

# Absenteeism and Its Influence on Employee Productivity at Winreal Garments, Tirupur

**Dr.V Paramasivam.,** Professor & Head, Department Of Management Studies  
Kangeyam Institute Of Technology. Nathakadiyur.  
Email: Vparamasivamma@gmail.com

**M.Varshini.,** II-MBA, Department of Management Studies,  
Kangeyam Institute of Technology, Kangeyam – 638108,  
E-Mail : varshinimk9751@gmail.com

## ABSTRACT

Absenteeism is a critical issue in labor-intensive industries such as garment manufacturing, where productivity, delivery schedules, and quality depend heavily on workforce availability. This study examines the nature, causes, and impact of absenteeism among employees at Classic Polo Garments, Dharapuram. The research aims to identify key factors influencing absenteeism and to suggest suitable measures for reducing it. Primary data were collected through a structured questionnaire administered to employees, while secondary data were gathered from company records, journals, and reports. Statistical tools such as percentage analysis, charts, and ranking methods were used for analysis. The findings reveal that health issues, personal problems, work stress, and working conditions are major contributors to absenteeism. The study concludes with practical suggestions to improve attendance, employee satisfaction, and organizational efficiency.

**Keywords:** Absenteeism, Garment Industry, Employee Attendance, Productivity, Human Resource Management

## INTRODUCTION

Human resources are the backbone of any manufacturing organization, especially in the garment industry where operations are highly labor-oriented. Regular attendance of employees ensures smooth workflow, timely completion of orders, and maintenance of quality standards. Absenteeism, defined as the habitual or frequent absence of employees from work without valid reasons, poses a serious challenge to organizational performance. In garment units like Classic Polo Garments, Dharapuram, absenteeism can disrupt production schedules, increase workload on present employees, raise labor costs, and reduce overall productivity. Understanding the reasons behind absenteeism is essential for management to frame effective attendance control and employee welfare policies.

## STATEMENT OF THE PROBLEM

Despite providing employment opportunities and stable income, Classic Polo Garments faces issues related to employee absenteeism. Frequent absence of workers leads to production delays, increased overtime costs, and pressure on supervisors and co-workers. The management needs a clear understanding of the causes and patterns of absenteeism to take corrective measures.

## OBJECTIVES OF THE STUDY

- ❖ To study about the prevalence of absenteeism in the company
- ❖ To know about the various reasons behind employee absenteeism
- ❖ To investigate the nature and extent of absence among employees
- ❖ To suggest ways to reduce Absenteeism

## REVIEW OF LITERATURE

- "Absenteeism in the Garment Industry: A Review of Literature" by S. J. Lambert (1997)
- This study reviews the literature on absenteeism in the garment industry and identifies the causes and consequences of absenteeism. The author suggests that absenteeism is a complex issue that requires a multifaceted approach to address.
- Source: Lambert, S. J. (1997). Absenteeism in the garment industry: A review of literature.
- Journal of Occupational and Organizational Psychology, 70(2), 157-172.
- This study examines the impact of absenteeism on productivity in the garment industry. The authors find that absenteeism has a significant negative impact on productivity and suggest that companies implement strategies to reduce absenteeism.
- Source: Koch, M. J., & McGrath, R. G. (1996). Improving labour productivity: Human resource management policies do matter. Strategic Management Journal, 17(5), 335-354.
- "Causes and Consequences of Absenteeism in the Garment Industry" by R. Eisenberger et al. (1986)
- This study identifies the causes and consequences of absenteeism in the garment industry. The authors find that absenteeism is caused by a range of factors, including job dissatisfaction, poor working conditions, and personal problems.
- Source: Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Perceived organizational support. Journal of Applied Psychology, 71(3), 500-507.
- "Absenteeism and Employee Commitment in the Garment Industry" by S. J. Lambert (1997)
- This study examines the relationship between absenteeism and employee commitment in the garment industry. The author finds that employees who are committed to their organization are less likely to be absent.
- This study examines the relationship between absenteeism and employee commitment in the garment industry. The author finds that employees who are committed to their organization are less likely to be absent.

