

CHAPTER - V

**FACTORS
ASSOCIATED
WITH
ABSENTEEISM**

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'FACTORS ASSOCIATED WITH ABSENTEEISM'

For initiating any step for control of absence, it is necessary to identify the factors which are associated with the absenteeism of the employees or the workers. So, in order to find out different remedial measures, we have analysed the factors associated with absenteeism. Here an indepth study of 100 chronic workers with the help of structured shedule method of data collection is carried out. The 100 chronic workers taken in to account are, 50 from P.S.U. and 50 from private sector undertaking.

Factors :

Age factor :- Age is one of the important factors having a bearing on the efficiency of the workers. Analysis of the absenteeism rate under different age groups is different departments of P.S.U. and private sector undertaking may help in suggesting remedial measures.

Total Absenteeism rate under different age groups in different departments of P.S.U. and private sector undertaking :

Table 5.1

Spinning dept :

Age group	P.S.U Spinning Absenteeism rate	Pvt. Sector undertaking Spinning Absenteeism rate.
20-35	25.28%	16.08%
35-50	36.29%	19.00%
50-65	24.30%	19.98%

From the above table it would be clear that absenteeism rate in P.S.U. is at a higher level under 35-50 age group. In pvt sector undertaking it is at a higher level under 35-50 age group and 50-65 age group.

The absenteeism rate under all the age groups in P.S.U. is higher than that of Pvt. sector undertaking.

Table 5.2

Weaving :

	P.S.U. Weaving	Pvt.Sector undertaking Weaving
Age group	Absenteeism rate	Absenteeism rate
20-35	Nil	29.51%
35-50	27.59%	26.24%
50-65	27.17%	Nil

From the above table we can interpret that absenteeism rate is at the highest level in P.S.U. under 35-50 age group where as in private sector undertaking it is at the highest level under 20-35 age group. However it must be noted that the absenteeism rate under 50-65 age group in P.S.U. is 27.17% and under 35-50 age group in private sector undertaking is 26.24% which can very easily be considered as abnormally high. Like spinning dept, in this department also absenteeism rate is considerably high under 35-50 age group in both the sector.

Absenteeism rate under some groups is nil because, no one did fall under that category.

Table 5.3

Processing :

Age group	P.S.U. Processing Absenteeism rate	Pvt. Sector undertaking processing Absenteeism rate
20-35	Nil	Nil
35-50	26.16 %	21.44 %
50-65	20.24 %	18.79 %

The above table high lights that the absenteeism rate, under all age groups, in P.S.U. is higher than that of pvt sector under taking. In addition to this absenteeism rate under 35-50 age group is at a higher level in both the sectors.

Table 5.4

Total absenteeism rate, under different age groups of Folding and work shop depts of P.S.U. and private sector undertaking, respectively.

Age group	P.S.U. Folding Absenteeism rate	Pvt. Sector undertaking Work - shop Absenteeism rate
20-35	36.61%	Nil
35-50	25.85%	20.09%
50-65	Nil	18.87%

In Folding department of P.S.U. absenteeism rate is at the highest level in 20-35 age group. In work shop department of private sector under taking, it is at the highest level under 35-50 age group. In Folding department of P.S.U. also absenteeism rate under 35-50 age group is considerably high.

To conclude, from the above analysis of all the four tables relating to different departments of both the sectors it is quite clear that the absenteeism rate is at a higher level under 35-50 age group.

Caste :- The dictionary meaning of 'caste' is 'one of a number of social and religious divisions'. It is said that workers caste also has an important role to play in shaping their tastes and habits. So, it is necessary to analyse the problem of absenteeism of sampled workers by taking in to account their castes.

The workers are grouped under three castes;

- 1) Upper caste comprising Brahmins, Maratha Lingayat.
- 2) Lower caste consisting of Muslim, Padmashali, Takane, Rajput, Sali (Andhraites)
- 3) Backward caste includes Lodhi, Harijan, waddar, kaikadi, costi.

Table 5.5

Caste wise total absenteeism rate in spinning depts of P.S.U. and private sector undertaking.

Caste	P.S.U. Spinning Absenteeism rate	Pvt. Sector undertaking Spinning Absenteeism rate
Upper caste	28.30%	18.17%
Lower caste	22.85%	18.02%
Back ward caste	32.78%	17.54%

In the above table absenteeism rate of backward caste people in P.S.U. is the highest. In case of private sector undertaking the absenteeism rate under all the three castes is not much different.

The point to be noted here is that absenteeism rate under all the three castes in P.S.U. is higher than that of private sector under taking.

Table 5.6

Total absenteeism rate under different castes in weaving depts of P.S.U and Pvt. sector undertaking.

