

## A STUDY ON EMPLOYEE ABSENTEEISM IN GARMET INDUSTRY

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### ABSTRACT

Conflicts Absenteeism is a primary assignment for any business enterprise within the modern aggressive global. Cutting absenteeism enables companies attain their goals and will increase productivity. This study highlights the predominant roots of absenteeism inside the production division of a garment industry below numerous magnitudes, which have an effect on on absenteeism like work surroundings, organizational lifestyle, relation and co-operation, repayment and rewards, centers, task satisfactory and safety, and well-known elements. The Study enables to pick out reasons for worker absenteeism in manufacturing department. Sample of 164 employees responses were considered for the have a look at and the statistics were analyzed, statistically. The have a look at suggests that the main factors like wages, different source of profits, and terrible relationship with supervisors were contributing to the principal absence of employees from paintings. This virtually shows that paintings surroundings, relation and co-operation, facilities furnished through the organisation and job pride have been the main additives which might be causing the employee absenteeism.

### Keywords

Employee Absenteeism, Sources of absenteeism, work environment, Productivity.

### I. INTRODUCTION

Indian textiles are one of the primogenital industries in the Indian economy for centuries. Today, the textile industry is one of the largest providers to India's exports, accounting for about 13% of total exports. The textile industry provides more job opportunities and it has more number of workers. In addition to China, India is the world's second largest silk producer, accounting for only 5% of the global silk market, with silk cloth and Indian silk mostly consumed domestically. The biggest consumer of Indian silk is Germany. The sericulture industry is

based on land, as silk farming involves more than 700,000 farmers, concerted in the southern states of Karnataka, Tamil Nadu and Andhra Pradesh. Absenteeism means employees absent for work for various reasons. They fail to be present at for scheduled work or fail to report to work. Absenteeism is mainly two types authorized and unauthorized, authorized means absent for work by taking permission from them and that was granted. Unauthorized absenteeism is absent for work without taking permission. The employees can give their best to achieve the objectives only if they attend work. Employees are tools for an organization for achieving goals, the relationship between employee and management is very important, if the employees are violent (company customs, regulations, system) by company members of organization which it is an effects on co-workers, managers, or organization itself. It is an serious issue that present in organization. It breaks of contract between employer and employee. Absenteeism may result in low performance, discipline. Absenteeism lost for time and negative impact on performance, income and productivity.

### Objectives

1. To find out the explanations behind employee Absenteeism at Garment Industries
2. To identify the disciplinary action & Suggests against absenteeism.

### Scope of the study

The expansion of several associations depends on the reliability of workers. It is conducted to identify the range of stage and cause for absence of workers in a group. By look it, one can accept counteractive events to diminish irregularity in the society, lead to directorial increase. 1. The present study is conducted at Bengaluru garment industries only. 2. This study is showed to evaluate the existing

procedure of Employee Absenteeism in Garment Industries.

## II. RESEARCH METHODOLOGY

Primary data are such is been together for the primary era. They are inventive in natural world. In this research primary data are taken from direct respondents through "Questionnaire". Secondary data 1. Internet Sources. 2. Journals. 3. Research articles. 4. Books regarding employee's absenteeism management.

## III. THE ROLE OF COMMUNICATION IN CONFLICT MANAGEMENT

A state that the reason of this document is to evaluation the writing in worker absence as a appearance of extraction behavior not together from turnover. The review investigative the psychometric property of nonappearance procedures are review, next to with the connection flanked by absence and individual, attitudinal and managerial variables. It exploring the association between absence and earnings are examined to the element of investigation considered in the investigate. Programmatic hard work to decrease worker absence is also review. In this review state the three met analysis of the association of employee absenteeism of the relationship of employee absenteeism to job fulfillment have appear in the literature. The three view, special interpretations were presented. In addition, agreement was missing over the grade and contact of mod erators. This article summarizes and compares the outcome of these divide reviews. Some complex of the wide-ranging data set show that the strongest interaction was between absence regularity and works fulfillment. A literature review reveled the subsequent key feature connected with psychological ill health and illness absence in employees were lengthy hour worked, labor weight, stress and the special belongings of these on special lives; lack of organized over work; lack of contribution in judgment making; poor social support; and unclear administration and work position. There was proof that disease nonattendance was connected with deprived administration way. winning interventions that enhanced psychological health and levels of illness

