A Study on Employee Absenteeism with Special Reference to Sree Palani Andavar Alloys & Steels

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ABSTRACT

An Ingot is a piece of relatively pure material, usually metal, that is cast into a shape suitable for further processing. In steelmaking, it is the first step among semi-finished casting products. Ingots usually require a second procedure of shaping, such as cold/hot working, cutting, or milling to produce a useful final product. Non-metallic and semiconductor materials prepared in bulk form may also be referred to as ingots, particularly when cast by mould based methods. Precious metal ingots can be used as currency (with or without being processed into other shapes), or as a currency reserve, as with gold bars. Employee absenteeism in the workplace may be indicative of poor morale, but absences can also be caused by workplace hazards or sick building syndrome. The various measures are taken by the company to reduce absenteeism will have immediate impact on the health, physical and mental efficiency, alertness, morale and overall efficiency of the worker and thereby contributing to the higher productivity. The objective of the study was to find out various reasons for employee absenteeism. The design used in the project is descriptive type. The analytical tool used in the survey is garret ranking. From the finding the researcher concluded that the employee absenteeism are decreased in the company, in addition to that the research suggested some ideas to reduce the employee absenteeism in the company. Some of the employee's suggestions are positive Employer and employee relationship has to be improved to reduce absenteeism due to bullying. Thus, Researcher conclude that Sree palani Andavar alloys & steels is one of the best organizations in providing facilities to employees and have taken up a study on employee absenteeism in SREE PALANI ANADVAR ALLOYS & STEELS. Here, Researcher hopes that this study will be useful to my research and to the industry to reduce absenteeism in the future period.

Keywords: Steelmaking, Shaping, Descriptive Research

I. INTRODUCTION

Absenteeism is the term generally used to refer to unscheduled employee absences from the workplace. Many causes of absenteeism are legitimate, for example personal illness or family issues, but absenteeism also can often be traced to other factors 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 adverse impact on a business's operations and, ultimately, its profitability.

The Labour Department in India defined the absenteeism rate as the total man-shifts lost because of absences as a percentage of the total number of man-shifts scheduled. So for calculation of the rate of the absenteeism we require the number of persons scheduled to work and the number actually present.

OBJECTIVES

1. To find out various reasons for employee absenteeismat the Sree palani andavar steels & alloys in erode.
2. To give valuable suggestions to the company to reduce the absenteeism in the company.

SCOPE OF THE STUDY

An absent employee means idle machines or unoccupied work space, with the consequent direct loss and an indirect reduction in the tempo of production. Productive efficiency of a plant is adversely affected by absenteeism which causes disorganization in work. Hence the scope of the study throws light on various reasons of absenteeism among the employees. Only the employee's perception falls under the area of the study. This study will serve as a base for further study on labour absenteeism.

II. METHODS AND MATERIAL

LIMITATIONS OF THE STUDY

The area of study is limited towards Erode District; hence the results may not be true comparison from other geographical area.
Structured questionnaire are based on the data collection, it may have disadvantages of not being to probe deep into the respondents thoughts.
The constraints of the sample respondents their convenient level of the timed may be cause and effort to deliver the opinion of the respondents.

REVIEW OF LITERATURE

❖ Absenteeism is, however, too complex and an elusive concept to permit exact remedial measures. There is no magic formula available to work as panacea for absenteeism in various organizations operating under different circumstances and conditions of work. With so many factors affecting absence rates, it would be unrealistic to expect to find one simple answer to the problem of industrial absenteeism (Bhatia, 1980).

❖ For purposes of calculation, an employee is considered scheduled to work, when there is work available and the employee is aware of it, and when the employer is fully aware that the employee will be available. In calculating absenteeism, public holidays, and other days when the factory is closed are excluded. When an employee takes time off on a scheduled working day, he is considered to be absent. Also, when the worker remains away from work, without informing the employer, he is treated as willfully absent (Rao, 1951).

RESERCH METHODOLOGY

RESEARCH DESIGN

To study and find various reasons for employee absenteeism at the sree palani Andavar steels & alloys in erode is descriptive Research. Descriptive research includes surveys and fact finding enquires of different kinds. The major purpose of descriptive research is descriptive of the state affairs as it exists at present.

DATA COLLECTION METHOD

The data was collected from the both primary and secondary sources.

Primary data collection

The primary data has been collected directly from the employees through interview method.

