

CHAPTER - V

**FACTORS
ASSOCIATED
WITH
ABSENTEEISM**

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In the previous chapters we have seen the Nature of Absenteeism where monthwise and causewise analysis is being made. Here an indepth study of 100 chronic cases is being conducted to find out the root cause of Absenteeism and to find out remedial measures. This covers the following aspects of the socio economic conditions, psychological attitudes and behaviour of the textile workers.

Personal interviews of 100 chronic workers with the help of structured schedule method of data collection is being carried out. The 100 chronic workers taken into account are 50 workers from private sector undertaking and 50 workers from co-operative sector undertaking.

Table No. 5.1

DEPARTMENTWISE CLASSIFICATION OF 100 CHRONIC CASES

Departments	W O R K E R S				Grand Total
	Private	% to total	Co-operative	% to total	
Spinning	22	22	50	50	72
Weaving	11	11	--	--	11
Processing	17	17	--	--	17
	50	50	50	50	100

For detailed analysis of factors associated with Absenteeism, we have identified the following categories :

I) Personal Factors :

- a) Age
- b) Education
- c) Caste
- d) Size of family
- e) Distance between house and mill
- f) Housing condition.

II) Economic Factors :

- a) income
- b) Indebtedness
- c) Income from other sources
- d) Unwanted and unproductive expenditure on habits and addictions.

III) Economic status of the sampled workers :

The category covers the following factors.

- a) Average total monthly income of the workers.
- b) Average total monthly expenditure of the workers.
- c) Average amount of loan burden of each family.
- d) Average monthly expenditure on habits and addicts.
- e) Average monthly expenditure on religious functions and festivals.
- f) Average interest burden on each sampled worker.

iv) Operational level factors Associated with Absenteeism :

The absence behaviour is developed in the textile workers through their positive or negative attitudes towards work. The working condition in a mill plays an important role here.

The operational level factor contributing to the Absenteeism of textile workers are :

- a) Working place
- b) Conditions of machines
- c) Relationship with supervisors
- d) Communication process
- e) Grievance handling
- f) Job satisfaction

My personal visit and survey regarding operational level factors to both the mills gave me the favourable results.

While speaking to the workers, each worker spoke proudly about the mill. The mill provide them various facilities and a healthy and clean working conditions. The supervisors are the real guide to them and they even try to solve the personal problems of the workers. The technical experts in the mills handle the technical problems without fail.

v) Perception level factors :

The perception level is a psychological concept which measure the aspiration awareness & understanding of the persons in a particular environment. It helps to judge the mental ability of the workers.

PERSONAL FACTORS :

1) AGE FACTOR :

The age of a worker constitutes an important factor affecting the working efficiency and the attendance behaviour of the workers. Analysis of the Absenteeism rate under different age groups in different departments of private sector undertaking and spinning department in co-operative sector undertaking may help in suggesting remedial measure.

Table No. 5.2

TOTAL ABSENTEEISM RATE UNDER DIFFERENT AGE GROUP IN SPINNING OF
PRIVATE SECTOR UNDERTAKING CO-OPERATIVE

Age group	Private Sector undertaking Spinning Absenteeism rate %	Co-operative sector under- taking Spinning Absenteeism Rate %
20 - 35	16.40	25.41
35 - 50	18.46	22.76
50 - 65	30.68	16.99

According R.D. Johnson there was a curvilinear relationship between age and Absenteeism with younger and older workers incurring higher Absenteeism than middle age workers.

Opposite relationship between age and Absenteeism rate was also observed in some departments. From the above table it would be clear that Absenteeism rate in private sector undertaking is at

higher level under 50-65 age group. In co-operative sector it is at a higher level under 20-35 and 35-50 age group.

The Absenteeism rate under 20-35 and 35-50 age groups in co-operative sector undertaking is higher than that of private sector undertaking.

Table No. 5.3

ABSENTEEISM RATE UNDER DIFFERENT AGE GROUPS IN WEAVING & PROCESSING DEPARTMENTS OF PRIVATE SECTOR UNDERTAKING.