Caste	P.S.U. Weaving Absenteeism rate	Pvt. Sector undertaking Weaving Absenteeism rate
Upper caste	24.92%	21.89%
Lower caste	27.72%	22.19%
Back ward caste	36.00%	37.92%

The above table shows that the absenteeism rate is at a higher level among back ward caste people in P.S.U. as well as private sector under taking. The absenteeism rate of the upper caste workers is lower than the absenteeism rate of lower caste and Back ward caste workers, in both the sectors. The absenteeism rate of P.S.U. under upper caste and lower caste is higher than that of private sector undertaking.

Table 5.7

Total absenteeism rate under different castes in processing dept. of P.S.U. and private sector undertaking :

Caste	P.S.U. Processing Absenteeism rate	Pvt. Sector undertaking Processing Absenteeism rate
Upper caste	23.78%	22.27%
Lower caste	27.67%	19.74%
Back ward caste	24.18%	18.07%

The above table indicates that absenteeism rate is high among lower caste workers in P.S.U. where as it is high among upper caste workers in private sector undertaking.

The absenteeism rate under different castes in P.S.U. is higher than that of private sector under taking.

Table 5.8

Total absenteeism rate under different castes in folding and work shop dept. of P.S.U. and private sector undertaking respectively:-

Caste	P.S.U.	Pvt. Sector undertaking
	folding	work shop
	Absenteeism rate	Absenteeism rate
Upper caste	27.22%	13.06%
Lower caste	43.13%	20.46%
Back ward caste	18.71%	22.01%

A careful observation of the above table implies that absenteeism rate in Folding dept. of P.S.U. is high among Lower caste workers. The absenteeism rate of upper caste workers is higher than that of Back ward caste workers.

In case of private sector under taking the absenteeism rate is high among Backward caste workers. Absenteeism rate of Lower caste workers is also considerably high.

In conclusion, the absenteeism rate, in spinning and weaving departments of P.S.U. is high among back ward caste workers. In processing and Folding depts it is high among Lower caste workers.

In private sector under taking there is no any particular trend. In spinning and processing departments absenteeism rate is high among upper caste workers. In weaving and work shop departments absenteeism rate is high among back ward caste workers.

Broadly speaking absenteeism rate is generally high among lower and Backward caste workers.

Education :- Education aims at an overall development of a man. Proper education helps him in developing better attitude towards his work. It has to seen whethes proper schooling would have a favourable impact on the worker. An analysis if the absenteeism rate of the workers by grouping them under different levels of education is carried on.

Table 5.9

Spinning :

Education	P.S.U. Spinning Absenteeism rate	Pvt.Sector undertaking Spinning Absenteeism rate
Uneducated	Nil	25.66%
Primary level	22.17%	17.01%
Middle level	33.15%	18.20%
High School level	22.85%	19.28%

Study of the above table enables us to state that absenteeism rate is at a higher level among those workers having middle level education in P.S.U. Absenteeism rate of the workers having primary level and high school level education is also considerably high. No one from the sampled workers in spinning department of P.S.U. is uneducated.

In case of private sector undertaking absenteeism rate is at the highest level among those workers who are without any education. Absenteeism rate of the workers having high school level education is higher than the absenteeism rate of primary and middle level education group.

Absenteeism rate of P.S.U. under Primary, middle and high school level category is higher than that of private sector undertaking.

Table 5.10

Weaving :

Education	P.S.U. Weaving Absenteeism rate	Pvt.Sector undertaking Weaving Absenteeism rate
Uneducated	33.62%	32.82%
Primary level	30.97%	18.50%
Middle level	23.87%	22.35%
High school level	17.09%	31.73%

From the above information it can be inferred that the absenteeism rate is high among uneducated workers in both the sectors. Particularly in P.S.U. absenteeism rate has gone on decreasing with increase in education. In case of private sector undertaking, however, there is no any particular trend. Absenteeism rate among uneducated workers is at the highest level. The absenteeism rate of workers with high school level education is higher than that of primary and middle level education workers.

The absenteeism rate of P.S.U. in first three categories is higher than that of private sector undertaking.

Table 5.11

Processing :

Education	P.S.U. Processing Absenteeism rate	Pvt. Sector Undertaking Processing Absenteeism rate
Uneducated	19.35%	Nil
Primary level	29.40%	18.07%
Middle level	28.93%	19.66%
High School level	20.25%	24.84%

The above table shows that absenteeism rate is high among the workers having primary and middle level education in P.S.U. Among uneducated workers it is at the lowest level i.e. 19.35% being lower than all the other categories in P.S.U. In case of private sector undertaking absenteeism rate is at the highest level among the workers having high school level education. Here the absenteeism rate has gone on increasing with increase in education, contradicting the usual trend.

