



A STUDY ON VARIOUS CAUSES OF EMPLOYEE ABSENTEEISM IN INDIA

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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.

KEYWORDS: Employee, Absenteeism, Causes, Indian Industries

INTRODUCTION:

Employee Absenteeism is unauthorized absence from workplace. According to Webster's Dictionary, "absenteeism is the practice or habit of being an absentee and an absentee is one who habitually stays away." It is referred to herein as failure of employees to report for work when they are scheduled to work. A satisfactory level of attendance by employees at work is necessary to allow the achievement of objectives and targets by a department. Absenteeism of employees from work leads back logs, piling of work and thus works delay. Employee absenteeism can be defined as stress that leads to work exhaustion.

OBJECTIVES :

- 1) To Study the Causes of Employee Absenteeism in India.
- 2) To Suggest Various ways to curb Employee Absenteeism in the Organization.

RESEARCH METHODOLOGY:

The Present Paper is purely based on the secondary data. The sources like reference books, journals, periodicals and various websites have been used in the present paper.

➤ CAUSES OF EMPLOYEE ABSENTEEISM

• Organisational Factors :

The following organizational factors are responsible for absenteeism:

1. In industries where work is monotonous, the rate of absenteeism is high.
2. Leniency towards absenteeism causes high rate of absenteeism.
3. Some organizations resort to *badli* system of employment by appointing temporary/ casual workers. This leads to high absenteeism in these organizations.
4. Militant attitudes of trade unions also cause high absenteeism as workers become frustrated because of these attitudes.
5. Stressful meetings/presentation and workloads can cause employees to avoid going into work.
6. Employees who value flexibility tends to rebel when they are not able to manage their schedules in a way that works for them. These employees may react by purposefully coming in late or abusing breaks.

• Environmental Factors :

Various environmental factors of the country particularly its socio-economic factors and religious-cultural factors are responsible for high rate of absenteeism. India is one of the countries where number of working days is perhaps the least. Various environmental factors of the country cause high absenteeism in the following ways:

• Socio-Economic Factors :

Following socio-economic factors are responsible for workers absence:

1. Due to migratory nature of labor force in India, workers do not develop emotional belongingness with their workplace, hence their high absence.
2. Workers generally live in unhygienic and poor economic conditions. Because of these conditions, they lack commitment to their work which causes absence.
3. Workers generally have more number of dependent children. Coupled with unhygienic living conditions, they face the problem of sickness quite frequently which results in absenteeism.

• Religious-Cultural Factors :

Indian population consists of multi-religious and cultural groups with each group having its own religious festivals, customs, and traditions. Often, these festivals take considerable time to celebrate. It has been observed that during these festivals , absenteeism rate is quite high. While religious festivals such as Holi, Diwali, Dusshahara , ID, Xmas , etc. affect people at national level , there are many religious festivals at the state levels like Ganesh Puja in Maharashtra, Durga Puja in West Bengal , Onam in Kerala, Pongal in Tamil Nadu . Because of these festivals, workers tend to remain absent from the workplace.

• Personal Factors:

Besides organizational and environmental factors, there are many personal factors which cause absenteeism. The more frequent personal causes are as follows :

1. Unskilled and young workers have higher rate of absence because of their own personal problems .
2. Woman workers are more prone to absenteeism because of their personal and family problems.
3. Workers who are alcoholic and drug addict show higher tendency of absenteeism.
4. Indebtness of workers cause absenteeism.
5. Some workers tend to be chronicle absentees either because of their personality factors or because of their other problems.

COST AND EFFECTS OF ABSENTEEISM INCLUDE:

- Wages paid to absent employees
- High- Wages cost replacement workers (overtime pay for other employees and/or temporary workers)
- Administrative costs of managing absenteeism
- Poor quality of goods/services resulting from overtime fatigue or understaffing
- Reduced productivity
- Excess manager time (dealing with discipline and finding suitable employee replacements)
- Safety issues (inadequately trained employees filling in for others, rushing to catch up after arriving as a replacement, etc)
- Poor morale among employees who have to "fill in" or do extra work to cover absent coworkers

DISTINCT WAYS TO REDUCE EMPLOYEES ABSENTEEISM AT WORK PLACE

1. Develop High collaborative culture and Congenial work environment.
2. Be alert of problems that may affect employee attendance or performance.
3. Develop open and Two way communication between managers, supervisors and employees.
4. Encourage employees to voice their concerns so their perceptions of the work place are clear.
5. Cooperate with union representatives which will be helpful in attendance management .
6. Regularly scheduled department meetings are an excellent way not only to hear employee perceptions and concerns but also to communicate organizational objectives.
7. An employee's cordial relationship with their supervisor can greatly influence their feelings about their work, their coworkers and thus their attendance at work.
8. More openness and transparency on the part of management.
9. Make each employee aware that they are a valuable member of the "team", that they play an important role in the organization and that their attendance is appreciable.
10. Familiarize with employees community programs and provide assistance if needed .(i.e. marital or financial counseling).
11. Create Awareness, commitment and involvement by all levels of staff.
12. Develop a comprehensive and collaborative continuous improvement program throughout the organization.
13. Employees should be provided training for developing their competence and modifying their attitudes towards the work.
14. Absenteeism can be controlled by providing various measures such as housing around the workplace, educational facilities, facilities to their children etc.
15. The magnitude of the absenteeism can be reduced to some extent by adopting a suitable recruitment and selection procedure which can eliminate those candidates who are likely to show the tendency of being chronic absentees.

CONCLUSION

The management of the Indian industries needs to approach the problem of absenteeism by focusing on all the major factors identified in the study. Time to time intervention and training programs including some welfare training programs, sponsorship for education, better amenities and enhanced facilities could produce better results in minimizing absenteeism of employees. If absenteeism becomes excessive, they can have adverse impact on growth of an organization. Hence, it can be concluded that people are the assets of the organization and absenteeism is the practice of being absence therefore the Indian Industries have to overcome with that for its success.

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