

## ANALYSIS OF ABSENTEEISM RATES

Chapter 3 indicates the analysis of absenteeism rates in textile industry i.e. Narsinggirji Mills, Solapur. The fact that the problem of absenteeism in general \& Solapur in particular is pressing for years together, demands a thorough \& a detailed analysis of the nature of absenteeism from different dimensions \& aspects of the problem urder study. This chapter also includes monthwise \& causewise absenteeism rate of various departments. i.e. Spinning, Weaving, \& processing for the year 1993.

Table No. 3.1 indicates absenteeism rate of total samples in three departments. Here the total absenteeism rate of sampled workers is $22.18 \%$. The Spinning department is recorded the highest absenteeism rate of 24.81 \& processing department shows lowest absenteeism rate of 19.71 .

Table No. 3.1
DEPARTMENTWISE ABSENTEEISM RATE IN THE YEAR 1993

| Department | Working <br> Days | Days Worked | Absent <br> Days | Absenteeism Rate |
| :---: | :---: | :---: | :---: | :---: |
| 1. Spinning | 15819 | 11895 | 3924 | 24.81 |
| 2. Weaving | 15696 | 12436 | 3260 | 20.77 |
| 3. Processing | 7894 | 6338 | 1556 | 19.71 |
| Total | 39409 | 30669 | 8740 | 22.18 |

## GRAPHICAL PRESENTATION OF TOTAL ABSENTEEISM RATE IN DIFFERENT DEPT.



WKX Absentegigm Rate

Table No. 3.2 MONTHWISE ABSENTEEISM RATE OF THE TOTAL SAMPLED WORKERS

| Month | Working Days | Days Wor zed | Absent Days | Absenteeism Rate |
| :---: | :---: | :---: | :---: | :---: |
| January | 3394 | 2711 | 683 | 20.12 |
| February | 2998 | 2295 | 703 | 23.45 |
| March | 3437 | 2574 | 863 | 25.11 |
| April | 3246 | 2561 | 685 | 21.10 |
| May | 3459 | 2505 | 954 | 27.58 |
| June | 3226 | 2455 | 771 | 23.90 |
| July | 3367 | 2643 | 724 | 21.50 |
| August | 3262 | 2670 | 592 | 18.15 |
| September | 3033 | 2304 | 729 | 24.03 |
| October | 3283 | 2712 | 571 | 17.39 |
| November | 3351 | 2628 | 723 | 21.58 |
| December | 3353 | 261- | 742 | 22.13 |
| Total | 39409 | 3066.9 | 8740 | 22.18 |

Table No. 3.2 shows monthwise absenteeism rate of the total sampled workers in three departments in the year 1993. Here the total absenteeism rate of sempled workers is 22.18 . Compare to all months, absenteeism rate in the months of March (25.11) \& May (27.58), September (24.03) are highest while it is lowest in the months of January (20.12), August (18.15) \& October (17.39).

## GRAPHICAL PRESENTATION OF MONTHWISE ABSENTEEISM RATE OF TOTAL SAMPLED WORKERS


©i.: Absentesism Rate

1. January, 2. February, 3. March, 4. April, 5. May, 6. June,
2. July, 8. August, 9. Sept., 10. Oct., 11. Nov., 12. Dec.

TABLE NO. 3.3
MONTHWISE ABSEETEEISM RATE IN SPINNING DEPARTMENT

| Month | Working <br> Days | Days Worked | Absent Days | Absenteeism <br> Rate. |
| :---: | :---: | :---: | :---: | :---: |
| January | 1373 | 1095 | 278 | 20.25 |
| February | 1208 | 892 | 316 | 26.16 |
| March | 1364 | 1008 | 356 | 26.10 |
| April | 1310 | 985 | 325 | 24.81 |
| May | 1376 | 926 | 450 | 32.70 |
| June | 1294 | 921 | 373 | 28.83 |
| July | 1355 | 1008 | 347 | 25.61 |
| August | 1314 | 1040 | 274 | 20.85 |
| September | 1221 | 898 | 323 | 26.45 |
| October | 1328 | 1093 | 235 | 17.70 |
| November | 1338 | 1031 | 307 | 22.94 |
| December | 1338 | 998 | 340 | 25.41 |
| Total | 15819 | 11895 | 3924 | 24.81 |

The above table No. 3.3 describes the absence behaviour of sampled workers in spinning department. The total absenteeism rate is 24.81. In the months of May, June \& September there is a highest absenteeism rate of $32.71,28.83 \& 26.45$ respectively. It is lowest in the months of January (20.25) \& October (17.70).