Table 5.12

Folding and workshop depts :

Education	P.S.U. Folding Absenteeism rate	Pvt.Sector Undertaking Work shop Absenteeism rate
Uneducated	28.22%	Nil
Primary level	15.33%	Nil
Middle level	24.53%	29.94%
High school level	39.64%	22.69%

The above statistical information does not uphold the perception that higher the level of education lower the absenteeism rate. In case of P.S.U. absenteeism rate is at the highest level among the workers having high school level education. Of course, among uneducated workers also it is at a higher level, though not the highest.

In case of private sector undertaking absenteeism rate is at the highest level among the workers having middle level education. Absenteeism rate standing against high school level is lesser than that of middle level. No one from the sampled workers could be grouped under uneducated and primary level category.

To sum up, we are compelled to state that workers level of education doesnot change their attitude towards work, either way. No worker has crossed the high school level education. One or two workers are their who have come up to S.S.C. knowledge imparted in schools does not have any relevance with the work that they do in factories. In addition to this, the workers come from poor families who are not sent to good schools. Normally the govt. schools and some private schools which are less expensive are no way different from cattle sheds. So, workers who have completed their schooling in such schools can't be expected to lead a disciplined life. And more over it must be admitted that intrinsic motivation alone can translate in to self regulated behaviour.

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Distance : Absenteeism rate, a according to distance covered to reach the place of work, in different departments of P.S.U. and private sector undertaking.

Table 5.13

Spinning :

Distance in Kms.	P.S.U. Spinning Absenteeism rate	Pvt.Sector Undertaking Spinning Absenteeism rate
0 - 3	29.30 %	17.95 %
3 - 6	31.28 %	17.62 %
6 - 9	Nil	18.28 %
9 - 12	Nil	16.52 %

A perusal of the above table indicates that the absenteeism rate is at the highest level among those having to cover 3-6 kms. to reach the place of work, in case of P.S.U. Absenteeism rate under 0-3 kms category is lesser than that of 3 to 6 kms category. In other two groups i.e. 6-9 and 9-12 kms absenteeism rate is 'NIL' because no worker comes under them.

In case of private sector undertaking there is no any deffenite trend. Absenteeism rate is at the highest level among those workers covering 6 to 9 kms. It is at the lowest level among those covering 9 to 12 kms. Absenteeism rate registered in 0-3 and 3-6 km class is higher than that of 9-12 class.

Table 5.14

Weaving dept :

Distance in Kms.	P.S.U. Weaving Absenteeism rate	Pvt.Sector Undertaking Weaving Absenteeism rate
0 - 3	26.17 %	28.30 %
3 - 6	27.00 %	21.88 %
6 - 9	Nil	34.35 %
9 - 12	33.54 %	Nil

Here in weaving department of P.S.U. absenteeism rate is in an ascending order. In other words there is an increase in absenteeism rate with an increase in distance to be covered by the workers. In 0-3 kms class absenteeism rate is 26.17 % and it moves up to 27 % in 3-6 kms class. In 9-12 kms class it is at the highest level i.e.33.54 %. Zero absenteeism rate in 6 to 9 kms class should not be construed as 100% attendance. It is 'NIL' because no worker from sampled workers could be grouped under that class.

In case of private sector undertaking absenteeism rate is at the highest level among those covering 6 to 9 kms. The absenteeism rate under 0 to 3 kms and 3 to 6 kms class is lesser than that of 6 to 9 kms class.

Comparatively absenteeism rate in P.S.U. under 0-3 kms class is lesser than that of private sector undertaking under 3 to 6 kms class it is higher than that of its counterpart.

Table 5.15

Processing dept. :

Distance in Kms.	P.S.U. Processing Absenteeism rate	Pvt.Sector Undertaking Processing Absenteeism rate
0 - 3	30.78 %	22.09 %
3 - 5	22.83 %	19.19 %
6 - 9	20.62 %	Nil
9 - 12	27.87 %	Nil

In processing dept. of P.S.U. absenteeism rate under all the classes is higher than that of private sector undertaking. Here absenteeism rate is 30.78 % under 0 to 3 class and goes down to 22.83 % and 20.62 % under 3 to 6 and 6 to 9 kms class respectively. Again it increases to 27.87 % under 9 to 12 class.

In case of private sector undertaking absenteeism rate is at the highest among 0-3 kms class and decreases to 19.19 % under 3 to 6 kms. class.

Table 5.16

Folding and Workshop dept. :

Distance in Kms.	P.S.U. Folding Dept. Absenteeism rate	Pvt. Sector Undertaking Workshop Absenteeism rate
0 - 3	48.01 %	20.86 %
3 - 6	21.26 %	20.09 %
6 - 9	25.39 %	16.88 %
9 - 12	Nil	Nil

The above statistical data shows that absenteeism rate in folding dept. of P.S.U. is at the highest level among the workers coming under 0-3 kms class and absenteeism rate registered against subsequent two classes is lesser. In other words absenteeism rate has decreased to 21.26% under 3 to 6 kms class & 25.39% under 6 to 9 kms class.

