

A Study on Factors Affecting Employee Absenteeism in Construction Industry

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Abstract

In the construction sector, employee absenteeism is still a major problem that affects overall productivity, project timeliness, and operational efficiency. The goal of this study is to pinpoint and examine the various aspects that lead to worker absenteeism in the construction industry.

Using a thorough research approach and empirical data, this study looks at a variety of extrinsic and intrinsic factors that affect the absence rates of construction workers. This study attempts to identify the complex interactions between factors influencing absenteeism patterns in this workforce using a combination of quantitative analysis and qualitative insights.

The research methodically examines demographic variables, such as age, gender, length of employment, and educational background, to see how they relate to instances of absence. It also looks into how job-related elements like workload, job satisfaction, perceptions of workplace safety, and organizational culture affect absence trends.

In addition, this study investigates exogenous factors like as socioeconomic variables, seasonal shifts, and regional features that could potentially be involved in the variability of absence rates in the construction sector. All things considered, this study adds concrete data and a better comprehension of the various elements influencing worker absenteeism in the construction sector. Clarifying these elements lays the groundwork for developing customized treatments and policies that promote a more involved and effective workforce in construction environments.

Keywords: Construction Workforce, Employee Absenteeism, Workplace Environment, Health and Safety, Job Satisfaction, Work-Life Balance, family obligations, Supervision and Leadership, Employee Engagement, Job Stress, Company Policies

Introduction

Implications for workforce dynamics, operational efficiencies, and project timeframes. There is a complex network of factors that affect absenteeism in this industry, ranging from organizational and environmental factors to personal health concerns. The goal of this article is to examine the intricate web of variables that affect workers in the construction sector's absenteeism. It is critical to comprehend these elements in order to develop focused methods that lessen the negative effects of absenteeism on project completion and overall productivity. This study employs a multidisciplinary approach to unravel the complexities of these elements, including surveys, empirical data analysis, and maybe qualitative investigations. The links and hierarchies between these variables will be unrevealed through statistical analysis and exploratory research, providing insight into how they together affect employee absenteeism. Additionally, this study aims to differentiate between patterns of short-term and longer absences, acknowledging the many underlying reasons and consequences associated with each. Determining the dynamics of these many absenteeism forms is crucial to developing interventions that are specifically designed to address the different absenteeism categories that are common in the construction industry. Essentially, the goal of this article is to provide a thorough investigation of the variables affecting worker absenteeism in the construction sector. By breaking down these factors, this study seeks to offer a comprehensive knowledge that can be used as a basis for the creation of focused interventions and preventative actions meant to reduce absenteeism and promote a more productive workplace in the construction industry.

Objectives

- To analyse the relationship between health and absenteeism among employees.
- To examine the relationship between family obligations and absenteeism among employees.
- To evaluate the relationship between working environment and absenteeism among employees.
- To understand the relationship between occupational stress and absenteeism among employees.

Literature Review

In addition to being physically taxing, construction labour exposes employees to noise, dust, and musculoskeletal discomfort. Research continuously connects these variables to higher rates of absenteeism brought on by illnesses, chronic conditions, and injuries. (Ilesanmi et al., 2017; Moyo, 2017) Mental well-being: Construction workers frequently experience stress, anxiety, and depression as a result of their rigorous schedules, job uncertainty, and deadline pressure. Studies indicate that these circumstances may have a major effect on productivity and attendance. (Fernando and others, 2021). Long-term medical

