

**CHAPTER IV**

**FACTORS  
ASSOCIATED  
WITH  
ABSENTEEISM**

## CHAPTER IV

### FACTORS ASSOCIATED WITH ABSENTEEISM

We have seen in the preceeding chapter that the real absenteeism and the textile workers is caused by the socio economic and the personal behaviour of the individual workers. This needs further investigation into the factors associated with absenteeism. Here, we have conducted the study of 50 workers with the help of the structured schedule method of data collection. This covers the following aspects of the socio-economic conditions, psychological attitudes and behaviour of the textile workers.

For the sake of analysis we have identified the factors as follows :

1. Personal factors
2. Economic factors
3. Operational level factors
4. Perception level factors

The above classification may be useful to analyse the comparative importance of the factors associated with absenteeism.

#### 4.1 PERSONAL FACTORS :

Personal factors contributing to absenteeism incudes :

- |                      |                                  |
|----------------------|----------------------------------|
| 1. Age               | 2. Education                     |
| 3. Caste             | 4. Size of family                |
| 5. Housing condition | 6. Distance between house & Mill |
| 7. Sex               | 8. Marital status                |

Table No. 4.1  
AGE AND ABSENTEEISM RATE

Age Group	No. of workers	Absenteeism Rate
1. Upto 35	15	14.86
2. 35 to 50	29	21.20
3. Above 50	6	24.36

4.1.1 AGE :

The age of a worker constitutes an important factor affecting the working efficiency and the attendance behaviour of the workers. Due to increase in age, efficiency of worker decreases and absence behaviour increases. There is a positive relationship between age and absenteeism rate. We can observe from Table No. 4.1 that when the age of workers goes on increasing at that time absenteeism rate is also high.

Table No. 4.2

EDUCATION AND ABSENTEEISM RATE

Education	No. of Workers	Absenteeism Rate
1. Illiterate	5	17.23
2. Primary	11	17.00
3. Secondary	28	26.55
4. Higher	6	23.78

4.1.2 EDUCATION :

Education is one of the indicators for judging the absence behaviour of the textile workers. It is observed from the table No. 4.2 that there is highest absenteeism rate both at Secondary and higher level of education. It means when the worker is more educated, then he don't like to do physical work, he don't get job satisfaction in this job and so he remains absent from the work while absence behaviour in case of illiterate and primary educated worker is low.

Table No. 4.3

CASTE AND ABSENTEEISM RATE

Caste	No. of Workers	Absenteeism Rate
1. Higher caste	13	26.92
2. Middle caste	17	18.74
3. Lower caste	20	21.87

4.1.3 CASTE :

The religious status of the workers in respect of caste and creed has had the important bearing on absenteeism rate of the workers. Here, we have classified the real social status of the workers into lower caste, middle caste and higher caste. The lower caste is identified as the workers such as the sali community, Padmasali, Dhangar, OBC and scheduled caste, scheduled tribes. Middle caste includes Muslim, Lingayat etc. and the higher caste includes Brahmin, Maratha, Jain. Table No. 4.3 shows that the absence behaviour in higher caste worker is high and as compare to all sampled workers only 26% workers are of higher caste and it is difficult for higher caste people to cope up with middle and lower caste people and absenteeism rate of middle caste and lower caste people is low.

Table No. 4.4

RELATION BETWEEN SIZE OF FAMILY AND ABSENTEEISM RATE

No.of Family Members	No. of workers	Absenteeism Rate
1. Upto 4	7	19.49
2. 5 to 6	23	22.70
3. Above 6	20	23.00

4.1.4 SIZE OF THE FAMILY

The size of the family can be considered as the factors associated with the problem of absenteeism. It is clear from the Table No. 4.4 that the absenteeism rate of the workers goes on increasing with the increase in the size of family from upto 4, 5 to 6 and above 6. Thus the high absenteeism rate is associated with large size of the family. It implies that the workers are not much bothered about the family responsibility. Similarly, they might be psychologically depressed due to the poor economic condition which might adversely affect their attendance behaviour.