In private sector undertaking also absenteeism rate has gone on decreasing with increase in kms. to be covered.

Income : For the purpose of analysis of absenteeism income here includes 'Take home wages' 'income from other sources' and 'receipts from other family members'

Table 5.17

Spinning :

Income group	P.S.U. Spinning Absenteeism rate	Pvt. Sector Undertaking Spinning Absenteeism rate
1000-1500	27.47 %	Nil
1500-2000	31.11 %	19.00 %
2000-2500	53.66 %	16.85 %
2500-3000	23.01 %	18.14 %
3000-3500	28.66 %	17.12 %
3500-4000	Nil	16.84 %

The Statistical data reinforces the common understanding that higher the income level lower the absenteeism rate. In the above table absenteeism rate is at the highest level among the workers coming under 1500 to 2000 and 2000-2500 income group, in P.S.U. In case of private sector undertaking also absenteeism rate is at the highest among those drawing 1500 to 2000 Rs. as income. Absenteeism rate is lesser among those having 2500 and above as income.

Comparatively absenteeism rate in P.S.U. is higher than that of private sector undertaking under all the income groups.

Table 5.18

Weaving :

Income group	P.S.U. Weaving Absenteeism rate	Pvt.Sector Undertaking Weaving Absenteeism rate
1000-1500	29.75 %	Nil
1500-2000	27.23 %	44.26 %
2000-2500	Nil	22.33 %
2500-3000	17.09 %	26.91 %
3000-3500	35.40 %	Nil
3500-4000	Nil	28.20 %

In weaving department of P.S.U. absenteeism rate has gone on dipping down with increase in income level. This trend continues upto 2500 to 3000 income group. However the absenteeism rate has suddenly increased to 35.40 % under 3000 to 3500 income group which is an exception to the generally accepted rule.

In case of private sector undertaking absenteeism rate is at the highest level among those drawing 1500 to 2000 Rs.income. Comparatively, absenteeism rate in P.S.U. is lesser than that of its counter part.

Table 5.19

Processing :

Income group	P.S.U. Processing Absenteeism rate	Pvt.Sector Undertaking Processing Absenteeism rate
1000-1500	18.39 %	Nil
1500-2000	24.49 %	Nil
2000-2500	26.34 %	18.71 %
2500-3000	23.05 %	19.82 %
3000-3500	Nil	Nil
3500-4000	19.35 %	24.84 %

In processing department of P.S.U. absenteeism rate is highest among those coming under 1500 to 2000 and 2000 to 2500 income group. Absenteeism rate among those workers coming under 2500 and above slab is less comparing to the preceding two class intervals. However in processing department of private sector undertaking absenteeism rate has gone on increasing with increase in income level.

Comparing to private sector undertaking absenteeism rate in P.S.U. is higher.

Table 5.20

Folding and work shop dept. :

Income group	P.S.U. Folding Absenteeism rate	Pvt.Sector Undertaking Workshop Absenteeism rate
1000-1500	Nil	Nil
1500-2000	31.94 %	Nil
2000-2500	28.01 %	22.69 %
2500-3000	Nil	13.06 %
3000-3500	Nil	16.88 %
3500-4000	Nil	Nil

In Folding department of P.S.U. all the sampled workers could be grouped under 1500 to 2000 and 2000 to 2500 income group only. So, the absenteeism rate registered against all other income groups is 'NIL' Absenteeism rate is at the highest level among the workers drawing 1500 to 2000 Rs. as income. It decreases to 28.0 % under 2000 to 2500 income group.

In case of private sector undertaking absenteeism rate is high under 2000 to 2500 income group. It goes down to 13.06% and 6.88% under successive income groups.

Size of family : Total absenteeism rate, according to total number of family members, in different departments of P.S.U. and private sector underaking.

Table 5.21

Spinning Dept.:

Family members Class	P.S.U. Spinning Absenteeism rate	Pvt.Sector Undertaking Spinning Absenteeism rate
0 - 5	Nil	Nil
5 - 10	23.09 %	16.00 %
10- 15	31.93 %	18.11 %

An examination of the above table enables us to state that the number of family members of a worker has a lot of bearing over his absence behaviour. In spinning department of P.S.U. absenteeism rate is at the highest level among those workers whose families have 10 to 15 members. Absenteeism rate under 5 to 10 class is considerably less. One more glaring fact is that none of the workers has a small family consisting of five or less members.

In case of private sector undertaking also absenteeism rate is at its peak under 10 to 15 class. Comparatively it is less under 5 to 10 class. Here also no worker could be grouped under 0-5 class.

If we make a comparison between spinning department of P.S.U.& pvt sector undertaking it would be very clear that the suffering of the P.S.U. because of absence behaviour is more than that of private sector undertaking.

