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# A Study On Employee Absenteeism With Reference To Big Bulls –Bangalore

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**ABSTRACT:** The report's article is titled A study of employee absenteeism aims to ascertain the workers' health, pay, amenities, attendance plan, training programme, motivational strategies, and advancement opportunities. The article includes goals, restrictions, a corporate profile, a study methodology, findings, recommendations, and conclusions. Primary and secondary data have both been used to collect the information required for the study. Various statistical tools, such as percentage analysis, Chi square analysis, and weighted average approach, are used to analyse and evaluate the response provided by the company's employees. with the purpose of boosting organisation growth and productivity. The article's sample size, drawn from a population of 656, is 111. The basic data is gathered using the survey approach with questionnaires. The questionnaire was created.

## 1. INTRODUCTION

Absenteeism is one of the main threats to Indian industry. Absentee employees are those who don't show up for work when they're scheduled to. Employees who take official holidays, vacations, authorised periods of absence, or other time off from work are not counted. Absenteeism is a major issue in industries that are labor-intensive, especially in large organisations where there are many employees. It is a significant concern for the managers and supervisors. They need to learn how to manage absences. If our absenteeism can be reduced, India will have a problem with unemployment on the one hand and anomalous absenteeism in industries on the other. Absenteeism results in inefficient usage of the plant.

## 2. STATEMENT OF THE PROBLEM

Absenteeism has become a significant problem in almost all industrial sectors. Excessive absenteeism imposes a major cost on the industry, even when a missing employee is not compensated. Work schedules are created by delays and inconsistent workflow, which makes it challenging for management to meet delivery dates. When sick leave is allowed, the cost of absences increases more quickly.

## 3. OBJECTIVES OF THE STUDY

- To investigate the primary reasons for absence.
- To investigate the consequences of missed work.

## 4. SCOPE OF THE STUDY

Understanding the various levels and reasons for employee absence in an organisation is the study's aim. It can be examined, and corrective action can be taken to reduce absenteeism at work, which encourages organisational development. An absent employee suggests idle machinery or unused space, both of which lead to direct losses and slower output. Because it creates a chaotic workplace, absenteeism has a negative impact on a plant's ability to produce. Future researchers might use the study to improve their own research.

## 5. LIMITATIONS OF THE STUDY

- One of the study's key weaknesses was the time factor.
- Because most of the workers were unfamiliar with the concepts and phrases, filling out the questionnaire took a long time.
- The respondents were hesitant to be forward with their opinions.

## 6. REVIEW OF LITERATURE

**1. IN ACCORDANCE WITH C.A. DAKELY (1948)** The ratio of lost production man-days or shifts to the total number of production planned to work is known as absenteeism. The total number of shifts missed due to absence expressed as a proportion of all scheduled man shifts is how the labour bureau (1962) defined absenteeism.

**2. In a same vein HACKETT** It is "the temporary cessation of work for not less than one whole working day initiative of the worker when his presence is expected by the employer," according to J.D. (1929). Similar to this, the Encyclopaedia of Social Science defines absenteeism as the amount of time wasted in an industrial setting due to employees' avoidable or unavoidable absences. It is not typical to include the hour or two lost due to strikes or tardiness.

**3. The research article Trends and Seasonality in Absenteeism was written by ERNEST B. (1930)** Akyeamong the author of this study focuses on the times of day when employees are missing the most. He claimed in this research that absences due to illness are extremely seasonal, peaking in the winter (December to February) and troughing in the summer (June to August). The high occurrence during the winter is probably due to the high frequency of contagious illnesses at that time, particularly colds and influenza. Because so many workers take their summer vacations, the incidence may be lower during this time.

## 7. RESEARCH METHODOLOGY

### 7.1 RESEARCH DESIGN

- A master plan outlining the techniques and steps to be taken in order to gather and analyse the necessary data.
- A research design is a plan or framework for carrying out the project's marketing research.

### 7.2 SAMPLE DESIGN

Taking a representative sample of the population is the process of sampling. A sample design is a predetermined plan for selecting a sample from the sampling frame. It describes the process the researcher would employ to select several sampling units from which to extrapolate data about the population.

### 7.3 PROBABILITY SAMPLING TECHNIQUE:

Probability sampling is the process of selecting a sample from a population when the selection is based on the randomization principle, often known as chance or random selection.

