It involves domain expertise lies in providing effective solutions on networking technologies and their installation and commissioning. Further, the company provides solutions with improvement in personnel skills, facilities and capabilities, under the able guidance of the mentor, Mr. Jasir Sabri, the Managing Director of Consyst Technologies Pvt. Ltd.

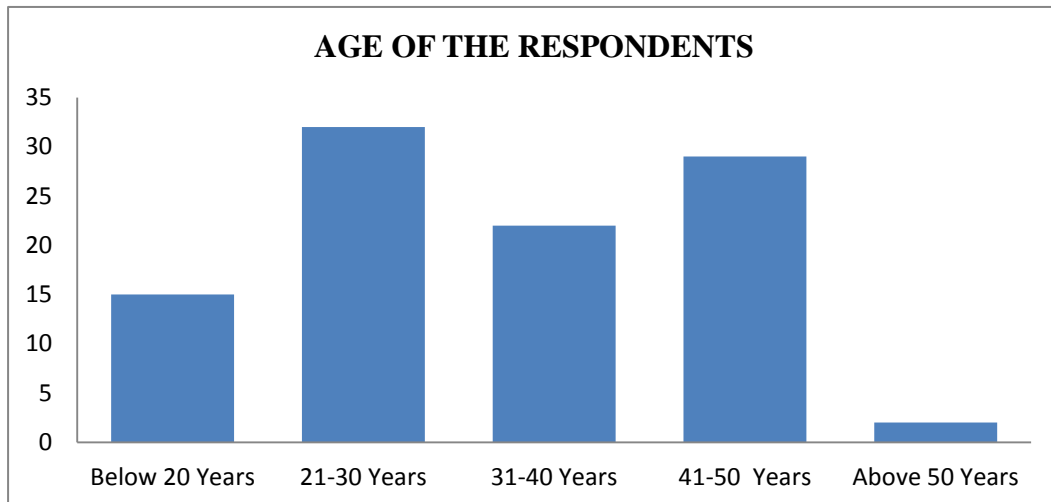
ANALYSIS AND INTERPRETATION:

a) PERCENTAGE ANALYSIS:

AGE OF THE RESPONDENTS

Age Groups	No of Respondents	Percentage
Below 20 Years	15	15
21- 30 Years	32	32
31-40 Years	22	22
41-50 Years	29	29
Above 50 Years	2	2
TOTAL	100	100

The above table shows that, 32% of the respondents are in the age group of 21-30 years, 22% of the respondents are in the age group of 31-40 years, 15% of the respondents are in the age group of below 20 years, 29% of the respondents are in the age group of 41-50 years and 2% of the respondents are in the age group of above 50 years. Majority (32%) of the respondents are in the age group of 21-30 years.

