



## Absenteeism Study of Packaging Industries Workers (Special Reference to Valsad district in Vapi GIDC)

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### **Abstract:**

*Indian Industries in Absenteeism is very Important Human problem today. Absentia Absenteeism is generally understood in different ways by different persons. It is majority understood as an employees or a Industries of workers remaining absent from work either continuously for a long time or back for short period. The sample size of the study was 80 workers randomly selected for only Box Manufacturers Industries of Vapi G.I.D.C. in Valsad district. The information needed for the research has been received from primary and secondary data. Primary data collected was questionnaire has been designed by the researcher according to the Study of objective. And secondary data collected by researcher various Journal , Magazine and Websites also. this Percentage analysis, Anova Analysis was used as tools for data analysis.*

**Key Words :** Absenteeism; Employee; Workers; Anova; variance; Percentage

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### → **Introduction :**

Absenteeism is traditionally defined as a specific employee's unavailability for work place, when work is actually available for this specific employee. Absenteeism can fall under 3 broad categories: legal Holidays, authorized holidays and unauthorized ( referred to as casual absence). Unauthorized absence is what most organizations strive to avoid and keep to a minimum. the habitual absenteeism of an employee will result in, at best, a very poor performance review and, at worst, the immediate termination of employment.

→ Absenteeism divide can two part

1. scheduled absenteeism
2. unscheduled absenteeism

- Scheduled absenteeism : Absences are scheduled in advance for such events as family activities vacation, medical appointments, military service, , jury duty, funerals, and other happenings which

cannot be scheduled outside of regular work hours.

- **Unscheduled Absenteeism :** Absences considered unscheduled for such events as illness, family emergencies, transportation emergencies, family member illness and/or death, and household emergencies such as flooding.

### **2. Cause of Employee Absenteeism :**

Following points explain that major cause of employee absenteeism

- Employee's Attitude
- Length of Employment
- Work Pressure
- Relationship with Superiors or other staff
- Job Satisfaction

### **3. The hidden cause of absenteeism**

- The absence of tools to identify and measure the causes of absenteeism within the organization
- The incapacity to provide the necessary employee support

- A lack of interest with regard to the problem
- A culture of reluctant management or reluctant managers
- The absence of an employee communication programme
- A deficient work culture
- Low employee morale.

### 3. The Cost of Absenteeism :

- Decrease in Productivity
- Financial Cost :
- Administrative

### Literature of Review

Chandramouliand M.C.Sandhyarani (xxx)<sup>1</sup>“ A study on Absenteeism ( Clothing Company private Limited, Mysore ) ” in the study The study has been conducted to understand the causes for the absenteeism in the company among the employees. From the study, it is found that the low wages, work load, celebration of festivals, unaware of authorized leave etc. are the causes for remaining absent for the work. To conclude, the company has to make the employees to go with an authorized leave or else providing counseling services to the employees by making them aware of these leaves would bring down the absenteeism in the industry.

S. Prakash1 K. Kannan2 ( 2012 )<sup>2</sup> “ A Study on Absenteeism of Employees Among Food Retailing Coimbatore ” in the Study “The main objective is to find out the level of absenteeism among the workers in the Organization, to find out the various causes for absenteeism, to study the relationship between the employees’ satisfaction level and absenteeism and to finally suggest the possible remedial measures to reduce and control the absenteeism rate. The study concludes that absenteeism can be reduced to a great extent if the management takes initiative in making the workers feel responsible towards their job by introducing various motivational schemes.

Dr. Emmanuel IriemiEjere ( 2010)<sup>3</sup> “Absence from Work: A Study of Teacher Absenteeism in Selected Public Primary Schools in Uyo, Nigeria ” The research results showed that significant relationships exist between the dependent variable(absenteeism) and the respective independent variables (job satisfaction, meaningfulness of work and job stress).The study therefore concludes that job satisfactions, meaningfulness of work and job stress are major determinants of teacher absenteeism in Nigerian public primary schools. Some strategies to reduce teacher absenteeism were then suggested.

### ❖ Research Methodology

#### → Objective of the Study :

- To find out various Cause for employee Packaging industries.
- To find out whether absenteeism is more due to social & religious causes than illness .
- To find out whether shift system has effect on absenteeism.
- To find out the level of satisfaction of the employees regarding overall management
- Suggest suitable remedies to reduce absenteeism.
- Suggest organizational management of absenteeism.

#### → Hypothesis of the study :

##### Null Hypothesis

H<sub>0</sub>: There is no significant difference between Employee Absenteeism and Various Cause like. Good Employee Relation , Work Environment , Future Prospects , Recognition of Work ,Performance based work, Residential facility.

