SOCIO-ECONOMIC ANALYSIS OF THE ABSENTEEISM AMONGST FIREWORKS LABOURERS IN VIRUDHUNAGAR DISTRICT

L.PONNUCHAMY[1] Dr.L.RENGARAJAN[2]
Ph.D Scholar, Assistant Professor of Commerce, Rajapalayam Rajus College, Rajapalayam
Research Guide & Supervisior, Head & Associate Professor of Commerce, Rajapalayam Rajus College, Rajapalayam
RAJAPALAYAM RAJUS COLLEGE

ABSTRACT

Absenteeism is a failure of employees to report for work when they are scheduled to work. The workers absences 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. Employees are away from work on recognized holidays, vacations, approved leaves of absence, or leaves of absence allowed under the collective agreement provisions.

Absenteeism is a serious problem which causes enormity loss to the gross national product of the nation. Loss of production, increased labour costs, capital labour ratio are the ultimate results of the absenteeism. Now, the study of absenteeism has been given adequate importance. The objectives of this study were study the socio-economic and working conditions of firework labourers, find out factors influencing absenteeism among the fireworks labourers in Virudhunagar District and offer suitable suggestions based on the findings of the study. In this analysis conclude, Offer an attractive salary package, Hire more experienced people, be aware of working hours, provide a pleasant working environment and improve your employees' work-life balance to reduce the employee absenteeism.

Key words: *Absenteeism, Fireworks and Socio Economic conditions*

1. INTRODUCTION

Absenteeism is a failure of employees to report for work when they are scheduled to work. The workers absences 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. Employees are away from work on recognized holidays, vacations, approved leaves of absence, or leaves of absence allowed under the collective agreement provisions.

According to the **Labour Bureau Simla**, defined the term ‘absenteeism' as "the failure of a worker to report for work when he is scheduled to work.. Absenteeism has been variously defined by different authorities.

The **Labour Department in India** defined the absenteeism rate as the total man-shifts lost because of absent as a percentage of the total number of man-shifts scheduled. The calculation is rate of the absenteeism are require the number of person listed to work and the number actually present.

2. STATEMENT OF THE PROBLEM

Absenteeism is a serious problem which causes enormity loss to the gross national product of the nation. Loss of production, increased labour costs, capital labour ratio are the ultimate results of the absenteeism. Now, the study of absenteeism has been given adequate importance. Since the absenteeism is an indicator of state of health of the organization, there are many welfare schemes and

disciplinary measures which try to acquire control over the problem of absenteeism. Absenteeism is a name given to a condition that exists when a person fails to report to work when properly scheduled to work. Absenteeism is necessarily a managerial problem and attitude and attention of management towards it is of almost important.

3. OBJECTIVES OF THE STUDY

The objectives of the study are as follows:

1) To study the socio-economic and working conditions of firework labourers
2) To find out **factors influencing** absenteeism among the fireworks labourers in Virudhunagar District.
3) To offer suitable suggestions based on the findings of the study.

4. FACTOR ANALYSIS

The important rotated matrix is "**ROTATED MATRIX FOR FACTOR ANALAYSIS OF FIREWORKS EMPLOYERS (FACTOR ANALYSIS)"** on causes of absenteeism among fireworks labourers" in the view of fireworks Employers.

It is possible to select weights or factor score coefficients so that the first factor explains the largest portion of the total variance. Then a second set of weight can be selected, so that is the second factor accounts for most of the residual variance, subject to being uncorrelated with the first factor. This same principle could be applied to selecting additional weights for the additional factors. Thus, the factors can be estimated so that their factors scores, unlike the value of the original variables, are not correlated. Furthermore, the first factor accounts for the highest variance in the data, the second factor the second highest and so on.

The rotated factors matrix for the variables relating to analysis of the absenteeism amongst opinion on fireworks labourers at Virudhunagar District.

5. ROTATED MATRIX FOR FACTOR ANALAYSIS OF FIREWORKS EMPLOYERS (FACTOR ANALYSIS)

The Important Rotated Matrix for 28 variables relating to Employers causes of absenteeism among fireworks labourers the sample respondents is given the Table. It has discussed the causes of the 100 sample respondents in the context of certain statistical tools.

