

A STUDY ON EMPLOYEE ABSENTEEISM IN V-GUARD INDUSTRIES LIMITED, COIMBATORE

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INTRODUCTION TO THE STUDY

The study on employee absenteeism in V-guard industries Limited is to evaluate the main cause for the employee absenteeism in the company. The employee absenteeism is the booming HR issue in many industries. This study is also used to know the employee satisfaction. The study is focused to find the cause of employee absenteeism based on certain factors like working condition, leadership style, work stress, leave days, wage and salary level.

OBJECTIVES OF THE STUDY

- ✓ To study and analyze the cause of absenteeism in the organization
- ✓ To study and evaluate the reason how the absenteeism affect organizational outcomes.
- ✓ To find the various factors which induces the employee absenteeism.
- ✓ To provide a suggestion for reducing absenteeism in the organization.

LIMITATION OF THE STUDY

- ✓ The time period of the study is very short, so elaborate study was not made.
- ✓ Only certain factors are considered in this study to find the cause of absenteeism.
- ✓ The conclusions and suggestions were formed based on employee's spot response.
- ✓ Some false information may be given by the employee

RESEARCH METHODOLOGY

Primary data

The primary data are collected from the employees of V-GUARD INDUSTRIES LIMITED through a direct structured questionnaire.

Secondary data

Company profiles, websites, magazines, articles were used widely as a support to primary data.

Size of the sample

It refers to the number of items to be selected from the universe to constitute as a sample. In this study 50 employees of V-GUARD INDUSTRIES EXPORT LIMITED in Coimbatore was selected as size of sample.

Sample design

The sampling technique used in this study is simple random sampling method. This method is also called as the method of chance selection. Each and every item of population has equal chance to be included in the sample.

Questionnaire

The questions are arranged logical sequence. The questionnaire consists of a variety of questions presented to the employees for the response. Dichotomous questions, multiple choice questions, rating scale questions were used in constructing questionnaire.

STATISTICAL TOOLS USED

To analyze and interpret collected data the following statistical tools were used.

- 1) Percentage method
- 2) Weighted average method
- 3) Chi-square analysis
- 4) Correlation

REVIEW OF LITERATURE FROM JOURNALS, ARTICLES

➤ **Journal of Management, Vol. 12, No. 4, (1986) © 1986 Southern Management Association**

Job Involvement and Organizational Commitment as Interactive Predictors of Tardiness and Absenteeism----
Gary J. Blau

This study examined job involvement and organizational commitment as interactive predictors of absenteeism and tardiness behaviors. Personnel records and questionnaires were used to collect tardiness and absence data for a sub sample of 82 registered staff nurses out of a total sample of 228 nurses from a large Midwestern hospital. Results showed support for the hypothesis that individuals showing higher levels of job involvement and organizational commitment would exhibit less unexcused tardiness and absenteeism than those with lower levels of job involvement and organizational commitment. The implications and limitations of these findings are discussed.

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The Implications of Positive Psychological Capital on Employee Absenteeism--James B. Avey University of Nebraska-Lincoln

Drawing from positive psychology and positive organizational behavior (Luthans, 2002a, 2002b) this study utilized a field study in a high tech manufacturing firm to demonstrate how positive psychological capital reduces levels of both involuntary and voluntary absenteeism. Previous studies setting out to determine job attitude antecedents of absenteeism have been generally disappointing and account for only small levels of variance. In addition, with few exceptions conceptualization of absenteeism has been uni-dimensional despite calls by previous researchers to consider the significant differences in semantic networks of voluntary and involuntary absenteeism as separate metrics. We make this dual dimension distinction and show how previous antecedents of absenteeism contribute to one dimension more than the other. The utility of the study findings conclude the art

ANALYSIS AND INTERPRETATION

TABLE-1
AGE WISE CLASSIFICATION OF RESPONDENTS

Age	Frequency	Percent
Below 30	4	8
30-40	38	76
Above 40	8	16
Total	50	100

Inference: From the table we can infer that 76% are between 30 -40 years and 8% are below 30 years.

TABLE-2
EXPERIENCE WISE CLASSIFICATION OF RESPONDENT

Experience	Frequency	Percentage (%)
6-10	14	28
11-15	29	58
Above 15	7	14
Total	50	100

Inference: From the table we can infer that 58% are working for more than 10 years and 14% are working for less than 10 years.

TABLE-3
LEVEL OF SATISFACTION OF RESPONDENTS REGARDING LEAVE DAYS

Opinion	Frequency	Percentage (%)
Satisfied	9	18
Neutral	25	50
Dissatisfied	15	30
Highly Dissatisfied	1	2
Total	50	100

Inference: From the table we can infer that 18% of respondent are satisfied with the leave days and 30% of respondent are dissatisfied.

TABLE-4
PERIOD DURING ABSENTEEISM IS MORE

Period	Frequency	Percentage (%)
Jan-April	9	18
May-August	29	58
Sep-Dec	12	9
Total	50	100

Inference:

From the table we infer that 58% of the respondent are absent more in May – August and 18% are absent during Jan- April.

