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## IMPACT OF EMPLOYEE ABSENTEEISM ON ORGANISATIONS WITH REFERENCE TO LION DATES IMPEX PVT LTD

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### ABSTRACT

The main objectives study is to the employee absenteeism. Absenteeism is a main workplace problem and an expensive occurrence for both employers and employees seemingly unpredictable in nature. A satisfactory level of attendance by employees at work is necessary to allow the achievement of objectives and targets by a department. Absenteeism is the pursue or routine of being a non-attendant and a non-attendant is one who constantly avoids work. Representatives absenteeism is a difficult issue for the board since it includes weighty extra costs. Non-appearance upsets arranging, creation, proficiency and working of the association. Truth be told high paces of non-attendance influence an association condition of wellbeing and furthermore administrative and administrative viability. Most researches had concluded that absence is a complex variable and that it is influenced by multiple causes, both personal and organizational.

**Keywords** — Employees absenteeism, service sector, productivity, employers, employees.

## INTRODUCTION

Every organization success depends on its valuable assets of “Employees”. Any failure of an employee to report for or to remain at work as scheduled, regardless of reasons. Then employee’s absenteeism is a major barrier for organization success. Non-attendance can be named as a sickness which might influence the inner design of the association, accordingly hurting the creation interaction. A basic definition of what is absenteeism in the context of jobs and work involves work missed either because of days missed or lateness or tardiness. So there is a need to control what is happening, by taking a careful and exhaustively investigation to recognize the basic reasons of non-attendance, which will assist with making a legitimate Hierarchical Cultur. Retail area is developed idea in today situation we realize that number of Workers in the Retail business slant a lot more youthful than different enterprises. Any failure of an employee to report for or to remain at work as scheduled, regardless of reasons. The target of the Busokelo Region Board as the nearby government authority is To offer proficient types of assistance to the local area at large. Some of the functions of Local Governments authorities including Busokelo District Council are formulation, Coordination and supervision of the implementation of all plans for financial.

### Importance of Employees absenteeism:

- Disrupts productivity and workflow by causing delays and unfinished tasks.
- Increases operational costs through temporary replacements and overtime pay.
- Affects team morale and motivation due to increased workloads for others.
- Impacts customer satisfaction as service quality might decline.
- Reveals potential health and well-being issues among employees.
- Highlights the need for effective absence management policies and support.
- Reflects on overall organizational performance and employee engagement.

### METHODS OF EMPLOYEES ABSENTEEISM:

Employees’ absenteeism can be categorized into different types based on the reasons for their absence:

#### Types of absenteeism:

- Planned absenteeism
- Unplanned absenteeism
- Intermittent absenteeism
- Chronic absenteeism
- Voluntary absenteeism
- Involuntary absenteeism
- Authorised absenteeism
- Unauthorised absenteeism
- Legitimate absenteeism:
- Illegitimate absenteeism:

**1.Planned Absenteeism:** This type of absenteeism occurs when employees take scheduled time off for vacations, personal days, or planned medical appointments.

**2.Unplanned Absenteeism:** Unplanned absenteeism refers to unexpected or sudden absences, such as due to illness, emergencies, or unforeseen personal issues.

**3.Intermittent Absenteeism:** Intermittent absenteeism involves employees taking time off in short, irregular increments. This might be due to chronic health conditions or other ongoing issues.

**4.Chronic Absenteeism:** Chronic absenteeism is characterized by employees repeatedly being absent, often due to ongoing health problems or personal challenges.

**5.Voluntary Absenteeism:** This occurs when employees choose to be absent, sometimes without a valid reason. It might be due to lack of motivation, job dissatisfaction, or personal disengagement.

**6.Involuntary Absenteeism:** Involuntary absenteeism happens when employees are absent due to circumstances beyond their control, such as accidents, family emergencies, or severe weather conditions.

**7.Authorized Absenteeism:** Authorized absenteeism is when employees are absent with proper approval from their supervisors or managers. This could include using vacation days, sick leave, or personal days.

**8.Unauthorized Absenteeism:** Unauthorized absenteeism involves employees being absent without obtaining proper approval, which can lead to issues with attendance policies.

**9.Legitimate Absenteeism:** Legitimate absenteeism involves valid reasons for absence, such as illness, medical appointments, or family emergencies.

