

A Study On Employee Absenteeism With Reference To Tube Investments Of India Limited

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Abstract- Absenteeism is a major issue confronted by almost all employers of nowadays. Worker truancy may be a expensive faculty issue that has drawn the consideration of both scholars and professionals. Worker nonappearance rates and their affect on efficiency are hot subjects in numerous nations, as tall rates of worker nonattendance may demonstrate destitute administration relations, coming about in low productivity.

The objective of this ponder is to examine and comprehend the foremost predominant components that have a noteworthy affect on non-appearance among Tube Venture of India Constrained representatives. The reason of this consider, corroborative calculate investigation was performed. In expansion to that, One-way ANOVA, was conducted to discover out the bunch contrast among the variable.

A survey is being created to explore the cause of non-appearance. The survey is conveyed to a stratified arbitrary test of 200 Tube Speculations of India constrained workers. The particular objectives were to look at worker demeanors towards truancy and the affect of statistic components on truancy. In SPSS, graphic insights, figure examination, and unwavering quality examination were utilized to examinations the comes about.

The ponder looked at the relationship between worker non-appearance and work fulfillment, wellbeing status, family duty, working conditions, employee relations, and word related stretch. The discoveries of this think about will be valuable in addressing absenteeism. Working conditions, work fulfillment, wellbeing status, family duties, representative relations, and word related push were found to have a noteworthy affect on representative non-appearance. The consider highlights the significance of tending to these components to move forward the work environment, diminish push, and diminish non-appearance.

I. INTRODUCTION

Worker Absenteesim is alluded to in this as disappointment of workers to report for work when they are

planned to work. Representatives who are absent from work on recognized occasions, excursions, endorsed clears out of nonappearance, or clears out of nonattendance permitted for beneath the collective understanding arrangement would not be included. Worker Absenteesim may be a periodic design of nonattendance from a obligation or commitment.

Customarily, Representative Absenteesim has been seen as an pointer of destitute person execution, as well as a breach of an certain contract between worker and boss; it was seen as a administration issue, and surrounded in financial or quasi-economic terms. More later grant looks for to get it Representative Absenteesim as an pointer of mental, restorative, or social adjustment to work. Tall Absenteesim within the working environment may be characteristic of destitute assurance, but nonattendances can moreover be caused by work environment dangers or debilitated building syndrome.

Many bosses utilize measurements such as the Bradford figure that don't recognize between genuine illness and nonattendance for improper reasons. The mental demonstrate that talks about this is often the “withdrawal model”, which expect that Absenteesim speaks to person withdrawal from disappointing working conditions.

II. NEED FOR THE STUDY

The term Absenteeism plays a critical part within the improvement of an industry. Measuring non-appearance rate would offer assistance to get it the components impacting non-appearance and decreased the causes. This ponder was carried out to watch the level of truancy in Tube Speculations of India Restricted. This thinks about endeavors to degree the non-appearance level of representatives and their work. Moreover to diminish non-appearance for future association improvement. To propose therapeutic degree to decrease absenteeism.

III. OBJECTIVES OF THE STUDY

- To identify the reasons for absenteeism.
- To study, employees working conditions.

- To measure the employees absenteeism Level.
- To provide suggestions to overcome absenteeism in Tube Investments of India Limited.

IV. SCOPE OF THE STUDY

The study is conducted to know the various levels and reasons for absence employees in a company. This study provides a base for understanding the employee's problems provides possible remedied for it. This study is intended to get an idea about the rate of absenteeism in Tube Investments of India Limited. In order to reduce the absenteeism level, this study has carried out.

V. LITERATURE REVIEW

Mazetti et al., (2022) The think about too found that workers who have an locked in pioneer have higher levels of fulfillment at work and expanded believe in their authority. These representatives too shown lower levels of burnout compared to their co-workers who have modest locked in supervisors.

