



## A Study on Causes of Employee's Absenteeism and Affect in Organization Productivity

*Nainilsinh Gohil<sup>1</sup>, Asst. Prof. Shruti Bhonsle<sup>2</sup>*

<sup>1</sup>Research Scholar, Faculty of Social Work, Parul University, Waghodiya, Vadodara, Gujarat, India

<sup>2</sup>Research Guide of Social Work, Parul University, Waghodiya, Vadodara, Gujarat, India

### ABSTRACT

Today's industry necessitates the regular and appropriate attendance of all personnel due to its rising state and interconnectedness of operations. Nearly every production process in mass production sectors depends on other processes, and the sudden absence of a worker in one department might cause a significant disruption in production in another department or even the facility as a whole. One of the elements influencing the best use of human resources is absenteeism. Productivity, earnings, investments, and absentee workers themselves are all impacted by this industrial disease. Consequently, rising absenteeism rates hinders industrial advancement and significantly raises industry costs. A few workers' absences impose themselves on others, alter work schedules, and increase expenses to the point where the cost of absenteeism exceeds one day's pay. There is no reliable way to calculate the social and economic costs of absence. Making even a rough estimate of these losses is challenging since there are numerous variables at play that make precise measures impossible. First of all, due to incomplete and erroneous records, there is insufficient evidence regarding the severity of industrial absenteeism. As businesses increasingly deal with a global workforce, employee engagement techniques have grown. Organizations are searching for are usually excited about their jobs and show up for work on a regular basis. A key idea in the endeavour to comprehend and characterize, both qualitatively and quantitatively, the nature of the connection between a business and its employees is employee engagement. An "engaged employee" is someone who is totally engrossed in and passionate about their work, and who actively works to further the organization's goals and reputation.

**Keywords:** Employee engagement, organization commitment, involvement, awareness, skills, and knowledge; efficiency; performance and productivity; and absenteeism.

### INTRODUCTION:

Absenteeism represents a critical challenge to industries, severely affecting productivity, profitability, and the overall operational efficiency of organizations. It is an issue that disrupts work schedules, causes delays, and increases operational costs as a result of employees being absent from work without proper notice or approval. The causes of absenteeism are multifaceted and can stem from various factors such as personal health issues, low job satisfaction, lack of motivation, poor interpersonal relationships, and insufficient management practices. In labour-intensive sectors like transformer manufacturing, where production processes depend heavily on every worker's consistent presence, absenteeism can have a particularly detrimental effect. It often leads to disruptions in production, forcing other employees to pick up the slack or requiring costly temporary replacements. Additionally, absenteeism manifests not only as workers failing to show up, but also through behaviours like arriving late, leaving early, taking long breaks, or engaging in excessive downtime during work hours. These actions can create a ripple effect throughout the organization, negatively impacting team morale and causing friction between employees. While planned absences such as vacations or maternity leave are manageable and expected, unapproved or frequent absenteeism is harder to address and can harm organizational performance. For companies to effectively combat absenteeism, they must focus on improving employee engagement, fostering positive interpersonal relationships, offering job satisfaction, and adopting comprehensive human resource management strategies. Proactively addressing absenteeism helps reduce the direct and indirect costs it incurs, boosts productivity, and improves both the work environment and overall business success, ultimately contributing to long-term growth and sustainability.

### REVIEW OF LITERATURE:

- ✚ **Herman & Rock off, (2011).** When absenteeism is monitored, productivity is increased in addition to costs being decreased. Baraita (2008). This study revealed that employee absences have significant detrimental effects: the anticipated daily productivity loss from using temporary replacements is equivalent to replacing a normal employee with average productivity with one in the 10th to 20th percentile of productivity,