**10.Illegitimate Absenteeism:** Illegitimate absenteeism occurs when employees provide false reasons for their absence or misuse leave policies.

#### **Types of employees absenteeism methods:**

If you're referring to methods or strategies to address or reduce employee absenteeism in the workplace, here are a few approaches:

- Flexible work arrangement
- Clear attendance policies
- Employee engagement
- Health and wellness program
- Return to work interviews
- Employee assistance program (EAPs)
- Flexible leave policies
- Communication

**1.Flexible Work Arrangements:** Offering flexible work hours, remote work options, or compressed workweeks can help employees balance their personal and professional lives, potentially reducing absenteeism.

**2.Clear Attendance Policies:** Implementing clear attendance policies that outline expectations, consequences, and procedures for reporting absences can help employees understand the importance of attendance.

**3.Employee Engagement:** Fostering a positive work environment, providing opportunities for skill development, and recognizing employees' contributions can improve overall job satisfaction and decrease absenteeism.

**4.Health and Wellness Programs:** Offering wellness initiatives, such as fitness programs, stress management workshops, and access to mental health resources, can contribute to better employee well-being and potentially reduce absences.

**5.Return-to-Work Interviews:** Conducting brief interviews with employees when they return from an absence can help understand the reasons behind the absence and identify any potential issues.

**6.Employee Assistance Programs (EAPs):** Providing access to confidential counseling services can support employees dealing with personal or work-related challenges that may lead to absenteeism.

**7.Flexible Leave Policies:** Offering a variety of leave options, such as sick leave, vacation days, and personal days, can give employees the flexibility they need to manage unexpected absences.

**8. Communication:** Open line of communication between supervisors and employees can help identify any issues early on and find ways to address them before they lead to prolonged absenteeism.

## REVIEW OF LITRATURE:

**Habeebur Rahman (2016):** This paper has focused on absenteeism as a major obstacle for retail sector and how it gives the increase effect on organization growth and development. In this study the researcher has identified the impact and causes of absenteeism among employees in Retail Shops.

**Tamara Singh ET...Tal (2016):** The aim of this study was to investigate the impact of absenteeism and the extent to which it negatively affects organizational performance. The study focused to understand negative result of absenteeism in the workplace an hid extensively seek to provide insight into the causes of absenteeism. The researcher has also suggested the strategies to be deployed by management for reducing the absenteeism and promote attendance in the workplace.

## RESEARCH METHODOLOGY :

Research methodology simply refers to the practical “how” of any given piece of research. More specifically, it’s about how a researcher systematically designs a study to ensure valid and Reliable results that address the research aims and objectives.

### Research design:

It is a conceptual structure with which the research would be analyzed. In this study Descriptive research studies are one, which is concerned in describing the characteristics of a Particular individual or a group. Sampling method used in the research is simple random sampling. In simple random sampling, the sample unit to are chosen primarily on the basis of the randomly to The researcher. The number of sampling units selected from the population for investigation. It Helps to achieve the objectives of research. The sample size taken for this study is 100 workers.

**Statement of Problem:** Absenteeism is one of the great catastrophes faced by all the organizations in this modernized world which results In low productivity. So, the organization has to take various actions to reduce absenteeism.

**Type of Research:** The study follows a descriptive research method. Both primary and secondary data were used for the data Collection.

**Primary data:** The data is collected from the employee through questionnaires method

**Secondary data:** The secondary data is collected from the various source such as book, website Journal, magazines etc.