conditions: Diabetes, heart disease, and respiratory conditions are examples of pre-existing health conditions that might cause frequent absences from school owing to doctor appointments, flare-ups, and general physical limitations. In (2015, Gervais et al.) Research shows that ergonomic controls, OHS training, and health and wellness initiatives offered by employers all have a favourable effect on lowering absenteeism. (Henserapor, 2016; Jinnett et al., 2020) According to research, there may be a relationship between less absenteeism and higher job satisfaction and engagement, perhaps as a result of more drive and dedication to the job. Hoque & Islam (2013); Solid et al. (2013). Absenteeism patterns may also be influenced by factors such as age, gender, and personal medical history. For instance, younger workers frequently have higher rates because of their childcare responsibilities or family members' illnesses. In 2008, Nyathi and Jooste Research conducted by Brooke (1986) and Steers and Rhodes (1978) demonstrate a positive relationship between absenteeism and having young children. This is especially important in the construction sector, where childcare requirements often conflict with rigorous work schedules and erratic overtime. The burden of taking care of ageing parents is become more widespread as the population ages. According to a 2004 study by Kosloski et al., unexpected appointments or illnesses cause a greater absence rate among staff members who provide eldercare. Unexpected occurrences such as illness or family accidents may require unscheduled absences. Construction workers may be more vulnerable to family-related ailments needing time off due to their physically demanding employment, according to studies by Bond et al. (2004). Absenteeism can be greatly impacted by having access to paid time off, flexible work schedules, and leave policies. According to research by Galinsky and Kraimer (2013), better work-life balance and employee well-being in family-friendly organisations lead to decreased absenteeism rates. There is a lot of physical labour, exposure to inclement weather, and risky machinery in the construction profession. These elements may aggravate weariness, injuries, and musculoskeletal conditions, which may result in a rise in absenteeism (Hong et al., 2020; Dawson et al., 2015). Uncomfortable workstations, improper tools, and equipment can cause musculoskeletal problems and cause absenteeism (Cole & Nocon, 2002). According to Lee et al. (2017), exposure to chemicals, dust, and noise can have a detrimental effect on an employee's health and safety, leading to a rise in absenteeism and respiratory issues. Repetitive work and limited decision-making authority can lead to boredom, demotivation, and absenteeism (Warr, 1987; Mortazavi et al., 2016). Lower employee morale and increased absenteeism rates can result from poor communication, a lack of support from managers, and strained relationships with coworkers (Bowling & Beehr, 2006; Thomas & Skay, 2012). Unfair disciplinary actions, inadequate training opportunities, and unequal compensation can all contribute to employee unhappiness and absenteeism (Johns & Saks, 2006; Robinson & Rousseau, 1994). Work-life conflict can be exacerbated by demanding schedules and lengthy

hours, which can negatively affect employee wellbeing and cause absenteeism (Beute, 2013; Sparks & Bradley, 2011). Strict absence regulations and punitive actions may deter workers from disclosing medical or personal matters, which may result in underreporting of absences (Johns, 2004; Wilkinson & Johns, 2009). Manivannan et al. (2022) discovered a substantial correlation between construction professionals' work-life balance and stress levels, which may indicate a possible cause of absenteeism. After conducting a comprehensive review, Ukamaka et al. (2016) discovered strong evidence linking stress to absenteeism in the construction sector. Leka et al. (2010) found that the construction industry's main stresses were long work hours, strict deadlines, and subpar safety procedures. These factors raised the possibility of absenteeism owing to problems with one's physical and mental health.

Hypothesis

H₁: There is significant change in relationship between health and absenteeism among employees

H₂: There is no significant change in relationship between family obligations and absenteeism among employees

H₃: There is significant change in relationship between working environment and absenteeism among employees

H₄: There is significant change in relationship between occupational stress and absenteeism among employees

Methodology

Design of Research:

A comprehensive understanding of the relationships might be possible with quantitative methodology. This may entail:

Quantitation Phase

Survey Questionnaire: Create a structured questionnaire to gather quantitative information on employees' health, family responsibilities, working conditions, stress levels at work, and absenteeism rates.

Sampling: To guarantee diversity, a convenient sample of executives and workers from different departments of construction companies in Hyderabad.

Data collection: Use online or in-person surveys while maintaining anonymity and confidentiality.

Tools for Gathering Data:

Formulation of Questionnaires: Create a survey that includes validated measures for workplace stress, family responsibilities, health assessment, and absenteeism analysis. For varied data gathering, employ Likert scales.

Data analysis

Quantitative analysis

statistical software: For quantitative analysis, use statistical software such as SPSS. Look for relationships between absenteeism, occupational stress, family responsibilities, and health.

Regression Analysis: Run regression models to determine the predicted factors and strength of correlations for absence.