absence used guidance and managerial approaches to enlarge involvement in decision making and problem solving, increase maintain and response, and improve statement. It Presents abstract frame work for thoughtful age-related differences in work attitudes and behavior. Based on the evaluation of more than 186 do explore studies, age-related different in 3 most important categories of variables are examined: individual attitude, work characters, and principles, requirements and preferences. The job attitude include generally job fulfillment; satisfaction with job itself, salary, increments, co-workers and management. Along with the personality are presentation, proceeds, non-attendance and accidents. It says that the existence 1982-2002 presented to recognize the determinate of the unwell go regularity and period more than that age and to create the stability in the quality of those determinants. The study referred to public and worldwide studies on the determinants of the regularity and time of sick leave. The highly dependable representation of the factors formative sick leave. The reports that absenteeism information are gradually more functional as an incorporated gauge of healthily in the functioning people. Though, a wide-ranging indication of worker comfort and how this relates to report absence promptness and epoch is still scarce. The in attendance study investigate these dealings. The study has been conduct in a Dutch supplementary of an international monetary consultancy hard. Three type of in sequence compilation were used a web-based revise along with the firm people, a corporeal potency ensure, and the workers nonappearance charge report to the industry. Steven. This literature review demonstrates that the fitness risks and stoppage of employees to contribute it condition and health sponsorship programs are connected with advanced rates of employee absenteeism. When shaping how to administer absenteeism employers should with awareness think about the force that health programs can leave on blame of absenteeism and other employee-related each day expenditure. It reveals that in the judgment that even if nonexistence from employment may be payable to some of a huge numeral of realistic confirmation sustaining. the fundamental factor can be executive in natural history is negligible. Absence may be related as one characteristic of a behavioral trouble pervading total managerial sub-units. The author recommend that nonexistence can be used the length of with further

variables as expensive personal value representing area of managerial function. This earnings that if level of absence in such luggage as these were to be enhanced the explanation for at the directorial altitude to a certain extent than at the man. Earlier absenteeism, job attitudes, demographic variables were connected in a study with absence regularity for 171 employees in a developed plant. Measures incorporated the Minnesota agreement Questionnaire, Health Locus of Control Scale and Rosenberg confidence scale. Job stress has been a moderately ignored area of investigate among organizational psychologists. The experimental research that has been complete is reviewed within the background of six factors that is location, individual, development, human consequences, industrial consequences and time of a seven facet conceptualization of the work pressure employee health research area. in this study documented a constructive association flanked by absence and specialized earnings and a unconstructive association between presentation and earnings. An evaluation of the earnings writing, though, reveal nearly no consideration of a probable announcement flanked by these two predictors of proceeds. In sort to design family members, corporation evidence in order were collected from model of nonexempt agreement workers within a huge region life indemnity business. this learning says if undying disclosure to air-conditioning right through functioning hours has a palpable consequence on healthy. non-attendance as of ill health record by business hospital was compare in two group of workers of the French countrywide exciting and Gas business in western France, functioning in associated job and operating cost most of their end in either air-conditioned office or a normal impression.

