



A Study on Employees Absenteeism Of Subramaniya Siva Co-Operative Sugar Mill Limited, Gobalapuram

Rajkumar A¹, M. Manikandan, MBA, M.Phil., (Ph.D)²

¹PG Student, Department of MBA, Paavai Engineering College (Autonomous), Tamilnadu, India

²Assistant Professor, Department of MBA, Paavai Engineering College (Autonomous), Tamilnadu, India

ABSTRACT

Absence control can often be an important step in the process of reducing business costs. Because of competitive pressures, companies can no longer afford to carry unnecessary absence that they may have tolerated in the past. Therefore, many companies are focusing on the issue of eliminating, or at least reducing, unnecessary levels of absence. This project shows how absenteeism is a big barrier for retail sector organization and how it gives the inverse effect on organization growth and development.

Keywords: Subramaniya Siva Sugar Mill, Absenteeism, Employee relationship, Reduce absenteeism.

INTRODUCTION OF THE STUDY

The study entitled A Study on Employees Absenteeism of Subramaniya Siva Co-Operative Sugar Mill Limited, Gobalapuram. Absenteeism is the term generally used to refer to unscheduled employee absences from the workplace. It is a habitual pattern of absence from a duty or obligation. Absenteeism is a big barrier for any kind of organization because its effect on organization growth.

Being an old age phenomenon, almost universal in its appearance and application, there is little doubt that a well le, well organizes, well managed, well planned, well resourced, well monitored organization can be a powerful tool to improve quality of life or product process to achieve excellence, to benchmark, to excel, to develop, to grow, to optimize the condition at man or to produce and a profit.

The opposite however is also true loosely defined an organization is a collectively where people work together to achieve fairly specific goals, objectives with a fairly formalized structure and process often strongly influenced by environmental factors.

OBJECTIVES OF THE STUDY

- To find the various factors that lead to continues absenteeism among the employees.
- To study the personal causes that gives rise to absenteeism.
- To find out the socio-economic causes for the problem of absenteeism.
- To evaluate possible suggestion so as to reduce the rate of absenteeism.
- To study about the perception of variation in absenteeism.
- To study the level of the employee opinion towards their working environment and

employees working conditions.

SCOPE OF THE STUDY

The study has been carried out on the determine the level of absenteeism among the employees at Dharmapuri District Co-operative sugar mills Ltd in gopalapuram.

Absence control program should be conducts so has to has to change the behavior of the employees in the organization.

RESEARCH METHODOLOGY

Research methodology is the systematic way to solve the research problem. It gives an idea about various steps adopted by the researcher in a systematic manner with an objective to determine various manners.

Primary data:-

Primary data was carried with the help of questionnaires. The primary data are those data which are collected a fresh for the first time and they are original in character.

Secondary data:-

The data was collected from the company records and the other relevant periodicals. The company records have helped to form profile of the study.

Sample size:-

For the purpose of the study a sample of 125 Respondents of the present organization is being selected for the sample.

Statistical tools:-

The data collected with the research instrument are analyzed

- Simple percentage method
- Chi-square test

Percentage method:

Percentage refers to a special kind of ratio. It is used to make comparison between two or more series of data. They can be used to compare the relative items, the distribution of two or more series of data, since the percentages reduces everything to a common base and there by allow meaningful comparisons to be made.

$$\text{Percentage} = \frac{\text{No. of Respondents}}{\text{Sample Size}} \times 100$$

$$\text{Percentage} = 125/125 \times 100 = 10$$

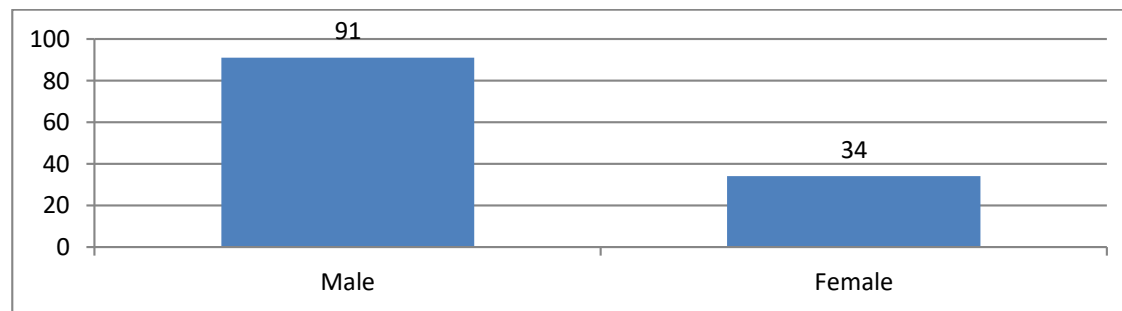
DATA ANALYSIS AND INTERPRETATION**TABLE:1****GENDER**

S.NO	Gender	No of respondent	Percentage %
1	Male	91	73%
2	Female	34	27%
	Total	125	100%

Source: Primary Data

INFERENCE:

From the table shows that 73% of the respondents belongs to male and 27% of the respondents belongs to female category.