Table 5.22

Weaving :

Family members Class	P.S.U. Weaving Absenteeism rate	Pvt.Sector Undertaking Weaving Absenteeism rate
0 - 5	Nil	Nil
5 - 10	26.99 %	25.80 %
10 - 15	28.08 %	27.44 %

In weaving department of P.S.U. as well as private sector undertaking also no one has a small family of five or less members.

In case of P.S.U. absenteeism rate is at the highest level i.e. 28.08 % among those having 10 to 15 other family members. Where as it is less under 5 to 10 class i.e. 26.99 %

In case of private sector undertaking absenteeism rate is 27.44 % under 10 to 15 class, which can be stated as high. Under 5 to 110 class absenteeism rate is 25.80 % which is lesser than that of its succeeding class. In other words as the number of family members increases, absenteeism rate also goes on increasing.

In case weaving department also we can very confidently state that absenteeism in P.S.U. is higher than that of private sector undertaking.

Table 5.23

Processing :

Family members Class	P.S.U. Processing Absenteeism rate	Pvt.Sector Undertaking Processing Absenteeism rate
0 - 5	22.78 %	Nil
5 - 10	27.79 %	19.27 %
10 - 15	30.71 %	24.84 %

In the processing department of p.s.u. as well as private sector undertaking absenteeism rate has gone on increasing with an increase in number of family members. In case of P.S.U. it starts with 22.78 % under 0-5 class and goes up to 27.79 % under 5 to 10 class and ultimately under 10-15 class it is at the highest level i.e. 30.71%.

In case of private sector undertaking also absenteeism rate is at the highest level among those having a family of 10 to 15 members. i.e. 24.84 % Here no one has a family comprising 5 members or less than that. Absenteeism rate in processing department of p.s.u. is higher than that of its counter part.

Table 5.24

Folding and workshop :

Family members Class	P.S.U. Folding Absenteeism rate	Pvt.Sector Undertaking Workshop Absenteeism rate
0 - 5	5.33 %	NIL
5 - 10	22.09 %	19.29 %
10 - 15	34.04 %	20.86 %

The absenteeism rate in Folding department of P.S.U. is in ascending order. It is 5.33 % under 0 to 5 class. Under 5 to 10 class it goes up to 22.09 % and ultimately it shoots up to 34.04 % under 10 to 15 class.

In workshop department of private sector undertaking also absenteeism rate moves up with every rise in number of family members. Under 5 to 10 class it is 19.29 % where as under 10 to 15 class it is 20.86%. One more point to be noted here is that no worker could come under 0 to 5 umbrella.

To sum up analysis of the absenteeism rate under all the departments of P.S.U. and private sector undertaking, by taking in to account the number of workers' family members, convincingly proves that size of the family is one of the significant factor which aggravates the problem of absenteeism.



