

## **CHAPTER V**

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### **CONCLUSION AND THEORETICAL EXPLANATION**

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## **CHAPTER V**

### **CONCLUSION AND THEORETICAL EXPLANATION**

#### **5.1 INTRODUCTION**

In this chapter attempt has been made to draw some conclusions, observations and suggestions based on the whole study.

The conclusion, observations and suggestions are based on the basis of collected data and tabulation mentioned in data analysis in order to gain various drawbacks and to understand main causes of absenteeism. These conclusions have been made by taking sample of absentees.

This chapter also deals with the interpretation, description and detail of course of absenteeism will helpful in knowing the outline of the factory and further planning about reducing rate of absenteeism and development.

#### **5.2 PERSONAL DATA:**

From the personal data collected it can be concluded that most of the employees are educated and having qualification about the Secondary School Leave Certificate.

The maximum number of employees fall in age group of 31 to 40 in all the industries.

The ratio of male and female employees is more towards male employees. But the exception is Textile based Industries in which 46 female employees out of

67 samples. In textile industries they prefer female employees. Similarly in mineral based industries the female employees are very less as compared to males.

### **5.3 MAJOR FINDING OF ABSENTEES:**

Several conclusions can be drawn from the study. As it was assumed some of the factors are influencing the absenteeism rate in small scale industries.

- 1) Absenteeism due to health problem was not considered as a reason. This finding is contrary to the assumptions. The obtained mean score in all the industries projected towards negative side. That is, above 2.5 score. Sometimes health is also a problem for the absence but it may not be a regular cause.
- 2) The unsatisfactory residential problem is also one of the major problems in general industries. The problem has been projected more in general industries as compared to other industries. But overall unsatisfactory residential problem is not cause for absenteeism.
- 3) Transport problem is also one of the major problems in mineral based industries. Its mean score is 2.05. The problem has been more projected in mineral based industries as compared to other industries. But overall transport problem is not cause for absenteeism in other industries.
- 4) Absenteeism due to alcoholism is considered as a major reason for absenteeism. The obtained mean score in all the industries projected

towards negative side below (2.5). But it is not in textile based industries. In overall consideration alcoholism is a cause of problem.

- 5) Family problem is also one of the major cause for absenteeism in chemical and mineral based industries. And the problem slightly reflects to textile and food and beverage based industries. The family problem is a cause for absenteeism.
- 6) The hygiene factor is also one of the major problems in textile and mineral based industries. The problem has been projected more in textile and mineral based industries. Their mean score is 2.25 and 2.10 respectively. But overall the industries suffer from hygiene factors except Food and Beverages based Industries.
- 7) Supervisor behaviour is not a major cause for absenteeism except in chemical based industries. Its mean point is 2.15. But out of five, in four categories of industries, supervisor behaviour is not a effective cause of absenteeism.

#### **5.4 MAJOR FINDINGS ABOUT JOB ASPECTS**

- 1) The job aspect of the employees has been studied because it was assumed that job satisfaction will influence the absenteeism. The absentees are dissatisfied in Mineral based Industries. In other industries also the mean score is just above 3.5. Hence the satisfaction rate is not very much high in other industries as compared to chemical based industries, general industries and Food and Beverage Industries.

- 2) Co-operation of the co-worker is the motivating factor for better performance. If there is a less co-operation among the co-workers it may lead to poor performance. Overall co-operation is better projected in the study. The mean score is less than 3.5 in all the industries except Chemical Industries and General Industries. In Chemical and General Industries the difference is just 0.10 and 0.20 from the standard scores but it is not a significant difference. The absentees are getting better co-operation from the co-workers.
- 3) The feeling about the job is a physiological satisfaction about one's own job. It reflects the liking and disliking about the job. Except Mineral and Food and Beverages Industries the employees feeling better about the job. In Chemical Industries the score is 4.77 followed by General Industries.
- 4) The physical surroundings include improved ventilation, proper spacing, dust-free environment sanitation etc. In all the industries the physical condition is not proper and the employees are not satisfied with the physical conditions. The mean score is above 3.5 in all the industries. Possibly lack of proper physical conditions influence the absenteeism.
- 5) The supervisor's behaviour is a major cause in chemical based industries. Its mean score is 3.15. But other four industries are not suffering so much from this problem. Their mean points are above 4.5.



Their supervisory behaviour is better as compared to Chemical Based Industry.

## **5.5 OTHER FINDINGS**

The ranking of the five sections namely: Own Business, Agricultural Work, Participation in political parties, Heavy work load, and Managerial problem. According to the result “participate in political parties emerged as the top most factor in chemical based industries followed by agricultural work. Contrary to the belief the “managerial problem” as emerged as a last factor.

Ranging of the main factors leading to absenteeism are:

1. Alcoholism.
2. Certain family problem.
3. Transport problem.
4. Unsatisfactory residential problem.
5. Supervisory behaviour problem.
6. Health problem.

Ranging of job aspects:

1. Feel about the co-worker.
2. Feeling about the supervisor.
3. Feeling about the job.

4. Like of physical surrounding.
5. Feeling about the job itself.

**Major finding problems to Owner / Managers by absenteeism:**

1. It creates more turnover.
2. Increase the cost of production.
3. Problem of supplying the material at time to time.
4. Decrease the market prestige.

**5.6 LIMITATIONS OF THE STUDY**

1. The absenteeism questionnaire has not been validated.
2. The study could derive only an overall problem of absenteeism in small scale industries.

**5.7 SCOPE FOR FUTURE STUDY**

1. In the present study only the factors and reasons have been identified and also focus on job aspects. The relationship between job aspects and absenteeism could be an area of research.
2. Other than the reason which identity in the study could be a major aspect for the future study.