

A STUDY ON “ABSENTEEISM” IN YADAH BARA ELECTRICALS, CHENNAI

G. PURUSHOTHAMAN¹ & K. KRISHNAMURTHY²

¹Research Scholar, Thiruvalluvar University, Serkkadu, Vellore, Tamil Nadu, India

²Research Supervisor & Guide, Department of Commerce, Rajeswari Vedachalam Government Arts College,
Chengalpattu, Tamil Nadu, India

ABSTRACT

Every organization has different kind of work and thus the absenteeism level of the employees also differ. When work becomes more complex, people will not able to adopt and hence absenteeism arises. In the present scenario every sector growing rapidly in every nook and corner of the country. The important problem here is absenteeism. Absenteeism is considered to be the biggest problem in the present days, which many people find it difficult to overcome or manage. It is the HR department which is more burdened to reduce the absenteeism level in the workers hence the desired output level can be obtained.

Absenteeism at an operative level is a crucial problem in some industries. Absenteeism is unauthorized absence from workplace. According to Webster dictionary “absenteeism is the practice or habit of being an absentee and an absentee is a one who habitually stays away”.

KEYWORDS: Absenteeism in Yadah Bara Electricals

INTRODUCTION

Absenteeism is a huge, but largely neglected, problem for employees Labour costs spring first to mind when a company wants to reduce overheads. But while initial attempts to control these almost always focus on direct costs such as wages and benefits or employee numbers, other costs remain hidden. One of those is absenteeism; companies lose hundreds of rupees each year through absenteeism. This study is finding about the absenteeism problem by the employees and the organization and how well they try to manage it and also to study the various strategies adopted the organization helping employees to manage the problem of absenteeism.

Absenteeism is a term used referring to absences that are avoidable, habitual and unscheduled in nature. These are commonly practiced by employees which become a source of irritation to employers and co-workers. Absenteeism is widely acknowledged to be a problem, yet it is not easy to quantify (Statistics Canada, 2007). It is a major concern of all managers and organization, both private and public.

OBJECTIVES OF THE STUDY

Primary Objective

- To study the nature of absenteeism prevailing in the organization.

Secondary Objectives

- To find the reasons for absenteeism.
- To find when do the employees take leave.
- To find the effect of absenteeism on the employees and to the organization.
- To analyze the solution for overcoming the problem of absenteeism.
- To estimate the level of absenteeism.

NEED AND IMPORTANCE OF THE STUDY

The problem of absenteeism is been alarmingly increasing in the present business scenario which should be looked into with keen care so that the organization has a well established work culture which has the minimum number of absentees in the work place. This has made the study more important to find the reason of absenteeism and the various controlling measures to overcome the problem.

LIMITATIONS OF THE STUDY

- As the sample size taken by the researcher is 50 respondents might not give wide coverage of views.
- Time is major constraints; therefore the researcher had to complete his project within stipulated time period.
- There may be error due to bias of the employees.
- Absenteeism is a wide area in that the researcher was not able to cover all the area.
- Cost factor is also taken into consideration.

RESEARCH METHODOLOGY

Research Design

The researcher has used descriptive design because it facilitates description and inference building about the research topic.

Field of the Study

The study was conducted in YADAH BARA ELECTRICALS.

Sampling Method

The researcher has used convenience sampling method.

Sampling Unit

The sampling unit of the research is the employees working in YADAH BARA ELECTRICALS.

Sample Size

Sample size is 50 respondents.

TOOLS OF DATA COLLECTION

The researcher had used questionnaire for the purpose of collecting primary data. The questionnaire was circulated among the employees in the organization.

SOURCE OF DATA COLLECTION

Source of data collection are classified into two types they are

Primary Data

Primary data was collected from the employees with the help of the questionnaire.

Secondary Data

Secondary data was collected from books, magazines, and website.