Results and Discussion

Cronbach Alpha

Variables	Numbers of Items	Cronbach Alpha
Health	3	.752
Family Obligation	2	.791
Work Environment	3	.776
Occupational Stress	3	.603
Employee Absenteeism	14	.946

(Table -1: Reliability Analysis of Variables)

Hypothesis Testing Using Regression Analysis

Hypothesis	Regression Weights	Beta Coefficient	R ²	P- Value
H ₁	Health → Employee Absenteeism	.655	.428	.000
H ₂	Family Obligation → Employee Absenteeism	.641	.441	.000
H ₃	Working Environment → Employee Absenteeism	.735	.540	.000
H ₄	Occupational Stress → Employee Absenteeism	.758	.575	.000

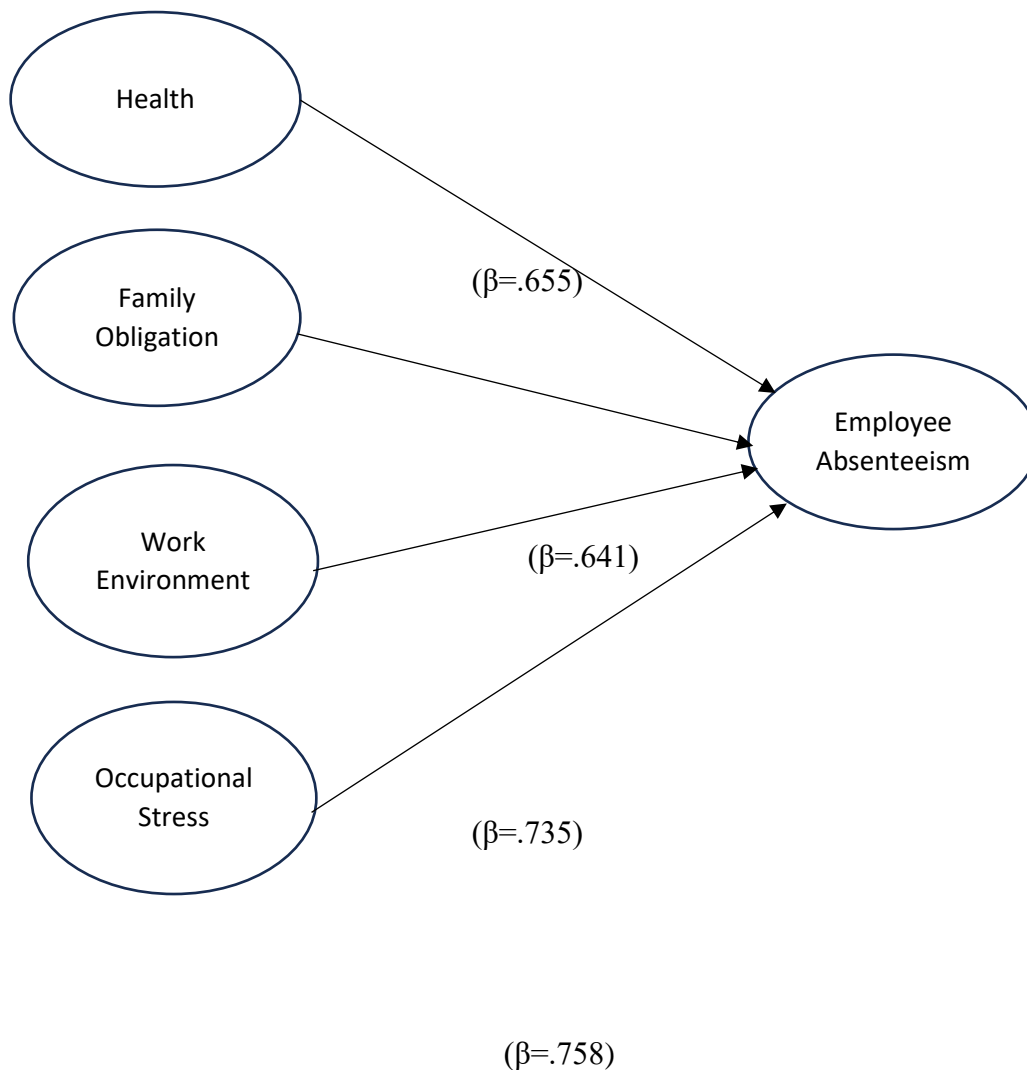
(Table -2: Regression Analysis)

(H₁) Health → Employee Absenteeism: A regression weight of 0.655 with a beta value of 0.428 indicates that health is a significant predictor of employee absence. The P-value of 0.000 suggests that this link is statistically significant.