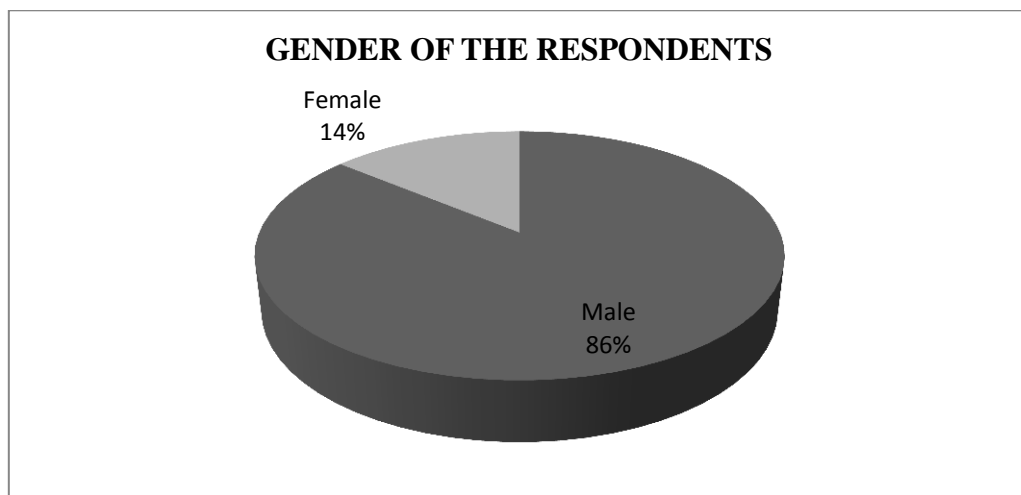


GENDER OF THE RESPONDENTS

Gender	No of Respondents	Percentage
Male	86	86
Female	14	14
Total	100	100

Source: Questionnaire

From the above table 86% of the respondents are male and 14% of the respondents are female. Majority (86%) of the respondents are male.

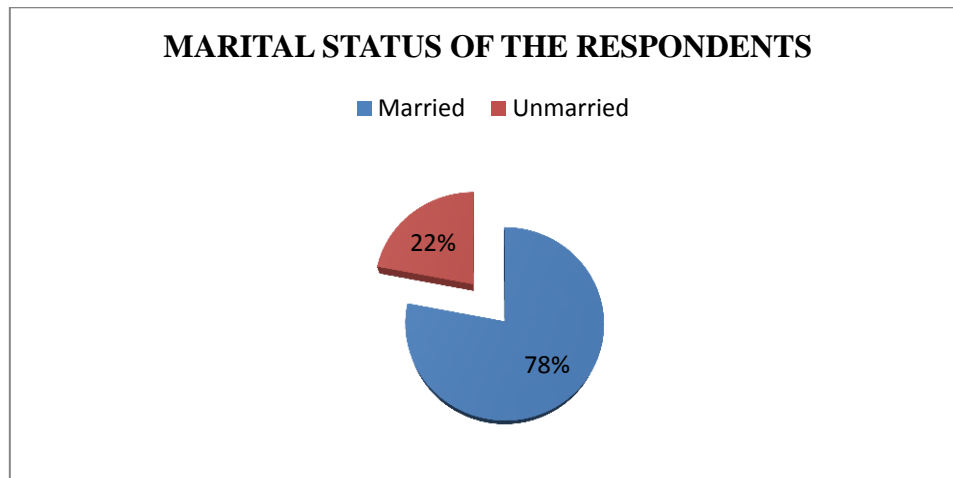


MARITAL STATUS OF THE RESPONDENTS

Marital status	No of Respondents	Percentage
Married	78	78
Unmarried	22	22
Total	100	100

Source: Questionnaire

The above table shows that 78% of the sample respondents are married and 22% of the sample respondents are unmarried. Majority (78%) of the sample respondents are married.