Age group	Private sector undertaking Absenteeism Rate %	
	Weaving	Processing
20 - 25	22.87	23.17
35 - 50	31.26	21.21
50 - 60	Nil	Nil

From the above table Absenteeism rate is higher under age groups 35 - 50 in weaving department of private sector undertaking.

In processing department Absenteeism rate is higher under the age group 20 - 25.

The Absenteeism rate in private sector undertaking in weaving department under the age group 35 - 50 and in spinning department under 50 - 65 age group at higher level.

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

2) CASTE FACTOR :

The dictionary meaning of caste is one of a number of social and religious divisions. The religious status of the workers in respect of caste and creed has had an important bearing on Absenteeism rate of the worker. Therefore it is necessary to analyse the problem of Absenteeism of sampled workers by taking into account their castes.

The workers are grouped under three castes.

1. Upper caste comprising brahmins, Maratha, Lingayat
2. Lower caste consisting of Muslim, Padmashali, Rajput, Sali (Andhraites)
3. Backward caste includes Lodhi, Harijan, Waddar, Kaikadi, Koshti.

Table No. 5.4

CASTEWISE TOTAL ABSENTEEISM RATE IN SPINNING DEPARTMENT OF PRIVATE AND CO-OPERATIVE UNDERTAKING

Caste	Private Sector undertaking	Co-operative sector undertaken
	Spinning Absenteeism rate %	Spinning Absenteeism Rate %
Upper caste	17.49	18.64
Lower caste	19.90	26.00
Backward caste	13.10	24.24

In the above table Absenteeism rate of lower caste is the highest in private sector undertaking and co-operative sector undertaking.

Absenteeism rate under all three castes in co-operative sector is higher than that of private sector undertaking.

Table No. 5.5

CASTEWISE TOTAL ABSENTEEISM RATE IN WEAVING & PROCESSING DEPARTMENT
OF PRIVATE

Caste	Private Sector undertaking	Co-operative sector under-
	Weaving Absenteeism rate %	taken Processing Absenteeism Rate %
Upper caste	21.95	23.36
Lower caste	37.06	23.01
Backward caste	Nil	14.97

In the above table Absenteeism rate of lower caste is the highest in the weaving department of private sector undertaking.

In processing department of private sector undertaking Absenteeism rate under upper caste and lower caste is higher.

In private sector undertaking the Absenteeism rate is the highest in bearing deapartment under lower caste group.

Absenteeism rate under backward group in weaving department of private sector is nil because no one did fall under that category.

3) EDUCATION :

Education is one of the indicators for judging the absence behaviour of the textile workers. The higher level of education makes the worker more responsible and develops his better attitude towards his work.

According to E.W. Noland, the level of education is inversely related to Absenteeism.

An analysis of the Absenteeism rate of the workers by grouping them under different levels of education is carried on.

Table No. 5.6

Education	Private Sector undertaking Spinning Absenteeism rate %	Co-operative sector under- taken Spinning Absenteeism Rate %
Uneducated	17.41	25.69
Primary level	Nil	Nil
Middle level	18.69	25.46
High school level	18.52	20.32

In case of private sector undertaking in the above table the Absenteeism rate in three levels is near about some. In case of middle level and high school level the Absenteeism rate is slightly higher and seems to be inversely related to education.

In case of co-operative sector undertaking Absenteeism rate is higher in uneducated level and middle level.

No one from sampled workers in private sector undertaking and co-operative undertaking fall under primary level. Absenteeism rate in co-operative sector at the three levels is higher than private sector undertaking.

Table No. 5.7

Education	Private Sector undertaking	
	Weaving Absenteeism rate %	Processing Absenteeism Rate %
Uneducated	Nil	27.80
Primary level	Nil	Nil
Middle level	33.41	19.25
High school level	17.01	25.36

In above table Absenteeism rate is the highest in weaving department under the middle level in private sector undertaking. In processing department Absenteeism rate is the highest under uneducated level.

Absenteeism rate is highest under uneducated and middle level in private sector. In private sector undertaking no one falls under uneducated level in weaving and under primary level in weaving and processing.