- ✚ **Burkett, (2006).** Any company needs productivity since the more productive a business is, the larger its profit margins will be. The abilities that are most closely related to an individual's brain will be the most important for knowledge companies. These talents are currently more difficult to teach and more difficult to levy. The challenge for all higher education institutions will be their ability to equip their students with these creative abilities. Universities worldwide that will be successful in creating and updating
- ✚ **S Rabiyyathul Basariya, (2015).** Absences have serious repercussions, according to one article on absenteeism. The most evident is that they increase other people's workload. However, survey participants also reported that they impair morale, cause stress, and interfere with others' work (SHRM, 2014). According to his research, absenteeism has a significant effect on industries; if absence continues in an industry, it affects overall working conditions. Despite the high expenses linked to employee absenteeism, companies may be keeping track of the number of absences at work but aren't actively assessing its effects, according to the Time ware research from 2015
- ✚ **Matters, Lee & Ok, (2008).** Additionally, friendly employees are more likely to act philanthropically by offering their coworkers support, direction, counsel, criticism, suggestions, or information on a variety of work-related topics.
- ✚ **Wakely C.A. (1948)** "Absenteeism is the ratio of the number of production man-days or shifts lost to the total number of production scheduled to work". A worker's absenteeism is defined by the Labour Bureau (1962) as the percentage of scheduled man shifts lost due to absence.

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## RESEARCH METHODOLOGY:

### Significance of the study:

It is crucial to investigate the reasons behind employee absences and the impact they have on businesses. In the first place, it assists businesses in determining the reasons for employee absences.

They may be under stress, dissatisfied with their work, or having trouble juggling work and personal obligations. Knowing this enables businesses to improve employee support through policy changes or additional assistance, which can lower absenteeism and increase employee satisfaction. Second, a large number of absentee personnel impairs the company's ability to perform its duties. It can hinder productivity, increase expenses, and disrupt workflow, all of which can harm the company's performance. Businesses can determine whether or not to invest in employee assistance programs by calculating the financial costs of absences and how they impact factors like productivity.

Additionally, people are impacted when they miss work frequently. Other workers may feel overburdened as a result of having to put in extra effort to compensate for the absentee. This may exacerbate the issue by making people feel worn out, irritated, and less content at work.

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## OBJECTIVES OF THE STUDY:

- To measure the employee's absenteeism level
- To identify the reasons for absenteeism
- To identify step required to decrease the rate of absenteeism

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## RESEARCH DESIGN:

The nature of the research is descriptive. One method for gathering primary data from Ananta Constructions Pvt Ltd personnel is a structured questionnaire. The secondary data comes from online research reports, textbooks, journals, and the internet.

### ➤ UNIVERSE:

Gujarat state's Vadodara District will serve as the study's universe.

### ● SAMPLING UNIT:

Sampling unit is employees of Ananta Constructions Pvt.Ltd. of Vadodara.

### ● SAMPLING TECHNIQUE:

Random Sampling Technique is adopted to do the basic analytics of the study.

### ● SAMPLE SIZE:

Sample size is 100.

## TOOLS FOR DATA COLLECTION:

- **PRIMARY DATA:** • The primary data for this study is gathered from the respondents using a standardized questionnaire. Employees at ARS Jasim Constructions Pvt Ltd are given appropriate questionnaires to complete in order to conduct the survey.
- **SECONDARY DATA:** Secondary data is information that is easily accessible. The information used in this study comes from secondary sources, including periodicals, websites, journals, newspapers, books about the subjects, and other references.

## VARIABLE:

- Health Issues
- Work-related Stress
- Family or Personal Reasons
- Motivational Factors
- Work-Life Imbalance
- Job Role/Position
- External Factors

## DATA ANALYSIS AND INTERPRETATION:

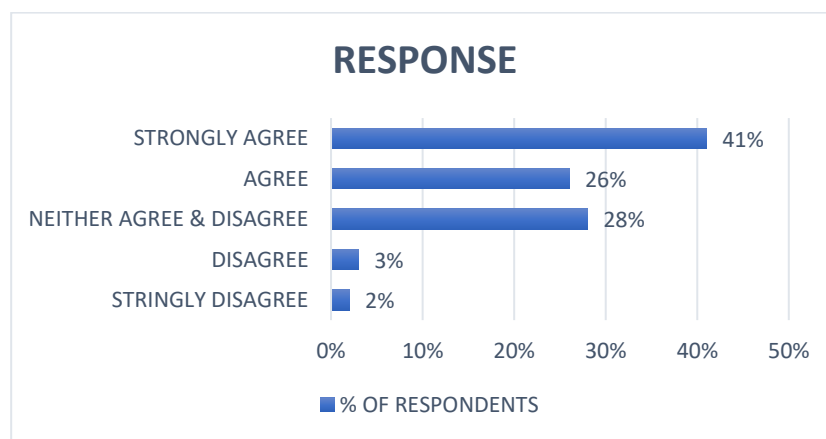
- “Showing responses of the Employees Regarding “The Rate of Absenteeism can be reduced with Mutual Commitment and Involvement of Employer and Employee.”

