

A STUDY ON EMPLOYEE ABSENTEEISM AT ADHI VINAYAGAR ENTERPRISES, COIMBATORE

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ABSTRACT

Employee Absenteeism is a serious workplace problem & an expensive occurrence for both employers & employees, seemingly unpredictable in nature. A satisfactory level of attendance by employees at work is necessary to allow the achievement of objectives & targets by a department. Absenteeism results in financial losses, because of the resultant reduction in productivity & the cost of sick leave benefits, or others are paid as wages for no work. Absenteeism reduces the satisfaction level of the employee & makes him insecure about his job in the organization. Most researchers had concluded that absence is a complex variable & that it is influenced by multiple causes, both personal & organizational.

The main objective of this study is to identify the major organizational & personal reasons for absenteeism at Adhi Vinayagar Enterprises, Coimbatore. The research design used for the study was a descriptive research design. Primary data was collected with the help of close-ended questionnaire through Google Form. The population taken for this study was 94 respondents. Data were analysed using the Simple Percentage Method, Pearson Chi-Square Test & Weighted Mean. Based on the results, it is clear that most of the employees strongly agreed that family problems, illness, social engagements & feelings of being unappreciated are the major reasons which lead to absenteeism.

KEYWORDS: Absenteeism, Employee, Productivity, Workplace

INTRODUCTION

Employee Absenteeism is a habitual pattern of absence from a duty or obligation without good reason. Generally, absenteeism is unplanned absences. Absenteeism has been viewed as an indicator of poor individual performance, as well as a breach of an implicit contract between employee & employer. It is seen as a management problem, & framed in economic or quasi-economic terms. However, missing work becomes a problem for the company when the employee is absent repeatedly & or unexpectedly, especially if that employee must be paid while they are absent. The same problem was faced by Adhi Vinayagar Enterprises, Coimbatore particularly after COVID-19 in the departments viz. Sales, Services & Spares. Hence, this study was needed to identify the major reasons for absenteeism in those three departments.

REASONS FOR ABSENTEEISM

The main notable reasons for Employee Absenteeism are as follows:

- Low Employee Engagement.
- Time Theft

- Lack of a Flexible Work Schedule
- Workplace Burnout
- Substance Abuse
- Misuse of Seniority
- Workplace Harassment
- Health Issues

REVIEW OF LITERATURE

- Ana Howarth (2018) found in his research that the impact of employee health on productivity in the workplace is generally evidenced through absenteeism & presenteeism.
- Syed Afroz Keramat (2020) stated in his study that excess weight can increase absenteeism of workers & can have a negative influence on their productivity & there is little evidence concerning the longitudinal relationship between obesity, & disability with workplace absenteeism.

OBJECTIVES OF THE STUDY

- To study about the demographic profile of the respondents.
- To analyze the factors leading to employee absenteeism.
- To find out top three organizational & personal reasons of employee absenteeism.
- To offer recommendations to reduce employee absenteeism.

RESEARCH METHODOLOGY

- Research Design: Descriptive Study
- Population: 94 employees
- Data used: Primary & Secondary
- Primary Data Collection Tool: Questionnaire through Google Form
- Tools used for Data Analysis
- Simple Percentage Method
- Pearson Chi-Square Test
- WEIGHTED MEAN

RESULTS & DISCUSSION

Table1: Demographic Profile of the Respondents

Demographic Factors	Majority of the Respondents' Category in Percentage	
Department	Sales	40%
Gender	Male	59.6%
Age	21 – 25 Years	41.5%
Marital Status	Married	52.1%
Work Experience at present company	5 Years & below	60.6%
Total Work Experience	5 Years & below	44.7%
Monthly Income	Rs.15,000 & below	44.7%

Table 1 clearly shows that majority (40%) of the respondents are from Sales department. Most (59.6%) of the respondents taken for the study are Male. Majority (41.5%) of the respondents belong to the age group of 21 – 25 years & maximum (52.1%) number of respondents are married. Greater (60.6%) number of respondents are working at present company for a period of 5 years & below & most (44.7%) of the respondents' total work experience also comes under the slab of 5 years & below. Majority (44.7%) of the respondents' monthly income falls under the category of Rs.15,000 & below.

