EMPLOYEE ABSENTEEISM AT INDIAN DESIGNS AND EXPORTS PRIVATE LIMITED, BANGALORE

[1]Ms. Pavithra Christopher
Student
Department of MBA
Dr Ambedkar institute of Technology,
Bengaluru – 560056, Karnataka, India.
Email: Pavithrachristopher34@gmail.com

[2]Dr. Susheela Devi B Devaru
Associate Professor
Department of MBA
Dr Ambedkar institute of Technology,
Bengaluru – 560056, Karnataka, India.
Email: Susheela.mba@drait.edu.in

Abstract:

Employee absenteeism is a chronic issue refers to the habitual or unexpected absence of employees from work, that affects organizations worldwide, leading to disruptions in productivity, work quality, and for employees and employers, it has a significant impact on the workplace and the overall functioning of an organization. An organization with lower absenteeism rates often has a competitive advantage. They can attract and retain top talent more easily, maintain consistent service levels, and build a positive reputation as an employer of choice. This paper focuses on Employee Absenteeism at Indian Designs and Exports, aiming to identify the various reasons behind absenteeism and assess its impact on routine work and aims to gauge employee satisfaction with overall management practices, and it will contribute to a better understanding of the factors contributing to absenteeism in the specific context of Indian Designs and Exports.

Keywords: Employee absenteeism, workplace behaviour, organizational impact, employee satisfaction.

Introduction:

Absenteeism is a term of chronic, it is when an employee consistently doesn't appear for work at their scheduled time. This is true of both full-time and shift-working employees, and it generally unplanned and without good reason. Absenteeism has a major influence on businesses or organization in affecting productivity, work quality, and overall organizational performance. When employees are absent, it often leads to high workloads to other team members, delays in project completion, decreased morale, and higher costs for the company. Additionally, excessive absenteeism can disrupt team dynamics and create a negative work environment. Employees required time off for personal matters, such as attending to family needs, dealing with legal issues, or managing personal emergencies. High levels of stress, burnout, or dissatisfaction with the work

environment can lead to increased absenteeism as employees may feel overwhelmed or disengaged and some employees are dissatisfied with the job, lack of motivation, or feel unappreciated are expected to engage in absenteeism as a way to disengage after work. The absenteeism is caused by bullying and harassment, stress, and low morale, childcare and eldercare, depression, disengagement, illness, injuries, job hunting and partial shifts etc...

Literature Review:

1. **Ernest B. Akyeampong** has authored a research paper **Trends and seasonality in Absenteeism**. In this paper the author focuses on at which time period, employees are more absent. They argued in research that absences due to illness are extremely seasonal, peaking in the winter and troughing in summer.

2. **Joseph J Martocchio, Diana Γ Jimeno Human resource management review 13 (2), 227-241, 2013**. They consider theoretical and empirical developments in personality, affect, and absenteeism research. Specifically, they investigate connection between the three raises and propose a theoretical perspective about the reputation of affect in mediating the effect that personality has on absenteeism.

3. **Simen Markussen, Knut Røed, Ole J Røgeberg, Simen Gaure. Health Economics Journal, 30(2), 277-292, 2011**. they investigate the factors that influence sick leave behavior in conditions of employee characteristics, workplace features, panel doctor characteristics, and monetary conditions using extensive administrative register data commencing Norway.

4. **Rick D. Hacket (2017),** the three meta-analyses evaluating the connection between employee absenteeism and job satisfaction is found in the literature, as stated in this review. Special interpretations of three points of view were offered.

5. **Heaven and de Jong (2005),** A study on employee absenteeism in the garment industry. According to reports, data on absenteeism is becoming more useful as a key indicator of people's overall health. However, there is an absence of comprehensive data regarding employee comfort and how this relates to the timing and frequency of reporting absences.

Objectives of the study:

- To study on Employee Absenteeism at Indian Designs and Exports.
- To find the various reasons for employee absenteeism.
- To find out whether absenteeism has an impact on routine work.
- To find the level of satisfaction of employees regarding overall management.

- To study various measures adopted by the organization.

Statement of the problem:

In practically all firms, absenteeism has become a serious issue. Even when an absent employee is not paid, excessive absenteeism imposes a significant cost on the sector. Workflow irregularities and delays generate work schedules, which makes it difficult for management to achieve delivery deadlines. The price of absences rises more quickly when sick leave is permitted. Therefore, it is a choice that actions are taken that reduce the expense of absence as much as feasible.

Methodology:

Descriptive research: - Descriptive research has been employed; it entails surveys and fact-finding inquiries of many types; the goal of descriptive research is to describe the current situation. The descriptive type of research is chosen to understand how employee act in real-life situations at workplace and to gather data on behaviour and phenomena without having to rely on the honest and accuracy of respondents who are working in Indian Designs and Export.

Sources of Data Collection.