TABLE -5
SHIFT DURING ABSENTEEISM IS MORE

Period	Frequency	Percentage (%)
A shift	25	50
B shift	22	44
General shift	3	6
Total	50	100

Inference: From the table we infer that 50% of the respondents are absent during A shift and 44% of respondents are absent during B shift

ANALYSIS OF OPINION OF RESPONDENTS REGARDING WORK CONDITION AND ABSENTEEISM (USING CHI-SQUARE)

Observed frequency

TABLE-6

absenteeism working condition	Jan -April	May- August	Sep-Dec	Total
Yes	8	22	10	40
No	1	7	2	10
Total	9	29	12	50

Expected frequency

TABLE-7

absenteeism working condition	Jan -April	May- August	Sep-Dec	Total
Yes	7.2	23.2	9.6	40
No	1.8	5.8	2.4	10
Total	9	29	12	50

Null Hypothesis: There is no significant difference between working condition and absenteeism.**CHI-SQUARE TEST****TABLE-8**

O	E	(O-E)²	(O-E)²/E
8	7.2	0.64	0.08
22	23.2	1.44	0.06
10	9.6	0.16	0.02
1	1.8	0.64	0.35
7	5.8	1.44	0.25
2	2.4	0.16	0.07

Calculated value = $\sum (O-E)^2 / E = 0.83$

Degrees of Freedom = (R -1) (C-1) = 2

Tabulated value for 2 degrees of freedom at 5% level of significance is 5.99

Inference:The calculated value is less than the tabulated value. Therefore H_0 is accepted. There is no association between work condition and absenteeism.**ANALYSIS OF OPINION OF RESPONDENTS REGARDING LEADERSHIP AND WORK SATISFACTION (USING CORRELATION)**

Let x be Work satisfaction

Let y be Leadership

Observed frequency

TABLE-9

Opinion Factors	Yes	No	Total
Work satisfaction	40	10	50
Leadership	44	9	50

CORRELATION TABLE
TABLE-10

X	Y	X²	Y²	XY
40	44	1600	1936	1760
10	9	100	100	90

$$\text{Cov}(x, y) = 1/n \sum x y - \bar{x} \bar{y} = 1/2 (1850 - 625) = 612$$

$$\sigma_x = \sqrt{1/n \sum x^2 - \bar{x}^2} = \sqrt{1/2 (1700 - 625)} = 23.7$$

$$\sigma_y = \sqrt{1/n \sum y^2 - \bar{y}^2} = \sqrt{1/2 (2036 - 625)} = 45.1$$

$$\text{Cov}(x, y)$$

$$r = \frac{\text{Cov}(x, y)}{\sigma_x \sigma_y} = 0.6$$

Inference:

The satisfaction of leadership and work satisfaction are positively correlated. Any effect in leadership will affect the work satisfaction also.

**ANALYSIS OF RANKING GIVEN BY RESPONDENTS REGARDING WORKING ENVIRONMENT
(USING WEIGHTED AVERAGE METHOD)****Observed Count****TABLE-11**

Opinion Factor	Highly Satisfied	Satisfied	neutral	Dissatisfied	Highly Dissatisfied
Lighting	3	15	6	2	0
Ventilation	6	35	4	4	1
Cleanliness	5	30	7	2	6

WEIGHTED AVERAGE TABLE

TABLE-12

Rank	Weight	Factors					
		Lighting		Ventilation		Cleanliness	
X	W	X1	WX1	X2	WX2	X3	WX3
1	5	3	15	6	30	5	25
2	4	39	156	35	140	30	120
3	3	6	18	4	12	7	21
4	2	2	4	4	8	2	4
5	1	0	0	1	1	6	6
Total		50	193	50	191	50	176
CW		3.86		3.82		3.52	
Rank		1		2		3	

CW (CALCULATED WEIGHT) = $\sum WX_n / \sum X_n$

Inference: From the table it is inferred that employees rank lighting first followed by ventilation and cleanliness as last.

FINDINGS OF THE STUDY

Most of the employees are working more than 10 years. Majority of the employees are between 30 -40 years and others are below 30 years. More than 86% of the respondents are satisfied with the job.

Most of the employees are not satisfied with the leave days. Most of respondent feel that stress level is high in the work they do. Nearly 48% of the respondents have health problem. Majority of the respondents are not satisfied with the wage.

It is inferred that there is a poor relationship between management and employees. Most of the employees are absent during A shift. Most of the respondents are satisfied with the fringe benefits given to them. The respondents are satisfied with the working condition.

Majority of the respondents are comfortable with the leadership. There is no association between working condition and absenteeism. There is no association between working condition and health problem

SUGGESIONS AND RECOMMENDATION

- ✓ Most of the employees are not satisfied with the wage level. The company can increase the salary to make the employee more committed to the organization. Increase in the pay scale of the employees based on the performance may motivate them to a higher level.
- ✓ From the data analysis we infer that stress level in the job is also more. So this may be reduced to avoid absenteeism.
- ✓ The workers are not satisfied with the leave days. So the company can concentrate on the leave days to avoid absenteeism.
- ✓ The employees are not satisfied with the ESI benefits because of much formality.

CONCLUSION

The study on cause of employee absenteeism in **V-GUARD INDUSTRIES EXPORTS LIMITED** in Coimbatore tells that the insufficient leave days and low wage are the main organization factors which affect the cause of absenteeism. The company can concentrate on better salary increment and less stress in work to avoid absenteeism in the organization. The smooth running of the organization is in the hands of employees. So the employers have to concentrate more on their employees and their satisfaction. This will reduce the employee absenteeism in the organization. The companies have to give priority for employees' suggestions and opinions. The organization commitment will reduce absenteeism among employees.