### 7.4 SIMPLE RANDOM SAMPLING:

A selection of participants from a population are chosen at random by the researcher using simple random sampling, a sort of probability sampling. Every person in the population has the same chance of being chosen. Then, data are gathered from as much of this randomly selected subgroup as possible.

### 7.5 SIZE OF THE SAMPLE

The Sample size is 111.

## 8. DATA COLLECTION METHOD

### 8.1 PRIMARY DATA

For the specific study he undertook, the researcher directly collected this data for the first time. In this study, questionnaires were used to gather primary data directly from respondents.

### 8.2 SECONDARY DATA

These are facts that have already been gathered and utilised by someone. The Internet was used to gather information about the industry for this literature review.

**9. STATISTICAL TOOLS USED**

The following simple percentage, chi-square, and ranking were utilised for data analysis and interpretation.

**9.1 SIMPLE PERCENTAGE AND RANKING FORMULA**

Number of  
respondents

Percentage analysis =  $\frac{\text{Number of respondents}}{\text{Total number of respondents}} \times 100$

**9.2 HENRY GARRETT RANKING**

Garrett's ranking technique was applied in order to determine the most important factor influencing the response. According to this method, respondents were asked to rank each element, and the results of these rankings were then transformed into score values using the following formula:

Percent position =  $100 (R_{ij} - 0.5) / N_j$

Where  $R_{ij}$  = Rank given for the  $i$ th variable by  $j$ th respondents

$N_j$  = Number of variable ranked by  $j$ th respondents.

**10. DATA ANALYSIS****Table 1: DEMOGRAPHIC PROFILE OF THE RESPONDENTS**

DETAILS OF THE RESPONDENTS		NO.OF RESPONDENTS	PERCENT AGE
GENDER	Male	107	96
	Female	4	4
	<b>TOTAL</b>	<b>111</b>	<b>100</b>
AGE	Below 20	36	32
	20-30 years	69	62
	30-40 years	5	5
	40-50 years	1	1
	<b>TOTAL</b>	<b>111</b>	<b>100</b>
MARITAL STATUS	Married	74	67
	Unmarried	37	33
	<b>TOTAL</b>	<b>111</b>	<b>100</b>
MONTHLY INCOME	Below 20,000	52	47
	20,000-30,000	53	48
	30,000-40,000	40	4

	40,000-50,000	2	2
	<b>TOTAL</b>	<b>111</b>	<b>100</b>
<b>DEPARTMENT</b>	Employee	43	39
	Supervisor	38	34
	Technical manager	22	20
	Accountant	8	7
	<b>TOTAL</b>	<b>111</b>	<b>100</b>

### 10.1 INTERPRETATION

It is clear from this survey that 4% of respondents are men, 62% of respondents are between the ages of 20 and 30, 62% of respondents are married, 48% of respondents have monthly incomes between \$20,000 and \$30,000, and 39% of respondents work in the workforce.

**11. Table 2: Rank of the problems faced due to absenteeism**

S. No	PROBLEMS	MEAN SCORE	TOTAL SCORE	RANK
1	DELAYED PERFORMANCE	242	1936	2
2	LESS TURNOVER	289	2023	1
3	LOW MARKET SHARE	311	1244	5
4	LOW PRODUCTION	336	672	7
5	LESS REPUTATION	357	357	8
6	LOW INFORMATION	326	978	6
7	LACK OF COMMUNICATION	307	978	4
8	NO IMPROVEMENT	295	1770	3

### 11.1 INTERPRETATION

The issues with the Garrett technique are those brought on by absenteeism.

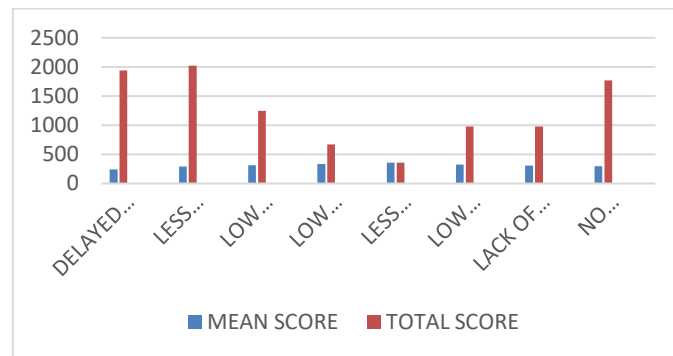
- Less turnover, with a total score of 2023 points, came in first.



This Delayed performance has a total score of 1936 points, placing it second overall.