## GRAPHICAL PRESENTATION OF MONTH ABSENTEEISM RATE IN SPINNING DEPT.



1. January, 2. February, 3. March, 4. April, 5. May, 6. June,
2. July, 8. August, 9. Sept., 10. Oct., 11. Nov., 12. Dec.

TABLE NO. 3.4
MONTHWISE ABSENTEEISM RATE IN WEAVING DEPARTMENT

| Month | Working <br> Days | Days Worked | Absent Days | Absenteeism <br> Rate |
| :---: | :---: | :---: | :---: | :---: |
| January | 1346 | 1064 | 282 | 20.95 |
| February | 1190 | 913 | 277 | 23.28 |
| March | 1375 | 1073 | 302 | 21.96 |
| April | 1286 | 1080 | 206 | 16.02 |
| May | 1383 | 1055 | 328 | 23.72 |
| June | 1286 | 987 | 299 | 23.25 |
| July | 1337 | 1072 | 265 | 19.82 |
| August | 1298 | 1086 | 212 | 16.33 |
| September | 1208 | 925 | 283 | 23.43 |
| October | 1305 | 1046 | 259 | 19.85 |
| November | 1342 | 1090 | 252 | 18.78 |
| December | 1340 | 1045 | 295 | 22.01 |
| Total | 15696 | 12436 | 3260 | 20.77 |

Above table No. 3.4 ralates with the monthwise absenteeism rate in weaving department. It is clear from the table that the total absenteeism rate is 20.77 . Here, absenteeism rates are high in the months of Februar! (23.28), May (23.72), June (23.25) \& September (23.43) \& it is low in the months of April (16.02; August (15.33) \& November (18.78).

## GRAPHICAL PRESENTATION OF MONTHWISE ABSENTEEISM RATE IN WEAVING DEPART.



IIIX Absentesism Rate<br>1. January, 2. February, 3. March, 4. April, 5. May, 6. June,<br>7. July, 8. August, 9. Sept., 10. Oct., 11. Nov., 12. Dec.

TABLE NO. 3.5
MONTHWISE ABSENTEEISM RATE IN PROCESSING DEPARTMENT

| Month | Working Days | Days Worked | Absent Days | Absenteeism <br> Rate |
| :---: | :---: | :---: | :---: | :---: |
| January | 675 | 552 | 123 | 18.22 |
| February | 600 | 490 | 110 | 18.33 |
| March | 698 | 493 | 205 | 29.37 |
| April | 650 | 496 | 154 | 23.69 |
| May | 700 | 524 | 176 | 25.14 |
| June | 646 | 547 | 99 | 15.33 |
| July | 675 | 563 | 112 | 16.59 |
| August | 650 | 544 | 106 | 16.31 |
| September | 604 | 481 | 123 | 20.36 |
| October | 650 | 573 | 77 | 11.85 |
| November | 671 | 507 | 164 | 24.44 |
| December | 675 | 568 | 107 | 15.85 |
| Total | 7894 | 6338 | 1556 | 19.71 |

Above table No. 3.5 highlights monthwise absenteeism rate in processing department. As compare to Spinning \& Weaving department, absenteeism rate in processing department is low i.e. 19.71. The highest absenteeism rate is recorded in the months of March (29.37), May (25.14), November (24.44) \& it is lowest in the months of June (15.33) \& December (15.85).