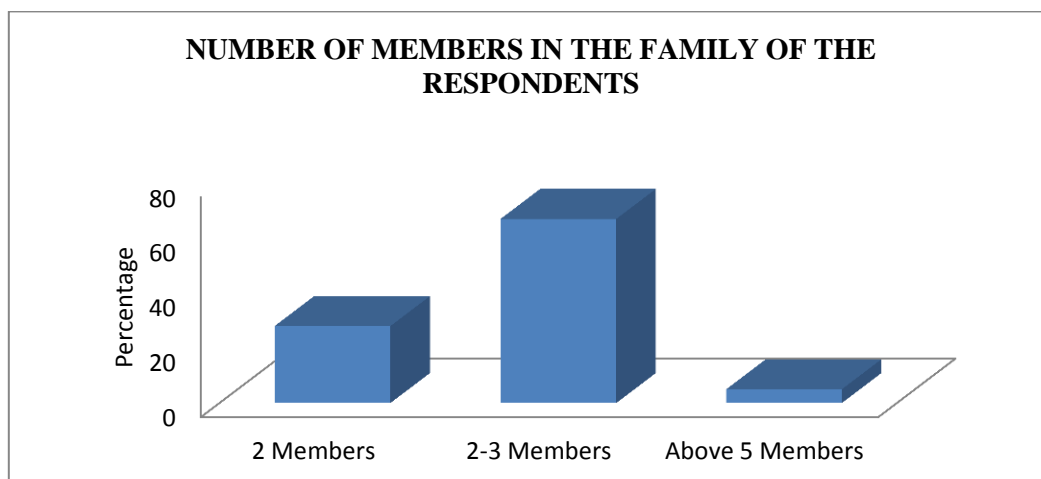


NUMBER OF MEMBERS IN THE FAMILY OF THE RESPONDENTS

Family Members	No of Respondents	Percentage
2 Members	28	28
3-5 Members	67	67
Above 5 Members	5	5
Total	100	100

Source: Questionnaire

The above table shows that 67% of the respondents have a family of 3 to 5 members, 28% of the respondents have 2 members and 5 % of the respondents have a family of more than 5 members. It is concluded that most of the respondents have a family size of 3 to 5 members.

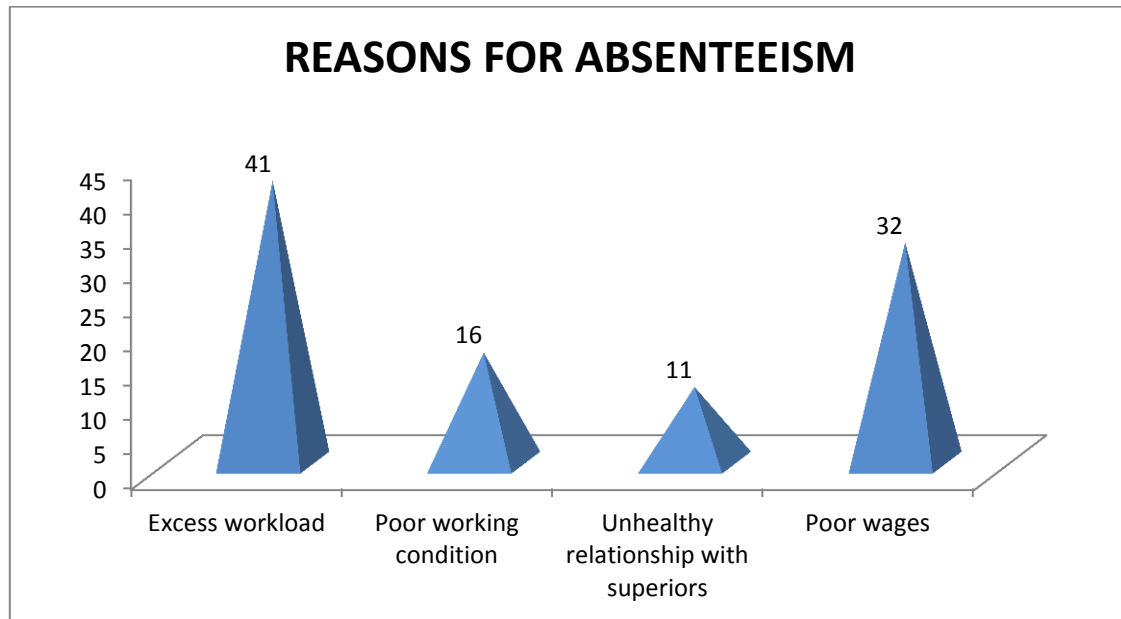


REASONS FOR ABSENTEEISM

Reason	No. of Respondents	Percentage
Excess workload	41	41
Poor working condition	16	16
Unhealthy relationship with superiors	11	11
Poor wages	32	32
Total	100	100

Source: Primary data

Interpretation: From the above table records shows that the 37% of the respondents are belongs to quality education, 35% of the respondents are belongs to skill enhancement, 28% of the respondents are belongs to placement opportunity. So majority of the respondents belongs to quality education category.



