



A STUDY ON CAUSES OF ABSENTEEISM AMONG THE WORKERS OF MULTI ORGANICS PVT. LTD., MIDC, CHANDRAPUR

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Abstract

“Absenteeism” is one of the most common reasons given for being absent from work is physical illness; and thus a sound health and safety program should contribute to reduced absenteeism. When a job is either too demanding or not demanding enough, periodic “Unauthorized vacation” enable employee to deal with feeling issuing from difficulties and coping. Excessive absenteeism constitutes considerable cost to the firm even when the absent employee receives no pay. Work schedules are upset and delayed, quality of product tends to deteriorate, overtime may be required to make-up work, and many fringe benefits are still paid regardless of attendance. The cause of absenteeism can be categorized by elements of the job situation, personal characteristic, and ability to attend. Attendance motivation is affected not only by the general economic environment but by specific programmes developed by management to reduce absenteeism.

Keyword: Job Situation, Personal Characteristic, Ability to Attend.

Introduction

The term absenteeism, for the first time, was defined in a circular of the labour Department, Government of India. It was issued to provincial government. The circular defined absenteeism rates as the total man shifts lost because of absence as a percentage of the total number of man shifts scheduled in other words for calculating the rate of absenteeism it is first necessary to know the total number of persons who are scheduled to work and the number of persons who are actually present in their works. A Worker is to be considered scheduled to work when the work has been available and the worker has been knowledge of it. In spite of this, the employee has sufficient belief in advance regarding workers availability of work at the specified time. Thus, a worker is considered present who reports for any part of the shift.

Company Profile

Chandrapur based Multi Organics Pvt. Ltd., is started in the year 1976 with a very small amount of investment. But today after two and half decades it becomes the Rs. 40 Crore group comprising of two units under its flagship. These companies operate in areas as diverse as dyes intermediate, Pharmaceutical Products. Today MOPL an acclaimed brand has four product range for dyes intermediate sectors. It has strong technological support through in house R & D facilities. R & D is an important hallmark is its overall strategy of development.

Research Methodology

This project is considered as partial descriptive and partial diagnostic studies. Descriptive studies aim at the characteristic of a particular group or situation descriptive study may be concerned with the view of opinion about workers. A diagnostic study is graced to the solution of a specific problem by the discoveries of the relevant variable that are associated with it in varying degree.

Objectives of study

1. To know about personal and family backgrounds of workman.
2. To know about economical condition of workman.
3. To know about alcoholism among the workman.
4. To know about welfare facilities and recreational to getting the workman.
5. To know about industrial relation among the workman's and management.
6. To know about the working condition of workman in the organization.

Hypothesis: H1: Habit of alcoholism leads absenteeism among the workers.

Data analysis

Age

Age plays an important role in human life from birth to till late age period passed is known as age from birth humans develop himself with several experiences as the age groups and also situation has behaviour also changes.



Sr. No.	Alternative	Frequency	Percentage
1	30 to 40 yrs.	15	37.5%
2	41 to 50 yrs	12	30.00%
3	51 to 55 yrs.	08	20.00%
4	Above 55	05	12.5%
		40	100%

The above table indicates that out of 40 respondent 15 respondents that means 37.5% are the group of 30-40 years. 12 respondents' means 30.00% are the group of 41-50 years. And 8 respondents' means 20.00% are group of 51-55. And 5 respondents are the 12.5% are the group of 55 above.

Addiction

Addiction means habits of alcoholise or habits of wine are growing in workman largely. So workman can live absence on his duty so workman can live absence on his duty so statement is explained below. So that I have been asked this question to respondent.

S.no.	Alternative	frequency	percents
1	yes	34	85%
2	No	06	15%
	Total	40	100%

The above table indicates that out of 40 respondent 34 respondent means that 85.00% workers are given response about absenteeism by this way and 06 respondent means that 15.00% workers are not giving response by this way.

To Get Bonus: In an industry bonus is additional amount of salary workers get the bonus. They will happy for industry unless they do not job heartily. So that bonus is an important they of motivation of workers. And also would be preventing to absenteeism amount the workers.

s.no.	Alternative	Frequency	percentage
1	Not getting bonus	40	100%
	total	40	100%

The above table indicates that all 40 respondent not getting any kind of bonus.

To Get Overtime: Overtime is an additional work done by workers they get a double rate of salary. Some night ship workers was absenting that time second shift workers was done his job. Overtime also are motivate factors and can prevent to leading absenteeism in workers.

S.no.	Alternative	Frequency	percentage
1	Yes	09	22.5%
2	no	31	77.5%
	total	40	100%

The above table indicates that out of 40 respondent 09 respondent means that 22.5% gave response to get overtime. And 31 respondent means that 77.5% gave response to get no overtime in industry.

Satisfied by Welfare Facilities If welfare facilities have provided by the organization to the workers. Even though workers are satisfied or not satisfied. This is important workers are unsatisfied then he will not work on his duty.

S.No.	Alternative	Frequency	Percentage
1	unsatisfied	25	62.5%
2	moderate	07	17%
3	satisfied	08	20.5%



	total	40	100%
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The above table indicates that out of 40 respondent 25 respondent means that 62.5% workers are given response as they are unsatisfied by the welfare facilities and 7 respondent means that 17.5% workers are given they are not satisfied and 08 respondent means that 20.5 % workers are not given response about welfare facilities.

Satisfied by salary : I think every human in the life will never have satisfied by the fulfilment of money, because desire are plenty at life of every man and dream begins unlimited.

S.No.	Alternative	Frequency	Percentage
1	Yes	30	75%
2	no	10	25%
	total	40	100%

The above table indicates that out of 40 respondent 30 respondent means that 75% workers are given response that they are satisfied by his monthly salary and 10 respondent means those 25% workers are given response that they are not satisfied by his monthly salary.

Celebrations of festival Almost all workmen are celebrated to religious holy days like Dashras or Diwalies and so maximum will be chances of absenteeism on duty. Because our Indian culture is religious. So that has been asked this question to respondent.

S.No.	Alternative	Frequency	Percentage
1	Yes	30	75%
2	No	10	25%
	total	40	100%

The above table indicates that out of 40 respondent 30 respondent means that 75% workers are given response to celebrating religious festival and they had declare/ chances of absence.

Conclusion

1. Largely absenteeism can leading by the lack of welfare facilities and could be heavy loss of MOPL so that properly should take care of this matter by the management.
2. Also largely workers had affected in the way of had relation among management and workers so very good relation is important to the development of the organisation and better result of output.
3. Mainly alcoholism is also review to leading absenteeism among the workers so that management should take care of workers physically or psychologically by the clinical way or peculiar seminars in industry.
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