## GRAPHICAL PRESENTATION OF MONTHWISE ABSENTEEISM RATE IN PROCESSING DEPARTMENT


(IIII) Absentesism Rate

1. January, 2. February, 3. March, 4. April, 5. May, 6. June,
2. July, 8. August, 9. Sept., 10. Oct., 11. Nov., 12. Dec.

TABLE NO. 3.6
CAUSEWISE ABSENTEEISM RATE OF TOTAL SAMPLED WORKERS

| Month | Casual <br> leave | leave with wages | Authorised leave | Unauthorised leave | Accident | Sick leave | Other | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Jan. | $\begin{gathered} 172 \\ (5.07) \end{gathered}$ | $\begin{gathered} 64 \\ (1.89) \end{gathered}$ | $\begin{gathered} 83 \\ (2.45) \end{gathered}$ | $\begin{gathered} 144 \\ (4.24) \end{gathered}$ | $\begin{gathered} 38 \\ (1.12) \end{gathered}$ | $\begin{gathered} 59 \\ (1.74) \end{gathered}$ | $\begin{aligned} & 123 \\ & (3.62) \end{aligned}$ | $\begin{aligned} & 683 \\ & (20.12) \end{aligned}$ |
| Feb. | $\begin{gathered} 100 \\ (3.34) \end{gathered}$ | $\begin{gathered} 140 \\ (4.67) \end{gathered}$ | $\begin{gathered} 101 \\ (3.37) \end{gathered}$ | $\begin{gathered} 208 \\ (6.94) \end{gathered}$ | $\begin{gathered} 37 \\ (1.23) \end{gathered}$ | $\begin{gathered} 116 \\ (3.87) \end{gathered}$ | $\begin{gathered} 1 \\ \text { (neg1) } \end{gathered}$ | $\begin{gathered} 703 \\ (23.45) \end{gathered}$ |
| March | $\begin{array}{r} 48 \\ (1.40) \end{array}$ | $\begin{gathered} 213 \\ (6.20) \end{gathered}$ | $\begin{gathered} 151 \\ (4.39) \end{gathered}$ | $\begin{gathered} 219 \\ (6.37) \end{gathered}$ | $\begin{gathered} 27 \\ (0.79) \end{gathered}$ | $\begin{array}{r} 96 \\ (2.79) \end{array}$ | $\begin{aligned} & 109 \\ & (3.17) \end{aligned}$ | $\begin{gathered} 863 \\ (25.11) \end{gathered}$ |
| April | $\begin{gathered} 24 \\ (0.74) \end{gathered}$ | $\begin{gathered} 210 \\ (6.47) \end{gathered}$ | $\begin{gathered} 144 \\ (4.44) \end{gathered}$ | $\begin{gathered} 183 \\ (5.64) \end{gathered}$ | $\begin{gathered} 34 \\ (1.05) \end{gathered}$ | $\begin{gathered} 88 \\ (2.71) \end{gathered}$ | $\begin{gathered} 2 \\ (0.06) \end{gathered}$ | $\begin{gathered} 685 \\ (21.10) \end{gathered}$ |
| May | $\begin{array}{r} 33 \\ (0.95) \end{array}$ | $\begin{gathered} 266 \\ (7.69) \end{gathered}$ | $\begin{gathered} 132 \\ (3.82) \end{gathered}$ | $\begin{gathered} 264 \\ (7.63) \end{gathered}$ | $\begin{gathered} 31 \\ (0.90) \end{gathered}$ | $\begin{gathered} 132 \\ (3.82) \end{gathered}$ | $\begin{gathered} 96 \\ (2.78) \end{gathered}$ | $\begin{gathered} 954 \\ (27.58) \end{gathered}$ |
| June | $\begin{gathered} 12 \\ (0.37) \end{gathered}$ | $\begin{gathered} 83 \\ (2.57) \end{gathered}$ | $\begin{gathered} 198 \\ (6.14) \end{gathered}$ | $\begin{gathered} 270 \\ (8.37) \end{gathered}$ | $\begin{gathered} 30 \\ (0.93) \end{gathered}$ | $\begin{gathered} 90 \\ (2.79) \end{gathered}$ | $\begin{gathered} 88 \\ (2.73) \end{gathered}$ | $\begin{gathered} 771 \\ (23.90) \end{gathered}$ |