RANKING THE FACTORS INFLUENCING IN THE EMPLOYEES ABSENTEEISM

Opinion	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5	Total	Mean	Rank
Health Problems	11 (55)	38(152)	19 (57)	20 (40)	12 (12)	316	3.16	III
Relationship with superiors	37(185)	26 (104)	18 (54)	10 (20)	9 (9)	372	3.72	I
Family problems	14 (70)	16 (64)	3 (9)	27 (54)	40 (40)	237	2.37	V
Excess workload	29 (145)	18 (72)	22 (66)	20 (40)	11 (11)	334	3.34	II
Religious functions	9 (45)	2 (8)	38 (114)	23 (46)	28 (28)	241	2.41	IV

Interpretation:

From the above table, it is inferred that

- The Respondents have ranked **RELATIONSHIP WITH SUPERIORS** as **First** among the factors influencing in the employees absenteeism.
- The Respondents have ranked **EXCESS WORKLOAD** as **Second** among the factors influencing in the employees absenteeism.
- The Respondents have ranked **HEALTH PROBLEMS** as **Third** among the factors influencing in the employees absenteeism.
- The Respondents have ranked **RELIGIOUS FUNCTION** as **Fourth** among the factors influencing in the employees absenteeism.
- The Respondents have ranked **FAMILY PROBLEMS** as **Fifth** among the factors influencing in the employees absenteeism.

b) CHI- SQUARE TEST:

AGE AND REASON FOR ABSENTEEISM

In order to show the relationship between age and reason for absenteeism.

Age	Reason				
	Excess workload	Poor working condition	Unhealthy relationship with superiors	Poor wages	Total
Below 20 Years	6	2	3	4	15
21-30 Years	12	3	4	13	32
31-40 Years	9	3	1	9	22
41-50 Years	13	7	3	6	29
Above 50 Years	1	1	0	0	2
Total	41	16	11	32	100

Null Hypothesis (H_0) = There is no association between age and reason for absenteeism.

Alternative Hypothesis (H_a) = There is association between age and reason for absenteeism.

Degree of freedom = $(r-1)(c-1)$

$$= (5-1)(4-1)$$

$$= (4)(3)$$

$$= 12$$

Level of Significance = 5% (0.05)

$$= 21.026$$

Calculated value = 8.499

Table value 21.026 is more than the calculated value 8.499. So the null hypothesis is accepted. Therefore there is association between age and reason for absenteeism.

GENDER AND REASON FOR ABSENTEEISM

In order to show the relationship between gender and reason for absenteeism.

Age	Reason				
	Excess workload	Poor working condition	Unhealthy relationship with superiors	Poor wages	Total
Male	39	10	9	28	86
Female	2	6	2	4	14
Total	41	16	11	32	100

Null Hypothesis (H_0) = There is no association between gender and reason for absenteeism.

Alternative Hypothesis (H_a) = There is association between gender and reason for absenteeism.

Degree of freedom = $(r-1)(c-1)$

$$= (2-1)(4-1)$$

$$= (1)(3)$$

$$= 3$$

Level of Significance = 5% (0.05)

$$= 7.815$$

Calculated value = 10.392

Interpretation

Table value 7.815 is lesser than the calculated value 10.392. So the null hypothesis is rejected. Therefore there is no association between gender and reason for absenteeism

MARITAL STATUS AND REASON FOR ABSENTEEISM

In order to show the relationship between marital status and reason for absenteeism.

Marital Status	Reason				
	Excess workload	Poor working condition	Unhealthy relationship with superiors	Poor wages	Total
Married	33	13	5	27	78
Unmarried	8	3	6	5	22
Total	41	16	11	32	100

Null Hypothesis (H_0) = There is no association between marital status and reason for absenteeism.