Mathematically, factor analysis is somewhat similar to multiple regression analysis. Each variable is expressed as a linear combination of underlying factors. The amount of variance a variable shares with all other variables included in the analysis is referred to communality. The co-variation among the variables is described in terms of a small number of common factors plus a unique factor for each variable. These factors are not over observed. If the variables are standardized, the factor model may be represented as:

It is possible to select weights or factor score coefficients so that the first factor explains the largest portion of the total variance. Then a second set of weight can be selected, so that is the second factor accounts for most of the residual variance, subject to being uncorrelated with the first factor. This same principle could be applied to selecting additional weights for the additional factors. Thus, the factors can be estimated so that their factors scores, unlike the value of the original variables, are not correlated. Furthermore, the first factor accounts for the highest variance in the data, the second factor the second highest and so on.

There are many factors which lead to absenteeism in fire work industry. The most important factors are summarized through factors analysis. Factors analysis typically applied intervally-scaled responses to question about a particular product are service to identify the major characteristics or factors consider being important. Factors analysis applies advanced statements to identify those which are similar that is, to identify one or more set of statements which result in highly correlated responses. The idea is, if the respondents of statements are highly correlated, then it is believed that the statement measures some factors, which is common to all of them.

Table - 1
EMPLOYERS CAUSES OF ABSENTEEISM AMONG FIREWORKS LABOURERS

S.no	Variables	Factor1	Factor2	Factor3	Factor4	Factor5	Factor6
1.	Fear of accident	**.680**	.122	.212	.338	.177	.049
2.	Advance wage payment	**.736**	.162	.235	.306	.162	.046
3.	Workers findings better jobs and some other places	**.714**	.045	-.326	-.030	-.109	.193
4.	Back pain and other musculoskeletal injuries	**.885**	.068	.162	.056	.166	-.079
5.	Lack of sickness	**.767**	.024	.137	-.022	.072	-.299
6.	Mental ill-health	**.571**	.035	.187	.285	.229	-.088
7.	Financial problem	**.536**	.237	.008	.465	.186	-.025
8.	Spending time on playing cards/Gambling	**.633**	.299	-.295	.213	.129	-.325
9.	Long hours work	**.525**	.018	.080	.545	.092	.110
10.	Domestic troubles and family responsibilities	.085	**.794**	.008	.059	.090	-.171
11.	Job hunting	.067	**.781**	.097	.327	-.008	.256
12.	Drinking liquors	.141	**.731**	-.048	-.033	-.110	.477
13.	Incentives Link with production	.051	**.560**	.254	-.158	.038	.530
14.	Lack of wage payment	-.050	**.605**	.047	.309	-.044	.384
15.	Dislike for the job or place	.247	**.826**	.080	.079	.004	.069
16.	Bullying and harassment	.391	-.189	**.698**	.056	.053	.016
17.	Stress because of too much work	.364	-.158	**.738**	-.124	.166	.085
18.	Discard of rules	-.116	.223	**.652**	.330	.044	.240
19.	Depression	-.068	.268	**.748**	.098	.140	.041
20.	Going to other job with high wages roving	.061	.263	**.418**	.188	-.083	.342
21.	Taking leave for the education for their children or Informal leave	.410	.053	-.060	**.719**	.155	.064
22.	Willful disregard of rules or discard of rules	.157	.270	.271	**.737**	.030	-.078
23.	Transport Facilities	.218	.154	.208	.377	**.454**	-.183
24.	Insurance Benefits	.140	-.193	.084	-.004	**.790**	.022
25.	Medical facilities	.108	.015	.007	.051	**.818**	.121
26.	Fringe benefits	.143	.113	.086	.126	**.761**	-.037
27.	Child care and elder care	-.189	.129	.355	-.293	-.060	**.710**
28.	Worker may leave after marriage in order to take up house hold duties	-.110	.239	.014	.275	.214	**.614**
Eigen Value		4.919	3.806	2.918	2.644	2.452	2.143
Percentage of Variances		15.357	14.422	12.743	10.589	9.294	9.096
Cumulative Percentage		15.357	29.779	42.522	53.111	62.405	71.501

The factor with identify the new names which influences the Employers causes of absenteeism in fireworks Labourers at Virudhunagar District had been presented in the above tables.