| July | $\begin{gathered} 154 \\ (4.57) \end{gathered}$ | $\begin{gathered} 93 \\ (2.76) \end{gathered}$ | $\begin{gathered} 124 \\ (3.68) \end{gathered}$ | $\begin{gathered} 216 \\ (6.42) \end{gathered}$ | $\begin{gathered} 14 \\ (0.42) \end{gathered}$ | $\begin{gathered} 118 \\ (3.50) \end{gathered}$ | $\begin{gathered} 5 \\ (0.15) \end{gathered}$ | $\begin{aligned} & 724 \\ & (21.50) \end{aligned}$ |
| August | $\begin{gathered} 47 \\ (1.44) \end{gathered}$ | $\begin{gathered} 80 \\ (2.45) \end{gathered}$ | $\begin{gathered} 119 \\ (3.65) \end{gathered}$ | $\begin{gathered} 245 \\ (7.51) \end{gathered}$ | $\begin{gathered} 5 \\ (0.15) \end{gathered}$ | $\begin{gathered} 95 \\ (2.91) \end{gathered}$ | $\begin{gathered} 1 \\ (0.03) \end{gathered}$ | $\begin{gathered} 592 \\ (18.15) \end{gathered}$ |
| Sept. | $\begin{gathered} 33 \\ (1.40) \end{gathered}$ | $\begin{gathered} 88 \\ (2.90) \end{gathered}$ | $\begin{gathered} 155 \\ (5.11) \end{gathered}$ | $\begin{gathered} 212 \\ (6.99) \end{gathered}$ | $\begin{gathered} 19 \\ (0.62) \end{gathered}$ | $\begin{gathered} 219 \\ (7.22) \end{gathered}$ | $\begin{gathered} 3 \\ (0.09) \end{gathered}$ | $\begin{gathered} 729 \\ (24.03) \end{gathered}$ |
| Oct. | $\begin{array}{r} 20 \\ (0.61) \end{array}$ | $\begin{gathered} 54 \\ (1.64) \end{gathered}$ | $\begin{gathered} 132 \\ (4.02) \end{gathered}$ | $\begin{gathered} 184 \\ (5.60) \end{gathered}$ | $\begin{gathered} 21 \\ (0.64) \end{gathered}$ | $\begin{gathered} 154 \\ (4.69) \end{gathered}$ | $\begin{gathered} 6 \\ (0.18) \end{gathered}$ | $\begin{gathered} 571 \\ (17.39) \end{gathered}$ |
| Nov. | $\begin{gathered} 25 \\ (0.75) \end{gathered}$ | $\begin{gathered} 39 \\ (1.16) \end{gathered}$ | $\begin{gathered} 181 \\ (5.40) \end{gathered}$ | $\begin{gathered} 222 \\ (6.62) \end{gathered}$ | $\begin{gathered} 64 \\ (1.91) \end{gathered}$ | $\begin{gathered} 88 \\ (2.63) \end{gathered}$ | $\begin{aligned} & 104 \\ & (3.10) \end{aligned}$ | $\begin{gathered} 723 \\ (21.58) \end{gathered}$ |
| Dec. | $\begin{gathered} 34 \\ (1.01) \end{gathered}$ | $\begin{gathered} 61 \\ (1.82) \end{gathered}$ | $\begin{gathered} 170 \\ (5.07) \end{gathered}$ | $\begin{gathered} 226 \\ (6.74) \end{gathered}$ | $\begin{gathered} 37 \\ (1.10) \end{gathered}$ | $\begin{gathered} 201 \\ (5.99) \end{gathered}$ | $\begin{gathered} 13 \\ (0.38) \end{gathered}$ | $\begin{aligned} & 742 \\ & (22.13) \end{aligned}$ |
| Total | $\begin{gathered} 702 \\ (1.78) \end{gathered}$ | $\begin{gathered} 1391 \\ (3.53) \end{gathered}$ | $\begin{aligned} & 1690 \\ & (4.29) \end{aligned}$ | $\begin{aligned} & 2593 \\ & (6.58) \end{aligned}$ | $\begin{aligned} & 357 \\ & (0.91) \end{aligned}$ | $\begin{aligned} & 1456 \\ & (3.69) \end{aligned}$ | $\begin{gathered} 551 \\ (1.40) \end{gathered}$ | $\begin{aligned} & 8740 \\ & (22.18) \end{aligned}$ |