Table No. 4.5

RELATION BETWEEN HOUSING PATTERN AND ABSENTEEISM RATE

States of Ownership	No. of workers	Absenteeism Rate
1. Owned	30	20.39
2. Rental	14	23.15
3. Mill Chawl	6	21.31

4.1.5. HOUSING CONDITION :

Among the many personal factors, the two factors i.e. general housing conditions and the distance of working place from the house have had some relation with absenteeism. Table No. 4.5 gives the information about ownership pattern of the sampled workers. Out of 50 sampled workers 30 have had their own houses, 14 worker were staying in rental houses and only 6 workers have got opportunity to stay in the mill chawl. It is observed here the workers who are staying in rental houses have had the highest absenteeism rate and the workers with owned and mill chawl houses have had the low absenteeism rate.

Table No. 4.6

RELATION BETWEEN THE DISTANCE FROM RESIDENCE TO WORKING PLACE AND  
ABSENTEEISM RATE

Distance (in Km.)	No. of workers	Absenteeism Rate
1. Upto 1	6	21.31
2. 1 to 2	16	22.40
3. 2 to 4	19	16.36
4. 4 to 6	4	28.39
5. above 6	5	30.71

4.1.6 DISTANCE :

It is clear from Table No. 4.6 that as the distance from house to working place increases the absenteeism rate also increases. Out of 50 sampled workers 4 workers were staying within the distance of 4 to 6 km. and their absenteeism rate is 28.39 and the workers staying above 6 Kms. from working place, their absenteeism rate is 30.71, while the workers who are living within the area of upto 1, 1 to 2, 2 to 4 are having lowest absenteeism rate. Thus it implies that the absenteeism can be reduced by providing means of conveyance or transport facility such as bicycles, or any other transport services to the workers.



Table No. 4.7

RELATION BETWEEN MARITAL STATUS AND ABSENTEEISM RATE

---

Marital Status	No. of workers	Absenteeism Rate
1. Married	45	21.53
2. Unmarried	-	-
3. Widow/Widower	4	20.05
4. Divorced	1	14.51

---

4.1.7 MARITAL STATUS :

Table No. 4.7 indicates the relation between marital status and absenteeism rate. It shows that absenteeism rate of married workers is more than divorced and widower workers.

Table No. 4.8

RELATION BETWEEN WORKERS NATIVE PLACE & ABSENTEEISM RATE

Native Places	No. of workers	Absenteeism Rate
1. Solapur	24	18.50
2. From Solapur District	15	26.21
3. From Maharashtra State	6	19.07
4. From other states	5	22.61

4.1.8 NATIVE PLACE :

Native place of the workers, is also responsible for the absenteeism of workers, as they go to their native places for attending functions, festivals etc. Table No. 4.8 shows the relationship between workers native place and absenteeism rate. The workers whose native place is Solapur, their absenteeism is low. But the workers whose native place is in Solapur district their absenteeism is very high, because they take leaves frequently to go to their native places. The absenteeism rate of workers having their native places in other states is high, while from Maharashtra state it is low.

Table No. 4.9

MODE OF TRANSPORT & ABSENTEEISM RATE

Mode of transport	No. of workers	Absenteeism Rate
1. Walking	13	24.47
2. Cycle	34	20.31
3. Motorcycle	3	18.29

4.1.9 MODE OF TRANSPORT :

More than 50% workers from sampled workers are staying far away from the mills which is shown in table no. 4.6. So mode of transport is very essential. But table No. 4.9 describes the relation between mode of transport and absenteeism rate. From 50 workers only 3 workers are having their motorcycle and their absenteeism rate is very low (18.29). While 34 workers come to factory on their cycles and their absentee rate is 20.31 which is higher than workers with motorcycle and 13 workers come to factory on their own feets and they are having highest absenteeism rate. It seems that mill has to provide transportation facility to workers.