Zakari et al. (2021) Found that clashes in associations bring almost squander of time and cash, alter in how individuals work with each other, a partitioned association, destroy of trade and individual connections, a descending winding of association, non-appearance and worker turnover and smothers worker execution. In an occurrence where struggle spirals out of control, it takes on a dangerous measurement. Worker non-appearance increments when representatives cannot bargain with a struggle circumstance. It can be disastrous in that it can stop bunch working, undermine bunch survival, and lead to the death of an association.

Knowles (2020) Opined that in spite of the fact that nonappearance from work may be due to any of a huge number of components, experimental prove supporting the see that causal components can be authoritative in nature is insufficient. Nonappearance may be respected as one aspect of a more extensive behavioral issue invading whole authoritative sub-units. The creator recommends that nonattendance may be utilized in conjunction with other variables as a profitable work force measurement demonstrating zones of authoritative brokenness. This implies that in case levels of truancy in such cases as these were to be progressed the arrangement ought to be looked for at the hierarchical level instead of at the person or work level.

Paul M Muchinsky (2019) The reason of this paper is to audit the writing on representative truancy as a frame of withdrawal behavior separated from turnover. Considers looking at the

psychometric properties of absence measures are surveyed, along side the relationship between truancy and individual, attitudinal, and organizational factors. Considers investigating the relationship between non-appearance and turnover are inspected concurring to the unit of investigation examined within the investigate. Automatic endeavors to decrease representative non-appearance are too looked into. pointers of truancy. The survey concludes with proposals for inquire about that are of both hypothetical and viable concern. Diary of Administration and Organizational Thinks about.

Avey, J. B., Patera, J. L., & West, B.J.(2019). This ponder tries to evaluate distinctive affect of non-appearance on organizational efficiency of capital merchandise industry with extraordinary reference to transformer companies in Agra region. As a known reality, Capital merchandise industry is the spine of the fabricating movement. Dynamic capital merchandise industry is a pre-requisite to impel the development of the fabricating action in any nation. This segment is additionally confronting certain ruin due to certain reasons, counting outside as well as inside and one of the reason behind this destruction is specialists truancy .This inquire about is committed to ponder the affect of absenteeism on productivity. It is additionally reaching to center on the components causing absentee Is tangle work put.

VI. RESEARCH MEDHODOLOGY

Research Methodology:

Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically. In this study the various steps that are generally adopted by a researcher in studying the research problem along with the logic behind him.

Research Design:

Research Design is defined as the “arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure”.

Type of research design:

- Exploratory research design
- Descriptive and diagnostic research design
- Experimental/causal research design

The research design followed for the study is a descriptive type of research. It is typically concerned with

determining the frequency with which something occurs or how two variables vary together. Descriptive research studies are those studies which are concerned with the characteristics of a particular individual, or of a group.

Sample size:

Number of the sampling units selected from the population is called the size of the sample. Sample of 200 respondents were obtained from the population.

STATISTICAL TOOLS:

SPSS (STATISTICAL PACKAGE FOR SOCIAL SCIENCE):

Statistical package for social sciences (SPSS) is meant for statistical analysis of data. It has got tools to obtain accurate results. SPSS is a computer program used for survey authoring and deployment, data mining, text analytics, statistical analysis, and collaboration & deployment. The following statistical tools were used in this study:

- Simple Percentage
- Chi- square
- Correlation analysis
- Regression analysis
- Anova

Percentage analysis:

In case Percentage refers to a special kind of ratio. Percentage is used in making comparison between two or more series of data. In this study, the number of people who responded in a particular manner is interpreted in the form of percentages.

Chi-square Test:

The chi – square test is also known as non-parametric test or distribution free test is used when it is impossible to make any assumptions about population or when the researcher is unable to estimate the population’s parameters. The main advantages of using non parametric test is that, the researcher can analyse qualitative data. It is used to determine whether the two variables are associated with each other or not. It helps in finding the association between two or more attributes.