Note : Figures in brackets indicate absenteeism rate.

Table No. 3.6 indicates causewise analysis of absenteeism rate of sampled workers. From the table we come to know that total absenteeism rate of sampled workers is 22.18. Compare to all other causes, absenteeism of workers is more due to unauthorised absence (6.58), authorised leave (4.29) \& sick leave (3.69). Due to unauthorised absence the absentee of workers is more in the months of May (7.63), June (8.37) \& August (7.51) while it is more in the months of September (7.22) \& December (5.99), due to sick leave \& authorised leave is havirg highest absenteeism rate in the months of June (6.14), September (5.11) \& November (5.40). Absenteeism is at low level due to accidents (0.91).


TABLE No. 3.7
CAUSEWISE ABSENTEEISM EATE IN SPINNING DEPARTMENT

| Month | Casual <br> leave | leave with wages | Authorised leave | Unauth-o-ised leave | Accident | Sick leave | Other | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Jan. | $\begin{gathered} 82 \\ (5.97) \end{gathered}$ | $\begin{gathered} 7 \\ (0.51) \end{gathered}$ | $\begin{gathered} 45 \\ (3.28) \end{gathered}$ | $\begin{gathered} 56 \\ (4.08) \end{gathered}$ | $\begin{gathered} 12 \\ (0.87) \end{gathered}$ | $\begin{gathered} 27 \\ (1.97) \end{gathered}$ | $\begin{aligned} & 49 \\ & (3.57) \end{aligned}$ | $\begin{aligned} & 278 \\ & (20.25) \end{aligned}$ |
| Feb. | $\begin{array}{r} 43 \\ (3.56) \end{array}$ | $\begin{gathered} 49 \\ (4.06) \end{gathered}$ | $\begin{gathered} 50 \\ (4.14) \end{gathered}$ | $\begin{gathered} 118 \\ (9.77) \end{gathered}$ | $\begin{gathered} 13 \\ (1.08) \end{gathered}$ | $\begin{gathered} 42 \\ (3.48) \end{gathered}$ | $\begin{gathered} 1 \\ (0.08) \end{gathered}$ | $\begin{aligned} & 316 \\ & (26.16) \end{aligned}$ |
| March | $\begin{gathered} 17 \\ (1.25) \end{gathered}$ | $\begin{gathered} 62 \\ (4.55) \end{gathered}$ | $\begin{gathered} 79 \\ (5.79 \end{gathered}$ | $\begin{array}{r} 93 \\ (6.82) \end{array}$ | $\begin{gathered} 9 \\ (0.66) \end{gathered}$ | $\begin{gathered} 54 \\ (3.96) \end{gathered}$ | $\begin{gathered} 42 \\ (3.08) \end{gathered}$ | $\begin{aligned} & 356 \\ & (26.10) \end{aligned}$ |
| April | $\begin{array}{r} 12 \\ (0.92) \end{array}$ | $\begin{gathered} 44 \\ (3.36) \end{gathered}$ | $\begin{gathered} 78 \\ (5.95) \end{gathered}$ | $\begin{gathered} 97 \\ (7.40) \end{gathered}$ | $\begin{gathered} 24 \\ (1.83) \end{gathered}$ | $\begin{gathered} 68 \\ (5.19) \end{gathered}$ | $\begin{gathered} 2 \\ (0.15) \end{gathered}$ | $\begin{aligned} & 325 \\ & (24.81) \end{aligned}$ |
| May | $\begin{gathered} 10 \\ (0.73) \end{gathered}$ | $\begin{gathered} 112 \\ (8.14) \end{gathered}$ | $\begin{gathered} 66 \\ (4.80) \end{gathered}$ | $\begin{gathered} 101 \\ (7.34) \end{gathered}$ | $\begin{gathered} 25 \\ (1.82) \end{gathered}$ | $\begin{gathered} 96 \\ (6.98) \end{gathered}$ | $\begin{aligned} & 40 \\ & (2.91) \end{aligned}$ | $\begin{aligned} & 450 \\ & (32.70) \end{aligned}$ |