## IV. DATA ANALYSIS

### Employees take leaves always with prior permission

**Table 1. One-Sample Test**

	N	Mean	Std. Deviation	Std. Error Mean
Q 1	162	2.383	.9296	.1033

**Table 2. One-Sample Design**

Design value=3						
					95% Confidence Interval of the Difference	
					Lower	Upper
Q <sub>1</sub>	-5.976	80	.000	-.6173	-.823	-.412

**Interpretation :** Since  $P = 0.00 < 0.05$ , the design was significant at 5% levels i.e there exists significant mean difference between estimated mean for Q1 and assumed mean at 5% levels of significance i.e the perspective of the employees towards Q1 found to be disagree for Q1. There by the employees tends to absentee without prior information. The procedure of applying leave in length and time consuming process in this organization

### Absenteeism reduces the continuity of work

**Table 5. One-Sample Test**

	N	Mean	Std. Deviation	Std. Error Mean
Q 3	162	2.840	1.1452	.1272

**Table 6. One-Sample Design**

Design value=3						
					95% Confidence Interval of the Difference	
					Lower	Upper
Q <sub>3</sub>	-1.261	80	.211	-.1605	-.414	-.093

**Interpretation:** Since  $P = 0.211 > 0.05$  the design was not significant at 5% levels i.e. there was no significant main difference between estimated mean and assumed mean at 5% levels I, e the employees neither agreeing nor disagree with the procedure of applying leave in the Companies.

### Long working hours is the main reason of absenteeism

**Table 7. One-Sample Test**

	N	Mean	Std. Deviation	Std. Error Mean
Q 5	81	2.037	1.2191	.1355

**Table 8. One-Sample Design**

Design value=3						
					95% Confidence Interval of the Difference	
					Lower	Upper
Q <sub>5</sub>	-7.109	80	.000	-.9630	-1.233	-.693

**Interpretation:** Since  $P = 0.00 < 0.05$ , the design was significant at 5% levels i.e there exists significant mean difference between estimated mean for Q5 and assumed mean at 5% levels of significance i.e the perspective of the

employees towards Q5 found to be disagree for Q5. There by the employees tends to absentee without prior information.

### Is sickness the main cause for absenteeism

Table 9. One-Sample Test

	N	Mean	Std. Deviation	Std. Error Mean
Q 6	162	2.370	1.2394	.1377

Table 10. One-Sample Design

	Design value=3					
					95% Confidence Interval of the Difference	
					Lower	Upper
Q <sub>6</sub>	-4.572	80	.000	-.6296	-.904	-.356

**Interpretation:** Since  $P = 0.00 < 0.05$ , the design was significant at 5% levels i.e there exists significant mean difference between estimated mean for Q6 and assumed mean at 5% levels of significance i.e the perspective of the employees towards Q6 found to be disagree for Q6. There by the employees tends to absentee without prior information.

### Transportation problem (from home to work) leads in absenteeism

Table 11. One-Sample Test

	N	Mean	Std. Deviation	Std. Error Mean
Q 8	162	2.407	1.1595	.1288

Table 12. One-Sample Design

	Design value=3					
					95% Confidence Interval of the Difference	
					Lower	Upper
Q <sub>8</sub>	-4.600	80	.000	-.5926	-.849	-.336

**Interpretation:** Since  $P = 0.00 < 0.05$ , the design was significant at 5% levels i.e there exists significant mean difference between estimated mean for Q8 and assumed mean at 5% levels of significance i.e the perspective of the employees towards Q8 found to be disagree for Q8. There by the employees tends to absentee without prior information.

### Job rotation reduces absenteeism

Table 13. One-Sample Test

	N	Mean	Std. Deviation	Std. Error Mean
Q 13	162	2.395	1.1798	.1311

Table 14. One-Sample Design

	Design value=3					
					95% Confidence Interval of the Difference	
					Lower	Upper
Q <sub>13</sub>	-4.615	80	.000	-.6049	-.866	-.344

**Interpretation:** Since  $P = 0.000 < 0.05$ , the design was significant at 5% levels i.e there exists significant mean difference between estimated mean for Q13 and assumed mean at 5% levels of significance i.e the perspective of the employees towards Q13 found to be disagree for Q13. There by the employees tends to absentee without prior information.