Table No. 4.10

RELATION BETWEEN HEALTH CONDITION OF WORKERS AND ABSENTEEISM RATE

Health Condition	No. of workers	Absenteeism Rate
1. Good	41	19.75
2. Bad	9	28.06

Table No. 4.11

RELATION BETWEEN FAMILY'S HEALTH CONDITION & ABSENTEEISM RATE

Health Condition	No. of workers	Absenteeism Rate
1. Good	10	19.78
2. Ordinary	35	20.84
3. Bad	5	27.32

4.1.10 HEALTH CONDITION :

Table No. 4.10 shows the health condition of worker and table No. 4.11 indicates health condition of his family. Health condition of worker himself and of his family is closely related with absenteeism. If worker is not feeling well or if any family member is ill then he remains absent. Both the table shows that if the health condition is good then absenteeism is low. But if it is bad than absence behaviour of workers is more. For maintaining workers health in good condition, mills has to provide medical facilities to him and to his family members.

#### 4.2 ECONOMIC FACTORS :

The income & expenditure pattern, these are the two indicators of the standard of living of the working class community. The income of workers is low and they spend money on their bad habits of drinking, smoking etc. and on bad hobbies like Matka, gambling. So they lose their money and they borrow money from private moneylenders, friends, relatives, co-operative societies etc. and they become the victim of poverty. Thus, the poverty of the workers can be described as one of the serious factor contributing to absenteeism.

Economic factors contributing to absenteeism includes.

1. Income Pattern
2. No. of income earners.
3. Any other sources of income
4. Indebtedness
5. Bad habits.

Table No. 4.12

INCOME PATTERN OF WORKERS AND ABSENTEEISM RATE

Earnings ( in Rs.)	No.of workers	Absenteeism Rate
1500 - 2000	25	20.63
2000 - 2500	14	21.53
2500 - 3000	4	23.31
above 3000	7	21.88

4.2.1 INCOME PATTERN :

The mill workers get wages upto Rs. 2500 and if his earnings shows more income than it means another person from his family is also earner. Table No. 4.12 shows the relation between income pattern of workers and absenteeism rate. Table indicates that earnings of 1500-2000, 2000-2500 are showing low absenteeism rate and if earnings are more than 2500 then their absentee is high. It seems that if another person from the family is earning money then worker become reluctant regarding his work and remain absent.

Table No. 4.13

INCOME EARNED FROM OTHER PERSON/SOURCES & ABSENTEEISM RATE

Income earners	Yes		No	
	No. of workers	Absenteeism Rate	No. of workers	Absenteeism Rate
1. Other person	9	21.17	41	20.93
2. Other sources	11	23.56	39	20.62

4.2.2 INCOME EARNERS :

Table No. 4.13 explains relation between income earned from other person or any other sources and absenteeism. When worker is having any other sources of income like farming, shop, tailoring etc. then his absenteeism rate is high as he gives less importance to his work in mill and more importance to other sources. Same thing is happen if any other person from the family is also working, then workers become careless regarding his work and there is increase in his absence behaviour while other workers who are not having any other source of income or any family members income, then they work sincerely as whole family depends on their income only so their absenteeism rate is low.

Table No. 4.14

SOURCES OF LOAN AND ABSENTEEISM RATE

Source of loan	No. of workers	Absenteeism Rate
1. Co-operative society	3	15.34
2. Banks	2	17.76
3. Friends & Relatives	8	18.86
4. Money lenders	16	23.75
5. Co-operative society & friends	6	24.57
6. Money lenders & friends	6	25.38
7. No loan	9	16.81

4.2.3 INDEBTEDNESS :

The indebtedness of the workers becomes the very common phenomenon in their life. The worst part of this is that it is the vicious circle of poverty. It simply implies that they have low level of income and they have to get money through loans and the loan burden increases they become the victim of poverty this gets a shape of the vicious circle of poverty. In other words it can be said that the workers are poor because they have limited income so they become indebted and as they are indebted so they



are poor. Thus, indebtedness of workers becomes the cause and the effect of the poverty of the working class and this has a very close relation with problem of absenteeism.