(H₂) Family Obligation → Employee Absenteeism: A regression weight of 0.641 and a beta value of 0.441 indicate that family commitments have a considerable influence on employee absenteeism. The P-value of 0.000 confirms the statistical significance of this link.

(H₃) Working Environment → Employee Absenteeism: With a regression weight of 0.735 and a beta coefficient of 0.540, the working environment has a considerable and statistically significant impact on employee absenteeism, as evidenced by the P-value of 0.000.

(H₄) Occupational Stress → Employee Absenteeism: This has the highest regression weight of 0.758 and a beta value of 0.575, indicating that occupational stress is the most significant factor influencing employee absenteeism. The P-value of 0.000 emphasizes the statistical significance of this observation.



Discussion

Health and Employee Absenteeism (H₁): With a regression weight of 0.655 and a beta coefficient of 0.428, the research shows that health is a strong predictor of employee absence. The statistical significance of this link is clearly supported by the P-value of 0.000. This data implies that healthy employees are less likely to miss work. This could be attributed to fewer health-related issues or a stronger ability to manage minor health issues without taking time off.

Family Obligation and Employee Absenteeism (H₂): Employee absenteeism is also influenced by family duties, as evidenced by a regression weight of 0.641 and a beta coefficient of 0.441. The statistical importance of this association is shown by the P-value of 0.000. This may reflect the difficulties that employees encounter in managing work and family commitments, especially in situations such as childcare, eldercare, or family emergency.

Working Conditions and Employee Absence (H₃): Another important component is the working environment, which has a substantial regression weight of 0.735 and a beta coefficient of 0.540. The P-value of 0.000 suggests that there is a significant impact on absenteeism. This shows that workplace safety, interpersonal interactions at work, and general work conditions can all have a significant impact on employees' presence. Absenteeism may be reduced in a positive and supportive work environment.

Occupational Stress and Employee Absenteeism (H₄): With the highest regression weight of 0.758 and a beta value of 0.575, occupational stress is determined to be the most influential factor. The P-value of 0.000 demonstrates its importance in predicting absenteeism. This demonstrates the negative impact of stress on employees' mental and physical health, which leads to increasing absenteeism. It emphasizes the importance of appropriate stress management practices in the workplace.

Conclusion: The results have significant ramifications for human resource practices and organizational management. Organizations must take a comprehensive approach that incorporates solid stress management techniques, family-friendly policies, health and wellness initiatives, and a happy work environment in order to successfully lower absenteeism. These kinds of programs not only deal with the root reasons of absenteeism but also enhance worker engagement, productivity, and well-being. The study shows that work-related stress, family responsibilities, health, and the workplace are all major factors that affect employee absenteeism. By addressing these variables with focused interventions, employers and workers can gain from a more resilient and effective workforce.

Limitations: Regression weights and beta coefficients are used in the study to evaluate how different factors affect employee absenteeism. Although these offer insightful information, they are one-dimensional and might not fully convey the complexities of the relationships. It is possible that not all businesses or

sectors can use the findings. The ways in which these variables impact absenteeism may vary depending on the workplace and cultural setting. The primary focus of the research is on quantitative metrics. Qualitative data may offer more profound understandings of the causes of the statistical relationships found.

Scope Future Research: Future studies could use longitudinal designs to monitor changes over time, giving researchers a better idea of the circumstances around the timing of these factors' effects on absenteeism. Undertaking comparable research in diverse businesses and cultural settings might facilitate the comprehension of the findings' generalizability. Future research should examine additional variables including burnout, lack of motivation, association with others, and occupation fulfilment that may have an impact on absenteeism. The inadequacy of the organizational structure, inadequate leadership and communication methods, incoherent employment rules, inadequate monitoring, and the inaction of managers

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