Correlation analysis:

Correlation analysis is made to determine the degree of relationship between two or more variables. It does not tell about cause and effect relationship. The values of coefficient of correlation lie between +1 to –1. When $r = +1$, it means there is a perfect positive correlation between the variables. When $r = -1$, it means there is a perfect negative correlation between the variables. When $r = 0$, it means no relationship between the two variables.

Regression analysis:

Regression linear regression is a statistical procedure for calculating the value of a dependent variable from an independent variable. Linear regression measures the association between two variables. It is a modeling technique where a dependent variable is predicted based on one or more independent variables. Linear regression analysis is the most widely used of all statistical techniques.

ANOVA:

Analysis of variance (ANOVA) has been carried out to compare more than two means at a time. One-way analysis of variance involves only one categorical variable or a single factor, whereas in two-way analysis of variance, two factors on the dependent variable are studied.

The process of analysis is given here under:

One-Factor ANOVA (F-statistics):

Sources of variations	Degree of freedom (df)	Sum of square	Mean square (variance)	F-statistic
Among (Factors)	$c-1$	SSA	$MSA=SSA/(C-1)$	MSA/MSW
Within (Factors)	$n-c$	SSW	$MSW=SSW/(N-C)$	
Total	$n-1$	$SST=SSA+SSW$		

Where,

n = total number of observations in all groups
 c = the number of groups
 $c - 1 = df1$
 $n - 1 = df2$
 MSA is the mean squares among or between variances. MSW is the mean squares within or error variances.

VII. LIMITATION OF THE STUDY

- The specialists were active with their work in this manner they seem not allow sufficient time for the Meet.
- The restricted number of respondents.
- The think about is limited to as it were a restricted zone.

**VIII. DATA ANALYSIS AND INTERPRETATION
PERCENTAGE ANALYSIS**

Table-2.1 Table showing Experience of the respondents

SNO	EXPERIENCE OF THE RESPONDENTS	NO. OF RESPONDENTS	% OF THE RESPONDENTS
1	BELOW 5 YEARS	40	20%
2	5-10 YEARS	82	41%
3	10-20 YEARS	46	23%
4	ABOVE 20 YEARS	32	16%
	TOTAL	200	100%

INTERPRETATION

From the above table, it is observed that 41% of the respondents are 5-10 Years, 23% of the respondents are 10-20 Years, 20% of the respondents are Below 5 Year, and 16% of the respondents are Above 20 Year.

Chart No: 2.1 (a) Chart showing Experience of the respondents

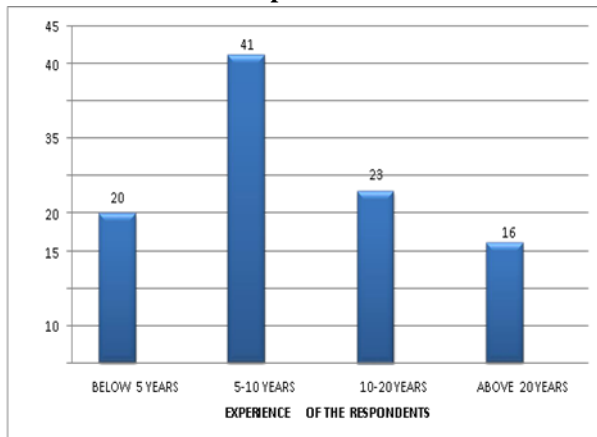


Table-2.2 Table showing Opinion clear about your work/job responsibilities

SNO	OPINION	NO. OF RESPONDENTS	% OF THE RESPONDENTS
1	Highly satisfied	80	40%
2	Satisfied	59	29.5%
3	Neutral	24	12%
4	Dissatisfied	21	10.5%
5	Highly dissatisfied	16	8%
	TOTAL	200	100%

INTERPRETATION

From the above table, it is observed that 40% of the respondents are satisfied, 29.5% of the respondents are highly satisfied, 12% of the respondents are Neutral, 10.5% of the respondents are dissatisfied and 8% of the respondents are highly dissatisfied