In case of co-operative sector undertaking if we take a look at Absenteeism rate, it goes on decreasing from uneducated to primary level. Reduced rate of Absenteeism rate can be observed

under high school level in case of co-operative sector undertaking.

This calls for the need for vocational educational training which may improve attendance behaviour through spread of understanding and sence of responsibility.

4) DISTANCE :

Absenteeism rate according to distance covered to reach the place of work in different departments of private sector undertaking and spinning department of co-operative undertaking.

As the distance from house to working place goes on increasing the Absenteeism rate also goes on increasing. Studies made by National productivity council indicated strong relationship of mode of transport and level of education to Absenteeism.

Table No. 5.8

Distance in Kms.	Private Sector undertaking	Co-operative sector under-
	Spinning Absenteeism rate %	taken Spinning Absenteeism Rate %
0 - 3	18.50	22.25
3 - 6	18.64	22.08
6 - 9	Nil	16.43
9 - 12	Nil	51.62

In case of private sector undertaking there is slight difference in Absenteeism rate among the workers covering distance 0-3 Kms. and 3-6 Km. In other two groups i.e. 6-9 and 9-12 Kms.

Absenteeism is Nil because no worker comes under them.

If we take a look at Absenteeism rate in co-operative sector undertaking there is near about same Absenteeism rate in two groups which fall under distance 0 - 3 km. and 3 - 6 km. The workers covering the distance of 6-9 Km. show the lowest Absenteeism rate. And as explained before the Absenteeism rate of workers covering distance of 9-12 km. is the highest.

Comparatively Absenteeism rate in co-operative sector undertaking under 0-3 kms. 3-6 kms is higher than that of private sector undertaking.

Table No. 5.9

Distance in Km.	Private Sector undertaking	
	Weaving Absenteeism rate %	Processing Absenteeism Rate %
0 - 3	35.14	23.85
3 - 6	18.21	15.78
6 - 9	Nil	25.56
9 - 12	Nil	Nil

The careful study of above table enable us that the Absenteeism rate under the distance covered 0-3 km. in weaving department is the highest in private sector undertaking.

In weaving department no one fall under distance covered 6-9 Km. and 9-12 km.

In processing department of private sector undertaking Absenteeism rate under the distance covered 6-9 km. is the highest. No one fall under distance covered 9-12 kms.

In private sector undertaking Absenteeism rate is the lowest under the distance covered 3-6 in processing department.

To sum up we can state that the Absenteeism can be reduced by providing transport facilities such as bicycles or any transport services to the workers.

5) SIZE OF FAMILY :

The size of family and the dependent ratio of the working member household both can be considered as the factors associated with the problem of Absenteeism.

Total Absenteeism rate, according to total number of family members in different departments of private sector undertaking and co-operative sector undertaking.

Table No. 5.10

Family Member Class	Private Sector undertaking	Co-operative sector undertaken
	Spinning Absenteeism rate %	Spinning Absenteeism Rate %
0 - 5	16.83	22.17
5 - 10	19.39	23.88
10 - 15	Nil	25.40

Larger the size of family higher the responsibility of the worker and the dependent ratio. The Absenteeism rate of such workers goes on increasing. Such workers are affected by more family problems and can concentrate very little on their work.

The similar trend was observed in spinning department of private and co-operative sector undertaking.

In private sector undertaking Absenteeism rate is higher under family member class 5 - 10. No one falls under family member class 10-15.

In co-operative sector undertaking the Absenteeism rate showed increasing trend with the increased member of family members. The Absenteeism rate is the highest under family member class 10-15.

Comparing to private sector undertaking co-operative sector undertaking shows higher Absenteeism rate in all classes.

Table No. 5.11

Family Member Class	Private Sector undertaking Weaving Absenteeism rate %	Co-operative sector undertaken Processing Absenteeism Rate %
0 - 5	32.91	27.25
5 - 10	26.23	19.25
10 - 15	Nil	4.97

In case of weaving and processing department of private sector undertaking the above table shows the inverse relationship between Absenteeism rate and family size.

in weaving department the Absenteeism rate is the highest under family class 0-5 in private sector undertaking.