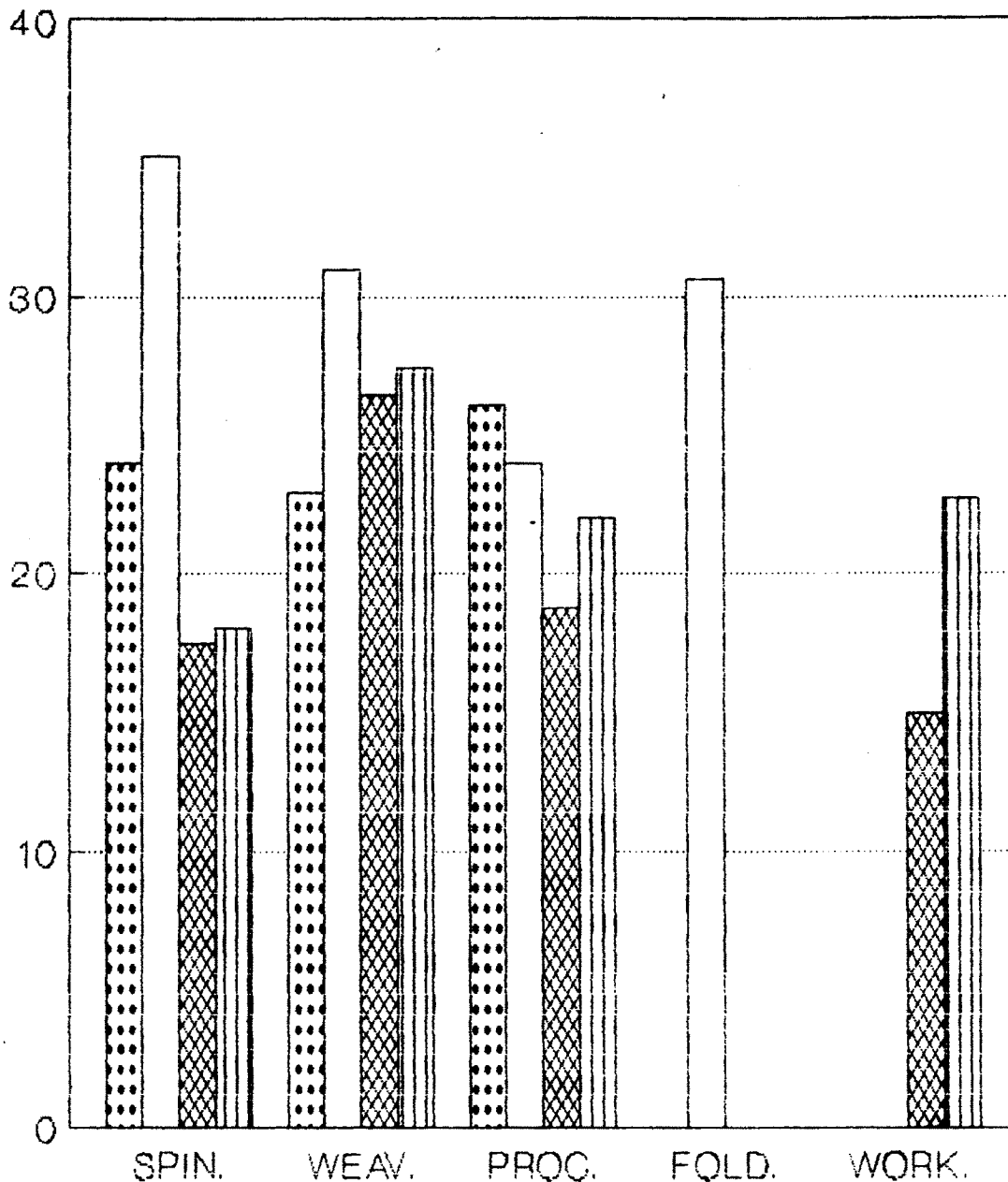
Table 5.25





Total absenteeism rate of workers with and without having income from other sources in addition to wages, in different departments of P.S.U. and private sector undertaking.

Department	Public Sector Undertaking with other source Absenteeism rate	Private Sector Undertaking without other source Absenteeism rate	Public Sector Undertaking with other source Absenteeism rate	Private Sector Undertaking without other source Absenteeism rate
Spinning	24.01%	35.06%	17.46%	18.04%
Weaving	22.88%	30.93%	26.42%	27.40%
Processing	26.05%	24.00%	18.71%	22.05%
Folding	NIL	30.63%	--	--
Work shop	--	--	14.97%	22.69%

In the above table of p.s.u. as well as private sector undertaking, absenteeism rate among the workers with other sources of income in addition to their monthly wages is lesser than that of the workers without any income other than the wages. Ofcourse there is one exception to this general trend. That is in the form of processing department. In processing department of p.s.u. absenteeism rate under 'with other source' coloumn is higher than that of the 'without other source'. From the above imformation we can very easily state that P.S.U. is more prone to this desease called 'labours absenteeism'.

GRAPHICAL PRESENTATION OF TOTAL ABSETEEISM RATE OF WORKERS WITH AND WITHOUT HAVING INCOME FROM OTHER SOURCES IN ADDITION TO WAGES, IN DIFFERENT DEPT.s OF PSU AND PVT. S.U.



PSUW  PSUW  PSUWI  PVT.W  PVT.WI
 P.S.U. with other source P.S.U. without other source
 PVT.W PVT.S.U. with other source PVT.WI Pvt. S.U. without other source

Now, the question arises as to why the absenteeism rate of the workers without any other source of income be higher. Answer is very simple, that the workers without any other source become the victims of cruel animals called 'money lenders', who are laundering their black money to simply make a fast suck. In other words, workers, in order to make both the ends meet take loan from these money lenders at exorbitant rate of interest, without having any another go. This in turn pushes them in to a vicious circle of other related problems, from which they can't escape. This in turn acts as a hurdle leading to high absenteeism.

Job Satisfaction : Where there is a will, there is a way. If a worker does not get satisfaction, it becomes difficult for him to convince himself regarding the need to attend to the work regularly. Of course it is not a proper solution to the problem. But it is a human Psychology.

Table 5.26

Total absenteeism rate of the workers with and without having job satisfaction in different departments of p.s.u. and private sector undertaking.

Depts	Public sector undertaking		Pvt. Sector undertaking	
	with Job satisfaction Absenteeism	without Job satisfaction Absenteeism	with Job satisfaction Absenteeism	without Job satisfaction Absenteeism
Spinning	22.61%	29.86%	16.37%	18.57%
Weaving	25.10%	29.16%	26.65%	27.15%
Processing	24.43%	25.38%	18.79%	21.44%
Folding	22.69%	34.60%	--	--
Work shop	--	--	18.49%	24.04%

The above furnished statistical information is enough to substantiate that if a worker lacks job satisfaction, he tries to avoid the work by remaining absent. In all the departments of both the sectors it is clearly visible that absenteeism rate of the workers having job satisfaction is lower than that of the workers without job satisfaction.