STATISTICAL TOOL USED

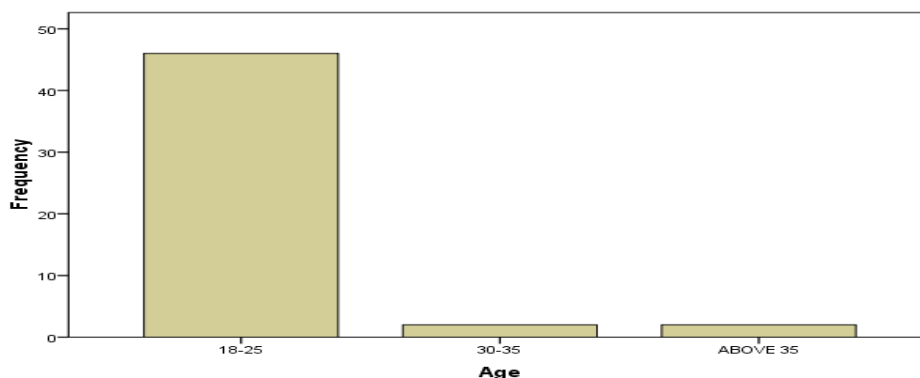
- Pie chart
- Bar diagrams

Table 1: Age of the Respondents

Age	Frequency	Percentage
18-25	46	92
30-35	2	4
Above 35	2	4
Total	50	100

INFERENCE

It is inferred from the above table that 92 percent of the workers are below 25 years, only 4 percentages of the workers are around 35 years. Hence it is clear that the company recruits employees below 25 years of age.



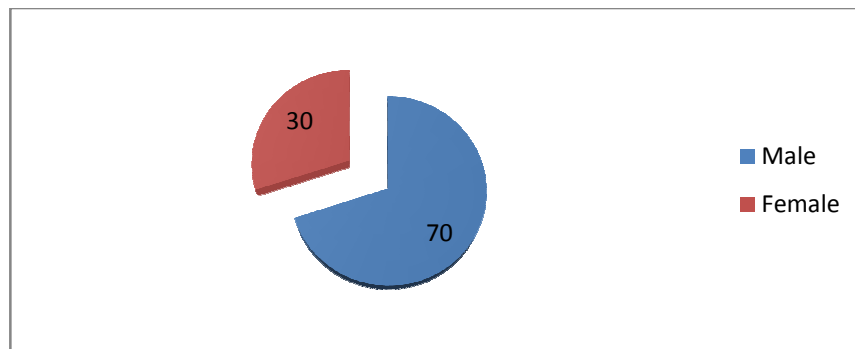
Graph 1

Table 2: Gender of the Respondents

Gender	Frequency	Percentage
Male	35	70
Female	15	30
Total	50	100

INFERENCE

It is inferred from the above table that 70 percentages of the respondents are male, and there are 30 no of Female employees, from the above it is clear that the company recruits only male employees rather than female workers.

**Graph 2****Table 3: Marital Statuses of the Workers**

Marital Status	Frequency	Percentage
Married	3	6
Unmarried	47	94
Total	50	100

INFERENCE

It is inferred from the above table that 94 percentages of the workers are unmarried and remaining 6 percentages of the workers are married. From the above table it is clear that the company recruits only unmarried employees to work in their organization.

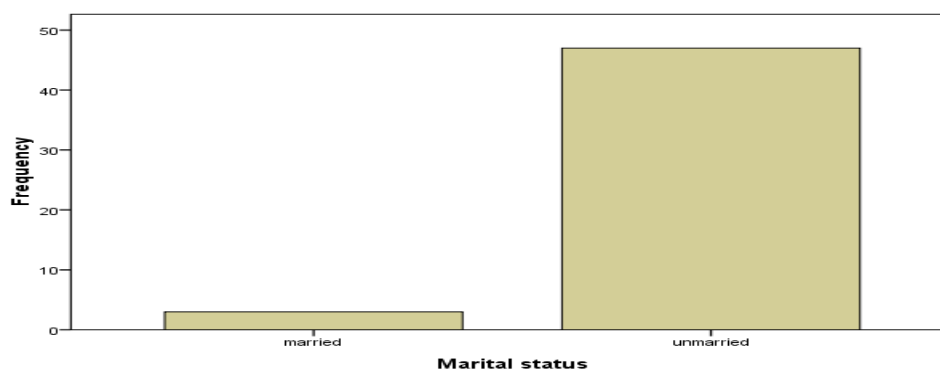
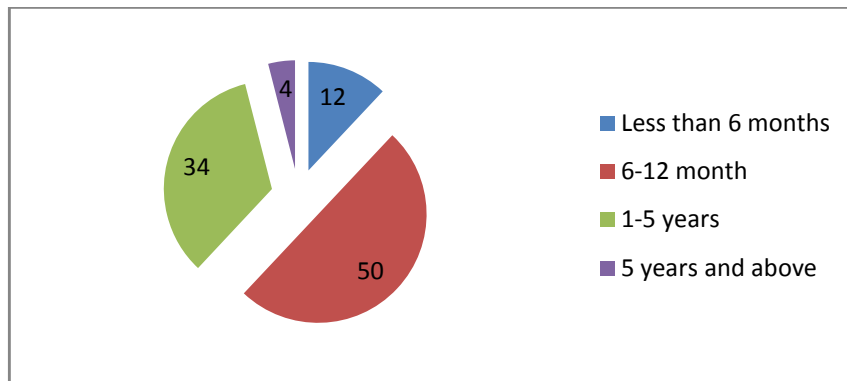
**Graph 3**

