A STUDY ON THE EMPLOYEES ABSENTEEISM

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ABSTRACT

Anecdotal evidence suggests that businesses have been increasingly concerned about the rise in employee absenteeism. Due to the productivity loss that arises from absenteeism as well as the expense of sick leave benefits provided as salary for no work, absenteeism causes fina ncial losses. One of the main issues, as this project on employee absenteeism illustrates, is absence. An absentee is someone who often skips work, and absenteeism is the practice or habit of being an absentee. Employees Management faces a big issue with absenteeism since it incurs significant additional costs. Planning, productivity, efficiency, and overall organization functioning are all hampered by absenteeism. The health of an organization as well as the efficiency of management and supervision are all impacted by excessive absenteeism rates. Absenteeism, performance, employers, and employees are important related terms.

1. INTRODUCTION

Absenteeism is a regular pattern of skipping out on a task or commitment. Absenteeism has historically been portrayed in economic or quasi-economic terms as a management issue, a sign of poor individual performance, and a breach of an implied contract between employee and employer. Recent research aims to comprehend absence as a sign of social, medical, or psychological adjustment to work. High absenteeism at work may be a sign of low morale, but it's also possible that sick building syndrome or occupational dangers are to blame for absences. Many businesses rely on statistics like the Bradford factor, which do not distinguish between legitimate illness and unjustified absence. As a result, many people feel compelled to report to work sick and spread contagious diseases to their coworkers. This causes other workers who attempt to work while sick to be even more absentee and less productive. If a worker presents a note from their doctor or some other kind of supporting proof, employers will frequently accept absences due to medical issues. Businesses may find it impolite and considerate when people decide not to show up for work or fail to call in advance. A "no call, no show" situation is this. People who are not satisfied with their jobs are absent more frequently, according to Nelson & Quick (2008). They continued by stating that employee discontent with the task itself is the kind of dissatisfaction that frequently causes workers to miss work. The "withdrawal model," which holds that absenteeism is an individual's withdrawal from unsatisfactory working conditions, is the psychological model that analyzes this. A negative correlation between absenteeism and job satisfaction, particularly job satisfaction with the task itself, provides empirical support for this. Research linking absenteeism to smoking, problem drinking, low back pain, and migraines supports the medical model of absenteeism. Even now, at least in some cases, absence attributed to medical reasons is voluntary. According to research, medically related absenteeism results in productivity losses of over $1 trillion annually; a greater emphasis on preventative wellness could lower these expenses. Given that there are positive correlations between work stress, depression, and absence, Page 225 the line between psychological and medical causation is hazy. Some absences attributed to poor physical health may actually be the result of depressive tendencies, such as when someone adopts a "culturally accepted sick role." This inserts the adverb "illness" before the noun "absence" and requires more evidence than is often provided. According to evidence, being absent from work is typically considered to be "mildly aberrant workplace behavior." People frequently have negative perceptions about those who are missing, underreport their own absences, and think their own attendance record is superior to that of their peers. Three results follow from negative attributions about absence: the conduct is susceptible to social control, social context-sensitive, and a possible source of conflict at work. Thomas contends that those who engage or work with narcissists typically experience higher levels of stress, which in turn raises absenteeism and employee turnover.

2. OBJECTIVES OF THE STUDY

1. To identify the reasons for absenteeism of employees in RMM Food Products Private Limited.
2. To assess the reasons for absenteeism and its impact on work and working environment in RMM Food Products Private Limited.
3. To review the variables that reduces the rate of absenteeism and suggests measures to minimize absenteeism in RMM Food Products Private Limited.

3. SIGNIFICANCE OF THE STUDY

Although employee attendance at the workplace during scheduled hours is crucial for the efficient operation of the production process in particular and the organization in general, absenteeism occurs when employees occasionally fail to report to work during scheduled hours. Operative level absenteeism is a serious issue in many sectors. The study of absenteeism is crucial because high absenteeism affects an organization's

productivity. When production is at its height and skilled labor is in short supply, employee absences will have a significant negative impact on both output and morale. Because of the messed up and delayed work schedules caused by excessive absence, the management must pay overtime compensation in order to satisfy delivery dates. To reduce absenteeism, it is vital to ascertain its scope and root reasons. To help with this, a thorough examination should be conducted in each area of the company for different reasons for absenteeism by such categories as age, sex, days of the week, and job classes. As a result, research regarding absenteeism is now urgently needed rather than just being of academic curiosity. In order to reduce absenteeism, the current study is focused on factors like illness, accidents, poor control, lack of interest, and attitude.

4. REVIEW OF LITERATURE

Absence and lateness are issues with poor attendance. Poor attendance might develop into a major issue that results in discharge with justification. If attendance is poor, people will have to work more to make up for those who are less responsible. Sometimes workers miss work or arrive late for a valid reason, such as illness or child care. issues, bad weather, or religious convictions. Managers should differentiate between those employees who have good reasons for being absent or tardy and those who pose a threat. Managers should be aware of patterns of poor attendance within a work unit when deciding how to reprimand an employee for poor attendance. Systematic tardiness or absence from work may be signs of job avoidance. Because of unfriendly coworkers, a job that has become unchallenging, competing demands from their job and their family, or bad supervision, an employee may dread going to work. It would be wiser for the manager (or company) to seek for ways to alter the working environment. Job design or, when the issue is severe, organization-wide restrictions are two potential answers.