CHART:1**GENDER****INFERENCE:**

From the chart shows that 73% of the respondents belongs to male and 27% of the respondents belongs to female category.

TABLE 4.2**AGE**

Source: Primary Data

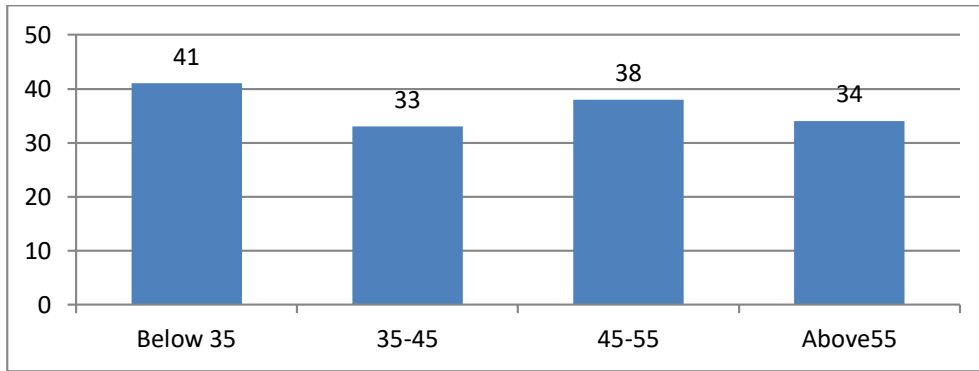
INFERENCE:

S.NO	Age	No of Respondent	Percentage
1	Below 35	41	28%
2	35-45	33	23%
3	45-55	38	26%
4	Above55	13	23%
	Total	125	100%

From the table shows 28% of respondent in age of below 35, the 23% of respondent in age of 35-45, the 26% of respondent in age of 45-55, and the 23% of respondent in age of above 55.

CHART:2

AGE



INFERENCE:

From the chart shows 28% of respondent in age of below 35, the 23% of respondent in age of 35-45, the 26% of respondent in age of 45-55, and the 23% of respondent in age of above 55.

TABLE:3

EMPLOYEES SATISFACTION IN PRESENT LEAVE PROCEDURE

S.NO	Particular	No of Respondent	Percentage%
1	Yes	42	34%
2	No	83	66%
	Total	125	100%

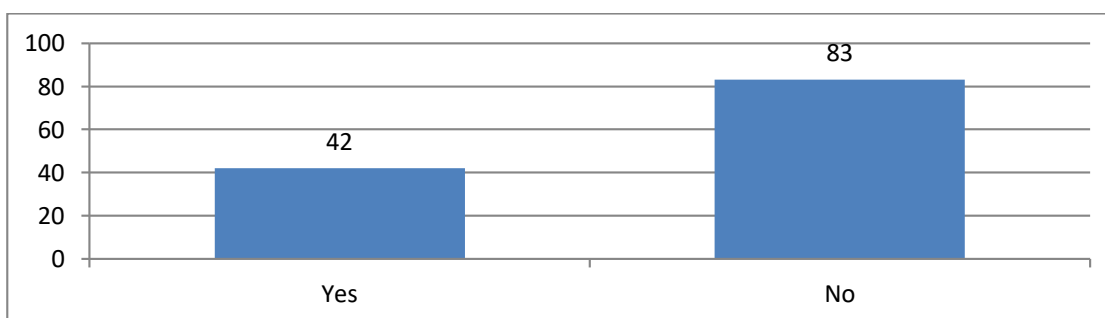
Source: Primary Data

INFERENCE:

From the table shows that 34% of the respondent are satisfied with the present leave procedure, and 66% of the respondent are not satisfied with the present leave procedure.

CHART:3

EMPLOYEES SATISFACTION IN PRESENT LEAVE PROCEDURE



INFERENCE:

From the chart shows that 34% of the respondent are satisfied with the present leave procedure, and 66% of the respondent are not satisfied with the present leave procedure.

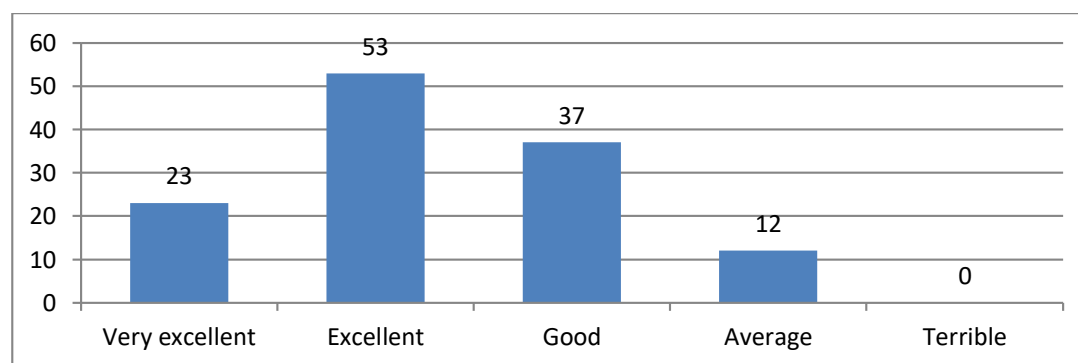
TABLE :4**EMPLOYEES OVERALL SATISFACTION**

