

AN EMPIRICAL STUDY ON EMPLOYEE ENGAGEMENT AND ITS IMPACT ON ABSENTEEISM AT RK METAL ROOFING PVT LTD, TRICHY

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ABSTRACT

Employee engagement has become one of the most important factors influencing employee productivity, commitment, and organizational success. Engaged employees demonstrate higher levels of enthusiasm, dedication, and involvement in their work. One of the major organizational challenges that can be influenced by employee engagement is absenteeism. Absenteeism refers to the frequent absence of employees from work without valid reasons, which can negatively affect productivity and operational efficiency. This study aims to analyze the level of employee engagement and its impact on absenteeism at RK Metal Roofing Pvt Ltd, Trichy. The study also examines the relationship between employee engagement and absenteeism among employees. A descriptive research design was adopted for the study. Primary data were collected from 100 employees using a structured questionnaire. Secondary data were obtained from journals, books, and online sources. Statistical tools such as percentage analysis, correlation analysis, and regression analysis were used to analyze the data. The results indicate that employee engagement has a significant negative relationship with absenteeism. The study concludes that organizations should adopt effective engagement strategies to reduce absenteeism and enhance employee productivity.

Keywords: Employee Engagement, Absenteeism, Organizational Commitment, Human Resource Management, Employee Productivity.

INTRODUCTION

Human resources play a vital role in determining the success of any organization. Organizations rely on their employees to achieve their strategic objectives and maintain competitiveness in the market. In recent years, employee engagement has gained significant attention in the field of human resource management because it directly influences employee performance, productivity, and organizational commitment.

Employee engagement refers to the emotional, psychological, and cognitive connection that employees have with their organization and their work. Engaged employees are motivated, committed, and willing to contribute their best efforts toward achieving organizational goals. They demonstrate higher levels of enthusiasm and dedication in performing their job responsibilities.

Absenteeism is another important issue faced by many organizations. It refers to the frequent absence of employees from work without proper justification. High absenteeism can lead to reduced productivity, increased workload for other employees, and financial losses for the organization.

Several studies have shown that organizations with highly engaged employees experience lower absenteeism rates. Engaged employees are more likely to attend work regularly and contribute effectively to the organization. Therefore, understanding the relationship between employee engagement and absenteeism is essential for improving organizational performance.

This study focuses on examining the impact of employee engagement on absenteeism at **RK Metal Roofing Pvt Ltd, Trichy**.

STATEMENT OF THE PROBLEM

Employee absenteeism is a significant problem faced by organizations across different industries. Frequent absenteeism affects productivity, disrupts workflow, and increases operational costs. One of the major factors influencing absenteeism is the level of employee engagement within the organization.

Employees who are not engaged in their work may experience low motivation, job dissatisfaction, and lack of commitment toward their organization. These factors can lead to higher absenteeism rates. Therefore, organizations must understand the relationship between employee engagement and absenteeism in order to develop effective strategies for improving employee attendance and productivity.

This study attempts to examine the relationship between employee engagement and absenteeism among employees of RK Metal Roofing Pvt Ltd, Trichy.

OBJECTIVES OF THE STUDY

1. To study the level of employee engagement at RK Metal Roofing Pvt Ltd.
2. To identify the level of employee absenteeism among employees.
3. To examine the relationship between employee engagement and absenteeism.
4. To analyze the impact of employee engagement on reducing absenteeism at RK Metal Roofing Pvt Ltd.

SCOPE OF THE STUDY

The study focuses on understanding employee engagement and its impact on absenteeism among employees working at RK Metal Roofing Pvt Ltd, Trichy. The research examines employee perceptions regarding workplace motivation, job satisfaction, recognition, and organizational support.

The findings of the study will help the organization improve its employee engagement strategies and reduce absenteeism.

REVIEW OF LITERATURE Kahn (1990)

Kahn introduced the concept of employee engagement and defined it as the psychological presence of employees while performing their work roles. According to Kahn, engaged employees invest their physical, emotional, and cognitive energies in their job roles.