Chart No: 2.2 (a) Chart showing Opinion clear about your work/job responsibilities

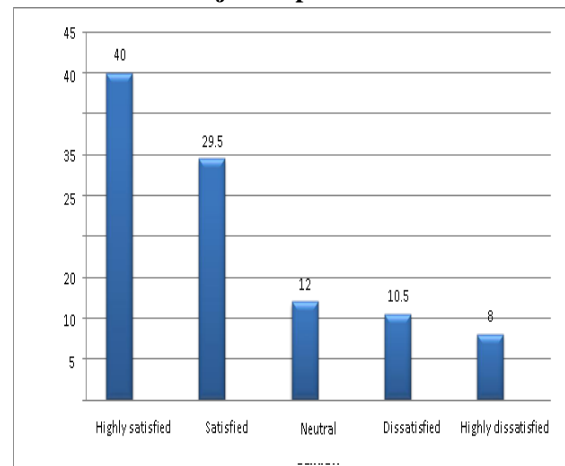


Table 2. 3 Table showing Opinion about the factor will motivate you to attend regularly

SNO	OPINION	NO. OF RESPONDENTS	% OF THE RESPONDENTS
1	Working environment	28	13.6%
2	Good employer relation	62	30.1%
3	Future prospects	37	20.9%
4	Recognition of work	45	22.5%
5	Incentives and bonus provide based on performance	28	13.6%
	TOTAL	200	100%

INTERPRETATION

From the above table, it is observed that 30.1% of the respondents are Good employer relation, 22.5% of the respondents are Recognition of work, 20.9% of the respondents are future prospects, 13.6% of the respondents are working environment and 13.6% of the respondents are Incentives and bonus provided based on performance.

Chart No: 2.3 (a) Chart showing Opinion about the factor will motivate you to attend regularly



Table-2.4 Table showing respondents opinion about facilities provided from the management to reduce absenteeism

S.NO	OPINION	NO.OFRE SPONDENTS	% OF THERESPONDENTS
1	Medicalfacilities	61	30.5%
2	Transportfacilities	57	28.5%
3	Crèchefacilities	82	41%
	TOTAL	200	100%

INTERPRETATION

From the above table, it is observed that 41% of the respondents are crèche facilities, 30.5% of the respondents are Medical facilities, and 28.5% of the respondents are Transport facilities.

Chart No: 2.4 (a) Chart showing respondent’s opinion about facilities provided from the management to reduce absenteeism

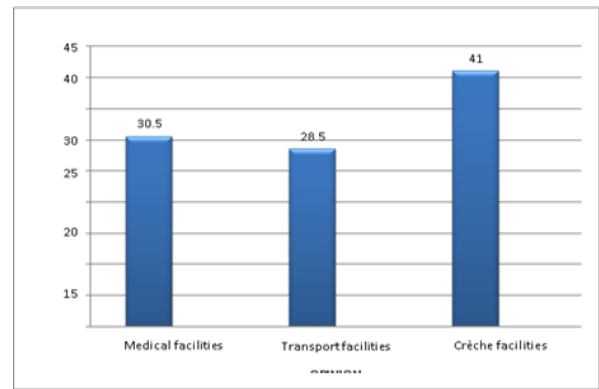


Table-2.5 Table showing Opinion about the present work Environment

S.NO	OPINION	NO.OF RESPONDENTS	% OF THE RESPONDENTS
1	Highly satisfied	62	31%
2	Satisfied	54	27%
3	Neutral	39	19.5%
4	Dissatisfied	24	12%
5	Highly dissatisfied	21	10.5%
	TOTAL	200	100%

INTERPRETATION

From the above table, it is observed that 31% of the respondents are highly satisfied, 27% of the respondents are satisfied, 19.5% of the respondents are Neutral, 12% of the respondents are dissatisfied and 10.5% of the respondents are highly dissatisfied.