Table 2: Various Factors of Employee Absenteeism

Factors of Employee Absenteeism	Percentage of Respondents Opined as Strongly Agree
Having low or no employee engagement	7.4%
Taking unnecessary long breaks	4.3%
Coming late to workplace	7.4%
Leaving too early from workplace	8.5%
Lack of flexible work schedule	7.4%
Rigorous & unscheduled working conditions	7.4%
Harassment at workplace	4.6%
Lack of commitment	6.4%
Heavy workloads	4.3%
Feelings of being unappreciated	9.6%
Insufficient holidays	8.5%
Not satisfied with the salary	6.4%
Seeking other employment opportunities	8.5%
Family problems	17.0%
Illness	10.6%
Personal stressors from outside the workplace	7.4%
Natural calamity	7.4%
Social engagements	9.6%

Table 2 obviously indicating the various factors leading to employee absenteeism. Out of the above given factors, factors viz. family problems & first as it was strongly agreed by 17.0% of the respondents & second top factor is Illness which was strongly agreed by 10.6% of the respondents & other factors are opined as 'strongly agree' by less than 10.0% of the respondents.

Table 3: Association between Respondents' Demographic Factors & Their Opinion on Factors of Employee Absenteeism

Demographic Factors	Factors of Employee Absenteeism	Pearson Chi-Square Value	Asymp. Sig. (2-Sided) 'P'
Department	Taking unnecessary long breaks	17.655	.024
	Leaving too early from the workplace	18.493	.018
	Lack of flexible work schedule	20.357	.008
	Rigorous & unscheduled working conditions	20.357	.008
	Feelings of being unappreciated	18.328	.019
	Not being satisfied with the salary	16.174	.040
Gender	Leaving too early from the workplace	14.608	.006
	Lack of flexible work schedule	11.362	.023
	Rigorous & unscheduled working conditions	11.362	.023
	Insufficient holidays	10.855	.028
	Seeking other employment opportunities	9.704	.046
Age	Having low or no employee engagement	40.686	.001
	Taking unnecessary long breaks	43.969	.000
	Harassment at the workplace	32.005	.010
Marital Status	Coming late to the workplace	19.874	.001
	Leaving too early from the workplace	23.887	.000
	Harassment at the workplace	18.363	.001
	Personal stressors from outside the workplace	10.057	.039
Total Work Experience	Having low or no employee engagement	43.348	.000
	Taking unnecessary long breaks	41.270	.000
	Lack of commitment	31.313	.002
	Heavy workloads	29.813	.003
	Feelings of being unappreciated	23.867	.021
	Not being satisfied with the salary	33.092	.001
	Seeking other employment opportunities	28.223	.005
Monthly Income	Not being satisfied with the salary	28.196	.005
	Seeking other employment opportunities	25.270	.014

H₀: There is no statistically significant association between respondents' demographic factors & their opinion on factors of employee absenteeism.

From the table – 3, it is interested to see the results of Pearson Chi-Square Test. We can see that all the 'p' values are less than 5% level of significance. This tells us that H₀ is rejected & there is statistically significant association between the above listed respondents' demographic factors & their opinion on factors of employee absenteeism. That is all the categories of the demographic factors were not equally opined on the various factors of employee absenteeism.

Table 4: Top Three Organizational & Personal Reasons of Employee Absenteeism

Rank	Organizational Reasons of Employee Absenteeism	Weighted Mean	Rank	Personal Reasons of Employee Absenteeism	Weighted Mean
I	Feelings of being unappreciated	7.02	I	Family Problems	7.34
II	Insufficient holidays	6.59	II	Illness	7.20
III	Having low or no employee engagement	6.35	III	Social engagements	6.59

Table – 4 shows the top three organizational & personal reasons of employee absenteeism & it was found using Weighted Mean. Rank one goes to 'Feelings of being unappreciated' (7.02) under organizational reasons & 'Family

Problems' (7.34) under personal reasons category.

CONCLUSION & RECOMMENDATIONS

Employee absenteeism heightens employers' liabilities in the form of additional labour costs that they need to endure to cover up the lost productivity due to the absent employees' missed work hours. As per the study, it is found that family problems, social engagements, feelings of being unappreciated, insufficient holidays & low employee engagement are the major reasons which leads to absenteeism. In order to overcome the above said reasons, Management should encourage employees through monthly or quarterly rewards & recognition programs & sufficient holidays to be given to take care of their personal needs too. In addition, management should focus on workplace culture, organizational communication & managerial styles as these factors are very much important to increase employee engagement. Furthermore, providing employee support through mentoring/counselling will likely make them feel happier to return to work earlier & prevent repeated absenteeism due to family related issues.

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