##### Research Hypothesis

H<sub>0</sub>: There is a significant difference between Employee Absenteeism and Various Cause

like Good Employee Relation , Work Environment , Future Prospects , Recognition of Work ,Performance based work, Residential facility.

❖ **Research Methodology:**

→ **Data collection**

The present study requires the use of both primary data and secondary data. **Primary data** were collected using a structural questionnaire designed by researcher with his guide. **Secondary data** needed for the study were collected through desk research.

• **Primary data :**

The study is mainly based on primary data. Before collecting the primary data, and personal interviews were held with industries management and employees of the factory to collect information regarding the training and development.

• **Secondary Data :**

The required secondary data have been collected from published articles from various journals of the factory , published data have been collected from the records kept at the study unit.

• **Tools of Data Analysis :**

The main tool used for analysis of data was percentage method and Anova Analysis of Variance hypothesis test purpose used.

**Data Analysis**

→ **Reason of Employee’s Absenteeism in work place**

Parameters	Respondent	Percentage
Shift Work	5	6.25
Working Condition	9	11.25
Work Load	12	15
Job Dissatisfaction	10	12.25
Lack of cooperation & respect	13	16.25
Lack of open communication	8	10
Inappropriate team environment	11	13.75

**5. Limitations of The Study :**

- The present research study on the employee absenteeism is confirmed to a only three box manufacture industries employee only.
- The sample employees selected for the present day is limited to 80 workers, because of constraints in terms of limited time.
- 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.

**6. Scope of the Study :**

An absent employee and Workers inform that unoccupied work space, with the concept of direct loss and an indirect reduction in the product Item of production. Hence the scope of the study throws indicate highlight on various reasons of absenteeism among the employees. Only the employees' perception falls under the area of the study. This study will serve as a base for further study on labour absenteeism

Lack of knowledge of fellow employees	3	3.75
Lack of transportation	5	6.25
Search for another job	21	26.25
Having personal business	3	3.75
Stress in the workplace	17	21.25
Not standard as competitors	7	8.75

### Interpretation

Above table and Graph show reason of employee absenteeism, 26.25 % ( 21) employee absenteeism reason was search for another job ,21.25 (17) employee Stress in the work place, 15 % (12) work load ,16.25 % (13) employee lack of Cooperation & respect.11.25 % (5) employee absenteeism strong working condition ,13.75 % (11) Inappropriate team environment. And other various reason for employee absenteeism, shift work ,having personal business , social reason etc

❖ **Hypothesis test : ( Anova Single Factor )**

<b>Anova test</b>						
<i>Source of Variation</i>	<i>SS</i>	<i>df</i>	<i>MS</i>	<i>F</i>	<i>P-value</i>	<i>F crit</i>
<b>Between Groups</b>	<b>1345.66667</b>	<b>4</b>	<b>336.4167</b>	<b>3.41</b>	<b>0.023</b>	<b>2.75</b>
<b>Within Groups</b>	<b>2464.33333</b>	<b>25</b>	<b>98.57333</b>			
<b>Total</b>	<b>3810</b>	<b>29</b>				

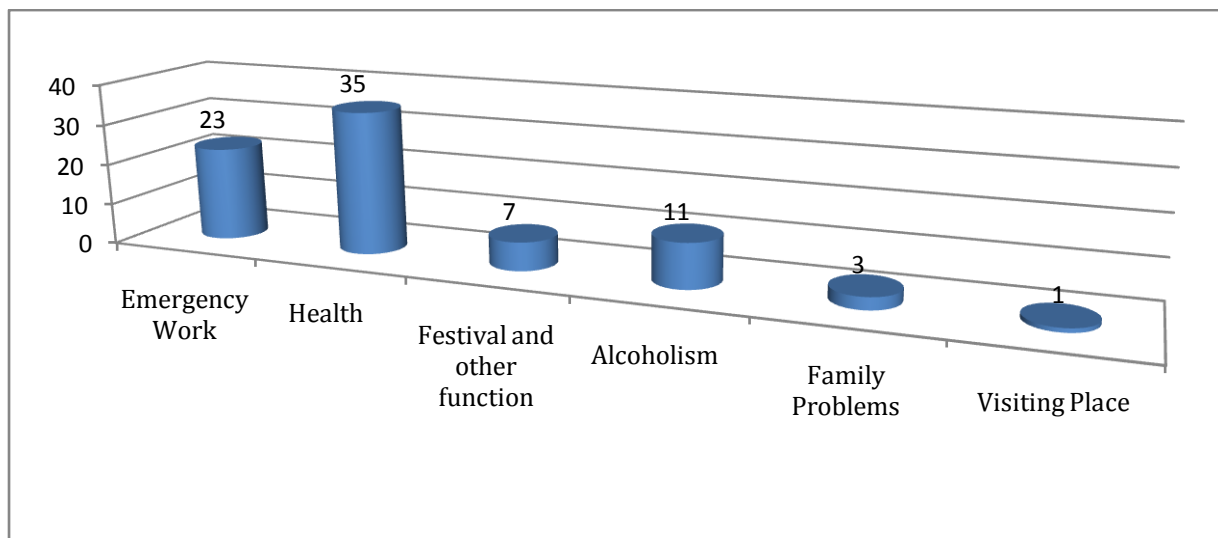
### Interpretation :