RESEARCH METHODOLOGY:

There are 3 types, they are:

1. Explorative
2. Descriptive
3. Experimental

Descriptive methodology is used in the present study

RESEARCH DESIGN:

1. The research was conducted by using contact methods through Questionnaire.
2. Interview and Observation
3. The information was collected from the employees of quality department only

SOURCES OF DATA COLLECTION:

The research was conducted by using contact methods through Questionnaire. Interview and Observation. The information was collected from the employees of quality department only.

STATISTICAL USED IF ANY:

Instrument:

A structured Questionnaire is used and the type of questionnaire is target questions.

5. DATA ANALYSIS AND INTERPRETATION

Data Analysis:

The data is analyzed with one Simple analysis technique". The data tool is percentage method. Percentage method is used in making comparison between two or more criteria. This method is used to describe relationship.

Percentage of Respondents = No. of Respondents/ Total no of Respondents X 100

Data Interpretation:

Total number of respondents 50
Table showing Employee's age

6. FINDINGS

1. The age range of the majority of the workforce is 20 to 25 years old. In contrast to workers who are between the ages of 25 and 35, the majority of these workers are motivated by their jobs.

2. The majority of married employees are dedicated to

3. The salaries of all the employees range from $260 to $8,000 each year.

4. The majority of employees believe that the working conditions are satisfactory.

5. The majority of employees take time off for health reasons, but inadequate transit options and poor time management also account for a sizable part of employee absences.

6. The majority of an employee's leave is taken for personal reasons, such as participating in social events and traveling.

7. The majority of employees get along well with their managers. Any effort to make this better will raise the caliber of output.

8. Benefits are important and should be managed well.

9. A better work environment is complemented by good coordination. Must be sure of it.

10. Strengthening developmental activity indicates benefits for both the firm and the personnel.

11. Compensation is essential to performance.

12. Employees will be better able to plan their leave if they are aware of how it is administered.

13. Safety and health measures are important when assessing absenteeism.

14. The majority of workers are looking for incentives or income increases as motivating factors.

15. Salary and salaries are among the crucial factors that should be prioritized.

7. MANAGERIAL IMPLICATIONS OF THE STUDY

The same study can be undertaken covering entire or all districts in Tanzania along with large samples. study based on one District Council, it can't be generalized to all District councils or Local Government authorities. In future, it would be worthwhile conducting the surveys to cover different District Councils situated in different Regions so as the results to be generalized to all local government authorities.

Also, the impact of absenteeism of employees can also be undertaken along with the causes of absenteeism. Furthermore statistical analysis should be conducted so as to have knowledge on the specific demographic as well as reasons which influence absenteeism.

8. SOCIETAL IMPLICATIONS OF THE SOCIETY

Absenteeism can affect individual productivity. Simply put, if someone works less, they're likely to be less productive.   Employers should consider root causes, which include burnout, disengagement, as well as those that may require accommodations, such as child care or illness. Organizations should address these issues immediately. If an employee is frequently "checked out," it could be a sign of low morale and engagement and a lack of passion for their work.

9. CONCLUSION

A1 Exporter Pvt. Ltd. personnel are on leave for a variety of personal and familial reasons. They understand how their absence will affect the production. The majority of workers acknowledge that they are attempting to avoid taking time off, but frequently circumstances are beyond of their control. Some employees believe that the management should arrange family gatherings or vacations as a kind of entertainment so that they may unwind after a demanding workday. They also state that they are utilizing all of the company's welfare services. One will never forget to state that showing a little compassion for your coworkers can improve working conditions and reduce absenteeism.

Absenteeism is the practice of not showing up for work. One of the biggest issues currently facing businesses around the world is this. An organization's success is severely hampered by unscheduled absence, which results in lost productivity, higher expenditures for employing extra staff, and low employee morale. It is past time for employers to give this issue top emphasis.

The study came to the conclusion that offering positive incentives to employees in the form of those motivational factors tha t ostensibly motivate employees to be absent is preferable to penalizing absenteeism. Giving employees more time off for personal reasons is the best incentive for reducing absenteeism. Lesser deterrents like loss of income, benefits, and prospects for promotion as well as dismissal are more likely to have an impact on employees. The best strategy for reducing absenteeism is a combination of rewards (more time off) and penalties (loss of perk s or employment), with a focus primarily on motivational rewards.

10. FUTURE SCOPE OF RESEARCH

The development of any organization depends on the regularity of employees. The study is conducted to know the various levels and reasons for absence of employees in an organization. By looking it one can adopt corrective measures to decrease irregularities in the organization leads to organizational growth.

An absent employee means idle machines or unoccupied work space, with the consequent direct loss and an indirect reduction in the tempo of production. Productive efficiency of a plant is adversely affected by absenteeism which causes disorganization in work. Hence the scope of the study throws light 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

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