1. **Primary source**

   A primary source of data is initial information accumulated directly from the individuals, events, or phenomena for the research, analysis, or study. A structured questionnaire is used to obtain primary data commencing a small number of Indian Designs and Export Pvt Ltd personnel.

2. **Secondary source**

   Secondary data denotes to information that is already available, such as demonstrate that been collected and examined by a prior researcher. The secondary data for the study was collected from articles, magazines, and other sources also the data was collected by company website, books, and internet.

Sampling Design

Sampling Method

The sampling method used in study is simple random sampling method. The employees of Indian Design company are picked randomly, and the data is collected through the structured questionnaire.

Population & Sampling Unit

In study total population of respondents is 1800. The employees are belonging to the different designation i.e., manager, superior, production officer and machine operator etc.

Sampling unit:

For this study only the tailor employees are taken into the consideration as sample unit. The total number of tailors are 1000.

Sample Size

A sample size of 300 defendants was taken into contemplation for the study and the data was collected. Over the course of 10 days, data is collected from a total of 300 respondents, with 30 respondents providing their information each day. The response from these 300 employees will be analysed and generalized to make conclusions about the employee absenteeism of the entire tailor employee population of 1000.

Statistical design

For analysis, SPSS software, percentage analysis method is used for calculation and the result were interpreted. These methods are used to minimize the error of data collected. Graphs are used to represent the data for the better and accurate interpretation of result.
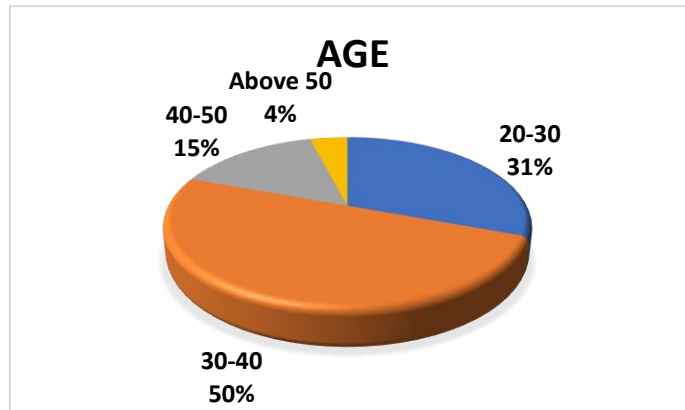
Table 1: Table showing age of respondents.

Particulars	No. of participants	Respondent in %
20-30	92	31%
30-40	150	50%
40-50	46	15%
Above 50	12	4%
Total	**300**	**100%**

Analysis

From above table it is noticed that most of the defendants fall into the 30-40 age group, with 50%. The 20-30 age group comprises 31% of the accused. 15% are 40-50 years while those above fifty years old represent the smallest portion, with only 4% of respondents.

Graph 1: Graph showing age of respondents.

Interpretation

The graph shows a higher representation of defendants in younger and middle-age groups and relatively fewer defendants in older age groups.

Table 2: Table showing experience of respondents.

Particulars	No. of respondents	Respondent in %
0-1	29	10%
1-2	126	42%
2-5	49	16%
more than 5	96	32%
Total	**300**	**100%**

Analysis:

From the table above, it is understood that largest group of respondents falls into the 1-2 years' experience range, making up 42% of the total. 16% are 2-5, 10% have 0-1, 32% have more than five years of experience in tailoring.

Graph 7: Graph showing experience of respondents.
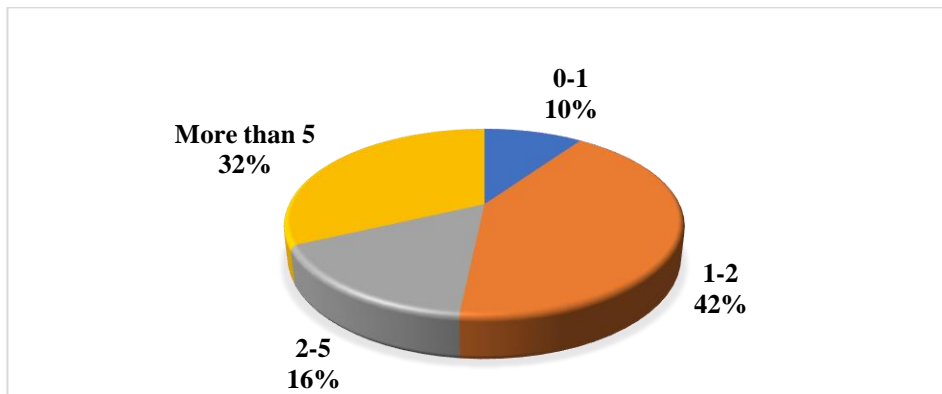
Interpretation:

The data indicates that it has a diverse range of experience levels among the respondents, the largest single group of defendants falls into the "1-2 Years of Experience" category, indicating that there may be a substantial number of relatively new entrants in the field. A significant portion of respondents (32%) has "More than five Years of Experience," which might represent more seasoned professionals in the field.

