

A Study on Employee Absenteeism in Coimbatore Murugan Mills Ltd

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INTRODUCTION:

A person employed for wages or salary, especially at non – executive level. An individual who works part – time or full – time under a contract of employment, whether oral or written, express or implied, and has recognized rights and duties. Also called worker. Employee's presence at work place during the scheduled time is highly essential for the smooth running of the production process in particular and the organization in general. Despite the significance of their presence, employees sometimes fail to report at the work place during the scheduled time, which is known as 'absenteeism'.

Labour Bureau, Simla, defined the term 'absenteeism' as "the failure of a worker to report for work when he is

scheduled to work". Labour Bureau also states that "absenteeism is the total man-shifts lost because of absence as a percentage of the total number of man-shifts scheduled to work". According to Webster's Dictionary, "absenteeism is the practice or habit of being an 'absence' and an absentee is one who habitually stays away".

OBJECTIVES:

- 1) To find out the profile of absenteeism in Coimbatore Murugan Mills.
- 2) To determine the awareness level regarding effect of turnover on the productivity of the organization.
- 3) To study about the working condition prevailing in the market.

- 4) To know how the private textile industries deals with turnover.

REVIEW OF LITERATURE:

Chen (2006)¹ reported on young and single that they tend to have less work life conflict issues compared to with those who have childcare and elderly care responsibilities. And also those who work in state sector will face less WLC issues, generally speaking, than those who work in private sector, as competition and performance pressure is relatively lower in the sector than in the private sector. Similarly, the level of position held and income both have positive relation with the level of WLC in different ways as well as those in higher organizational position tend to feel greater pressure of work which effects their family life negatively. And those who are on less income are less able to commercialize their housework and family care responsibility and experience more-life struggles.

Pockok (2007)² argue that longer hours worked, are consistently associated with worse work-life outcomes on all our life measures³. In certain industries (service industries of hospitality and tourism, for instance) and in developing

countries there is an unhealthy acceptance of long working hours.

Bambra (2008)³ Review of experimental and quasi-experimental studies focused on shift work and work-life balance. Three interventions found to improve work-life balance: shift changes from slow to fast rotation; shift changes from backward to forward rotation; and self-scheduling of shift work.

Singh (2012)⁴ explored on the perception of work-life balance policies among the software professionals. The major contribution of this study was to provide an approach for the management of software organizations to assess the awareness levels of Work-life polices and measure their perceived importance. The variables employed by the author in the study are not occupation specific and can be used to assess the work life balance policies in other occupation too.

RESEARCH METHODOLOGY:

Research:

Research refers to a search for knowledge. Research is an art of scientific investigation. Research is considered as a movement from known to unknown. The term research refers to the systematic method consisting of enunciating the problem, formulating a hypothesis, collecting the facts

or data, analyzing the facts and reaching certain conclusions either in the form of solutions towards the concerned problem or in certain generalizations for some theoretical formulation.

Research design

“A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure”.

“Research design is the plan, structure and strategy of investigation conceived so as to obtain answer to research question and to control variance”.

The research design of the study is descriptive research. The descriptive research studies are those studies which are concerned with describing the characteristics of a particular individual or a particular individual or of a group. The studies concerned with specific prediction with narration of facts & characteristics concerning individual, group or situation are all example of descriptive research studies.

Descriptive research:

Descriptive research, also known as statistical research, describes data and

characteristics about the population or phenomenon being studied. Descriptive research answers the question who, what, where, when and how.

In short descriptive research deals with everything that can be counted and studied. But there are always restrictions to that. Your research must have an impact to the lives of the people around you.

Methods of research design:

The task of data collection begins after a research problem has defined and research design chalked out. While deciding about the method of data collection to be used for the study, the researcher should keep in mind two types of data. They are:

- 1) Primary data
- 2) Secondary data

Primary data:

The primary sources of data are discussion with employees, data's collected through questionnaire or scheduled interview.

Secondary data:

The secondary data mainly consists of published data and information collected from records, company websites and also discussion with the management of the

organization. Secondary data was also collected from journals, magazines and books.