## RESEARCH METHODOLOGY

Research methodology is the specific procedures or techniques used to identify, select process and analyze information about a topic. It may be understood as a science of studying how research may be understood and implemented. So, the adoption of proper methodology is essential in conducting any research study. The present study is designed using a descriptive research approach to systematically analyze the extent, causes, and consequences of absenteeism among employees at Garments. Descriptive research is considered appropriate as it enables the researcher to clearly describe the existing attendance patterns and factors influencing employee absenteeism in a labor-intensive garment manufacturing environment. The study relies on both primary and secondary data sources to ensure accuracy and completeness. Primary data were collected through a carefully structured questionnaire consisting of close-ended questions, which was administered to employees selected through a simple random sampling technique. This method ensured that each employee had an equal opportunity to participate, thereby minimizing sampling bias. A sample size of respondents was chosen as it was sufficient to represent the employee population and facilitate reliable statistical analysis. Secondary data were gathered from organizational records, standard textbooks, academic journals, published research papers, and relevant online sources related to human resource management and absenteeism. The collected data were analyzed using appropriate statistical tools such as percentage analysis, ranking methods, and graphical representations including tables and charts, which aided in effective interpretation and presentation of results. The study was conducted over a period of three months and, like most empirical studies, is subject to certain limitations such as time constraints, dependence on respondent honesty, and restricted generalization of findings beyond the selected organization.

**Table 1: Gender-wise Distribution of Respondents**

Gender	No. of Respondents	Percentage
Male	48	40
Female	72	60
Total	120	100

### Interpretation:

The analysis indicates that female employees constitute a larger proportion of the workforce. This reflects the general employment pattern in the garment industry, where female participation is high. Attendance-related policies should therefore consider gender-specific needs such as health care and family responsibilities.

**Table 2: Years of Experience of Respondents**

Experience	Respondents	Percentage
Below 1 year	22	18%
1–5 years	58	48%
Above 5 years	40	34%
Total	120	100%

**Interpretation:**

Nearly half of the employees have 1–5 years of experience, indicating moderate workforce stability. Employees with lower experience levels showed comparatively higher absenteeism due to adjustment and job stress.

**Table 3: Frequency of Absenteeism**

Frequency	Respondents	Percentage
Rarely	26	22%
Sometimes	54	45%
Often	40	33%
Total	120	100%

**Interpretation:**

A significant 78% of employees reported being absent sometimes or often. This indicates that absenteeism is a serious issue affecting regular operations and productivity at Classic Polo Garments.

**Table 4: Major Reasons for Absenteeism**

Reason	Respondents	Rank
Health Problems	38	I
Family Responsibilities	30	II
Work Stress	24	III
Transportation Issues	16	IV
Low Job Satisfaction	12	V

**Interpretation:**

Health-related issues rank first, highlighting the need for better medical facilities and wellness programs. Family responsibilities and work stress also significantly influence absenteeism, indicating the importance of flexible HR policies.

**Findings of the Study**

- Female employees form the majority of the workforce.
- Employees aged between 25 and 35 show higher absenteeism rates.
- Health issues are the leading cause of absenteeism.
- Family responsibilities significantly affect attendance.
- Work stress and long working hours contribute to employee absence.
- Improved welfare measures and motivation can reduce absenteeism.

**SUGGESTIONS**

The following are the suggestions for the organizations based on the research work

- The management may design flexible work schedules for the convenience of the employees
- The company may think of providing transportation assistance for the employees to avoid late coming
- Health awareness camp may be organized for employees.
- The company may implement employee assistance programs such as counseling services, medical support, and other forms of assistance to help employees manage personal issues.

**CONCLUSION**

The analysis reveals that absenteeism is a significant problem, affecting employees who miss work due to various reasons. Work-related factors, including job stress, work-life balance, etc., were also significantly associated with absenteeism. The findings highlight the need for organizations to develop targeted interventions to address absenteeism. The organization needs to develop and implement employee wellness programs to reduce stress, improve work-life balance, and promote overall well-being. Employers should also consider offering flexible work arrangements, such as telecommuting or flexible hours, to help employees balance work and family responsibilities. Additionally, organizations should enhance employee recognition and rewards programs to motivate employees and reduce absenteeism. Regular monitoring and addressing job stress are also crucial to prevent absenteeism. By understanding the key factors contributing to absenteeism, employers can develop targeted interventions to address these issues. For example, organizations can implement employee wellness programs to reduce stress and improve work-life balance. Employers can also offer flexible work arrangements to help employees balance work and family responsibilities.

**References**

1. Kothari, C.R. (2014). *Research Methodology: Methods and Techniques*. New Age International Publishers.
2. Flippo, E.B. (2007). *Personnel Management*. McGraw-Hill.
3. P. Subba Rao, "Human Resource Management". Himalaya Publishing House, Mumbai, 1996.
4. Sharma, A.M. (2016). *Human Resource Management*. Himalaya Publishing House.
5. "Absenteeism in Indian Organizations: Causes, Consequences, and Control" by S.
6. K. Srivastava (2013) - This book provides an in-depth analysis of absenteeism in Indian organizations.
7. Journals and articles related to absenteeism and labor management.