

**CHAPTER - IV**  
**NATURE OF**  
**ABSENTEEISM**

C H A P T E R - I V  
NATURE OF AABSENTEEISM

The nature of absenteeism indicates the different dimensions of the problem. The analysis made in this chapter will have some policy implication which can be suggested for management to control the problem of absenteeism.

A study of the nature of absenteeism in Solapur Sahakari Soot Mill is carried out to know in what way the problem of absenteeism faced by the management committee.

The nature of absenteeism of the total one hundred sampled workers is studied by taking into consideration the quantum of absenteeism and pattern of absenteeism.

The quantum of absenteeism is studied by considering the total absenteeism rate only. As stated above total absenteeism rate refers to absence due to all causes namely - lay off, leave with wages, authorised leave, unauthorised absence, sickness, accident, strike and hartals others etc.

The concept of incidence of absenteeism tries to state the areas of absence behaviour of the workers in different production processes. The incidence of absenteeism is studied monthwise by considering the year 1993. The concept is only in sub-department of spinning.

The concept of falling on of absenteeism is further extended to the causewise analysis.

The analysis of the pattern of absenteeism is done here, by making use of only one conceptual instrument i.e. Frequency distribution of absenteeism rate.

Table No. 4.1  
MONTHWISE TOTAL ABSENTEEISM RATE OF THE TOTAL SAMPLE

Month	Working Days	Absent Days	Total absenteeism rate
January	2700	756	28.00%
February	2400	837	34.87%
March	2600	792	30.46%
April	2600	743	28.57%
May	2700	894	33.11%
June	2600	865	33.26%
July	2700	851	31.51%
August	2700	776	28.74%
September	2600	718	27.61%
October	2500	882	35.28%
November	2600	788	30.30%
December	2700	815	30.18%
Total	31400	9717	30.94%

The table No. 4.1 indicates the monthwise absenteeism rate of the total sample workers in Solapur Sahakari Soot Girni, Solapur. In the year 1993 the total absenteeism rate of sampled workers is 30.94 percent. In the year 1993 high absenteeism rate is concentrated in the month of Feb. (34.87%), May (33.11%), June (30.26%) and October (35.28%). In the month of January, April, August and September comparatively absenteeism rate is low.

Table No. 4.2

MONTHWISE ABSENTEEISM RATE OF BLOW ROOM DEPARTMENT

Month	Working Days	Absent Days	Total absenteeism rate
January	270	39	14.44%
February	240	128	53.33%
March	260	64	24.61%
April	260	74	28.46%
May	270	116	42.96%
June	260	58	22.30%
July	270	48	17.77%
August	270	60	22.22%
September	260	38	14.61%
October	250	41	16.40%
November	260	73	28.07%
December	270	53	19.62%
Total	3140	793	25.25%

Table No 4.2 indicates the monthwise absenteeism rate in the Blow room sub-department of spinning department in the year 1993 the average absenteeism of sampled of Blow room department is 25.25 percent. The highest absenteeism rate is concentrated in the month of February and May. In these months the absenteeism rate is double as compared to its average absenteeism rate. The absenteeism rate is low in the month of January, July, September and October.

Table No. 4.3  
MONTHWISE ABSENTEEISM RATE OF CARDING DEPARTMENT

Month	Working Days	Absent Days	Total absenteeism rate
January	405	178	43.95%
February	360	119	33.05%
March	390	129	33.07%
April	390	171	43.84%
May	405	151	37.28%
June	390	118	30.25%
July	405	106	26.17%
August	405	166	40.98%
September	390	124	31.79%
October	375	129	34.40%
November	390	177	45.38%
December	405	144	35.55%
<b>Total</b>	<b>4710</b>	<b>1712</b>	<b>36.34%</b>

The table No. 4.3 shows the monthwise absenteeism rate of the carding department, the sub-department of spinning department 36.34%.

The highest absenteeism rate is seen in the month November, January, April and August (45.38%, 43.95%, 43.84% & 40.98%) respectively. The absenteeism rate is low in the month of July, June, September.

Table No. 4.4  
MONTHWISE ABSENTEEISM RATE OF SPEED FRAME DEPARTMENT

Month	Working Days	Absent Days	Total absenteeism rate
January	243	35	14.40%
February	216	52	24.07%
March	234	72	30.76%
April	234	39	16.66%
May	243	76	31.27%
June	234	58	24.78%
July	243	52	21.39%
August	243	58	23.86%
September	234	49	20.94%
October	225	79	35.11%
November	234	49	20.94%
December	243	66	27.16%
<b>Total</b>	<b>2826</b>	<b>685</b>	<b>24.22%</b>

The above table No. 4.4 indicates the monthwise absenteeism rate of the speed from department of spinning, of 9 months in the year 1993 is 24.22 percent.

The highest absenteeism rate is observed in the month of October (35.11%), March (30.76%), May (31.27%), in these months the absenteeism rate is double as compared to its following months that is the months of January & April (14.40% & 16.66%).