In processing department the Absenteeism rate is higher under family class 0 - 5. Absenteeism rate is the lowest under family class 10-15 in private sector undertaking.

In above case we cannot fix a certain relationship between family size and Absenteeism rate. Because the Absenteeism rate is closely linked with behaviour pattern and psychology of the worker in different situations.

6) 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.

Total Absenteeism rate of the workers with habits and workers without habits, in different departments of private sector undertaking and spinning department of co-operative sector undertaking.

Table No. 5.12

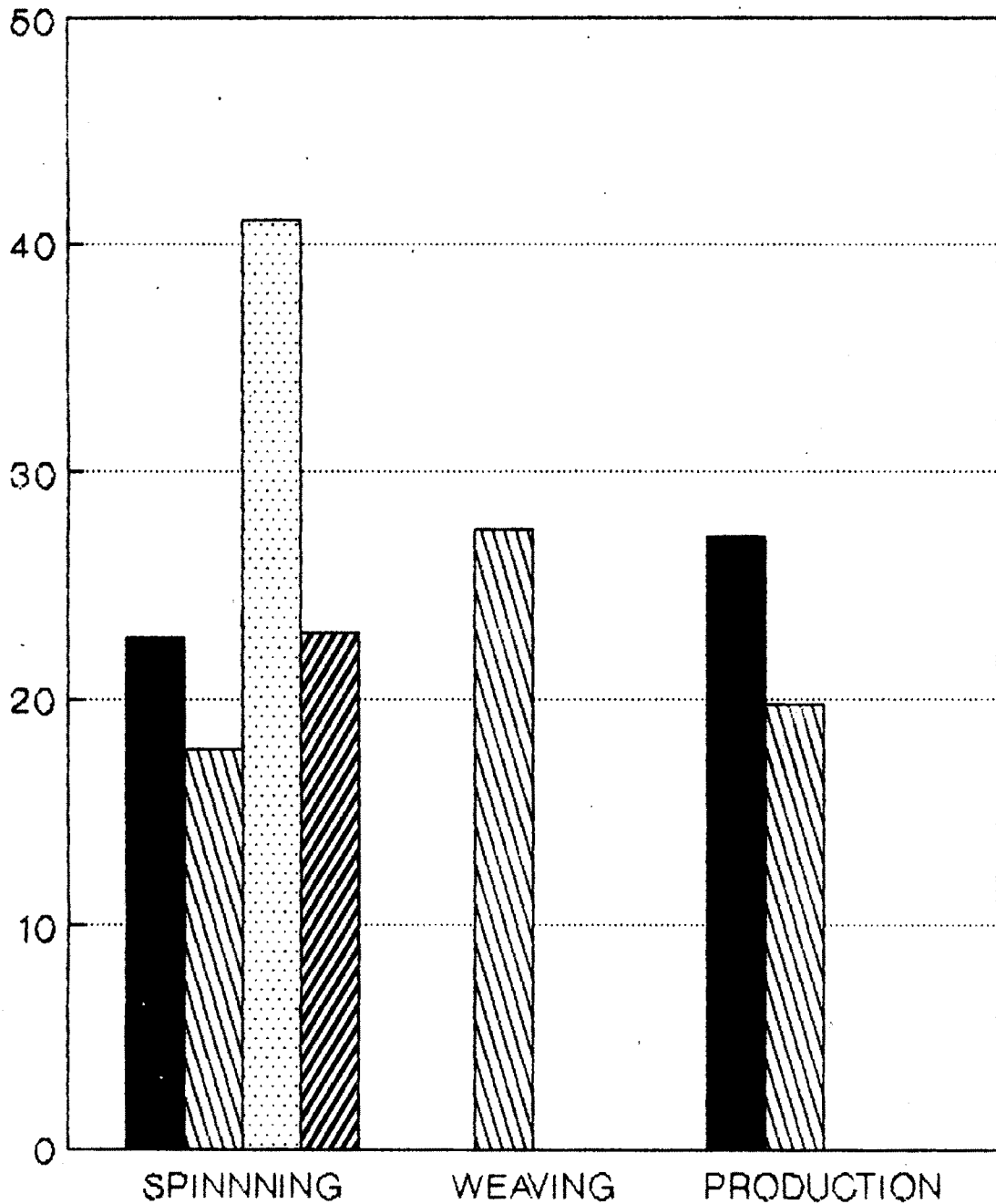
Departments	Private Sector undertaking		Co-operative sector undertaking	
	With habits Absenteeism rate %	Without habits Absenteeism rate %	With habits Absenteeism rate %	Without habits Absenteeism rate %
Spinning	22.68	17.85	41.10	22.86
Weaving	Nil	27.45	Nil	Nil
Processing	27.15	19.79	Nil	Nil