Again in this case also absenteeism rate of P.S.U. is higher than that of private sector undertaking.

Indebtedness: Human wants are unlimited. But means to satisfy them are limited. Wage earners are also not an exception to it. Their source of

income is limited. But needs are limitless. They find it difficult to limit their spending. When their hard earned wage evaporates within seconds they fall pray to traditional money lenders who are always ready on their toes to make maximum out of the miseries of hapless workers. Once they become debtors, a row of problems crop up which prevents them from attending to the work regularly.

Table - 5.27

Total absenteeism rate of the workers who borrow and who don't borrow, in different departments of P.S.U. and private Sector undertaking:

Departments	Public sector undertaking		Pvt. Sector undertaking	
	Borrowing Absenteeism rate	Not borrowing Absenteeism rate	Borrowing Absenteeism rate	Not borrowing Absenteeism rate
Spinning	34.26%	29.19%	17.98%	16.93%
Weaving	33.09%	24.48%	28.39%	24.07%
Processing	25.53%	16.40%	20.38%	--
Folding	35.30%	21.30%	--	--
Work shop	--	--	21.24%	13.06%

In all the departments of P.S.U. as well as private Sector undertaking absenteeism rate among those who borrow is higher than that of the workers who don't. The above findings strengthen our belief that workers indebtedness breeds absenteeism.

Habits: Almost all the workers are addicted to some bad habits, like tobacco chewing, consumption of liquor, drugs, etc. This addiction to some habits prevents worker from discharging his duty properly.

Table - 5.28

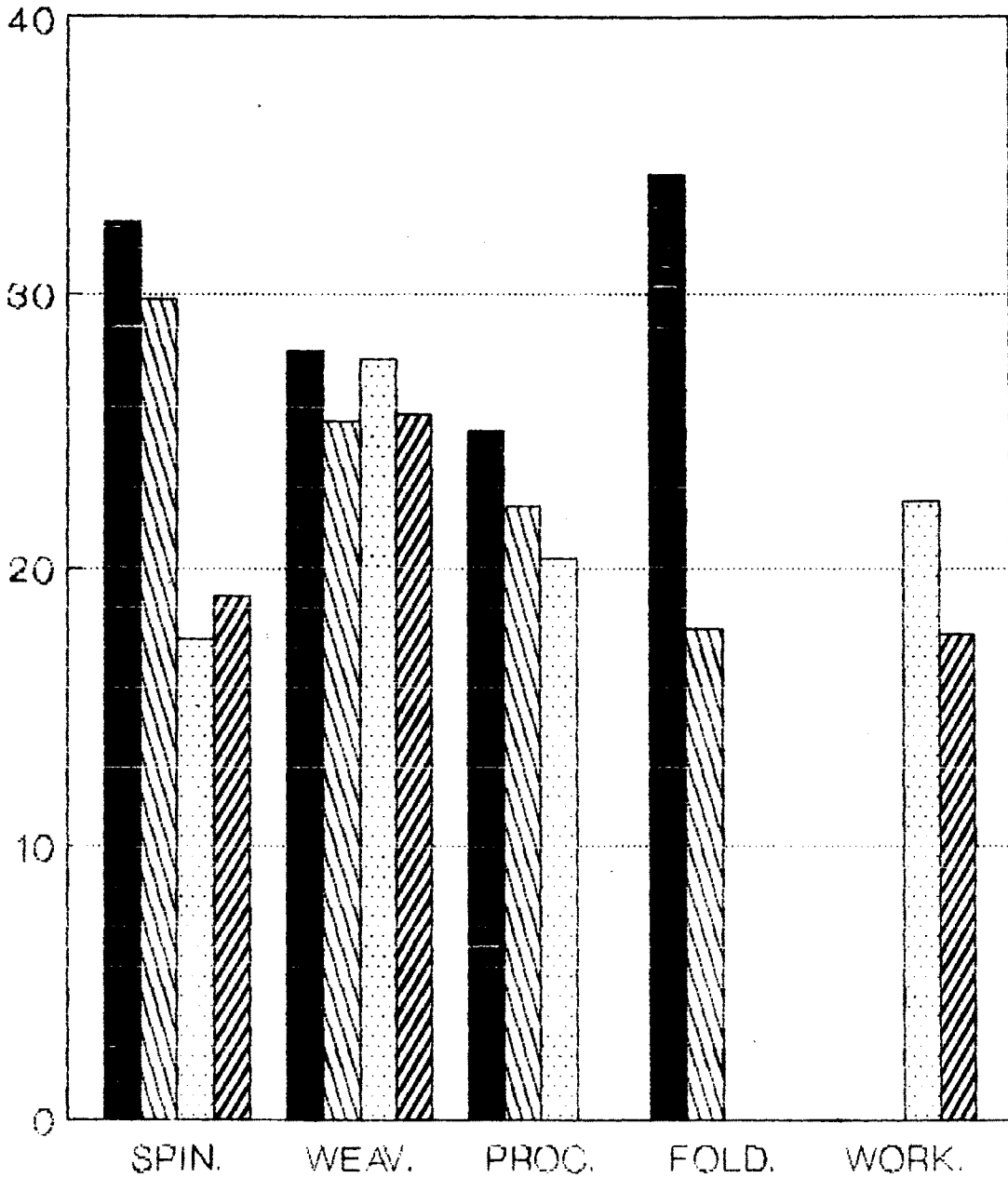
Total absenteeism rate of the workers with habits and workers without any habits, in different departments of P.S.U. and private sector undertaking.