S.NO	Opinion	No of Respondent	Percentage%
1	Very excellent	23	18%
2	Excellent	53	42%
3	Good	37	30%
4	Average	12	10%
5	Terrible	0	0%
	Total	125	100%

Source: Primary Data

INFERENCE:

From the table shows that 18% of employees overall satisfaction is very excellent, the 42% of employees opinion is excellent, the 30% of employees opinion is good, the 10% of employees opinion is Average.

CHART:4**EMPLOYEES OVERALL SATISFACTION****INFERENCE:**

From the chart shows that 18% of employees overall satisfaction is very excellent, the 42% of employees opinion is excellent, the 30% of employees opinion is good, the 10% of employees opinion is Average.

CHISQUARE TEST

The Relationship between absenteeism and the personal profile factors namely department, age, experience were analyzed in this section. The chi square test is used at 5% level of significance.

Age and Experience

The Relationship between Age and Experience is analyzed and the results were given in the following vicariate

Null Hypothesis:

H_0 : There is a Relationship between Age and Experience

H_1 : There is no Relationship between Age and Experience

OBSERVED FREQUENCY

Age/Experience	30	31-40	41-50	Above 51	Total
10	4	6	27	0	37
11to20	3	8	10	9	30
21to30	6	7	21	10	44
Above 31	3	5	0	6	14
Total	16	26	58	25	125

EXPECTED FREQUENCY

O	E	(O-E)	(O-E)²	(O-E)²/E
4	4.736	-0.736	0.5416	0.114
6	7.696	-1.696	2.876	0.373
27	17.168	9.832	96.66	5.630
0	7.4	-7.4	54.76	7.4
3	3.84	-0.84	0.7056	0.183
8	6.24	1.76	3.097	0.496
10	13.92	-3.92	15.36	1.103
9	6	3	9	1.5
6	5.632	0.368	0.135	5.496
7	9.152	-2.152	4.631	0.506
21	20.416	-19.83	393.3	19.26
10	8.8	1.2	1.4	0.163

3	1.792	1.208	1.459	0.814
5	2.912	2.088	4.35	1.497
0	6.496	-6.496	42.19	6.494
6	2.8	3.2	10.24	3.657
	1.2501		TOTAL	5.4686

$$\begin{aligned}
 \text{Degree of freedom} &= (r-1) * (c-1) \\
 &= (4-1) * (4-1) \\
 &= 3 * 3 \\
 &= 9
 \end{aligned}$$

Table value for 9 DF at 5% level = 16.9

Conclusion:

The calculate value of the Chi-Square test is less than the table value the hypothesis formed was accepted. It could be concluded that there is a relationship between Age and Experience.

FINDINGS

- Majority of the Respondents are Male in the survey
- About 28% of respondents below 35 years
- The study has found that 26% are single and 74% are married
- Majority 44% of respondent's production department.
- About 40% of respondents have a work experience in sugar mill above 5 years.
- Majority 35% respondents education qualification SSLC.
- Majority 46% of the respondents agreed the month of income.
- Majority 66% respondent agreed that employees satisfaction in present level procedure.
- Majority 34% respondents sometime employee possibility to get leave.

SUGGESTIONS

- Employess problems should be analyzed by the employer to reduce absenteeism.
- level of motivation can be increased for the employees in order to reduce employees absenteeism.
- Awareness of the leave facility can be made for the employee to avoid unnecessary leave.
- There should be good employer relation for the employees to participate in the management.
- Monetary benefits like increase in salary / incentives should be made to reduce absenteeism.
- Safety measures should be made for the employees to avoid accident during the work.
- In the organization the employees feels work stress , so care must be taken to avoid both physical and mental health of the employees. So stress should be reduced.

CONCLUSION

Absenteeism is an issue that can be found in many organizations today, but escaping this issue is not a concept that is unattainable. From this research absenteeism can be drastically reduced by simply gaining the commitment and dedication from employees. All other factors are deterring employees from organizational commitment such as non interest or little or not satisfied with the working environment. A part from this the company should focus on the following areas like working environment ,co-ordination , reduce work stress and medical facilities through effective human resource strategically approach.In order to reduce absenteeism the organization should provide salaries or incentives based on the performance appraisal .Eventually applying good strategies to avoid the absenteeism that is persisting in the organization.

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