In case of private sector undertaking Absenteeism rate of the workers with habits is higher than that of the workers without any habits in all departments. The processing department shown more Absenteeism rate of workers with habits. No one falls under with habits group in weaving department.

The co-operative sector undertaking shows the highest Absenteeism rate of the workers with habits than that of without habits.

Again the Absenteeism rate of workers in co-operative sector undertaking is higher than that of workers in private sector undertaking.

**GRAPHICAL PRESENTATION OF TOTAL ABSENTEEISM RATE OF THE
WORKERS WITH HABITS AND WORKERS WITHOUT ANY HABITS, I
IN DIFFERENT DEPARTMENTS PVT. S.U. NAND CO-OP. S.U.**



PSUW
 OPSUW
 PSUWt.
 OPSUWt.

PSUW - Private sector undertaking with habits.
 OPSUW - Co-operative sector undertaking with habits.

PSUWt. - Private sector undertaking without habits.
 OPSUWt. - Co-operative sector undertaking without habits.

ECONOMIC FACTORS :

For the purpose of analysis of Absenteeism income here includes take home wages income from other sources and receipts from other family members.

The income and expenditure pattern are the two indicators of standard of living of the working class community. The total expenditure of the workers is greater than the total income. The deficit is met by loan burden. Therefore it is necessary to study the relationship of income level and Absenteeism rate.

in some cases it is true that the Absenteeism rate of low income group is higher than that of high income group. But in some cases it appears to be false. The workers falling under higher income group are more relaxed and can get habituated with the Absenteeism.

1) INCOME GROUP OF SAMPLED WORKERS :
Table No. 5.13

Income group Rs.	Private Sector undertaking	Co-operative sector under-
	Spinning Absenteeism rate %	taken Spinning Absenteeism Rate %
1000 - 1500	Nil	29.07
1500 - 2000	20.11	22.49
2000 - 2500	12.70	15.49
2500 - 3000	21.28	27.67
3000 - 3500	Nil	Nil

In the above table Absenteeism rate in private sector undertaking is the highest under income group Rs. 2500 - 3000 and the lowest under the income group Rs. 2000 - 2500.

Absenteeism rate under Rs. 1000 - 1500 and Rs. 3000 - 3500 is Nil as no one falls under that group.

In co-operative sector undertaking the Absenteeism rate is the highest under income group Rs. 1000-1500. Then the Absenteeism rate went on decreasing as the level of income increased upto Rs. 2000-2500. Again the Absenteeism rate increased under the group Rs. 2500-3000.

Absenteeism rate is nil under income group Rs. 3000 -3500 in private and co-operative sector undertaking as no are falls under this group.

Comparatively Absenteeism rate in co-operative sector undertaking is higher than that of private sector undertaking.

2) INCOME FROM OTHER SOURCES :

Total Absenteeism rate of workers with and without having income from other sources in addition to wages in different departments of private sector undertaking and co-operative sector undertaking.

Table No. 5.14

Departments	Private Sector undertaking		Co-operative sector undertaking	
	With Other source of Income Absenteeism rate %	Without Absenteeism rate %	with Other source of Income Absenteeism rate %	Without Absenteeism rate %
Spinning	11.18	19.50	9.87	23.77
Weaving	11.50	29.04	Nil	Nil
Processing	15.97	21.75	Nil	Nil

In above table of private sector undertaking and co-operative sector undertaking Absenteeism rate among the workers with other sources of income in addition to monthly wages is lesser than that of the workers without any income other than the wages.

