

## **Habitual Absence of Migrant Employee's working in Spinning Mills of Tirupur District**

### **AUTHORS**

**Dr. D. Gnanasenthil Kumar,**  
**Associate Professor,**  
**PG & Research Department of Management Science,**  
**PARK's College, Tirupur.**

[gnanasenthil@gmail.com](mailto:gnanasenthil@gmail.com)

**Ph.9865984584**

**&**

**Mrs. T.Sreerekha**

**Assistant Professor in Management ,**  
**Nift - Tea College of Knitwear Fashion,**  
**East of TEKIC, Mudalipalayam, Tirupur - 641606**

[sreerekhat@gmail.com](mailto:sreerekhat@gmail.com)

**Ph.9750935347**

### **Abstract:**

*Tirupur is the knitwear cluster of India. This cluster is widely recognized as a 'dynamic' cluster with necessary 'vertical' depth, critical mass of enterprises as also appropriate factor conditions. Spinning is the twisting together of drawn-out strands of fibres to form yarn, and is a major part of the textile industry. The yarn is then used to create textiles, which are then used to make clothing and many other products. Habitual Absenteeism of migrant employees is a major problem which adversely affects the entire industrial economy. The problem of absenteeism is of vital importance in Indian organizations because in comparison to the west, the rate is considerably higher in India. The effect of habitual absenteeism in industrial productions cannot be measured easily. The higher absenteeism leads to greater the production loss for the country. Migrant People who are working in industry and other areas related to the industrial production also suffer.*

*Keywords: Dynamic cluster, yarn, habitual absenteeism, migrant employees.*

## **Introduction:**

About 45 per cent of India's garment are in the form of knitwear, and here the Tamil Nadu centre of Tirupur plays a pivotal role, generating as much as 80 per cent of knitted garment exports; in other words, about 4 per cent of India's total export trade. Known as 'T-shirt City', the industry in this town started with the production of low valued cotton hosiery items, mainly under garments during the 1930's. Knitting to this city was brought by Gulam Kadar in 1937 who established "Baby Knitting Industries" in Kaderpet area of Tirupur. There are several industrial processes available to spin yarn, as well as hand-spinning techniques where the fiber is drawn out, twisted, and wound onto a bobbin. The process of spinning starts with ginning. Ginning is process by which Seeds are removed from the raw cotton. In this mill, the ginned cotton is directly purchased and so that the ginning is not carried on and the remaining .Process is followed as usual. One of the major problems and challenges is labour absenteeism. Absenteeism is a universal and highly dangerous phenomenon.

When a migrant employee fails to report to work as scheduled he is absent. Such failure may be due to migrant employee's inability to come to work (sickness, accidents or other reasons not within the employee's control) or unwillingness to report even though there is no legitimate reason that prevents a migrant employee from coming to work.

The term absenteeism refers to the failure to attend to work. It is one of the major problems faced by companies across the globe today. High rate of absenteeism is neither desirable to employers nor good for the employees. In majority of organizations, high rate of absenteeism has an adverse effect on quality and quantity of production, efficiency of migrant workers and organization, organizational discipline and more importantly on the organization's intention to fulfil the new market demands. Unscheduled absenteeism badly hurts the progress of an organization resulting in loss of productivity, increased costs in hiring additional staff and low morale among the workers.

Habitual Absenteeism of migrant employees is a major problem which adversely affects the entire industrial economy. Habitual Absenteeism is a cancerous attitude, which must be

checked, and 30% of the labour court cases arise out of these reasons. It doesn't mean that migrant employees should come to the factory daily without absence but they are eligible to take leave i.e. being afforded by the management. The problem of absenteeism actually stems up only when the employees take more number of leave, exceeding their limits and it ultimately results in the loss of pay and is deducted from their total salary.

The main reason behind this increased rate of habitual absence among different departments may also be due to the attitude of the managers and how the employees react to their immediate superiors. Irregular attendance has become a common phenomenon in many spinning mills and it is really a very hard task for the management to make out the reason underlying and also formulate efficient and effective steps so as to gain control over this economic disorder. A noticeable problem in the industrial life in India is absenteeism. Experience has shown as all that more than 3/7 of Mondays are lost on account of absenteeism, industrial disputes other happening. The habitual absence of the labours from an industry is more dangerous to its economy than any factor.

### **Definitions:**

According to Thompson "Absences refer to missing part or whole days of work due to personal illness, personal business, or other reasons, may be avoidable and unavoidable".

According to Johns 2007, "Absenteeism is failing to report for scheduled work. As such, it is the violation of a social obligation to be in a particular place at a particular time. Traditionally, absenteeism was viewed as an indicator of poor individual performance and a breach of an implicit contract between employee and employer. Thus, it was seen as a management problem and framed in economic or quasi-economic terms. Indeed, economists most frequently view absenteeism in labor supply terms. More recently, absenteeism has increasingly been viewed as an indicator of psychological, medical, or social adjustment to work."

According to Goff, Mount, & Jamison, 1990, "Employee absences due to personal illness, personal business and absence without leave, as measured in number of hours.