Above table Indicates that There is no significant difference between Employee Absenteeism and Various Cause because the calculated value of 'F' ( 2.75) was less than table value (3.41) and p value 0.023 was less than 0.05 so, null hypothesis accepted and research hypothesis rejected. It can be concluded that there were similarities between employee absenteeism and various cause.

→ **Problems of Employee's Absenteeism in work place**

<b>Parameters</b>	<b>Respondent</b>	<b>Percentage</b>
Emergency Work	23	25.75
Health	35	43.75

Festival and other function	07	8.75
Alcoholism	11	13.75
Family Problems	03	3.75
Visiting Place	01	1.25
<b>Total</b>	<b>80</b>	<b>100</b>



**Interpretation**

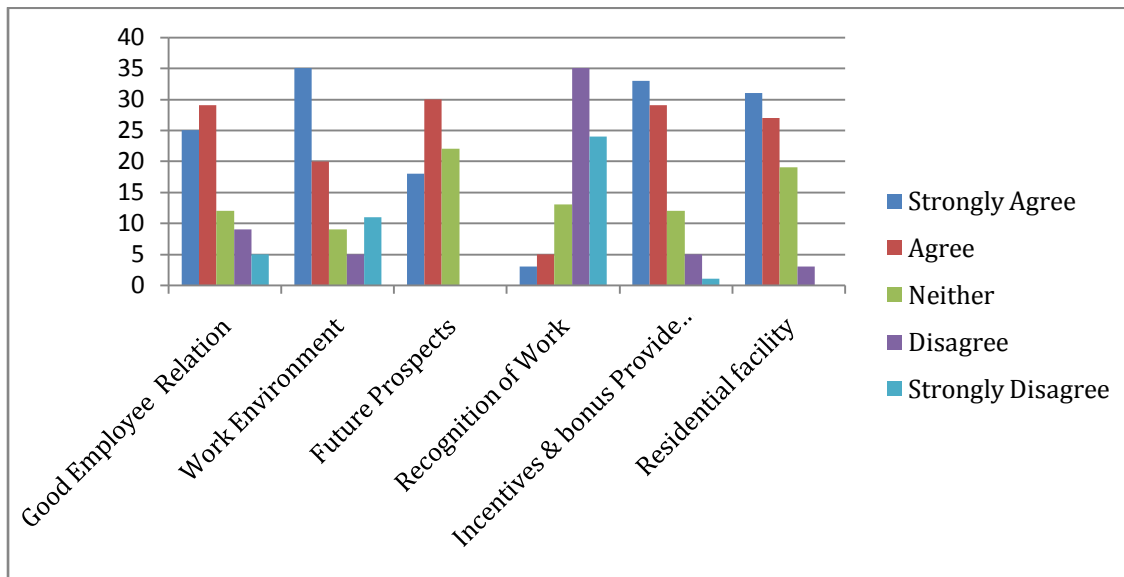
Above table and Graph show reason of employee absenteeism, 43.75 % ( 35) employee absenteeism reason was health problems, 25.75 (23) emergency work, 8.75 % (7) festival and other function ,13.75 % (11) employee was alcoholism.3.75%(3) Family problems,13.75 % (11) and only 1.25 ( 1) employee said absenteeism at work place reason was visiting other places.

→ **Which Factor Motivate Respondents to Attend Regularly**

Opinion	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
Good Employee Relation	25	29	12	9	5
Work Environment	35	20	9	5	11
Future Prospects	18	30	22	0	0
Recognition of Work	3	5	13	35	24

Incentives & bonus Provide d Based on Performance	33	29	12	5	1
Residential facility	31	27	19	3	0

Graph :



**Interpretation :**

Above table Show that Which Factor Motivate Respondents to Attend Regularly various Group motivation facilities provide to employee .Good Employee ration 25 employee say strongly agree , when 29 employee was Agree , 12 Neither agree this motivation, disagree 5 employee and strongly disagree was 5 employee. If Work environment improvement facility provide through management to employee’s view regarding best attendance 35 employee strongly agree , 20 employee agree and 9 neither say, 5 employee say disagree and 11 say strongly disagree. Future Prospects to employee say 18 strongly agree , agree 30 and neither say was 22 employee. Suppose incentives and good bonus provide by industries 33 employee strongly agree ,29 agree and neither say employee was 12, disagree 5 and only 1 say that strongly disagree.

