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An Analytical Study on Employee Absenteeism with Special Reference to A1 Exporter Pvt. Ltd. Nagpur

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Abstract

Absenteeism in Indian industries has become usual phenomenon. It is a vital issue that requires immediate attention by both employers and employees. Absenteeism is a habitual pattern of absence from a duty or obligation. It's a mistake to think that absenteeism is always a product of laziness or employees who try to get out of work whenever they can. This paper attempts to spotlight various causes of absenteeism ranging from personal issues to poor work environment, occupational diseases, poor production planning (flow of work), bad working conditions and inadequate welfare conditions, lack of trained laborers, insecurity in employment, collective bargaining process, rigid control system, lack of supervisory support, lack of interest, lack of cohesive and cordial culture and so on. This research also highlights the ways to reduce the absenteeism of the employees in the Indian Industry.

Introduction

Employee Absenteeism is referred to herein as failure of employees to report for work when they are scheduled to work. Employee absenteeism is a costly personnel that concerns employers. Absenteeism can be defined as failure of employees to report for work when they are scheduled to work. Absenteeism refers to unauthorized absence of the worker from his job. Employee who are away from work or recognized holidays, vacations, approved leaves of absence, or leaves of absence allowed for under the collective agreement provision would not be included as absenteeism.

To control the rate of absenteeism we should know what absenteeism is a greater need for the research and analysis of absenteeism in the organization. Objectives of the study is To study the factors causing absenteeism, To measure the employers absenteeism level, To study the measure adopted by the company to prevent absenteeism, To study the employee working

condition.

Causes of Absenteeism

People miss work for a variety of reasons, many of which are legitimate and others less so. Some of the common causes of absenteeism include (but are not limited to):

Bullying and harassment- Employees who are bullied or harassed by co-worker and /or bosses are more likely to call in sick to avoid the situation.

Depression-According to the National Institute of Mental Health, the leading cause of absenteeism in the United States is depression.

Depression can lead to substance abuse if people turn to drugs or alcohol to self-medicate their pain or anxiety.

Disengagement- Employees who are not committed to their jobs, co-worker and/ or the company are more likely to miss work simply because they have no motivation to go.

Illness- Injuries, illness and medical

appointments are the most commonly reported reasons for missing work (though not always the actual reason). Not surprisingly, each year during the cold and flu season, there is a dramatic spike in absenteeism rates for both full-time and part-time employees.

Injuries- Accidents can occur on the job or outside of work, resulting in absences. In addition to acute injuries, chronic injuries such as back and neck problems are a common cause of absenteeism.

Literature Review

1. **Ruchi Sinha (2010)** in her study reveals that there only 4% employees remain away from their work and that too due to personal reasons. There is very high level of job satisfaction among the employees.
2. **Nisam (2010)** stated that stress among employees, health problems; loneliness at workplace, non-cooperation of colleagues causes absenteeism at workplace.
3. **K.A. Hari Kumar (2012)** stated that the rate of absenteeism in Madura Coats is very high.
4. **Dakely C.A. (1948)** "Absenteeism is the ratio of the number of production man-days or shifts lost to the total number of production scheduled to work". The labor bureau (1962) defines absenteeism as the total shifts lost because of absence as percentage of the total number of man shifts scheduled to work.
5. **Morten Nordberg and Knut Roed** has written a research paper Absenteeism, Health Insurance, and Business Cycles. In this he wants to evaluate how the economic environment affects worker absenteeism and he also isolate the causal effects of business cycle developments on work-resumption prospects for ongoing absence spells, by conditioning on the state of the business cycle at the moment of entry into sickness absence.
6. **Wolter H.J. Hassink & Pierre Koning (2009)** find statistically significant differences in absence patterns across groups of workers with different eligibility statuses depending on their attendance records and whether they had previously won. One finding is that absenteeism rose among workers who, having won already, were ineligible for further participation.

Research Methodology

Research on employee absenteeism employs a variety of methodologies to understand its causes, impacts, and potential solutions.

These methodologies can be broadly categorized into quantitative, qualitative, and mixed-method

approaches.

Quantitative Research Methods:

1. *Surveys and Questionnaires:*
 - Structured instruments are distributed to employees to gather data on absenteeism patterns, perceptions, and potential causes.
 - These tools often include Likert-scale questions to quantify attitudes and behaviors related to absenteeism.
2. *Statistical Analysis:*
 - Existing attendance records are analyzed to identify trends, correlations, and predictors of absenteeism.
 - Techniques such as regression analysis can determine the impact of various factors on absentee rates.
3. *Absence Scoring Systems:*
 - Models like the Bradford Factor assess absenteeism by assigning scores based on the frequency and duration of absences.
 - This method highlights the disruptive potential of frequent short-term absences compared to longer, less frequent ones.

Types of Research:

Research on employee absenteeism employs various methodologies to understand its causes, effects, and potential solutions. The choice of research design significantly influences the insights gained. Here are some common research designs utilized in absenteeism studies:

There are 3 types, they are

1. Explorative
2. Descriptive
3. Experimental

Descriptive Methodology is used in the present body.