Table 4: Working Experience in the Company

Experience	Frequency	Percentage
Less than 6 months	6	12
6-12 month	25	50
1-5 years	17	34
5 years and above	2	4
Total	50	100

INFERENCE

It is inferred from the above table that 50 percentage of the employees have worked for a year for this organization, and 4 percentage of the employees are working for the organization more than 5 years, 34 percentage of the employees are having 1-5 year of experience and 12 percentage of employees have less than 6 month experience.



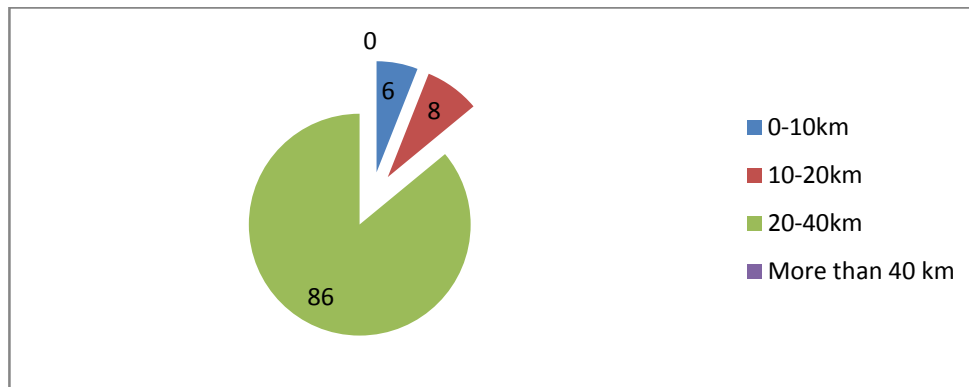
Graph 4

Table 5: Travelling Distance to the Company

Travelling Distance	Frequency	Percentage
0-10km	3	6
10-20km	4	8
20-40km	43	86
More than 40 km	0	0
Total	50	100

INFERENCE

From the above table it is inferred that 86 percent of the respondents in the are TT organization are travelling 20-40 km.8 percent are travelling between 10-20km. For better working conditions.



Graph 5

MAIN FINDINGS

- It is inferred from the above table that (92 %) of the workers are below 25 years that shows that the company recruits youth who are enthusiastic to get optimum out.
- Majority of the employees (70 %) are male workers in the organization. This shows men are more suitable for the nature of the work carried in the company.
- Majority of the employees (94 %) of the workers are unmarried.
- Majority of the employees (50%) have worked for more than a year and (32%) of them have 1-5 year experience this shows that the organization has less labor turnover.
- Majority of the employees in the organization are staying 20-40 km from the organization hence they spend time in travelling.

SUGGESTIONS

- The researcher could find that majority of the employees take leave due to family problems, to overcome the organization should provide proper work life balance.
- The company can make arrangement to provide transportation facilities to all the employees so that the absenteeism can be reduced
- The employees should maintain a proper balance between professional and personal life so that task assigned to them are completed in fact.
- The company can reduce absenteeism by providing incentives and recognition to employees.

CONCLUSIONS

The article work has been done on “ABSENTEEISM” in “YADAH BARA ELECTRICALS, CHENNAI” Absenteeism is prevailing more in the current days and it is the job of the HR department to take care of the employees satisfaction level and to motivate people to get the maximum output from the minimum cost. The fact concluded from the research is that the workers take leave because of family problem and if they have any health and psychological problems.

It is also found that when the work pressure is more the absenteeism rate tend to be more. Absenteeism can be reduced when the employees know to separate there family responsibilities and company work and should work to obtain both company and individual objectives. Counseling given to the employees also help them to reduce the absenteeism level.

REFERENCES

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