Responses	Frequency	Percentage (%)
Strongly Agree	43	43%
Agree	27	27%
Neither Agree nor Disagree	25	25%
Disagree	3	3%
Strongly Disagree	2	2%
Total	100	100%

### Analysis:

According to the above table, the majority of respondents—41 percent—strongly agreed with the statement, while 26 percent agreed with it.

- Showing responses of the Employees Regarding “The Rate of Absenteeism can be reduced with Mutual Commitment and Involvement of Employer and Employee.”



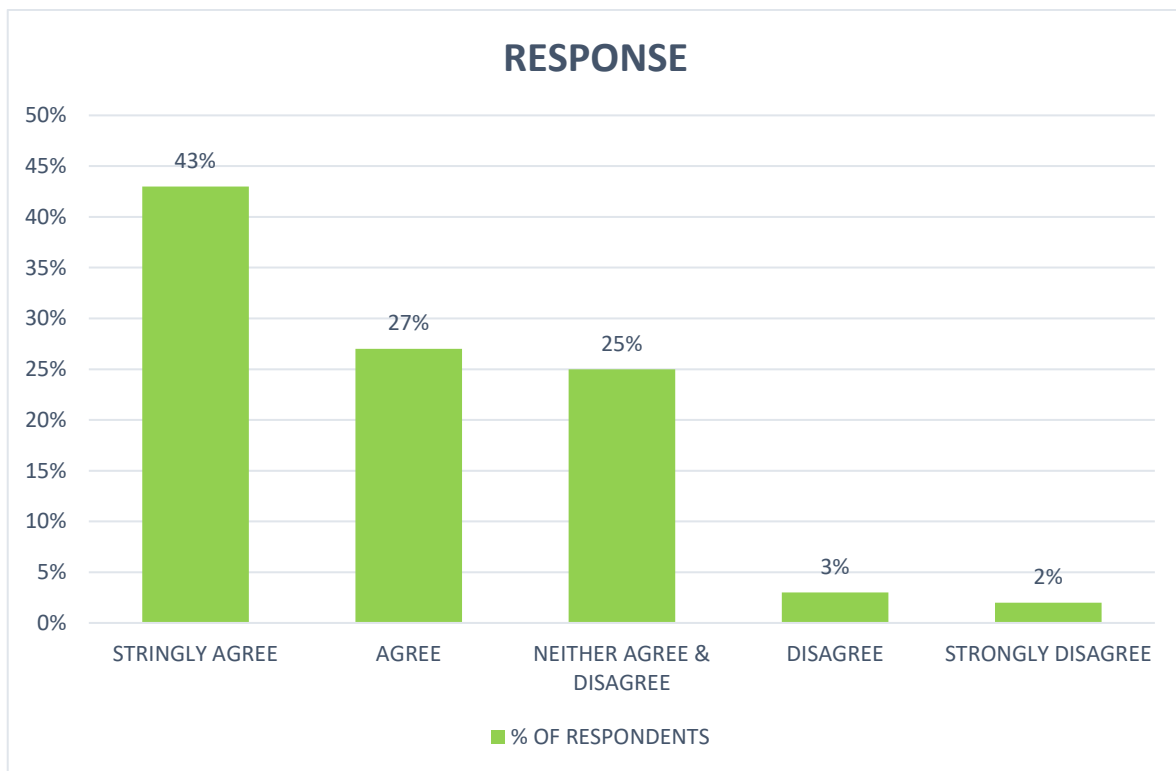
**Interpretation:** According to the graph above, most respondents—41 percent—strongly agreed with the statement, and 26 percent agreed with

➤ Showing “My Management is known for trusting us and graciously respecting our services in the organization much to our satisfaction”.