While comparing the Absenteeism rate in spinning department of private and co-operative sector undertaking. The Absenteeism rate under the group of workers without other source of income in co-operative sector is higher than that of private sector undertaking. The Absenteeism rate under the group with other source of income is much lesser in case of co-operative sector undertaking than that of the private sector undertaking.

The Absenteeism rate under the group without other source of income is especially in weaving department higher compared to Absenteeism rate under the group with other sources of income in all department in private sector undertaking. This happens because

the workers without other source of income take help from money lenders to meet the deficit between income and expenditure. The worker is caught by vicious circle of problems due to higher rates of interest. Finally to avoid money lenders the worker start to remain absent from his work.

3) INDEBTEDNESS :

Poor living conditions meeting family and social obligations and providing financial help to family push the worker into the working or job of industry. Poor earning level of the workers make him to borrow from money lenders to fulfil his basic needs. As the workers don't have other source of income they are caught severely by the indebtedness with the increasing rate of interest. This makes the worker more nervous and he tries to avoid money lender and keeps himself off the work. This results in higher Absenteeism of the worker.

Total Absenteeism rate of the worker who borrow and who don't borrow in different departments in private sector undertaking and spinning department of co-operative sector undertaking.

Table No. 5.15

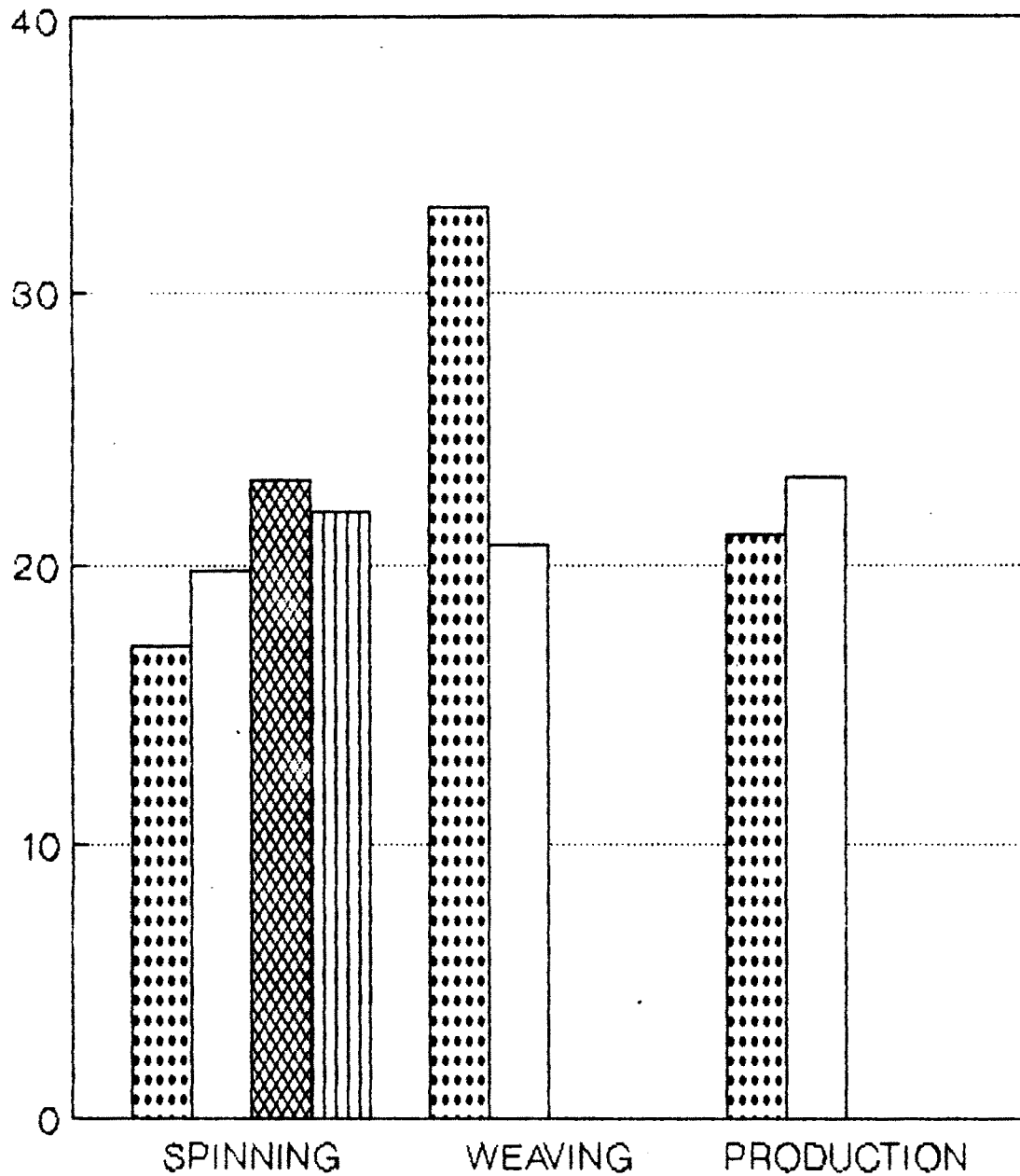
Departments	Private Sector undertaking		Co-operative sector undertaking	
	Borrowing Absenteeism rate %	Not Borrowing Absenteeism rate %	Borrowing Absenteeism rate %	Not Borrowing Absenteeism rate %
Spinning	17.15	19.81	23.12	21.92
Weaving	33.07	20.70	Nil	Nil
Processing	21.06	23.22	Nil	Nil

