

ECONOMIC IMPACT ON ABSENTEEISM OF FIREWORK LABOURERS WITH SPECIAL REFERENCE TO VIRUDHUNAGAR DISTRICT

L. Ponnuchamy

Ph.D Scholar, Rajapalayam Raju's College, Rajapalayam

Dr. P. Sundarapandian

Principal, VHNSN College (Autonomus), Virudhunagar

Abstract

Absence is the failure of a worker to report for work when he is scheduled to work. A worker is to be considered as scheduled to work when the employer has work available for him and the worker is aware of it. A worker is to be treated as absent for purpose of these absenteeism statistics even when he does not turn up for work after obtaining prior permission. Any worker who reports for duty even for a part of the day of shift should not be counted among absentees.

Absenteeism in industry disrupts processes, creates production bottlenecks, and upsets production targets, results in production losses, increase direct overhead costs, increases workload of the inexperienced, less experienced or substandard workers as substitutes, this in turn creating problems of recruitment, training, job adjustments. The various objectives are the social and demographic factor of the employee, The problem faced by employee and The employee opinion towards working condition. The researcher wishes to recommend the management to consider certain essential factors like savings, canteen, rest room, drinking water and implement them for their further growth and reduce absenteeism.

Introduction

Absence is the failure of a worker to report for work when he is scheduled to work. A worker is to be considered as scheduled to work when the employer has work available for him and the worker is aware of it. A worker is to be treated as absent for purpose of these absenteeism statistics even when he does not turn up for work after obtaining prior permission. Any worker who reports for duty even for a part of the day of shift should not be counted among absentees. The statistics relate to only voluntary absenteeism defined as absence due to reasons which are personal to the individuals concerned. As such, absence of a worker on account of strike or lock-out or layoff, that is, involuntary absence, is not considered as absence for purpose of these absenteeism statistics. It can be expressed as under.

Adverse Effects of Absenteeism

On Industry

Absenteeism in industry disrupts processes, creates production bottlenecks, and upsets production targets, results in production losses, increase direct overhead costs, increases workload of the inexperienced, less experienced or substandard workers as substitutes, this in turn creating problems of recruitment, training, job adjustments.

On Workers

Ill-effects of absenteeism on those who cause it are equally baneful. Frequent absenteeism adversely affects the economy of the worker himself. It reduces his earnings and adds to his indebtedness, decreases his purchasing power, makes it difficult for him to meet necessities of life, leading to personal problems of attitude and morale, and in many cases loss of employment and resultant disaster for his dependents.

Causes of Absenteeism

The causes of absenteeism in general are as variegated and numerous as human beings themselves. They can, however, be classified as under-

- **Personal Factors** such as age, marital status, health, education, vices, hobbies and extracurricular activities.
- **Work environments** such as working conditions, relations with co-workers, relations with superiors and attitude towards job.
- **Home conditions** such as distance from residence, mode of conveyance, family size, problems and responsibilities.
- **Economic factors** such as subsidiary economic interests.
- **Regional factor** such as legislation, politics, geographical situation.
- **Organisational factors**, such as type and size of the company, assigned work-load, nature of work, shift arrangements, management attitudes, personnel policies, supervisory quality, leave facilities, fringe and medical benefits.
- **Social factors** such as religion, community obligations, customs, festivals, marriages, deaths and funerals.

Objectives of the Study

- To study the social and demographic factor of the employee
- To find out the problem faced by employee
- To find out the employee opinion towards working condition
- To analyse the causes for absenteeism

Review of Literature

Absenteeism has been and continues to be one of the major labour problems facing Indian industry. In a study of absenteeism of 4 major textile mills in Delhi covering a period of 4 years-1960 to 1963- made by the Shri Ram Centre of Industrial Relations, the following facts were revealed.

The yearly absence rate varied from 14.9% to 15.5% the rates were lowest in months of November, December and January and the highest in May and June. About 40 per cent of the total yearly absences occurred with the permission of management. About 25 per cent were due to sickness and accidents and were granted by the Employees State

Insurance Corporation. The remainder, about 35 per cent, were caused by workers' unauthorised absents.

In another study of 30 industrial units located in and around Bombay made by the Employers' Federation of India in August 1965, the following facts were collected.

- The absenteeism among the permanent workers ranged between 13 per cent and 15 per cent in most of the industries over the three-year period 1962-64.
- Authorized absence accounted for 70 per cent of the total mandays absent, and unauthorized absence 30 per cent. The authorized absence was generally concentrated in the first two quarters, viz., January-March and April-June. But the pattern of distribution of the unauthorized absence was highly irregular.

In four detailed studies on absenteeism at 4 different units in the country made by the National Productivity Council for varying periods between 1st January 1968 and 31st December 1970 the following conclusions were arrived at:

- There is a strong relationship of the following factors to absenteeism at the unit level: take-home pay housing and nearness to factory, mode of transport, level of education, labour turnover and accidents. There is also a relationship between absenteeism and managerial policies and practices with regard to work organization (systems and procedures), working conditions and welfare measures.
- There is tremendous cope for reducing absenteeism through union leadership within an organization.

Savings Pattern of Respondents

It is evident from the Table that Out of 150 respondents, 116 of them are having savings habits and 34 respondents are not saved. It is clearly shows that 116 respondents among them 86 respondents are married, 20 respondents are unmarried and 10 of them are widow / divorce.

Distribution of Respondents According to the Marital Status and the Savings Pattern

Sl. No	Marital Status	Yes	NO	Total
1	Married	86(95.87)	8(4.13)	94(100)
2	Unmarried	20(50)	20(50)	40(100)
3	Widow / Divorce	10(62.50)	6(62.50)	16(100)
Total		116(86.40)	34(13.60)	250(100)

(Figures in Parentheses Shows the Percentages to the Total)

Source: Primary Data

It inference that the majority of respondents are married and they have more responsibilities so they lead to save money for his future expenses at the same time the savings is lead to absenteeism in the firework industry.

To analysis the absenteeism of firework industry labourers through the relationship between the marital status and the savings pattern

Ho: There is no relationship between the marital status and the saving pattern

H1: There is a relationship between the marital status and the saving pattern.

The following table shows that relationship between the marital status and savings pattern.

Relationship Between the Marital Status and Savings Pattern

Factors	Calculated Chi-square Value	Significant Level	Degree of Freedom	Remarks
Marital Status and Saving	33.835	7.815	3	Significant at 5%

The table value at 5% of level of significance = 7.815.

The calculated value 33.835 is greater than table value. So the hypothesis is rejected. Hence the null hypothesis is rejected and it may be concluded that there has been a significant decrease in the savings after marriage.

Chi-Square result shows that, statistically significant differences were found among the respondents. The marital status and savings pattern is found at 5 per cent level of significance ($\chi^2(150) = 33.835$, $p < 7.815$) Hence, the null hypothesis is rejected and the alternative hypothesis is accepted.

Findings and Suggestions

In this study reveals the causes of absenteeism in the organisation. The project makes an attempt to state the real problems with the employees, which tasks. Even though the employees are satisfied with certain company's policies the management has to stress mote on other benefits also.

The researcher wishes to recommend the management to consider certain essential factors like savings, canteen, rest room, drinking water and implement them for their further growth and reduce absenteeism.