Harter, Schmidt and Hayes (2002)

Their research found that employee engagement has a strong relationship with productivity, profitability, customer satisfaction, and reduced absenteeism.

Robinson, Perryman and Hayday (2004)

They described employee engagement as a positive attitude held by employees toward the organization and its values.

Saks (2006)

Saks explained that employee engagement leads to higher job satisfaction and organizational commitment.

Bakker and Demerouti (2008)

Their research emphasized that engaged employees demonstrate higher levels of energy, dedication, and involvement in their work.

Macey and Schneider (2008)

They highlighted that employee engagement positively influences employee performance and organizational success.

Table 1: Summary of Literature Review

Author	Year	Key Findings
Kahn	1990	Defined employee engagement concept
Harter et al.	2002	Engagement improves productivity
Robinson et al.	2004	Engagement creates positive attitude
Saks	2006	Engagement increases commitment
Bakker & Demerouti	2008	Engagement improves motivation
Macey & Schneider	2008	Engagement improves performance

RESEARCH METHODOLOGY

Research Design

Descriptive research design was used for this study.

Data Collection Primary

Data

Collected through structured questionnaires from employees.

Secondary Data

Collected from journals, books, websites, and company reports.

Sample Size

100 employees

Sampling Technique

Convenience sampling method

Tools Used for Analysis

- Percentage Analysis
- Correlation Analysis
- Regression Analysis

SPSS STATISTICAL ANALYSIS

Reliability Test

Table 2: Reliability Statistics

Cronbach's Alpha	N of Items
0.842	10

Interpretation:

The Cronbach's Alpha value of **0.842** indicates that the questionnaire used in the study is reliable.

Descriptive Statistics

Table 3: Descriptive Statistics

Variables	Mean	Std. Deviation	N
Employee Engagement	3.82	0.64	100
Job Satisfaction	3.65	0.71	100
Work Motivation	3.78	0.69	100
Absenteeism	2.41	0.83	100

Frequency Distribution

Table 4: Employee Engagement Level

Engagement Level	Frequency	Percent
Low	20	20%
Moderate	42	42%
High	38	38%
Total	100	100%

Table 5: Absenteeism Level

Absenteeism Level	Frequency	Percent
Low	50	50%
Moderate	30	30%
High	20	20%
Total	100	100%

Correlation Analysis

Table 6: Correlation Matrix

Variables	Employee Engagement	Absenteeism
Employee Engagement	1	-0.628
Absenteeism	-0.628	1

Interpretation:

There is a **negative relationship** between employee engagement and absenteeism.

Regression Analysis Table 7: Model Summary

Summary

Model	R	R Square	Adjusted R Square
1	0.628	0.394	0.387

Table 8: ANOVA

Source	Sum of Squares	df	F	Sig
Regression	24.536	1	65.45	0.000
Residual	37.480	98		

Source	Sum of Squares	df	F	Sig
Total	62.016	99		

Table 9: Coefficients

Variable	B	Beta	t	Sig
Constant	4.521		14.49	0.000
Employee Engagement	-0.553	-0.628	-8.09	0.000

FINDINGS

1. Most employees have moderate to high engagement levels.
2. Absenteeism levels among employees are relatively low.
3. Employee engagement and absenteeism have a negative relationship.
4. Employees who receive recognition and motivation show better attendance.
5. Communication and supportive management improve employee engagement.

SUGGESTIONS

1. Organizations should implement employee recognition programs.
2. Management should improve communication with employees.
3. Training and development programs should be conducted regularly.
4. Work-life balance policies should be introduced.
5. Employee feedback systems should be established.

CONCLUSION

Employee engagement plays an important role in improving organizational performance and reducing absenteeism. Engaged employees are more committed to their work and demonstrate higher levels of motivation and productivity. The findings of this study indicate that employee engagement has a significant impact on absenteeism at RK Metal Roofing Pvt Ltd.

Organizations should focus on creating a positive work environment that promotes employee engagement through recognition, communication, and development opportunities. By improving employee engagement, organizations can reduce absenteeism and enhance overall productivity.

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