HYPOTHESIS OF THE STUDY (CORRELATION TEST)

Hypothesis 1:

H_0: There is no substantial association between experience and work life balance.

H_1: There is a substantial association between experience and work life balance.

The above hypothesis is tested using chi-square test.

This test is carried to determine observed result with expected result. Here observed result can balance work life based on experience level of employees which differ from one and another, thus this test is conducted to identify correlation between work life balance and experience of employee.

Crosstabs

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
are you able to balance the personal life with the professional life? * For how many years are you working in Indian Designs co.?	300	100.0%	0	0.0%	300	100.0%

For how many years are you working with Indian Designs co.? * Are you able to balance the personal life with the professional life? Crosstabulation				
Count				
		are you able to balance the personal life with the professional life?		Total
		Yes	No	
For how many years are you working in Indian Designs co.?	0-1	23	6	29
	1-2	111	15	126
	2-5	45	4	49
	More than 5.	52	44	96
Total		231	69	300

Chi - Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi - Square	43.198[a]	3	<.001
Likelihood Ratio	41.885	3	<.001
Linear – by - Linear Association	25.000	1	<.001
N of Valid Cases.	300		
a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 6.67.			

Interpretation:

From the output of SPSS, this can be interpreted that,

Asymp (P value) = <0.001

Level of significance (LOS) = 0.05(5%)

Therefore,

$\qquad$ P value < LOS

$\qquad$ 0.001 < 0.05

The P Value is lesser than level of significance, hence null hypothesis (H_0) is rejected, and alternative hypothesis (H_1) is accepted.

Thus, there is a significant association between experience and work life balance.

HYPOTHESIS 2 (ANOVA TEST)

H$_0$: There is no substantial association between age and frequency of leave taken.

H$_1$: There is a substantial association between age and frequency of leave taken.

The above hypothesis is tested using Anova test.

This test is conducted to determine the difference between the two variables, independent variable is worked overtime, and dependent variable is leave taken in a month.

Oneway

ANOVA					
Age					
	Sum of Squares.	df	Mean Square.	F	Sig.
Between Groups.	12.230	3	4.077	7.009	<.001
Within Groups	172.157	296	.582		
Total	184.387	299			

Interpretation:

From the output of SPSS, it is interpreted that,

P value = 0.001

Level of significance (LOS): 0.05

Therefore,

P value < LOS

0.001 < 0.05

As the P value is lesser than level of significance the null hypothesis (H0) is rejected, and the alternative hypothesis (H1) is accepted. Hence, there is substantial association between age and frequency of leave taken.

Findings of the study

1. It is noticed that 50% of respondents fit into the age group of 30 to 40 years, 31% are 20 to 30 years, 15% are 40 to 50 years and 4% of 50 and above years.

2. It is understood that highest respondents are female with 72% and 28% of respondent's male.

3. It is said that out of 300 respondents, majority 71% of respondents are married, 22% are unmarried, 8% are single.

4. It is noticed that out of 300 respondents, majority 66% of respondents are school dropouts, 26% are PUC / diploma and 8% of respondents have the qualification of under graduation.

5. It is established that majority of the accused are senior and intermediate tailor with 22% and 21%, 17% and 16% are master and junior tailor and 14% and 10% are specialized and apprentice tailors.

6. It is said that out of 300 defendants, majority 77% of defendants fall into the income range of 10,000 to 20,000, 15% are 20,000 to 30,000, 6% are 30,00 to 40,000 and 2% are fall into more than 40,000.

7. It is understood that uppermost respondents with 42% are having up to 2 years of experience, 32% of them have more than 5 years of experience, 16% are with 2 to 5 years and 10% of respondents have 0 - 1 year of experience level in the organization.

8. It is implied that 53% of foremost respondents take leave twice in a month, 27% take once, 16% of respondents take leave more than twice in a month.

9. It is noticed that 84% of respondents reported that absenteeism does impact on routine work. 16% does not impact on their routine work.

10. It is depicted that 40% of the accused reported that absenteeism resulted in loss of pay, 28% are increase in their workload and around 9% are conflicts with co-workers, 16% are stress. A small percentage 6% of respondents mentioned experiencing all the listed effects due to absenteeism.

11. It is clarified that 47% of the defendants reported taking sick leave the most. 31% take vacation leave or earned leave. 18% use casual leave the most. 4% take half-day leave more frequently.

12. It is seen that 77% can balance their personal and professional life effectively. Only a small percentage 23% are unable to assault a balance between the two.