In private sector undertaking the Absenteeism rate in weaving department is the highest in case of workers under borrowing group. In co-operative sector undertaking Absenteeism rate under borrowing group is higher than that of not borrowing group.

Compared to private sector undertaking Absenteeism rate under both the groups is much higher is co-operative sector undertaking.

In private sector undertaking (i.e. Jam Shri Mills) study of workers problems related to Absenteeism was undertaken by management. The management tried to find out to the causes of Absenteeism through counselling. The management sourcefully settled the problem of chronic absenties regarding loan burden from private money lenders. This practice rate of such chronic cases reduced fastly within the period of six months.

GRAPHICAL PRESENTATION OF TOTAL ABSENTEEISM RATE OF WATER WITH AND WITHOUT HAVING INCOME FROM OTHER SOURCES IN ADDITION TO WAGES, IN DIFFERENT DEPTS. OF PVT. S.U. AND CO-OP. S.U.



PSUWOI
 OPSUW
 PSUWt.O
 OPSUWt.O

PSUWOI - Private Sector undertaking with other sources of Income
 OPSUW - Co-Operative sector undertaking with other source of Income.

PSUWt.O. - Private sector undertaking without other source of income.
 OPSUWt.O. - Co-operative sector undertaking without other source of income.

THE ECONOMIC STATUS OF THE SAMPLED WORKERS

Indicators	Private sector undertaking			Co-operative sector under
	Spinning Dept. Rs.	Weaving Dept. Rs.	Processing Dept. Rs.	-taking Spinning Dept. Rs.
1. Average monthly total income	2040.90	1718.18	1911.76	1810.00
2. Average monthly total expenditure	1899.54	1687.27	1683.52	1707.10
3. Average amount of loan burden on each family.	318.18	909.09	1617.64	6500.00
4. Average interest burden on sample worker.	15.90	45.45	80.88	130.00
5. Average monthly expenditure on religious functions and festivals	45.15	59.09	90.29	102.40

The above table gives the information about the economic indicators in different departments of private and co-operative sector undertaking.

If we take a look at this table, the processing department of private sector undertaking shows the highest average loan burden on each family. comparing to private sector undertaking the average loan burden on each family is higher in co-operative sector undertaking. Similarly the interest burden is also higher in co-operative sector undertaking.

Average monthly expenditure on religious functions and festivals is higher in processing department of private sector undertaking and comparatively higher figure in co-operative sector undertaking.