Tools of data collection

The data collected are classified and analyzed and interpreted. The tools used for data collection is a scheduled interview. A schedule interview is a predetermined set of questions to which respondents answer usually within closely define alternative. Schedule is an effective data collection mechanism when the researcher knows exactly what is required. There are two types of schedule open ended schedule and closed ended schedule.

- 1) Percentage analysis
- 2) Chi square analysis

Sampling and sample size:

1. Simple random sampling:

Simple random sampling technique has been adopted for the study. The respondents have been selected at random from the total working population of the mill constitutes 750.

2. Data process and analysis:

Data collected for study by various departments in Coimbatore Murugan mills by scheduled interview method.

3. Sample size:

The sample size chosen for this study is 100.

STATEMENT OF THE PROBLEM:

Absenteeism is common factor prevailing in the Indian industries. The main objective of organization is to maximize profit by employing minimum number of men, material & money. When there is a problem of absenteeism the above said factors are not fairly utilized. So the need for reducing absenteeism is not only the need for the company but also the need of the nation.

The present study, design to analyse the absenteeism factor that influence the employee prevailing at Coimbatore Murugan mills ltd. This study was conducted to understand the present employee perception provided by the company and how it affects the workers are motivated to work in the company and also how the present employees' perception can be further modified. The study is also conducted to analyze the relationship of various factors with absenteeism.

DATA ANALYSIS & INTREPRETATION: ANALYSIS:

The term analysis refers to the computation of certain measures along with searching for patterns or relationship that exist among data groups.

INTERPRETATION:

Interpretation refers to the task drawing from the collected facts after an analytical and or experimental research of findings.

Table – 1

Marital status of the respondents

(In Numbers)

Marital status	No. of respondent	Percentage
Married	83	83
Unmarried	10	10
Windowed	5	5
Divorced	2	2
Total	100	100

Source: Compiled from the respondent’s schedule.

Majority (83percent) of the respondents were married. Only 10 percent of them were unmarried. Rest of them were windowed and divorced. Married respondents depend the job to discharge their marital responsibilities.

Table – 2

Educational Qualification of the Respondents

(In Numbers)

Educational Qualification	No. of respondents	Percentage
Under Graduation	10	10
Post Graduation	9	9
Professional degree	32	32
Others	49	49
Total	100	100

Source: compiled from the respondent’s schedule.

It is inferred that most of the respondents (49 percent) have fallen in other category of educational qualification. Such as school level education, diploma and

technical education in the study area. Rest of them were either UG/PG degree holders or professional degree holders (32 percent). As the mill workers are expected to possess adequate job skills, they focus on technical and diploma qualification.

Table – 3
Total Experience in the Company for the Respondents

(In Numbers)

Total Experience in the company	No. of respondents	Percentage
Less than 5 years	8	8
6 – 10 years	9	9
11 – 15 years	11	11
16 – 20 years	7	7
More than 20 years	65	65
Total	100	100

Source: Compiled from the respondent’s schedule.

It is inferred that majority (65 percent) of respondents were working in this organization more than twenty years. As job security and durability of work life have major impact on the motivation level of the employees, rest of them are particular in gaining experience by continuing their responsibilities in the same organization.

FINDINGS:

1. Majority (83 percent) of the respondents were married.
2. Most of the respondents (53 percent) have fallen in other category of educational qualification. Such as school level education, diploma and technical education in the study area. Rest of them were either

UG/PG degree holders or professional degree holders (38 percent).

3. Majority (76 percent) of the respondents were working in this organisation more than twenty years.

SUGGESTION:

1. Get – together of the workers in different shift should be

conducted once in two months for at least 2 hours. This will help to increase the relationship and mutual understanding among the different shift workers.

2. Some group games and another entertaining programme can be conducted for the workers to make the job interesting.
3. Apart from all these, improving the working condition, health, safety & welfare measures are also important.

CONCLUSION:

The art of inducing the employees must be known by the manager to extract the expected level of work. The study gives information about the Manufacturing process, Organizational structure of the company, Departmental functions and gives a good knowledge about the financial position of the company.

A Murugan mill is one the textile industry in India. Since man power is the most important, the problem of absenteeism is affecting the organization in many ways. The main reason that is the basis for absenteeism is the workers morale towards the organization. The company should take

necessary steps immediately to increase the morale and satisfaction of the worker because workers from the integral part of the organization.

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