Department	Public sector undertaking		Pvt. Sector undertaking	
	with habits Absenteeism rate	without habits Absenteeism rate	with habits Absenteeism rate	without habits Absenteeism rate
Spinning	32.56%	29.76%	17.44%	19.05%
Weaving	27.93%	25.36%	27.58%	25.61%
Processing	25.03%	22.27%	20.38%	--
Folding	34.29%	17.84%	--	--
Work shop	--	--	22.45%	17.70%

In case of P.S.U. absenteeism rate of the workers with habits is higher than that of the workers without any habits, in all the departments. In private sector undertaking also scenario is almost all similar. However in spinning department absenteeism rate of the workers with habits is 17.44% and absenteeism rate of the workers without any habits is 19.05% which is higher than the former.

Again the absenteeism rate of the workers in P.S.U. is higher than that of the workers in private sector undertaking.

GRAPHICAL PRESENTATION OF TOTAL ABSENTEEISM RATE OF THE WORKERS WITH HABITS AND WORKERS WITHOUT ANY HABITS, IN DIFFERENT DEPARTMENTS OF P.S.U. AND PVT. S.U.



■ PSUW ▨ PSUWI ▩ PVT.W ▧ PVT.WI
 PSUW P.S.U. with habits PSUWI P.S.U. without habits
 PVT.W P.V.T. S.U. with habits PVT.WI P.V.T. S.U. without habits

Other factors : Some of the factors considered here may seem to be irrelevant. But they have a far reaching impact on the workers behaviour. A brief analysis is as follows :

1) Concept of God : The concept as perceived by the workers is a distorted one. They do whatever is possible for them, to appease God. In the process they spend money and time without thinking of the end result. This results in to indebtedness and long leave. It has already been proved that indebtedness is one of the most important factors leading to absenteeism. Therefore it would not be out of place to mention that management must provide all such facilities with the help of which workers can overcome prejudices.

2) Witch Craft : Nearly 62% of the workers from both the sectors put together said that they did take help from a person having so called supernatural power for the purpose of solving any type of family problem. Such persons who are consulted for help extract as much money as possible promising a better life and leave them half way through in the deep sea. Once they come to know that their client is no more in a position to entertain their demand. Here the point to be noted is that workers spend as much money and time as possible on such activities which will not yield any fruitful results. Workers make arrangements for money by borrowing again from a money lender, leading to increase in liability and finally absenteeism.

3) Lack of concentration : 55% of the total sample workers get outside thoughts while working in the organisation. In other words they can't fully concentrate on their work. This factor has a far reaching ramification on the organisation as well as workers. First of all inefficiency results into decrease in productivity production and

profitability of the organisation. If workers are paid on the basis of piece rate system, decrease in productivity will directly affect their wages. This decrease in wages would give birth to dissatisfied work force. Dissatisfied workers tend to suffer from chronic absenteeism. Secondly, if workers fail to get themselves involved in their work, work becomes monotonous. This also breeds absenteeism.

4) Propensity to save : Workers lack propensity to save 83% of the total workers interviewed stated that they don't save and make any investment after meeting their basic needs. According to the workers, rarely anything remains. Even if something remains that is spent on unnecessary appliances. When some unforeseen contingencies arise, ~~w~~orkers, without having any accumulated reserve fund approach money lenders for money. This results in to indebtedness which ultimately will lead to absenteeism.

5) Lack of awareness : Workers have little knowledge of their surroundings. They don't know anything about the nations economy. Workers are not at all interested in understanding economic policies being adopted and impact of such policies on their living conditions. They don't know where their nation stands today in big, bad, mad world and how they can improve its performance. In a nut shell they are not prepared to shoulder any kind of responsibility, having a narrow vision. Some of the workers are not in a position to shoulder their own family properly. If workers are convinced of their responsibilities, they will definitely behave properly. They must be transformed from a human being into a social being, matured being.