Table - 2
FACTOR 1
Personal Causes of Fireworks labourers

Sl. No.	Variables	Factor Loadings	Eigen Value	Percentage Variance
1.	Fear of accident	**.680**	4.919	15.357
2.	Advance wage payment	**.736**		
3.	Workers findings better jobs and some other places	**.714**		
4.	Back pain and other musculoskeletal injuries	**.885**		
5.	Lack of sickness	**.767**		
6.	Mental ill-health	**.571**		
7.	Financial problem	**.536**		
8.	Spending time on playing cards/Gambling	**.633**		
9.	Long hours work	**.525**		

Source: Computed Data

The above nine variables with high loadings on Factor 1 are named as ***"Personal causes of Fireworks Labourers".*** Hence, F1 is termed as ***Personal causes***. The Eigen value for the above Factor I is 4.919 and the percentage of variance is 15.357.

Table - 3
FACTOR 2
Psychological causes for Fireworks Labourers

Sl. No.	Variables	Factor Loadings	Eigen Value	Percentage Variance
1.	Domestic troubles and family responsibilities	**.794**	3.806	14.422
2.	Job hunting	**.781**		
3.	Drinking liquors	**.731**		
4.	Incentives Link with production	**.560**		
5.	Lack of wage payment	**.605**		
6.	Dislike for the job or place	**.826**		

Source: Computed Data

The above six variables with high loadings on Factor II are characterized as ***"Psychological Causes for Firework Labourers".*** Hence, F2 is termed as ***Psychological Causes***. The Eigen value for the above Factor II is 3.806 and the percentage of variance is 14.422.

Table - 4
FACTOR 3
Work Environment Causes of Fireworks Labourers

Sl. No.	Variables	Factor Loadings	Eigen Value	Percentage Variance
1.	Bullying and harassment	**.698**	2.918	12.743
2.	Stress because of too much work	**.738**		
3.	Discard of rules	**.652**		
4.	Depression	**.748**		
5.	Going to other job with high wages roving	**.418**		

Source: Computed Data

The above Five variables with high loadings on Factor II are named as ***"Working environment causes of Fireworks Labourers".*** Hence, Factor 2 is termed as ***Working environment causes***. The Eigen value for the above Factor II is 2.918 and the percentage of variance is 12.743.

Table - 5
FACTOR 4
Organization causes of Fireworks Labourers

Sl. No.	Variables	Factor Loadings	Eigen Value	Percentage Variance
1.	Taking leave for the education for their children or Informal leave	.719	2.644	10.589
2.	Willful disregard of rules or discard of rules	.737		

Source: Computed Data

The above two variables with high loadings on Factor IV are characterized as *"**Organization Causes of Fireworks Labourers ".***Hence, F7 is termed as ***Organization Causes.*** The Eigen value for the above Factor IV is 2.644 and the percentage of variance is 10.589**.**

Table - 6

FACTOR 5
Welfare Benefits of fireworks Labourers

Sl.No.	Variables	Factor Loadings	Eigen Value	Percentage Variance
1.	More family Commitment	.454	2.452	9.294
2.	*Season time*	.790		
3.	Going to other job high wages	.818		
4.	Fringe benefits	.761		

Source: Computed Data

The above said four variables with high loadings on Factor V are characterized as ***"Welfare Benefits of fireworks labourers".*** Since, F5 is named as ***"Welfare Benefits".*** The Eigen value for the above Factor V is 2.452 and the percentage of variance is 9.294.

Table - 7
FACTOR 6
Family causes of Fireworks labourers

Sl. No.	Variables	Factor Loadings	Eigen Value	Percentage Variance
1.	Child care and elder care	.710	2.143	9.096
2.	Worker may leave after marriage in order to take up house hold duties	.614		

Source: Computed Data

The above said two variables with high loadings on Factor VI are named as ***"Family causes of Fireworks labourers".*** Hence, F6 is termed as ***Family causes***. The Eigen value for the above Factor VI is 2.143 and the percentage variance is 9.096.

6. Conclusion

The absenteeism of fireworks has been analyzed with 28 variables. The Eigen value of the factor indicates the degree of variability of the factor in the total set. The Eigen value shows the higher intensity of the variable explained in the factor.

Analysis of Eigen value of different factor reveals the intensity of each factor comprising 28 variables and their influences on Employers causes of absenteeism amongst to fireworks Labourers for their study area. In this analysis conclude, Offer an attractive salary package, Hire more experienced people, be aware of working hours, provide a pleasant working environment and improve your employees' work-life balance to reduce the employee absenteeism.