OPERATIONAL LEVEL FACTORS :

JOB SATISFACTION :

- 1) Near about 95% of the total sampled workers don't have any knowledge about the surroundings. They don't know the motive behind the establishment of the mills. Nearabout all the workers answered negatively to this question. These worker are unaware about the productivity and efficiency.
- 2) These workers were asked questions about their satisfaction regarding wages they earn. Here 30% of workers answered that the wages they get are very low due which they are not interested in work. 25% of workers told that they are satisfied with their wages. Remaining 45% workers say that if they work as per the work schedules they get quite handsome amount at the end of the month.

This is also one of the important factor associated with labour Absenteeism. A worker should get job satisfaction from his work. if he likes his work he can do his job more comfortably and more efficiently. This factor is related to the human psychology. An employer can take remedial measures to reduce Absenteeism of labour by studying this factor thouroughly.

Total Absenteeism rate of the workers with and without having job satisfaction in different departments of private sector undertaking and spinning department of co-operative sector undertaking.

Table No.5.16

Departments	Private Sector undertaking		Co-operative sector under.	
	With Job Satisfaction Absenteeism rate %	Without Job Sat. Absenteeism rate %	With Job Satisfaction Absenteeism rate %	Without Job sat. Absenteeism rate %
Spinning	16.61	19.00	25.99	22.38
Weaving	20.64	33.12	Nil	Nil
Processing	19.43	31.41	Nil	Nil

From the above table we can say that if the worker lacks job satisfaction, he tries to avoid the work and remain absent.

In all the departments of private sector undertaking it is clearly visible that Absenteeism rate of the workers having job satisfaction is lower than that of the workers without job satisfaction. The Absenteeism rate especially in weaving and processing department of private sector undertaking under workers group without job satisfaction is much higher

In case of co-operative sector undertaking the Absenteeism rate under group with job satisfaction is higher than without job satisfaction group. The Absenteeism rate under both group is higher.

Comparing to private sector undertaking Absenteeism rate is higher in co-operative sector undertaking.

OTHER FACTORS :

Some other factors are also associated with the Absenteeism problem. A brief analysis of these factors is as follows :

1) CONCEPT OF GOD : The workers are illeterate and mostly came from rural areas. Though they are working and living in the towns they can't change their concepts and views regarding god. They don't believe in doing the things at their own. According to them God plays an important role and each and everything happens by the gods orders. To appease the god this workers community spend lot of money. This results in increase into indebtedness and long leave.

The management must try to remove the arthoday thoughts from the minds of worked through labour department and taking programmes.

The workers should be taught to make wise investment for their children's educatin and to improve health & living conditions.

2) WITCH CRAFT : Nearly 50% of the worker from both the sectors put together use to take help from the persons having so called supernatural power for the purpose of solving any type of family problems. These persons promise them a better life. here the workers spend much money for the better tuture dreams, which ultimately results in Absenteeism as they are assured of better life.

3) LACK OF CONCENTRATION : 40 to 45% of the total sample workers get outside thoughts while working in the organisation.

This results in inefficiency of a worker and though the worker is on the job his productivity decrades.

Described productivity results into reduced wages reduced profit and reduced production.

Reduced wages make the worker dissatisfied and the chances of Absenteeism increase.

4) PROPENSITY TO SAVE : Through the interview I have tried to study the saving habits of the worker. From this study is the outcome regarding savings was the workers lack propensity to save. 85 to 90% of the total workers do not save at all. Even they do not make any wise investments. They don't have any future plans regarding their children's education also.

Through this interview I came to know that only a few workers are aware of the need and importance of education and they are making best efforts to educate their children.

5) LACK OF AWARENESS : Workers have little knowledge of their surroundings. They are totally unaware of our economy, economic policies and developments in the nation. These workers have a narrow vision and don't know about the object of the mill profit and loss suffering by the mill in which they work.

6) HOUSING CONDITION : Housing condition had some relations with Absenteeism. Out of 100 sampled workers 46 have their own houses and 54 workers are staying in rental houses.

The worker staying in rental basis show higher rate of Absenteeism i.e. 23.75%

The worker staying in their own house show higher rate of Absenteeism i.e. 23.75%

The worker staying in their own house show the lower rate of Absenteeism i.e. 21.64%