Table No. 4.5

MONTHWISE ABSENTEEISM RATE OF SPEED FRAME MAINTAINANCE DEPARTMENT

Month	Working Days	Absent Days	Total absenteeism rate
January	297	99	33.33%
February	264	57	21.59%
March	286	53	18.53%
April	286	48	16.78%
May	297	55	18.51%
June	286	63	22.02%
July	297	61	20.53%
August	297	77	25.92%
September	286	54	18.88%
October	275	76	27.63%
November	286	57	19.93%
December	297	59	19.86%
<b>Total</b>	<b>3454</b>	<b>759</b>	<b>21.93%</b>



Table No. 4.5 noticed the monthwise absenteeism rate of speed frame maintenance department in the year 1993. The average absenteeism rate of 11 workers of same department is 21.93 percent.

The highest absenteeism rate is noticed in the month January (33.33%), October (27.63%) & August (25.92%). The month of January absenteeism rate is doubled as compared in the month of April and other months, which is shown low absenteeism rate in March, May and September. When each absenteeism rate is 18.53%, 18.51% and 18.88% respectively.

Table No. 4.6

MONTHWISE ABSENTEEISM RATE OF RING FRAME DEPARTMENT

Month	Working Days	Absent Days	Total absenteeism rate
January	810	289	35.67%
February	720	346	48.05%
March	780	336	43.07%
April	780	257	32.94%
May	810	339	41.85%
June	780	349	44.74%
July	810	357	44.07%
August	810	279	34.44%
September	780	349	44.74%
October	750	372	49.60%
November	780	313	40.12%
December	810	347	42.83%
<b>Total</b>	<b>9420</b>	<b>3933</b>	<b>41.72%</b>

Table NO. 4.6 observed the monthwise absenteeism rate of Ring Frame sub department of spinning department in the year 1993. The average absenteeism of 30 sampled of Ring frame department is 41.72 percent. Which is highest absenteeism rate department in the Solapur Sahakari Soot Mill. The department has shown highest monthly absenteeism rate in the months of October (49.60%), February (48.05%), June (44.74%) September (44.74%). The low absenteeism rate months are April (32.94%), Aug (34.44%) & January (36.67%) but there low absenteeism rate of absenteeism is likely high absenteeism rate as compared to others departments absenteeism rate. That is the ring frame department has a highest absenteeism rated department in the Solapur Sahakari Soot Mill.

Table No. 4.7

MONTHWISE ABSENTEEISM RATE OF RILLING DEPARTMENT

Month	Working Days	Absent Days	Total absenteeism rate
January	675	116	17.18%
February	600	135	22.50%
March	650	138	21.23%
April	650	154	23.69%
May	675	157	23.25%
June	650	219	33.69%
July	675	227	33.62%
August	675	136	20.14%
September	650	104	16.00%
October	625	185	29.60%
November	650	119	18.30%
December	675	146	21.62%
<b>Total</b>	<b>7850</b>	<b>1836</b>	<b>23.38%</b>

Table No. 4.7 concentrated the monthwise absenteeism rate of Rilling Department in the year 1993. The average absenteeism rate of 25 workers is 23.38 percent.

The highest absenteeism rate is concentrate in the months of June (33.69%), July (33.62%) and October (29.60%). The absenteeism rate in the month of June, July is doubled as compared with the months of Sept. (16%) and January (17.81%) which are the lowest absenteeism rate months.

Table No. 4.8

CAUSEWISE ABSENTEEISM RATE OF THE TOTAL SAMPLE

Cause	Total working days of all departments	Absent Days	Absenteeism Rate
1. Lay off		816	02.59%
2. Leave with Wages		Nil	Nil
3. Authorised leave		2284	07.23%
4. Unauthorised absence		4209	13.40%
5. Sickness		1769	05.63%
6. Accident		Nil	Nil
7. Strike & Hartals		Nil	Nil
8. Others		639	02.03%
<b>Total</b>	<b>31400</b>	<b>9717</b>	<b>30.94%</b>

The table No. 4.8 indicates the causewise absenteeism rate of the total sample workers in Solapur Sahakari Soot Girani Niyamit Solapur in the year 1993. On this year the total causewise absenteeism rate is 30.94 percent.

The figures in this table the figure of unauthorised absence is the highest absenteeism rate. But the another figure of other cause much low as compared with the unauthorised absences percentage. The cause lay off (02.59%) and others (02.03%) are very low. Means the unauthorised absence cause is the major cause in the mill workers of their absenteeism rate.

Table No. 4.9

CAUSEWISE ABSENTEEISM RATE IN BLOW ROOM DEPARTMENT

Cause	Total working days of all departments	Absent Days	Absenteeism Rate
1. Lay off		Nil	Nil
2. Leave with Wages		Nil	Nil
3. Authorised leave		086	02.73%
4. Unauthorised absence		624	19.87%
5. Sickness		066	02.10%
6. Accident		Nil	Nil
7. Strike & Hartals		Nil	Nil
8. Others		017	00.54%
<b>Total</b>	<b>3140</b>	<b>793</b>	<b>25.25%</b>

The above table No. 4.9 shows the causewise absenteeism rate of 10 sample workers in Blow Room department. There are eight causes given in the service book of the workers. The average absenteeism rate is 25.25 percent (as shown in table No. 4.2) Though eight causes are given, in Blow room department only unauthorised absence is responsible for high absenteeism rate. The absenteeism rate is due to authorised leave and sickness is very low that is 02.73 percent and 02.10 percent respectively.