### **Types of absenteeism:**

## **I) Innocent absenteeism**

Innocent absenteeism refers to employees who are absent for reasons beyond their control; like sickness and injury. Innocent absenteeism is not culpable which means that it is blameless. In a labor relations context this means that it cannot be remedied or treated by disciplinary measures.

## **II) Culpable, Habitual absenteeism**

Culpable absenteeism refers to employees who are absent without authorization for reasons which are within their control. For instance, an employee who is on sick leave even though he/she is not sick, and it can be proven that the employee was not sick, is guilty of culpable absenteeism. To be culpable is to be blameworthy. In a labor relations context this means that progressive discipline can be applied.

### **Objectives of the study:**

The main objectives of the study are as follows:

1. To study the demographic profile of migrant employees of Tirupur spinning mills.
2. To improve the production level by reducing absenteeism.
3. To find the reason for major absenteeism in particular department.
4. To know the types of facilities and welfare activities offered by spinning mill owners for the benefit of migrant employees.

### **Scope of the study:**

Absenteeism is a notorious aspect hindering the organizational development, individual efficiency and productivity. Habitual absence of migrant employees towards work is the major area to be noted by the management in order to succeed in their business. Identification of predominant factors influencing habitual absenteeism like health, shift problems and poor work environment are focused in this research. But in the textile sector no such research work has been conducted on habitual absence of employees towards work. So this study has got its

scope in unravelling the radical problems in textile Sector (spinning mills) leading to enormous absenteeism.

### **Limitation of the study:**

The survey was conducted only in Tirupur district of Tamil Nadu and the questionnaire was administered to only 150 migrant respondents. Hence, the results arrived at from the study may or may not be applicable to other districts and other states of India. Further, the questionnaire method which was adopted for collecting the data in this study has its own limitations.

### **Research methodology:**

The study has conducted on the basis of **descriptive research**. The descriptive research is interchangeable in business research and social sciences. The main characteristic and this method is that the researcher has no control over the variables. It is only record of the feeling of employees towards job satisfaction provided by the organization.

### **Method of data collection:**

The task of data collection started after the title of the study has selected and designed. The primary data nature is fresh, for a first time and original in character, i.e. surveyed, migrant employees are the respondents. Both the primary and secondary data were presented in the form of tables and these tables were systematically analysed with the aid of some Statistical Techniques.

### **Review of literature:**

A literature review is a description of the literature relevant for the study. A literature review is a critical assessment of the relevant literature. It is unlikely that one will be able to write a truly critical assessment of the literature until they have a good grasp of the study, usually at some point near the end of the thesis. This chapter unfolds relevant literature about the theories and research work on “HABITUAL ABSENCE OF MIGRANT EMPLOYEE’S WORKING IN SPINNING MILLS OF TIRUPUR DISTRICT”.

**Dr. Renuka Rathod et al.,(2012)1**, Absenteeism Is One Of Major Human Problem Of Indian Industries. The Study Entitled “Employee Absenteeism: A Study At Titan Industry Limited, Bangalore” Is Concerned With The Issues, Causatives, And Remedial Measures Related To Absenteeism. The Research Helps The Organization To Know Their Current Practices Regarding Absenteeism In Titan Industry. It Suggests Ideas To Improve The Business In A Better Prospect And Result In Organizational Development.

**Tekin Akgeyik (2014)2**, the main purpose of his paper is to examine the factors that influence absenteeism in a sample of workers from a leading textile company in Turkey. The statistical analysis indicated that absenteeism was significantly correlated with age, tenure, type of work and marital status. An interesting finding was that absenteeism was found to be positively and significantly related to astrological signs. Finally, the regression analysis revealed that tenure and level of education were found to be the significant predictors of absenteeism.

**Mrs.K.Parimalakanthi et al., (2015)3**, Absenteeism at workplace is a serious problem and an expensive occurrence for both employers and employees seemingly unpredictable in nature. Absenteeism of employees from work leads to backlogs, piling of work and thus causes delay. This study is aimed to find out the reasons for absenteeism among the employees of textile outlets operating in Palakkad. Data was collected from employees who are working in textile outlets in Palakkad based on convenient sampling method. This study also gives suitable suggestions to the organization for improving the employees’ attendance as well as enhance the quality of work force.

**Idaya Husna Mohd et al., (2016)4**, Employees spend at least one-third of their day at their work place. Since most of the time is spent at the work place, excess in working hours can cause the employees to feel burned out at the end of the week. These high emotional exhaustion and less personal time will cause the employees to adjust their own time in order to achieve preference hours of work. A survey was conducted among the employees to explore their response towards absenteeism and Work Life Balance(WLB). The findings of this study highlighted the understanding of the WLB and absenteeism concept from the employees’ perspective. Based on the findings of this research, working excessive hours stimulated the employees to be absent on the last working day of the week.