Chart No: 2.5 (a) Chart showing Opinion about the present work Environment

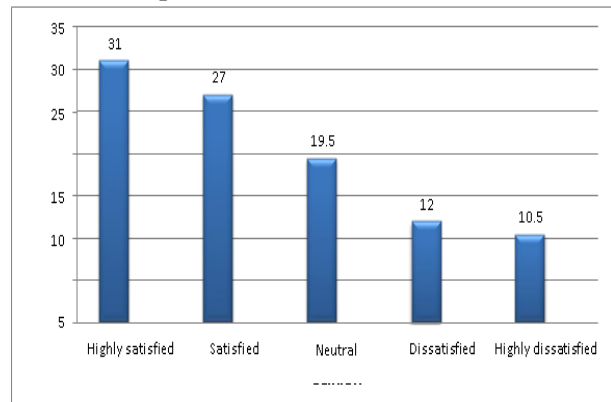


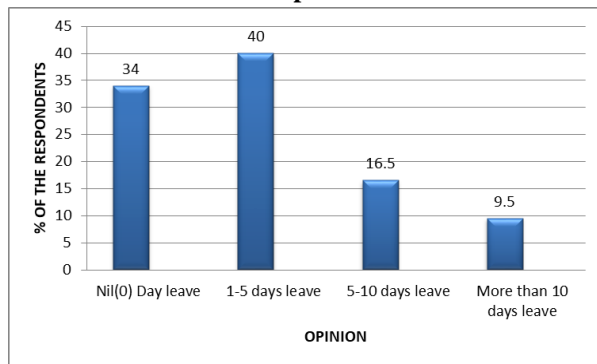
Table-2.6 Table showing specify no of days taken as leave per month

S.NO	OPINION	NO.OF. RESPONDENTS	% OF THE RESPONDENTS
1	Nil(0) Day leave	68	34%
2	1-5 days leave	80	40%
3	5-10 days leave	33	16.5%
4	More than 10 days leave	19	9.5%
	TOTAL	200	100%

INTERPRETATION

From the above table, it is observed that 40% of the respondents are 1-5 days leave, 34% of the respondents are Nil(0) days leave, 16.5% of the respondents are 5-10 days leave, 9.5% of the respondents are More than 10 days leave.

Chart No: 2.6 (a) Chart showing specify no of days taken as leave per month



CHI-SQUARE ASSOCIATION BETWEEN EXPERIENCE OF THE RESPONDENTS AND OPINION CLEAR ABOUT YOUR WORK / JOB RESPONSIBILITIES

NULL HYPOTHESIS (H0):

There is no association between Experience of the respondent and opinion clear about your work / job responsibilities.

ALTERNATIVE HYPOTHESIS (H1):

There is a association between Experience of the respondent and opinion clear about your work / job responsibilities.

STATISTICAL TEST:

Chi-square was used the above hypothesis

Table no.2.7 Table showing Experience of the respondent and opinion clear about your work / job responsibilities.

Experience of the respondent

	Observed N	Expected N	Residual
Below 5 Years	40	50.0	-10.0
5-10 years	82	50.0	32.0
10-20 years	46	50.0	-4.0
Above- 20 years	32	50.0	-18.0
Total	200		

Opinion clear about your work/job responsibilities

	Observed N	Expected N	Residual
Highly satisfied	80	40.0	40.0
Satisfied	59	40.0	19.0
Neutral	24	40.0	-16.0
Dissatisfied	21	40.0	-19.0
Highly dissatisfied	16	40.0	-24.0
Total	200		

Test Statistics

- a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 50.0.
- b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 40.0.

INTERPRETATION Here the significance was occurs and has a value .000 is less than 0.05 (0.000<0.05). Hence H0 is accepted.

RESULT: There is no association between Experience of the respondent and opinion clear about your work / job responsibilities.