- No improvement receives a score of 1770, placing it third overall.
- With a total score of 978, lack of communication is rated fourth.
- Low market share is ranked No. 5 overall with a score of 1244.
- Low information received a score of 978, placing it at number six.
- Low production, with a total score of 672 points, is ranked seventh.
- Low reputation is ranked eighth with a 357 point total.

**Figure 1.BAR CHART**



## 12.CHI-SQUARE

DEPARTME NT/HEAVY WORK LOAD	EMPL OYEE	SUP ERV ISO R	TEC HNIC AL MAN AGE R	ACCO UNTA NT	TOT AL
VERY HIGH	21	15	8	1	45
HIGH	9	4	5	4	22
NIL	2	7	6	0	15
LOW	8	8	3	1	20
VERY LOW	3	4	0	2	9
TOTAL	43	38	22	8	111

## NULL HYPOTHESIS

HO: There is no connection between a department's workload and its size.

## ALTERNATIVE HYPOTHESIS

H1 indicates that there is a significant correlation between the department and the key variables affecting employee absence.

PART ICUL ARS	OBSE RVE D VAL UES( 0)	EXPE CTED VALU ES(E)	(O-E)	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> /E
R1C1	21	17.4	3.6	12.96	0.7
R1C2	15	15.4	-0.4	0.16	0.0
R1C3	8	8.9	-0.9	0.81	0.1
R1C4	1	3.2	-2.2	4.84	1.5
R2C1	9	8.5	0.5	0.25	0.0
R2C2	4	7.5	-3.5	12.25	1.6
R2C3	5	4.4	0.6	0.36	0.1
R2C4	4	1.6	2.4	5.76	3.6
R3C1	2	5.8	-3.8	14.44	2.5
R3C2	7	5.1	1.9	3.61	0.7
R3C3	6	3.0	3	9	3.0
R3C4	0	1.1	-1.1	1.21	1.1
R4C1	8	7.7	0.3	0.09	0.0
R4C2	8	6.8	1.2	1.44	0.2
R4C3	3	4.0	-1	1	0.3
R4C4	1	1.4	-0.4	0.16	0.1
R5C1	3	3.5	-0.5	0.25	0.1
R5C2	4	3.1	0.9	0.81	0.3
R5C3	0	1.8	-1.8	3.24	1.8
R5C4	2	0.6	1.4	1.96	3.3
CALCULATED					X <sup>2</sup> =21.9

$$\text{Chi square}(x^2) = \frac{(O - E)^2}{E}$$

$$\begin{aligned} \text{Degree of freedom (v)} &= (R-1) (C-1) \\ &= (5-1) (4-1) \\ &= 12 \end{aligned}$$

Level of Significance = 5%  
Table value (TV) = 21.026

Calculated value (CV) = 21.9  
CV > TV = H<sub>1</sub> is Accepted

## 12.RESULT

Because the estimated value is more than the value in the table. Therefore, we adopt the alternative theory. There is a connection between the department and the key variables that affect absenteeism.

## 13. FINDINGS

1. Married respondents make up 66% of the sample.
2. Men make up 96% of the respondents.
3. 47% of respondents had monthly incomes between \$20,000 and \$30,000 or less.
4. 38% of respondents fell under the employee department.
5. 45% of respondents reported working long hours, which increases absenteeism.
6. In the Garrett approach, which identifies issues caused by absenteeism, "Less turnover ranked" as the top issue with a total score of 2023 points.
7. Chi-square results showed that there is a relationship between the department and the key variables that affect absenteeism.

## 14. SUGGESTIONS

The best and simplest method for offering counselling to workers who use unneeded vacation time and educating them about the issues with absenteeism and their significance at work.

- To lower absenteeism within an organisation and to enhance the number of leaves to ensure a working performance, the company should offer a suitable working environment.
- Giving employees incentives to reduce their absences is not the same as rewarding them with bonuses or other forms of compensation. An incentive helps an employee become more motivated to reduce unneeded absences.
- Regular medical checkups at no cost to the employee improve their health. Absenteeism can be decreased in this way.
- Enhancing welfare programmes significantly lowers absenteeism.

## 15. CONCLUSION

This study examines in-depth preventative and corrective measures as well as analyses the problem of employee absenteeism. Employee morale is negatively impacted by absenteeism at a company. There are several programmes that can be used singly or in tandem to lower employee absenteeism. Absenteeism is a significant and expensive issue that businesses all around the world deal with. This issue necessitates that all staff members comprehend both the personal and professional repercussions of such behaviour.

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