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A Study on Employee Absenteeism in SIDCO Manufacturing

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ABSTRACT:

Employee absenteeism is a significant challenge in the manufacturing sector, affecting productivity and operational efficiency. This study investigates the factors influencing absenteeism at SIDCO Manufacturing Industry, Pudukottai. The research employs a structured survey method to collect primary data from employees and analyzes secondary data from company records. Key factors such as workplace environment, job satisfaction, health issues, and personal responsibilities are examined. The findings reveal that high absenteeism is linked to poor working conditions, lack of motivation, and inadequate leave policies. The study suggests strategies such as enhanced employee engagement, flexible leave policies, and improved work conditions to minimize absenteeism. The results provide valuable insights for management to implement policies that enhance workforce stability and productivity, ultimately improving organizational performance.

Keywords: Employee absenteeism, workplace environment, productivity, job satisfaction, workforce stability, organizational performance..

INTRODUCTION:

Employee absenteeism refers to the frequent or habitual absence of employees from work, which can result from various factors such as illness, personal issues, job dissatisfaction, or unfavorable workplace conditions. In the manufacturing sector, employee absenteeism is a critical challenge that directly impacts productivity, operational efficiency, and overall organizational performance. Manufacturing industries rely on a stable and engaged workforce to maintain consistent production levels. However, when employees frequently miss work, it disrupts workflow, increases operational costs, and places additional burdens on present employees, thereby affecting business outcomes.

The significance of studying absenteeism in the manufacturing sector cannot be overstated. Given the industry's dependency on a well-coordinated workforce, understanding the root causes and consequences of absenteeism is essential for developing effective strategies to minimize its impact. High absenteeism rates can lead to production delays, missed deadlines, increased overtime expenses, and poor work quality. Moreover, it can negatively influence employee morale and engagement, leading to further job dissatisfaction and a higher turnover rate..

Current research highlights several factors contributing to absenteeism in manufacturing industries, including workplace stress, lack of work-life balance, inadequate wages, job dissatisfaction, and health-related concerns. Studies suggest that absenteeism can be categorized into voluntary and involuntary absences. Voluntary absenteeism occurs when employees intentionally skip work due to job dissatisfaction, workplace conflicts, or personal obligations. Involuntary absenteeism, on the other hand, results from unavoidable circumstances such as illness, family emergencies, or occupational injuries.

This study aims to examine the prevalence of employee absenteeism in SIDCO Manufacturing Industry, Pudukottai, identify its primary causes, and analyze its impact on business operations. By investigating the various factors contributing to absenteeism, this research will provide actionable insights to help manufacturing firms develop better workforce management strategies. The findings will not only contribute to existing research on employee absenteeism but also offer industry-specific recommendations to improve workforce engagement and productivity.

Understanding absenteeism in the manufacturing sector is crucial for both employers and employees. Organizations must recognize the importance of fostering a supportive work environment, promoting employee well-being, and implementing policies that enhance job satisfaction. This research will serve as a valuable resource for business leaders, HR professionals, and policymakers seeking to address absenteeism challenges and create a more efficient and engaged workforce.

OBJECTIVES:

- To study the socio-demographic profile of the respondents.
- To analyse the levels of employee absenteeism.

- To assess the impact of work environment on employee absenteeism, focusing on workplace conditions and employee satisfaction.
- To find out the difference between Independent and dependent variable.
- To suggest measures and suitable social work interventions to reduce employee absenteeism.

SCOPE OF THE STUDY:

This study is focused on Sidco Industrial Estate, Mathura, Pudukkottai, which houses multiple manufacturing companies. The study will primarily examine the absenteeism patterns of employees working in the production units of the estate. The scope of the research will include both quantitative data (through surveys and questionnaires) and qualitative data (through interviews and focus group discussions) to explore the reasons for absenteeism and its impact. The study will consider factors such as employee health, work-life balance, organizational policies, and peer influences. The geographical scope of the study is restricted to the Sidco Industrial Estate in Pudukkottai, with data collection taking place from employees working in the production, maintenance, and supervisory roles. The findings of this study will have direct implications for improving attendance rates and employee satisfaction within this industrial estate..