Alternative Hypothesis (H_a) = There is association between marital status and reason for absenteeism.

$$\begin{aligned}\text{Degree of freedom} &= (r-1) (c-1) \\ &= (2-1) (4-1) \\ &= (1) (3) \\ &= 3\end{aligned}$$

$$\begin{aligned}\text{Level of Significance} &= 5\% (0.05) \\ &= 7.815\end{aligned}$$

$$\text{Calculated value} = 7.794$$

Table value 7.815 is more than the calculated value 7.794. So the null hypothesis is accepted. Therefore there is association between marital status and reason for absenteeism.

MONTHLY INCOME AND TYPES OF LEAVE

In order to show the relationship between monthly income and types of leave.

Monthly Income	Types of leave				
	Sick leave	Casual leave	Privileged leave	All	Total
Less than Rs. 10,000	2	0	0	0	2
Rs.10,001-15,000	7	4	2	3	16
Rs.15,001-20,000	4	2	10	5	21
Rs.20,001-25000	6	18	6	4	34
Above Rs.25,000	17	3	4	3	27
Total	36	27	22	15	100

Null Hypothesis (H_0) = There is no association between monthly income and types of leave.

Alternative Hypothesis (H_a) = There is association between monthly income and types of leave.

$$\begin{aligned}\text{Degree of freedom} &= (r-1) (c-1) \\ &= (5-1) (4-1) \\ &= (4) (3) \\ &= 12\end{aligned}$$

$$\text{Level of Significance} = 5\% (0.05)$$

$$= 21.026$$

Calculated value = 29.610

Table value 21.026 is lesser than the calculated value 29.610. So the null hypothesis is rejected. Therefore there is no association between monthly income and types of leave.

EDUCATIONAL QUALIFICATION AND WELFARE FACILITIES

In order to show the relationship between educational qualifications and welfare facilities.

Educational Qualification	Welfare facilities				
	Very good	Good	Average	Poor	Total
Illiterate	1	2	1	0	4
School Level	13	9	5	0	27
Diploma Level	5	30	6	1	42
Under Graduation Level	3	11	5	1	20
Post- Graduation Level	1	2	1	3	7
Total	23	54	18	5	100

Null Hypothesis (H_0) = There is no association between educational qualifications and welfare facilities.

Alternative Hypothesis (H_a) = There is association between educational qualifications and welfare facilities.

Degree of freedom = $(r-1)(c-1)$

$$= (5-1)(4-1)$$

$$= (4)(3)$$

$$= 12$$

Level of Significance = 5% (0.05)

$$= 21.026$$

Calculated value = 37.790

Table value 21.026 is lesser than the calculated value 37.790. So the null hypothesis is rejected. Therefore there is no association between educational qualifications and welfare facilities.

7. FINDINGS

- Majority of the respondents are in the age group of 21-30 years.
- Majority of the respondents are male.
- Majority of absenteeism is due to the excess workload in the company.
- It is concluded that most of the respondents have a family size of 3 to 5 members. Majority of the respondents are diploma.

8. SUGGESTION AND RECOMMENDATION

- One main suggestion to reduce absenteeism is allowing a normal rate of shift of exchange between the different shift workers. This will allow the worker to do overtime and the other worker's absence will not affect the organization.
- Incentives to the workers can be given by the middle of every month.

9. CONCLUSION

The study helped to identify the reasons for absenteeism and the satisfaction level of the workers towards the various factors leading to absenteeism. One of the main reasons that for absenteeism are the workers morale towards the organization.

From this study conclude that respondents have mixed reactions. Absenteeism being a problem related to individual behavior can be better tackled at the immediate superior's level than by the staff department.

I conclude that the management can take steps to reduce absenteeism by implementing the suggestions and can take some more measures by considering the causes of absenteeism.

REFERENCES

- [1] R.S. Dwivedi, "Human Relations & organizational Behavior", (1997, New Delhi).
- [2] Kothari C.R., RESEARCH METHODOLOGY" models and techniques, second edition new age international publishers, New Delhi.