

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