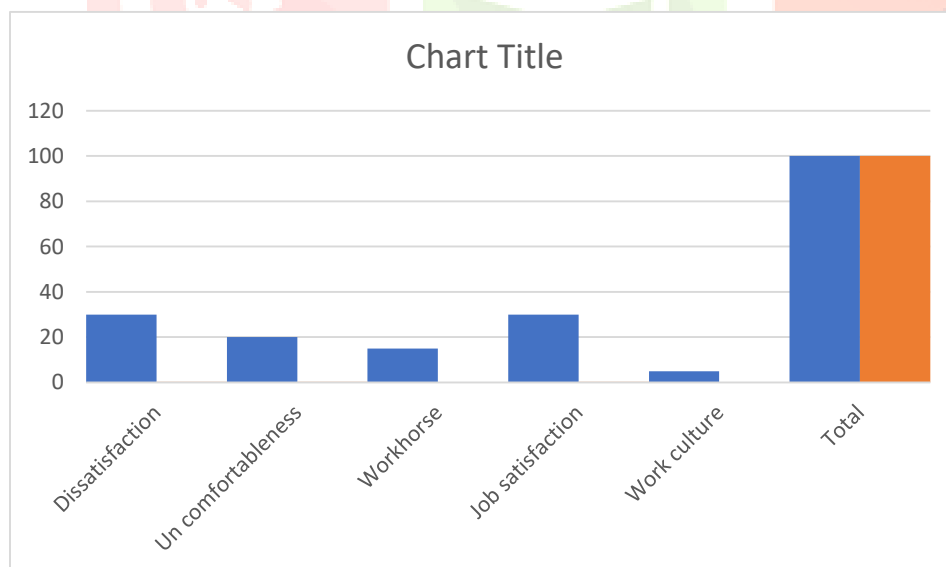
## TABLES AND CHARTS

**TABLE 1:** THE TABLE SHOWING A CAUSE OF ABSENTEEISM.

PARTICULAR	NO OF RESPONDENTS	RATING IN PERCENTAGE (%)
Dissatisfaction	30	30%
Un comfortableness	20	20%
Work hours	15	15%
Job satisfaction	30	30%
Work culture	5	5%
Total	100	100

**INTERPRETATION :** From above the table shows clearly 30% of respondents are dissatisfaction, 20% of respondents uncomfortableness, 15% of workhorse, 30% job satisfaction, 5 % of respondents work culture.

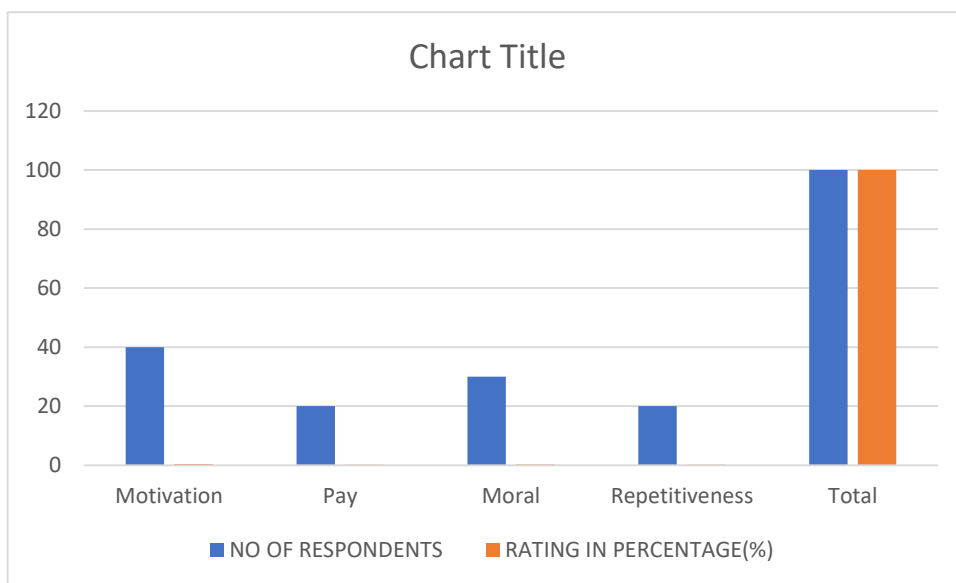
**CHART 1:**



**TABLE 2 : THE TABLE SHOWING A DETERMINE A JOB SATISFACTION**

PARTICULARS	NO OF RESPONDENTS	RATING IN PERCENTAGE(%)
Motivation	40	40%
Pay	20	20%
Moral	30	30%
Repetitiveness	20	20%
Total	100	100

**INTERPRETATION :** From above the table shows clearly 40% of respondents are motivation, 20% of respondents pay , 30% of respondents moral, 20% of respondents repetitiveness.

**CHART 2:****CONCLUSION :**

This study shows that Retail sector is a growing concept in today's scenario. Employee's absenteeism is a major issue for organization. However, the absenteeism can be controlled and minimized by implementing good working condition, etc. Hence, it can be concluded that people are the assets in any organization and absenteeism is the practice or habit of being absence therefore the organization has to overcome with that for organization success.

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