Statement of the Problem

Important characteristics of Indian workers are that, they are in the habit of abstaining from work compared to workers of other countries. The rate of Absenteeism ranges from 4.3% to 44.8%. It also varies with the seasons in the year, the highest being during May, June of every year. The main reasons for absenteeism are sickness, accidents or maternity. By incorporating these elements, the problem statement provides a comprehensive overview of the absenteeism issue, setting the stage for focused and effective research.

Objectives

- To identify the reasons for Absenteeism in

A1 Exporter Pvt.Ltd company.

- To identify steps required to decrease the Absenteeism

Hypothesis

- **H0** – Stands for "null hypothesis" there is no significant relationship between the variables.
- **H1** – Alternative hypothesis there is significant relationship between the variables.

After analyzing the data, hypothesis testing is done

The hypothesis will either be accepted or rejected as a result.

Research Design Including Sample Design

Sampling Design:

- Sampling: Sample Population
- There are total 115 employees working in the organization.
- Sample Size: Out of the total population, the sample taken among respondents from the quality department is 95.
- Sampling Area: The research was conducted at quality department of A1 Exporter Pvt. Limited Hassan.
- Sample Method: The research was made by the survey in accordance to the convenience of the employees. So the sample type is convenience sampling.

Data Collection

There are two kinds of sources of statistics collection: -

- *Primary data:* Data that has been gathered from the direct journey is regarded as integral information.

Techniques for gathering indispensable records are polls, interviews, perception, overviews.

- *Secondary Data:* Data gathered from a supply that has just been distributed in any shape is known as elective information. The survey of writing in any exploration relies upon optional data methods of gathering Such data are web, books, papers, magazines, diaries and different similar periodicals.

Data Analysis & Interpretation

Total number of respondents 50

Table showing Employee's age

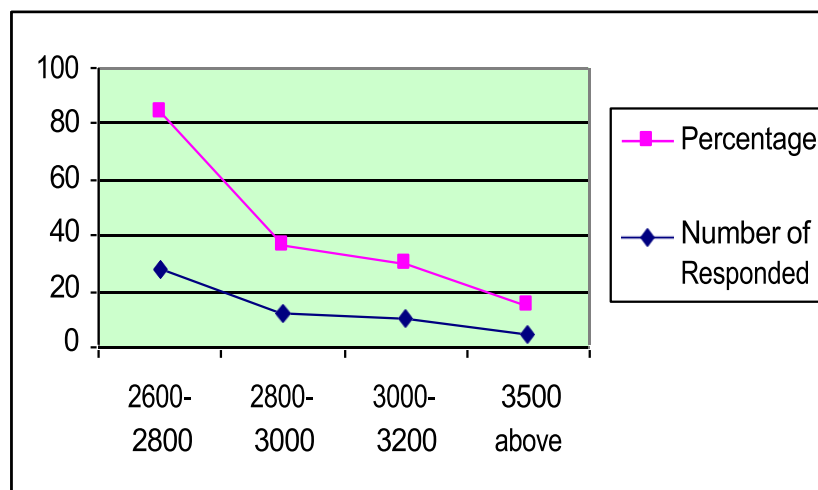
Age in Years	Number of Responded	Percentage
20-25	24	48
25-30	16	32
30-35	6	12
40 above	4	8

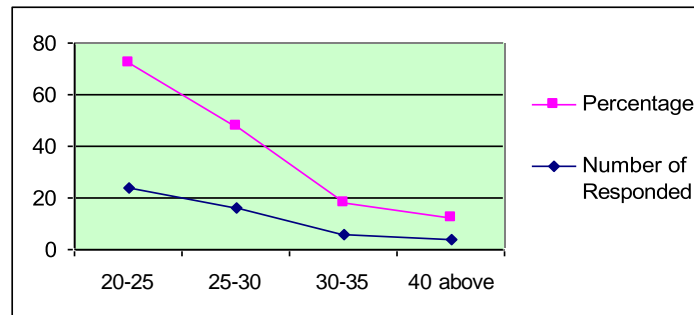
Interpretation

Since 48% of employees are of the age between 20-25. The trend clearly shows that these are the age group who are employed the most by the employer because these employees are young & energetic.

Table showing employee Monthly Income

Monthly Income	Number Responded	Percentage
2600-2800	28	56
2800-3000	12	24
3000-3200	10	20
3500 above	5	10





Interpretation

Here the Graph clearly shows that the salary between 2600-2800 are high in percentage

Conclusion

Absenteeism has become a major problem in most of the Indian industries. Today while talking about the future course of action Indian industries will have to take into consideration that to get competitive edge over this rival, they have to sustain five things.

They are: -

- Increased productivity.
- Improve quality.
- Innovation in the market.
- A deep understanding of a customer needs.
- Delivery of world class service and activities.

Absenteeism can be reduced to a great extent if the management takes initiative in making the workers feel responsible towards their job. Though their main focus is behind the punctual employee is their financial motive. A deep sense of loyalty can be achieved from the workers. Management theory provides scientific technique to deal with various problems. Absenteeism is the universal problem and every organization should strive to tackle the problem for future development

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