PROBLEM DEFINITION:

Employee absenteeism has become a significant concern for organizations operating in the manufacturing sector, including Sidco Industrial Estate, where it has been observed that absenteeism rates have been rising over the past few years. The problem is multifaceted and could be linked to various factors such as health issues, personal responsibilities, workplace dissatisfaction, and management practices. High absenteeism negatively affects production output, disrupts the workflow, and results in additional operational costs due to temporary labor arrangements and overtime work.

THE BUSINESS IMPACTS OF ABSENTEEISM:

The impact of unauthorized absences on a business can often be devastating, especially if shift work is involved. A huge financial impact is caused by the need to pay for time off, find replacement employees quickly, and incur administrative costs because of the resources required to change shifts, communicate with customers, and hire workers to fill vacant positions.

Absenteeism also significantly reduces productivity. The right person with the right skills can be difficult to find when an employee with a unique skill set is absent. It may result in a delay in completing the project and lower quality. An organization's customer experience is at the core of its success, and all of these factors can negatively affect it.

Employee absenteeism can also profoundly affect other employees, who are often forced to take on more and increase their workload to compensate. It can cause them to feel overwhelmed and overburdened, hindering their productivity and delaying project completion.

In addition to having a long-term impact on the profitability and revenue of the organization, each of these elements greatly impacts the work environment, customer experience, and overall productivity.

ANALYSIS:

DIFFERENCE BETWEEN THE GENDER OF THE RESPONDENTS AND VARIOUS DIMENSIONS OF ABSENTEEISM

S.NO	ABSENTEEISM	VARIABLES	MEAN	STD.DEVIATION	STATISTICAL ANALYSIS
1	Gender VS Work Environment	Male	1.9189	.79507	t=-.029 df=58 P>0.05 Not Significant
		Female	1.9130	.73318	
2	Gender VS Work-Life Balance	Male	2.0811	.68225	t=-.029 df=58 P>0.05 Not Significant
		Female	2.0870	.90015	
3	Gender VS		2.1081	.69856	t=1.719

	Organizational Support	Male			df=58
		Female	1.7826	.73587	P>0.05 Not Significant
4	Gender VS Job Commitment	Male	2.0811	.72182	t=.624 df=58
		Female	2.0000	.79772	P>0.05 Not Significant
5	Gender VS Overall	Male	1.8919	.80911	t=.311 df=58
		Female	1.8261	.77765	P>0.05 Not Significant

HYPOTHESIS

- There is no significant difference between the gender of the respondents and various dimensions of absenteeism.

INTERPRETATION

It is inferred that there is no significant difference between gender and various dimensions of absenteeism. The analysis shows that work environment, work-life balance, organizational support, job commitment, and overall absenteeism remain similar for both males and females, with no substantial variation. While minor differences exist, they are not statistically significant, indicating that gender does not play a major role in influencing absenteeism levels across these aspects.

ONE WAY ANALYSIS OF VARIANCE AMONG AGE USED OF THE RESPONDENTS AND VARIOUS DIMENSIONS OF ABSENTEEISM

S.NO	VARIABLES	SS	DF	MS	Mean X	STATISTICAL SIGNIFICANCE
1	Work Environment Between Groups	.328	3	.109	G1=2.0000 G2=1.6667	F=.086 P>0.05
	Within Groups	71.322	56	1.274	G3=1.9000 G4=1.9667	Not Significant
2	Work Life Balance Between Groups	1.011	3	.337	G1=2.0000 G2=1.6667	F=.562 P>0.05
	Within Groups	33.572	56	.600	G3=1.9000 G4=1.9000	Not Significant
3	Organizational Support Between Groups	1.833	3	.448	G1=2.0588 G2=1.6667	F=.765 P>0.05
	Within Groups	29.150	56	.594	G3=2.1000 G4=2.0000	Not Significant
4	Job Commitment Between Groups	3.750	3	.611	G1=1.9412 G2=1.6667	F=1.174 P>0.05
	Within Groups	29.100	56	.521	G3=2.0000 G4=1.9667	Not Significant
5	Overall	.317	3	.120	G1=2.0000	F=.184