Responses	Frequency	Percentage (%)
Strongly Agree	43	43%
Agree	27	27%
Neither Agree nor Disagree	25	25%
Disagree	3	3%
Strongly Disagree	2	2%
Total	100	100%

**Analysis:** The majority of respondents, or 43%, strongly agreed with the statement, and 27% agreed with it, according to the above data.

▪ Showing “My Management is known for trusting us and graciously respecting our services in the organization much to our satisfaction”.



**Interpretation:**

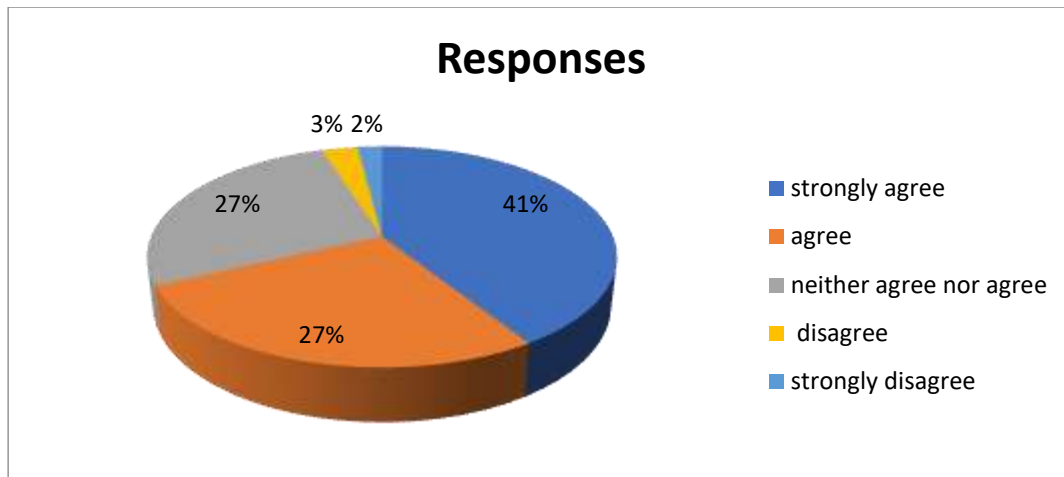
According to the graph above, the majority of respondents—43 percent—strongly agreed with the statement, while 27 percent agreed with it.

➤ “Showing responses of the Employees Regarding “Absenteeism Affects the Working Culture of the Company.”

Responses	Frequency	Percentage (%)
Strongly Agree	41	41%
Agree	27	27%
Neither Agree nor Disagree	27	27%
Disagree	3	3%
Strongly Disagree	2	2%
Total	100	100%

**Analysis:** According to the above table, the majority of respondents—41 percent—strongly agreed with the statement, while 27 percent agreed with it.

● “Showing responses of the Employees Regarding “Absenteeism Affects the Working Culture of the Company.”



**Interpretation:** According to the graph above, the majority of respondents—41 percent—strongly agreed with the statement, while 27 percent agreed with it.

### FINDINGS:

The survey shows a gender imbalance, with 78% male respondents and 22% female. Most respondents (55%) are aged 25–40, with fewer under 25 (17%) or over 60 (5%). Income-wise, 42% earn between \$50,000–\$100,000, with smaller groups earning higher or lower amounts. Respondents generally agree with the survey's themes, with 40–43% strongly agreeing and 26–30% agreeing, indicating widespread consensus on the topics.

### CONCLUSION:

The study explores how absenteeism impacts productivity, especially in small and medium-sized transformer companies. It finds that absenteeism negatively affects productivity, and reducing it could improve output. Key causes include weak policies, poor management of leave, a negative work environment, and personal reasons. Absenteeism leads to low productivity, poor quality, and increased turnover. The study highlights the importance of managing absenteeism through better policies and management to boost productivity and reduce its negative effects on the workplace.

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