### Strict procedure should be implemented to reduce absenteeism

15. One-Sample Test

	N	Mean	Std. Deviation	Std. Error Mean
Q 14	162	2.383	1.4796	.1644

Table 16. One-Sample Design

	Design value=3					
					95% Confidence Interval of the Difference	
					Lower	Upper
Q <sub>14</sub>	-3.755	80	.000	-.6173	-.944	-.290

**Interpretation:** Since  $P = 0.000 < 0.05$ , the design was significant at 5% levels i.e there exists significant mean difference between estimated mean for Q14 and assumed mean at 5% levels of significance i.e the perspective of the employees towards Q14 found to be disagree for Q14. There by the employees tends to absentee without prior information

### Company is providing motivation to reduce absenteeism

Table 17. One-Sample Test

	N	Mean	Std. Deviation	Std. Error Mean
Q 19	162	2.679	1.1383	.1265

Table 18. One-Sample Design

	Design value=3					
					95% Confidence Interval of the Difference	
					Lower	Upper
Q <sub>19</sub>	-2.538	80	.013	-.3210	-.573	-.069



**Interpretation:** Since  $P = 0.013$ ;  $0.05$ , the design was significant at 5% levels i.e there exists significant mean difference between estimated mean for Q2 and assumed mean at 5% levels of significance i.e the perspective of the employees towards Q2 found to be disagree for Q2. There by the employees tends to absentee without prior information.

## V. FINDINGS

- Majority (35%) of the employees are not taking leaves with prior permission.
- Majority (26%) of the employees uncertain that procedure of applying leaves in length and time consuming process in this organization.
- Majority (28%) of the employees reduces the continuity of work due to absenteeism.
- Majority (45%) of the employees are not working for long hours. z Majority (25%) of the employees are uncertain for sickness causes absenteeism.
- Majority (35%) of the employees leads to absenteeism due transportation problem.
- Majority (45%) of the employees are uncertain of job rotation reduces the absenteeism.
- Majority (45%) of the employees are uncertain of job rotation reduces the absenteeism.
- Majority (51%) of the employees are feels that counseling is required to reduce absenteeism.

## VI. SUGGESTIONS

- Engaging the employees by providing flexible working hours will help to moderate absenteeism.
- Offering a separate sick leave may help to avoid the employee absenteeism for sickness.
- Providing a pleasant working environment can be reduce employee absenteeism and make sure that employees are glad to come into the workplace.
- To reduce the absenteeism rate the management may provide cash awards for punctuality and regularity.
- Better housing, free medical, and consumer co-operatives stores facilities need to be provided to reduce absenteeism.
- Strict disciplinary action should be taken on the misuse of illness and unauthorized leave.
- Effective absenteeism policy will help to avoid employee absenteeism and can avoid negative

impact on growth and work.

- Providing extra money for employees with good attendance. So that employees will be motivated for not being absent further.

## VII. CONCLUSION

Absenteeism is the regular non-presence of an employee at his or her job. Usually non-presence spreads beyond what is probable as a normal amount of time away for explanations such as arranged vacation or occasional illness. The cause of absence contains job dissatisfaction, current personal issue and chronic medical problems. Privatized hospitals have created a milestone in health care sector after technological environment advancement. Apollo Hospital is also one among them where retain skilled employees plays a vital role in growth of the organization. The variables are consider for statistical analysis indicated that absenteeism was significantly connected with age, gender, experience, monthly income, qualification, type of work and marital status. An interesting finding was that absenteeism was found to be neutral. Employee absenteeism is about employees are inaccessibility to their work, this study exposed on the major reason for absenteeism because of lack of interest, sickness, long hour , shifts and work pressure. Hence, it is imperative to have a neutral employee Absenteeism. It acts as a prerequisite in carrying out business operation. Absenteeism is becoming an extreme benefits taken advantage by employee and accepted as a way of life by both of their and top management. To avoid employee absenteeism organization should deliver the counseling to the employees and by providing enjoyable working environment will assistances reduce employee absenteeism.

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