



## Effect of absenteeism in industry

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### Abstract

In this research we found that, the phenomena of absenteeism in Indian industry is not new and employee absenteeism is the Major problem of industries. Employee absenteeism is a serious problem for Management because it need additional expenses. High rate of absenteeism in any Industry affect an organization state of health and also management effectiveness. The main aim of this paper is to take broad view of the effect of absenteeism is industries. It is intended to provide both an overview on absenteeism data and then progress to exploring solutions.

**Keywords:** employees, absenteeism, Industry, workloads organization, labour turnout

### Introduction

Absenteeism is the term generally used to refer to unscheduled employee absences from the workplace many courses of absenteeism are legitimate for example personal illness or family issues, but absenteeism also can often be traced to other futures such as a poor work environment or workers who are not committed to their jobs. If such absences become excessive, they can have a seriously adverb impact on a business operations and ultimately, its profitability.

### Literature of Review

The effects of absenteeism not only affect the industry but also the employees, absenteeism adversely affect the effectives of the industries. The labour department in India defined the absenteeism rate as the total man-shifts lost because as a percentage of the total remember of man-shifts. Schedules so for calculation of the rate of the absenteeism we require the number of person & scheduled the work and the number actually present. High rate of absenteeism is not good for the employers and employees. The levels of absenteeism and causes of absenteeism are dependent on many variables in the organizational environment. The research high lights the point how to crease the absenteeism in industries.

The first victim of absenteeism are employees. In spite of the fact that employees want to avoid absenteeism but they can't due to monotonous work in organization, illness, family circumstances etc.

### Collection of Data

The data is collected from secondary sources like books, journals magazines and websites and newspapers.

### Absenteeism

Absenteeism is an employee's intentional or habitual absence from work while employees expect workers to miss a certain number of workdays each year excessive absences can equate to decreed productivity and have a major effect on industry morale and other factors.

### Causes of absenteeism

People miss work for a variety of reason's many of which our legitimate and others less so some of the common causes of absenteeism are:-

#### Bullying and harassment

Employee who are bullied or harassed by coworkers and/or bosses are more likely to call in sick to droid the situation.

#### Personal Factors

- **Burnout, stress and low morale:** Hearing workloads, stressful meetings/presentations and feeling of being unappreciated can cause employees to avoid going to work.
- **Children and eldercare:** Employees may be forced to miss work in order to stay home and take care of a child elder when normal arrangements have fallen through or if. Child/elder is sick.
- **Depression:** According to the national institute of mental Health, the leading course of absenteeism in the United States is depressions.
- **Disengagement:** Employees who are not committed to their jobs. More likely to miss work simply because they have no motivation to go.

#### Work Place Factor

- Illness and widens
- Lack of job satisfaction
- Boredom on the job
- Poor working environment
- Poor supervision and inadequate leadership
- Low level of staff motivation
- Personal problems such as financial, children etc.
- Workload and stress

#### Effect of absenteeism

- Increased staff supervision because the new replacement staff will lack of knowledge and experience therefore a

need for constant supervision and the need to cross check their work regularly.

- Absenteeism lead to loss of productivity even the replacement staff will require training.
- In some cases, absent staff are not immediately replaced, this will tend to create work overload for other staff who will be asked to take extra work to cover up for absent staff.

### **Employee absenteeism in Indian Industries**

#### **Absenteeism in states**

State-wise absenteeism rate amongst the directly employed regular workers during the year 2002 is presented. It is observed that the rate of absenteeism in sample sector at all India level during the year 2002 has increase to 9.15% as against of 8.64% during the year 2001.

During 2002, among states, the highest rate of absenteeism was witnessed in Delhi (13.37%) followed of Chandigarh (13.13%) and Kerala (12.87%) out of 26 states, 13 states reported higher absenteeism rates than that at all India level during year 2002. A total of 9 states recorded absenteeism rate of more than 10%. [Source-www.ijsr.net]

#### **Absenteeism in industries**

Industry wise absenteeism rate amongst directly employed regular workers during the year 2002 is presented.

During the year, the highest rate of absenteeism was observed in mining and quarrying N.C.C. (12.88%) followed by manufacture of rubber products (12.43%) and manufacture of footwear (11.82%) [Source-www.ijsr.net]

Out of a total of 63 industry groups, 34 industry groups recorded higher absenteeism rate as compared to absenteeism rate at all India level. A total of 18 industry groups recorded absenteeism rates of more than 10% as compared to 2001, an increase absenteeism rate was recorded in 25 industries groups during the year 2002. [Source-www.ijsr.net]

### **Labour Turnover**

Labour Turnover is an important parameter which indicates the overall health of an industry or an establishment in terms of wages, industrial relations, working conditions and other welfare facilities provided to the workers labour turnover, which refers to the movement of employees in and out of a business, measures the extent of change in the work force due to accession (total number of workers added to employment) and separation (Severance of employment at the instance of workers of employees) during a particular period of time.

High labour turnover causes problems for a business it is costly, lower productivity and morale and tends to get worse if not dealt with labour turnover does not just create costs, but some level of labour turnover is important to bring new ideas, skills and enthusiasm to the labour force.

State-wise labour turnover among directly employed regular workers during the year 2002. At all India level, 60.08% of the features reported labour turnover in their establishment. At all India level the rate of accession during the 2002 was recorded as 19.20% as against 19.27% during previous year. [Source-www.ijsr.net]

Whereas the overall separation rate was reported as 18.24% as against 19.18% in 2001. This indicates a net accession or

increase of around 0.96% in the employment of directly employed regular workers in sample sector during the year 2002. It is, however observed that the increase in employment of directly employed regular workers was mainly due to increase in such employment in private sector (1.07%). Both public sector and joint sectors witnessed a net decrease in employment of such workers by 1.97% and 2.79% respectively. [Source-www.ijsr.net]

### **Suggestion**

- Emphasis should be given on the rehabilitation of chronic absentees and their follow up by the supervisors. Build a better channel to control employee absentees and supervisor is also responsible for it.
- Once in 3 years to 5 years salary has to be increased in the specific time period increase the employee salary and incentives.
- Create healthy relationship among employer and employee. Play the better relationship between top to lower management.
- Provide good environment to the employees. Provide a better organizational environment to the employee.

### **Conclusion**

Absenteeism is an avoidable menace which most of the organizations have to bear with and it has to be managed no one can prepare fool proof formula to fully solve the problem of absenteeism. The problem of absenteeism occurs in every industry. In most of the industries monotones job is the reason of absenteeism in the work place.

To reduce the absenteeism rate industry should boots the morale value of employees through job rotation and multi tasking strategies and give then handsome salary or wages. So that it can motivate them to certain levels.

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