→ **Findings :**

- Researcher selected employee Male respondent More Compare to Female employee of Box Manufacture Industries.
- As many as 43.75 % (35) respondents belong to the age group of 31-45 years and 35 % ( 28) respondent belong to age group of 21 to 30 years, this find the employee of young population in the work selected industries.
- Married respondent 56.25 % ( 45) respondent and Unmarried employee respondent was 43.75 % ( 35)
- Nearly 43.75 % ( 35 ) respondent have passed HSC. And less than SSC passed 25 % (20) respondent.
- As much study of category of employee workers 75% (60) respondent.
- More employee residential status belongs to rental house 58.75% ( 47 ).



- Employee Other Income Sources. 65 % (65) employee have no other income source only for this industries job
  - 26.25 % ( 21) respondent employee absenteeism reason was search for another job
  - 21.25 (17) Respondent Stress in the work place
  - 15 % (12) work load ,16.25 % (13) employee lack of Cooperation & respect.
  - 11.25 % (5) employee absenteeism strong working condition
  - 13.75 % (11) Inappropriate team environment.
  - reason of employee absenteeism, 43.75 % ( 35) employee absenteeism reason was health problems, 25.75 (23) emergency work, 8.75 % (7)
  - festival and other function ,13.75 % (11)
  - employee was alcoholism cause of absenteeism 3.75%(3)
  - Family problems cause of workplace absenteeism 13.75 % (11)
  - only 1.25 ( 1 ) employee said absenteeism at work place reason of visiting other places.
  - satisfaction level of present wages employee satisfaction level of various parameters. Present wages highly satisfied employee was 23.75 % ( 19) , only satisfied employee was 25 % ( 20 ) , neutral view employee was 28.75 % ( 23), and dissatisfied employee was regarding present wages 16.25 % ( 13), highly dissatisfied employee was 6.25 % (5).
  - satisfaction level of leave wages employee satisfaction level of various parameters. highly satisfied employee was 43.75 % ( 35) , only satisfied employee was 21.25 % ( 17) , neutral view employee was 35 % ( 28)
  - Good Employee relation 25 employee say strongly agree , when 29 employee was Agree , 12 Neither agree this motivation, disagree 5 employee and strongly disagree was 5 employee.
  - If Work environment improvement facility provide through management to employee's view regarding best attendance 35 employee strongly agree , 20 employee agree and 9 neither say, 5 employee say disagree and 11 say strongly disagree.
  - Future Prospects to employee say 18 strongly agree , agree 30 and neither say was 22 employee.
  - Suppose incentives and good bonus provide by industries 33 employee strongly agree ,29 agree and neither say employee was 12, disagree 5 and only 1 say that strongly disagree.
  - Hypothesis indicate that p value 0.023 was less than 0.05 so, null hypothesis accepted and research hypothesis rejected. It can be concluded that there were similarities between employee absenteeism and various cause.
- **Suggestion :**
- ✓ The reduce absenteeism is providing counseling to those industries employees who take leave unnecessarily and making them aware of the problems of absenteeism and their importance at the work place.
  - ✓ The Industries has to provide healthy and safe environment and recreation facilities to the employees to reduce stress of work and to motivate the employees' interest towards their work.
  - ✓ The Industries Management should take permanent workmen through the apprentice route.
  - ✓ Positive Industries Manager and employee relationship have to be improved to reduce absenteeism
  - ✓ To Give employees incentives for reduced absenteeism is not the same as rewarding or giving employees



- ✓ bonuses for reduced absenteeism.
- ✓ An incentive provides an employee with a boost to their motivation to avoid unnecessary absenteeism.
- ✓ Some policies add leave credit policies, with promotion leave availing etc.
- ✓ The young workers between the age group of 20 - 35 years can be made to attend classes, regarding, creating awareness for quality of work life, discipline of self respect etc.

## → Conclusion :

This study has undertaken different analysis to identify the opinion of employees towards absenteeism. The analysis has, findings and suggestions have been provided explaining the factors that influence the absenteeism and employee view about the absenteeism. Suggestions for implementation by the Box manufacturing industries to reduce the ratio of absenteeism have been opined.

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