SAMPLING SIZE AND TECHNIQUE

Size of the sample

It refers to the number of items to be selected from the universe to constitute as a sample. In these study 50 employees of sree palani andavar alloys & steels was selected as size of sample.

Sample design

The sampling technique used in this study is simple random sampling method. This method is also called as the method of chance selection. Each and every item of population has equal chance to be included in the sample.

QUESTIONNAIRE

The questions are arranged logical sequence. The questionnaire consists of a variety of questions presented to the employees for the response. Multiple choice questions, rating scale questions were used in constructing the questionnaire.

STATISTICAL TOOLS USED

To analyze and interpret collected data the following statistical tools were used.

HENRY GARRETT RANKING

Garrett's ranking technique to find out the most significant factor which influences the respondent, Garrett's ranking technique was used. As per this method, respondents have been asked to assign the rank for all factors and the outcomes of such ranking have been converted into score value with the help of the following formula:

Percent position = 100 (Rij – 0.5) Nj

Where Rij = Rank given for the ith variable by jth respondents

Nj= Number of variable ranked by jth respondents.

III. RESULTS AND DISCUSSION

DATA ANALYSIS:

S.No	FACTORS	MEAN SCORE	TOTAL SCORE	RANK
1	Heavy workload	225	1800	3
2	Not a safe working environment	236	1416	6
3	Health issue	226	1582	4
4	Bullying	317	951	8
5	Poor leadership	458	458	10
6	Lack of interest	318	636	9
7	Stress	213	1917	2
8	Disengagement	318	1272	7
9	Low work place morale	302	1510	5
10	Depression	192	1920	1

Henry Garrett Ranking To Reduce Employee Absenteeism
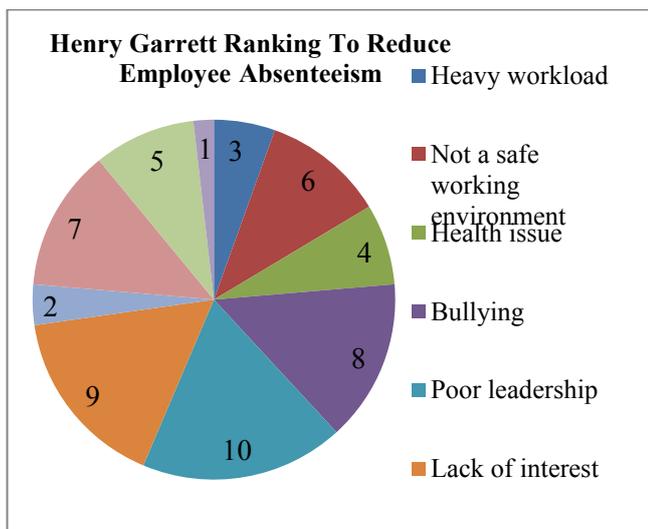
FINDINGS

From the above table it is evident that "Depression" ranked as no.1 with a total score of 1920,"Stress" is ranked as no.2 with a total score of 1917, "Heavy workload" is ranked as no.3 with a total score of 1880, "Health issue" is ranked as no.4 with a total score of 1582, "Low work place morale" is ranked as no.5 with a total score of 1510, "Not a safe working environment" is ranked a s no.6 with a total score of 1416, "Disengagement" is ranked as no.7 with a total score of 1272, "Bullying" is ranked a no.8 with a total score of 951, "Lack of interest" is ranked as no.9 with a total score of 636, "Poor leadership" is ranked as no.10 with a total score of 458.

IV. SUGGESTIONS

✓ The working hours of the employees are reduced to decrease the absenteeism.
✓ The job assurance creates faith in the company and doesn't shift from the company.
✓ Taking authorized leave from the superiors has to be made compulsory.
✓ The company has to provide safe and healthy environment and recreation facilities to the employees to reduce boredom of work and to motivate the employees' interest towards their work.
✓ The factors that contribute to the depression of the employees are eliminated at the workplace.
✓ The weights lifted by the employees are reduced to decrease the stress of the employees.
✓ To decrease absenteeism the heavy work load are reduced for the employees.

V. CONCLUSION

Absenteeism is an unavoidable menace which most of the organizations have to bear with and it has to be managed. One cannot prepare a fool proof successful formula to eradicate this problem once and for all. Absenteeism ranging between five to ten percent is a common phenomenon in most of the industries. In fact employees remain absent for their work because of various factors, after all they are also human beings. The causation of the feelings of monotony towards work is a big challenge and the managements should take appropriate measures like sending employees on holidays, tours etc.

VI. REFERENCES

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