	Between Groups				G2=1.6667	P>0.05
	Within Groups	.667	56	.653	G3=2.0000 G4=2.0000	Not Significant

SS-Sum of square, MS – Mean square, G1- Less than 1 year, G2- 1-5 years, G3-6-10 years, G4-more than 10 years

HYPOTHESIS

- There is no significant difference in the perception of work environment across different age groups of respondents.
- There is a significant difference in the perception of work environment across different age groups of respondents.
- There is no significant difference in work-life balance among respondents of different age groups.
- There is a significant difference in work-life balance among respondents of different age groups.
- There is no significant difference in perceived organizational support among different age groups.
- There is a significant difference in perceived organizational support among different age groups.
- There is no significant difference in job commitment among respondents belonging to different age groups.
- There is a significant difference in job commitment among respondents belonging to different age groups.

INTERPRETATION

The one-way ANOVA results indicate that there is no significant difference between the age of respondents and various dimensions of absenteeism. In all cases, the p-value is greater than 0.05, suggesting that the job commitment does not significantly impact work environment, work-life balance, organizational support, job commitment, or overall absenteeism levels. While there are minor variations in mean scores across groups, none of them are statistically significant. This implies that the websites respondents use do not play a crucial role in influencing their absenteeism behavior..

SUGGESTIONS:

SUGGESTIONS TO RESPONDENTS:

For employees, it is essential to maintain a healthy work-life balance by managing time effectively and ensuring adequate rest. Employees should engage in skill development and take advantage of organizational support, such as mentorship programs and counseling services, to enhance job commitment. Prioritizing health through regular checkups, stress management techniques, and ergonomic workplace practices can help reduce absenteeism. Additionally, fostering positive relationships with colleagues and maintaining clear communication with supervisors can create a more supportive work environment.

SUGGESTIONS TO FAMILY:

For families, their role in an employee's work-life balance is significant. Families should provide emotional and mental support, ensuring a stress-free home environment that enables employees to perform better at work. Encouraging a healthy lifestyle, open communication about work-related challenges, and offering motivation during stressful periods can positively impact job commitment. A well-balanced personal and professional life can contribute to reduced absenteeism and improved productivity at work.

SUGGESTIONS TO MANAGEMENT:

For management and industry professionals, enhancing workplace conditions is crucial. Since a significant number of respondents rated their work environment as medium or low, organizations should invest in better infrastructure, safety measures, and employee-friendly policies. Strengthening organizational support through training, wellness programs, and performance-based incentives can improve job satisfaction and reduce absenteeism. Offering flexible work schedules, especially for night shift and part-time employees, can also help reduce stress and improve productivity. Encouraging employee engagement through team-building activities, rewards, and recognition programs can further enhance job commitment. Additionally, providing competitive compensation and career growth opportunities will lead to better retention rates and a more motivated workforce.

CONCLUSION:

The study highlights that while demographic factors such as age, gender, and education do not significantly impact absenteeism levels, factors like work environment, organizational support, and peer influence play a crucial role in determining job commitment and absenteeism. The findings suggest that employees, management, and families all have a role in reducing absenteeism. Employees must focus on personal well-being and professional growth, while management should provide a supportive work environment and adequate incentives. Families, too, must offer emotional and mental support to ensure a stable work-life balance. By taking collective efforts, absenteeism can be minimized, and overall job satisfaction and productivity can be significantly improved.

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