

**A STUDY ON EMPLOYEES ABSENTEEISM AT e SALES SOFTWARE SOLUTIONS LLP
PUDUCHERRY**

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Abstract-Employees absenteeism refers to an employee's failure to attend or stay at work according to schedule, regardless of the reason. The primary data has been collected through questionnaire from the employees working with the organization and the secondary data has been collected from company sources, books, internet and journals. Chi-square test was used to find the association between socio-economic factor and absenteeism. It was found that the most influencing factor is workload and co-worker relation. Further, it was found that there is no significant association between age, gender, education, experience, marital status and absenteeism and there is a significant relationship between income, and absenteeism.

Keywords- Absenteeism, Socio-Economic Factor, Workload, Co-Worker Relation.

I. INTRODUCTION

Absenteeism means the failure of an employee to report for duty when he is scheduled to work. An employee is considered as scheduled to work when the employer has work available for him and the employee is aware of it. An employee is to be treated as absent for the purpose of absenteeism statistics even when he does not turn up for work after obtaining prior permission. Absenteeism may result in low performance, discipline.

DEFINITION:

According to **Labour Bureau, Simla** “Absenteeism is the total man shifts lost because of absences as a percentage of the total number of man shifts scheduled to work.”

II. REVIEW OF LITERATURE

(Dr. Renuka Rathod, Mr. Basavanth Reddy 2012): This study was conducted in concern to identify the issues, causatives and remedial measures related to absenteeism. This research helps the organization to know their current practices regarding for reducing absenteeism in Titan Industry. It suggested the measures to improve the business in better prospect and result in organizational development by reducing employee absenteeism.

(Gethsi Beulah, Dr. Venkatrama Raju D 2014): This article discusses workplace absenteeism of unscheduled employee in BPO industry. This study streamlines the factors influencing employee absenteeism, evaluation of performance and measures to attempt for improving absenteeism. This resulting turnover also financially impacts business because of the costs associated with finding and permanent replacement.

(Krishna and Madhumita 2015) The article report entitles” A Study on Employee Absenteeism in Home Appliance “according to him absenteeism may occur either authorized, un authorized or wilful absenteeism this has a direct impact on labour turn over, immediate strategies have to be implemented in order to control it as it has a large contribution towards organization development. A questionnaire consisting of 65 questions are used to gather the data and the statistical tools ANOVA test, independent sample T test, Kruskal Wallis One Way Analysis, One sample t test for this study.

(Pavithra and Petera 2017) The article report entitles “A Study on Employee Absenteeism” the main objective is to determine the motivation techniques, salary, working condition, attendance program, facilities. A sample of 100 employees from the population of 656 employees. A questionnaire has been used in order to collect the data. Percentage analysis, Chi-Square test and weighted average method are used by the researcher as tools for data analysis.

OBJECTIVES OF THE STUDY

1. To find the factors influencing absenteeism at eSales Software Solutions LLP, Puducherry.
2. To find out the relationship between socio-economic factor and absenteeism

III. DATA ANALYSIS AND INTERPRETATION

Factors influencing absenteeism

Table 1 Factors influencing absenteeism				
Factors	Maximum Score	Minimum Score	Actual Score	Percentage
Workload	2060	412	1528	74%
Working Environment	2060	412	1679	81%
Co-worker Relations	2060	412	1537	75%
Stress	2060	412	1405	68%

Chi square test between age and absenteeism

Table 2 Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.312 ^a	2	.855
Likelihood Ratio	.309	2	.857
Linear-by-Linear Association	.294	1	.588
N of Valid Cases	103		

a. 2 cells (33.3%) have expected count less than 5. The minimum expected count is 1.11.

Chi-square test between gender and absenteeism

Table 3 Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.136 ^a	2	.934
Likelihood Ratio	.138	2	.933
Linear-by-Linear Association	.023	1	.878
N of Valid Cases	103		

a. 2 cells (33.3%) have expected count less than 5. The minimum expected count is 1.19.

Chi-square test between education and absenteeism

Table 4 Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.922 ^a	4	.921
Likelihood Ratio	1.428	4	.839
Linear-by-Linear Association	.030	1	.863
N of Valid Cases	103		

a. 5 cells (55.6%) have expected count less than 5. The minimum expected count is .06.

Chi-square test between experience and absenteeism

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	10.304 ^a	6	.112
Likelihood Ratio	9.493	6	.148
Linear-by-Linear Association	2.671	1	.102
N of Valid Cases	103		

a. 5 cells (41.7%) have expected count less than 5. The minimum expected count is .41.

Chi-square test between marital status and absenteeism

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.756 ^a	2	.034
Likelihood Ratio	7.954	2	.019
N of Valid Cases	103		

a. 2 cells (33.3%) have expected count less than 5. The minimum expected count is 1.43.

FINDINGS

It was found that the most influencing factor is workload since the actual score is 1679. The next most influencing factor is co-worker relation since the actual score is 1537.

From the above analysis, it was found that there is no significant association between age and absenteeism since r value is 0.855 and p value is 0.857 which is higher than the significant value 0.05. Hence, the null hypothesis has been accepted and alternative hypothesis has been rejected.

From the chi-square test, it was found that there is no significant association between gender and absenteeism since the r-value is 0.934 and p-value is 0.933, both of which are higher than the significant value of 0.05. Hence, the null hypothesis has been accepted and the alternative hypothesis has been rejected.

From the chi-square test, it was found that there is no significant association between education and absenteeism, since the r-value is 0.921 and the p-value is 0.839, both of which are above the significance level of 0.05. Hence, the null hypothesis has been accepted and the alternative hypothesis has been rejected.

From the chi-square test, it was found that there is no significant association between income and absenteeism since r-value is 0.058 and p-value is 0.027, both of which are less than the significant value of 0.05. Hence, the null hypothesis has been rejected, and the alternative hypothesis has been accepted.

From the chi-square test, it was found that there is no relationship between the r-value is 0.112 and the p-value is 0.148, both of which are higher than the 0.05 level of significance. Hence, the null hypothesis has been accepted and the alternative hypothesis has been rejected.

From the chi-square test, it was found that marital status and absenteeism significantly association since r-value is 0.34 and a p-value is 0.19, both of which are higher than the 0.05 level of significance. As a result, the null hypothesis has been rejected and the alternative hypothesis has been accepted.

SUGGESTION

1. The management may consider bringing some Health-related awareness programs to employees as 50% of the employees state that the Health Problem is the main reason for their absenteeism.
2. The management may consider to distribute the work fairly among as it has been found that a significant number of employees find high workplace stress to be a contributing factor to their need for additional leave from work.
3. The management may consider to make changes in the working hours as a huge percentage of employees consider it as a factor that causes Stress to them.
4. The management may consider building a good Relationship with Superiors as a no. of employees believe that Relationship with Superiors is a factor that cause more Stress among them.

IV. CONCLUSION

Employees absenteeism refers to an employee's failure to attend or stay at work according to schedule, regardless of the reason. In this study, it was concluded that the most influencing factor is workload and then followed by co-worker relation. From the chi-square test, it was concluded that there is no significant association between age, gender, education, experience, marital status and absenteeism and there is a significant relationship between income and absenteeism. Employees are regular to work and satisfied.

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