**Michael Greyson Mgonja (2017)5**, Workplace absenteeism has widely been reported to be a serious problem which undermines smooth service delivery both in developed and developing nations. The problem is reported to be more serious in developing nations. This paper is therefore studying the mechanisms used to mitigate workplace absenteeism, their adequacy and the effective utilization of those mechanisms in public and private schools in Ilala Municipality and Mkuranga District in Tanzania. The study relied on in-depth interviews and documentary review to collect data which was analyzed using excel, content and thematic analysis. This study found numerous measures which have been put in place to deal with teachers' workplace absenteeism both in private and public schools.

**Prof. Neetu Randhawa(2017)6**, Factors contributing to absenteeism include individual and environmental factors. The various reasons quoted are sickness, accidents, occupational diseases, poor production planning, and bad working conditions and inadequate welfare conditions, lack of trained labourers, insecurity of employment, and lack of interest and so on. High rate of absenteeism is neither good for employees nor for employers. There are many variables in an organization that are responsible for absenteeism. This research highlights ways to reduce absenteeism in employees in the Indian industry.

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#### Demographic Profile:

S.No	Variables	Classes	No. of Respondents.	Percentage
1.	Age	18-25 years	12	08.0
		26 – 35 years	54	36.0
		36-45 years	66	44.0
		Above 45 years	18	12.0
2.	Education level	SSLC	30	20.0
		HSC	66	44.0
		ITI	54	36.0
3.	Monthly income	Below Rs.5000	87	58.0
		Rs.5001-Rs.10000	45	30.0
		Above Rs.10000	18	12.0
4.	Experience	Below 2 years	33	22.0
		3- 5 years	21	14.0
		Above 5 years	96	64.0
5.	Marital Status	Married	87	58.0
		Unmarried	63	42.0
6.	No of working days	20-22	30	20.0
		23-25	45	30.0



		25-28	66	44.0
		29-31	9	06.0
7.	No of leave taken	0 days	30	20.0
		1-5 days	69	46.0
		6-10 days	12	08.0
		10-15 days	30	20.0
		16-20 days	09	06.0

Source: Primary data, Table no: 1.1

### Factors:

S.No	Variables	Classes	No. of Respondents.	Percentage
1.	Reasons for taking leave	Personal Problem	45	30.0
		Health Problem	60	40.0
		Finance Problem	21	14.0
		Working Environment	12	08.0
		Others	12	08.0
2.	Leave facilities	Yes	12	08.0
		No	138	92.0
3.	Motivation Techniques adopted	Incentives	87	58.0
		Bonus	0	00.0
		Allowance	63	63.0
4.	Expected facilities needed	Medical Facilities	33	22.0
		Transport Facilities	90	60.0
		Others	27	18.0

Source: Primary data, Table no: 1.2

### $\chi^2$ table :

In order to find whether there is difference between the opinion of respondents regarding their working hours, chi-square test was used and the result of the test is shown in the underneath table.

Factor	Calculated $\chi^2$ Value	Table Value	D.F	Remarks
Opinion about the working hours	3.8	9.48	4	Significant at 5% level

Source: primary data, Table no: 1.3

☞ It is highlighted from the analysis that the Chi-Square test infers that there is no significant difference in the variable among the employees about their working hours.

### Suggestions:

- In order to minimize the rate of absenteeism the company could take care of migrant employee's health's especially in production unit.
- Providing transport facilities for the migrant employees, if not housing facility near the work place.
- To promote human relations the work environment of typical organisation should be able to meet the needs of its migrant workers as nature individuals, these needs are minimum control and supervision, opportunity for maximum expression of one's abilities and skills, detailed knowledge about one self and about job.
- The quality of the organisation functions will be improved, when its members functions as groups under participative management.
- Migrant employee's problems can be solved by grievance procedure. It provides migrant employees a formalized means of emotional release for their dissatisfactions. Even if a worker does not use the grievance system for his own emotional release in a particular situation, he feels better because he knows the system is there to use if he wants to do so. It builds within him a sense of emotional security.
- Introducing attendance management programme.
- By taking disciplinary action which will minimize absenteeism.
- Introducing medical facilities for migrant employees and their family members.
- Motivating the migrant employees by monetary and non monetary awards for those who are completed 100% attendance.



- To improve safety awareness among migrant employee by educating them on health aspects conducting safety work shop and to reduce noise pollution in few department.

### **Scope for further research:**

This Research work made an attempt to study the habitual absenteeism of migrant employees in Tirupur spinning industry. Also, it is possible to extend the research for migrant male and migrant female employees, concentrating on each gender by analyzing the migration impact on their life separately. There is a wide scope for the further migration study from the people moving from villages to cities, cities to states, states to countries, national to international level and vice versa. The impact of garment industry in the psychological, physiological, Welfare and social well-being of the migrant employees, the role of migrant employee participation in the concerned industry for the economic development of our country and the global economic impact for the same could be considered in detail for further analysis and Research.

### **Conclusion:**

The study is carried out to determine the level of migrant employee's habitual absenteeism in the spinning mills of Tirupur district. Even though, companies are providing with sufficient facilities to the migrant employees. The companies may provide some more facilities like proper housing, ventilation, medical, transport facilities and welfare activities which would reduce absenteeism and enhances the migrant employees to work more efficiently and effectively for achieving the organizational objectives.

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