Conclusion:

The survey provides valuable insights into the demographics, behaviours, and attitudes of the respondents in relation to absenteeism. It is evident that the age group between 30 to 40 years constitutes a significant portion of the respondents, reflecting the middle-aged workforce's prominence in the study. Additionally, there is a notable gender disparity, with a higher percentage of female respondents compared to males. Marital status reveals that most defendants are married. Educational qualifications show many plaintiffs with a high rate of school dropouts, which could be indicative of the type of industry or region under consideration. The distribution of accused individuals among different categories of tailors highlights the diversity within the profession, with senior and intermediate tailors being the most common. This suggests that absenteeism may affect a wide spectrum of tailoring expertise. In terms of income, most respondents fall within the range of 10,000 to 20,000, suggesting that financial factors might contribute to absenteeism. Experience levels

indicate that a significant portion of respondents have up to 2 years of experience, with a notable percentage having more than 5 years. The frequency of leave-taking with over half of the respondents taking leave twice a month. Many defendants acknowledge that absenteeism impacts their routine work, with various consequences such as loss of pay, increased workload, conflicts with co-workers, and stress. Regarding types of leave, sick leave appears to be the most commonly taken, which could be attributed to health-related reasons. Lastly, a notable percentage of respondents feel they can balance their personal and professional lives effectively, suggesting that achieving a work-life balance may be an essential factor in reducing absenteeism.

Suggestion:

To address the challenges of employee absenteeism and foster a healthier, more productive work environment, several key strategies are considered. First and foremost, it is essential to revisit and adapt leave policies to align with the specific needs of the workforce. This involves tailoring policies to address the prevalent reasons for absenteeism, such as sick leave, by establishing clear and supportive guidelines and recognizing that stress and conflicts can arise due to absenteeism, implementing or enhancing Employee Assistance Programs is crucial, offering resources for stress management and conflict resolution. Moreover, embracing flexibility in work arrangements, including options like flexible hours and remote work, can empower employees to better balance their personal and professional lives. Providing opportunities for career growth and advancement within the organization serves as a motivation for employees to remain engaged and committed to their roles. For those with lower qualifications or school dropouts, offering training and skill development programs. Additionally, establishing mentoring programs, where experienced employees guide and support those with less experience, can help reduce stress and absenteeism by fostering a sense of belonging and support within the workplace. Lastly, promoting work-life balance through seminars and workshops empowers employees to manage their personal and professional lives effectively, contributing to a more harmonious and absenteeism-resistant work environment. By implementing these comprehensive strategies, organizations can address absenteeism proactively and enhance employee well-being.

References:

a) Barkha Gupta, "Employees Absenteeism: Barrier for Retail Sector Organization Success', International Journal of Engineering and Management Research, Volume-3, Issue-6, December-2013, ISSN No.: 2250-0758, Pp.88- 92.

b) Dr. Abhinav Patel, Sanjay Thakkar, "A Study on Factor Affecting Absenteeism in Pharmaceutical Industry in Gujarat", International Global Journal for Research Analysis, Volume-3, Issue-9, Sept-2014, ISSN No 2277 – 8160.

c) Dr. Renuka Rathod, Mr. Basavanth Reddy, "Employee Absenteeism: A Study at Titan Industry Limited", Bangalore, The International Journal of Engineering and Science (IJES), Volume, 1, Issue, 1, Pages, 80-84, 2012, ISSN: 2319 – 1813 Pp.80.

d) Gethsi Beulah, Dr. Venkatrama Raju D, "A STUDY ON FACTORS INFLUENCING EMPLOYEE ABSENTEEISM IN BPO INDUSTRY'', International Journal of Business and Administration Research Review, Vol.2, Issue.5, April - June 2014. E- ISSN - 2347-856X, ISSN -2348-0653, , Page98.

e) Habeebur Rahman. T (2016),"A study on causes of Absenteeism among Employee in Retails shops", ISBR Management Journal, Volume 1, Issue 1.

f) Ms. J. Pavithra (2017), A study on Employee Absenteeism, International Journal of Pune and Applied Mathematics, Volume 116, ISSN: 1311-8080.

g) M.Prabhu, "A Study in a Steel Organization on Employees Absenteeism", Indian Journal of Economics and Development, Vol: 1, Issue: 3, March 2013.| ISSN 2320-9836.

h) Mahima Virmani Bansal (2016), An Analysis on Employee Absenteeism at Bathinda Chemical limited, International Journal for Innovative Research in Multidisciplinary Field, volume – 2, issue – 6, ISSN – 2455-0620.

i) Ramachandran S., Venkatesh S., Performance measurement and management system-intercompany case Study approach-Tamilnadu, India, Middle - East Journal of Scientific Research, v-20, i-9, pp-1162-1174, 2014.

j) T. Karibasappa (2020), A study on Employee Absenteeism in Garment Industries with special reference to Bengaluru, Malaya Journal of Matematik, volume – 2, ISSN – 4799-4804.