Table No. 4.10  
CAUSEWISE ABSENTEEISM RATE IN CARDING DEPARTMENT

Cause	Total working days of all departments	Absent Days	Absenteeism Rate
1. Lay off		182	03.86%
2. Leave with Wages		Nil	Nil
3. Authorised leave		455	09.66%
4. Unauthorised absence		849	18.02%
5. Sickness		002	00.04%
6. Accident		Nil	Nil
7. Strike & Hartals		Nil	Nil
8. Others		224	04.75%
<b>Total</b>	<b>4710</b>	<b>1712</b>	<b>36.34%</b>

Table No. 4.10 concentrate the causewise absenteeism rate of 15 workers in carding sub department of spinning department. The average of causewise absenteeism rate of this department is 36.34%. The cause unauthorised absence shows the highest 18.02 percent of absenteeism rate in above table the sickness cause is very minor factor of absenteeism rate. The lay off absenteeism rate 03.86%. The leave with wages also a major cause 09.66 percent is second cause of absenteeism rate in carding department.



Table No. 4.11  
CAUSEWISE ABSENTEEISM RATE IN SPEED FRAME DEPARTMENT

Cause	Total working days of all departments	Absent Days	Absenteeism Rate
1. Lay off		Nil	Nil
2. Leave with Wages		Nil	Nil
3. Authorised leave		160	05.66%
4. Unauthorised absence		386	13.65%
5. Sickness		003	00.10%
6. Accident		Nil	Nil
7. Strike & Hartals		Nil	Nil
8. Others		136	04.81%
<b>Total</b>	<b>2826</b>	<b>685</b>	<b>24.22%</b>

The above table of speed frame sub department of spinning department shows the 9 workers absenteeism rate. The average of absenteeism rate of this department is 24.32 percent. The unauthorised absence of absenteeism rate contribute the highest absenteeism rate 13.65% as compared to others causes that is authorised leave 05.66 percent. Sickness 00.10 percent 8 other cause is 04.81 percent.

Table No. 4.12

CAUSEWISE ABSENTEEISM RATE IN SPEED FRAME MAINTAINANCE DEPARTMENT

Cause	Total working days of all departments	Absent Days	Absenteeism Rate
1. Lay off		368	10.65%
2. Leave with Wages		Nil	Nil
3. Authorised leave		149	04.31%
4. Unauthorised absence		161	04.66%
5. Sickness		Nil	Nil
6. Accident		Nil	Nil
7. Strike & Hartals		Nil	Nil
8. Others		080	02.31%
Total	3454	759	21.93%

The table No. 4.12 indicates the absenteeism rate of speed frame maintenance department the average absenteeism rate is 21.93 percent. The cause lay off is responsible for high rate of absenteeism rate i.e. 10.65 percent and the other head are the authorised leave 04.31 percent, unauthorised absence 04.66 percent and others 02.31 percent.

Table No. 4.13

CAUSEWISE ABSENTEEISM RATE IN RING FRAME DEPARTMENT

Cause	Total working days of all departments	Absent Days	Absenteeism Rate
1. Lay off		129	01.36%
2. Leave with Wages		Nil	Nil
3. Authorised leave		1184	12.56%
4. Unauthorised absence		1485	15.76%
5. Sickness		1036	10.99%
6. Accident		Nil	Nil
7. Strike & Hartals		Nil	Nil
8. Others		099	01.05%
<b>Total</b>	<b>9420</b>	<b>3933</b>	<b>41.72%</b>

On above table No. 4.13 of Ring frame department has a highest average absenteeism rate 41.72 percent in whole mill. The unauthorised absence is very high responsible for absenteeism rate. The average absenteeism rate is doubled as compared with the other departments in the mill. The other causes are as under layoff 01.36 percent authorised leave 12.56 percent sickness 10.99 percent and others 01.05 percent.

Table No. 4.14

CAUSEWISE ABSENTEEISM RATE IN RILLING DEPARTMENT

Cause	Total working days of all departments	Absent Days	Absenteeism Rate
1. Lay off		137	01.74%
2. Leave with Wages		Nil	Nil
3. Authorised leave		249	03.17%
4. Unauthorised absence		704	08.96%
5. Sickness		663	08.44%
6. Accident		Nil	Nil
7. Strike & Hartals		Nil	Nil
8. Others		083	01.05%
<b>Total</b>	<b>7850</b>	<b>1836</b>	<b>23.36%</b>

Above table No. 4.14 of rilling department indicate the average absenteeism rate is 23.36 percent. On these department the causes unauthorised absence 8.96 percent and sickness 8.44 percent are responsible for high absenteeism rate, the another causes are show very low responsible for absenteeism rate i.e. others 01.05 percent, layoff 01.74 percent and authorised leave 03.17 percent.