There are various sources of loan which are given in table No. 4.14. It is clear from the table that out of 50 sampled workers only 9 workers are loan free and so their absenteeism rate is also low. Nearly 25% workers take loan from co-operative society, Banks, friends and relatives and their absenteeism is also low. But more workers take loan from money lenders, money lenders and friends and co-operative society and friends and their absenteeism is at high level. Due to burden of loan and high interest rates they are under tension and so they remain absent. The class of private moneylenders has had the deep rooted influence over the workers.

The problem of poverty of the workers becomes serious not because of only loan burden but because of the exploitative organisational set up that is high rate of interest, the strong influence of private money lenders and unhealthy combination between co-operative credit organisation and private moneylenders.

Table No. 4.15

RELATION BETWEEN BAD HABITS AND ABSENTEEISM RATE

Bad habits	No. of workers	Absenteeism Rate
1. Pan chewing/Tobacco	24	21.68
2. Smoking	4	24.37
3. Drinking	10	21.08
4. All bad habits	2	36.80
5. No bad habits	10	16.16

4.2.4 BAD HABITS :

Table No. 4.15 shows the relation between bad habits and absenteeism rate. Due to bad habits absence behaviour in workers increase. From 50 sampled workers only 10 workers (20%) are not having any bad habits and their absenteeism is low while the worker who is having all bad habits his absenteeism is very high. When the worker is drunk, then he is not in a position to wake up early in the morning and so he remains absent otherwise due to these habits, he becomes ill and due to sickness remains absent.

4.3 OPERATIONAL LEVEL FACTORS :

The absence behaviour of the textile workers can be also reflected into their attitudes liking and disliking at the operational level of the working conditions. All the factors which are related to the workers' involvements into the matters such as working place, conditions of machines, relationship with supervisors, job satisfaction etc. can be defined as the operational factors contributing to the absenteeism of the textile workers.

Table No. 4.16

RELATION BETWEEN OPERATIONAL LEVEL FACTORS & ABSENTEEISM RATE

Operational level factors	Yes		No	
	No. of workers	Absenteeism Rate	No. of workers	Absenteeism Rate
1. Whether the lighting & ventilations are satisfactory ?	43	20.68	7	21.37
2. Are the machines, you work on kept in good condition ?	35	21.08	15	25.70
3. Do Supervisors help you in work related problems?	43	20.96	7	23.20
4. Are supervisors capable of giving clear and correct instructions ?	44	21.46	6	19.86
5. Do you think the present job is risky one ?	28	19.72	22	23.26
6. Is there any safety measures provided by factory ?	42	21.16	8	27.08
7. Are you in good relation with your supervisors ?	48	21.16	2	24.27
8. Are you in good relation with your co-workers ?	49	21.06	1	31.53
9. Are you getting job satisfaction from your job ?	38	20.96	12	22.27
10. Do you think that absenteeism will affect the production ?	17	19.63	33	22.12

It is clear from the table No. 4.16 that those who had given negative answers to the questions such as the condition of working place and machinery, safety measures, job satisfaction etc. had the high level of absenteeism rate.

#### 6.4 PERCEPTION LEVEL FACTORS :

The perception level is a psychological concept which measures the aspiration, awareness and understanding of the persons in a particular environment. It helps to judge setting of their mental ability and the outlook towards the particular phenomenon.

Table No. 4.17

#### RELATION BETWEEN PERCEPTION LEVEL FACTORS & ABSENTEEISM RATE

Perception level factors	Yes		No	
	No. of workers	Absenteeism Rate	No. of workers	Absenteeism Rate
1. It is possible for you to get leave whenever you want ?	23	21.25	27	21.29
2. Whether manager always accept the reason you advance for leave ?	22	13.85	16	28.58
3. Do you feel that absenteeism will affect your family negatively ?	39	22.60	11	16.55

Relation between perception level factors and absenteeism rate is indicated in table No. 4.17. Perception level factors consider possibility in getting leaves & acceptance of reason which is advanced for the leave and effect of absenteeism on family. In case of first two questions, some workers have answered these questions negatively and their absenteeism rate is recorded at high level.