Correlations

facilities provided from the management to reduce absenteeism	Pearson Correlation	1	-.635**
	Sig. (2-tailed)		.000
	N	200	200
Opinion about the factor will motivate you to attend regularly	Pearson Correlation	-.635**	1
	Sig. (2-tailed)	.000	
	N	200	200

CORRELATION BETWEEN FACILITIES PROVIDED FROM THE MANAGEMENT TO REDUCE ABSENTEEISM AND THE FACTOR WILL MOTIVATE YOU TO ATTEND REGULARLY

NULL HYPOTHESIS (H0):

There is no significant difference between facilities provided from the management to reduce absenteeism and the factor will motivate you to attend regularly.

ALTERNATIVE HYPOTHESIS (H1):

There is a significant difference between facilities provided from the management to reduce absenteeism and the factor will motivate you to attend regularly.

STATISTICAL TEST:

Correlation was used the above hypothesis.

Table no.2.8 Table showing facilities provided from the management to reduce absenteeism and the factor will motivate you to attend regularly.

INTERPRETATION:

Since, correlation point(-.635) is lies between negative value of 1. So the table shows that negative correlation between facilities provided from the management to reduce absenteeism and the factor will motivate you to attend regularly. Therefore, H0 is accepted and H1 is rejected. Hence there is no significant difference between

facilities provided from the management to reduce absenteeism and the factor will motivate you to attend regularly.

RESULT

The above table has a Pearson correlation value 1. So, it is a perfect negative correlation.

IX. FINDINGS

- It is found that 41% of the majority respondents experience is 5-10 years.
- It is found that 34.5% of the majority respondents are satisfied the management respond toward solving employee problem.
- It is found that 41% of the majority respondents are crèche facilities provided from the management to reduce absenteeism.
- It is found that 40% of the majority respondents are 1-5 days usually take leave per month.
- It is found that 31% of the majority respondents are highly satisfied the present working environment.
- It is found that 30.1% of the majority respondents are good employer relation this factor will motivate you to attend regularly.
- It is found that 40% of the majority respondents are highly satisfied clear about your work/ job responsibilities.
- It is found that chi-square has the significance was occurs and has a value .000 is less than 0.05 (0.000<0.05). Hence H0 is accepted H1 is rejected. There is no association between Experience of the respondent and opinion clear about your work / job responsibilities.
- Since, correlation point (-.635) is lies between negative value of 1. So the table shows that negative correlation between facilities provided from the management to reduce absenteeism and the factor will motivate you to attend regularly.

X. SUGGESTIONS

- The company can often discuss with the employees, not to take unnecessary leave and the company may find proper reason for the absenteeism and try to overcome.
- The organization can arrange for crèche facilities for women employees having kids.
- The company can provide transportation for the staffs who are travelling from long distance to the company (In order to avoid leave due to lack of transport).
- Providing facilities such as gym, park etc. to the employees which may help them to relax and reduce the companies absenteeism.

- To introduce incentive scheme to encourage employee to come to work so that they will be interested to work. In turn which will minimize the absenteeism.
- To reduce the employees work load, beyond the normal working hours by appointing sufficient employee.
- The management may often arrange for fun activities, outing programs and motivation program to encourage employee mental wellness so that the employee can feel refreshed from work stress.
- Recognize and reward employees for good attendance and performance to reinforce positive behaviors and foster a culture of appreciation

XI. CONCLUSION

After examination the information from the reactions & term paper the taking after conclusion were made It is watched that the industry ought to be exceptionally cautious while recruiting the representatives within the association. The company ought to not exclusively concentrate in getting the work done by the workers or target achievement, instep it ought to too deliver its workers a few time for fun and excitement so that they can work effectively and proficiently.

Since this can be a quickly creating company here, it should see after that its workers are satisfied with compensation and emolument given to them. The company can attempt receiving the recommendations given over to decrease truancy within the company.

Absenteeism has numerous causes and an similarly huge number of results. The key is that tall non-appearance nearly never happens in confinement. Other variables frequently contribute to this, such as representative discernments of being disregarded by administration, an unsavory organizational culture, destitute administration, or other components.

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