| June | $\begin{gathered} 5 \\ (0.39) \end{gathered}$ | $\begin{gathered} 9 \\ (0.70) \end{gathered}$ | $\begin{gathered} 115 \\ (8.89) \end{gathered}$ | $\begin{gathered} 150 \\ (11.59) \end{gathered}$ | $\binom{-}{-}$ | $\begin{array}{r} 50 \\ (3.86) \end{array}$ | $\begin{gathered} 44 \\ (3.40) \end{gathered}$ | $\begin{aligned} & 373 \\ & (28.83) \end{aligned}$ |
| July | $\begin{array}{r} 78 \\ (5.76) \end{array}$ | $\begin{gathered} 34 \\ (2.51) \end{gathered}$ | $\begin{gathered} 59 \\ (4.35) \end{gathered}$ | $\begin{array}{r} 89 \\ (6.57) \end{array}$ | $\begin{gathered} 8 \\ (0.59) \end{gathered}$ | $\begin{gathered} 77 \\ (5.68) \end{gathered}$ | $(0.15)$ | $347$ |
| August | $\begin{gathered} 26 \\ (1.98) \end{gathered}$ | $\begin{gathered} 27 \\ (2.05) \end{gathered}$ | $\begin{gathered} 58 \\ (4.41) \end{gathered}$ | $\begin{gathered} 114 \\ (8.68) \end{gathered}$ | $\binom{-}{-}$ | $\begin{gathered} 49 \\ (3.73) \end{gathered}$ | $(-)$ | $\begin{aligned} & 274 \\ & (20.85) \end{aligned}$ |
| Sept. | $\begin{gathered} 15 \\ (1.23) \end{gathered}$ | $\begin{gathered} 20 \\ (1.64) \end{gathered}$ | $\begin{gathered} 88 \\ (7.21) \end{gathered}$ | $\begin{array}{r} 97 \\ (7.94) \end{array}$ | $\begin{gathered} 2 \\ (0.16) \end{gathered}$ | $\begin{gathered} 100 \\ (8.19) \end{gathered}$ | $\begin{gathered} 1 \\ (0.08) \end{gathered}$ | $\begin{aligned} & 323 \\ & (26.45) \end{aligned}$ |
| Oct. | $\begin{gathered} 9 \\ (0.68) \end{gathered}$ | $\begin{gathered} 10 \\ (0.75) \end{gathered}$ | $\begin{gathered} 69 \\ (5.20) \end{gathered}$ | $\begin{array}{r} 77 \\ (5.80) \end{array}$ | $\begin{gathered} 5 \\ (0.37) \end{gathered}$ | $\begin{array}{r} 65 \\ (4.89) \end{array}$ | $(-)$ | $\begin{aligned} & 235 \\ & (17.70) \end{aligned}$ |
| Nov. | $\begin{gathered} 12 \\ (0.90) \end{gathered}$ | $\begin{gathered} 10 \\ (0.75) \end{gathered}$ | $\begin{gathered} 85 \\ (6.35) \end{gathered}$ | $\begin{gathered} 106 \\ (7.92) \end{gathered}$ | $\begin{gathered} 12 \\ (0.90) \end{gathered}$ | $\begin{gathered} 36 \\ (2.69) \end{gathered}$ | $\begin{gathered} 46 \\ (3.44) \end{gathered}$ | $\begin{aligned} & 307 \\ & (22.94) \end{aligned}$ |
| Dec. | $\begin{gathered} 18 \\ (1.35) \end{gathered}$ | $\begin{gathered} 16 \\ (1.20) \end{gathered}$ | $\begin{gathered} 88 \\ (6.58) \end{gathered}$ | $\begin{array}{r} 93 \\ (6.95) \end{array}$ | $\begin{gathered} 20 \\ (1.49) \end{gathered}$ | $\begin{gathered} 99 \\ (7.40) \end{gathered}$ | $(-)$ | $\begin{aligned} & 340 \\ & (25.41) \end{aligned}$ |
| Total | $\begin{gathered} 327 \\ (2.07) \end{gathered}$ | $\begin{gathered} 400 \\ (2.53) \end{gathered}$ | $\begin{aligned} & 880 \\ & (5.56) \end{aligned}$ | $\begin{aligned} & 1: 91 \\ & (7.53) \end{aligned}$ | $\begin{gathered} 130 \\ (0.82) \end{gathered}$ | $\begin{gathered} 763 \\ (4.82) \end{gathered}$ | $\begin{gathered} 233 \\ (1.47) \end{gathered}$ | $\begin{aligned} & 3924 \\ & (24.81) \end{aligned}$ |

Note : Figures in brackets indicate absenteeism rate.

Table no. 3.7 describes the causewise absence behaviour of the workers in spinning department. In this department more workers remain absent due to unauthorised absence (7.53), authorised leave (5.5E) \& sick leave (4.82). In case of unauthorised absence, the absenteeism rate is more in the months of February (9.77), June (11.59) \& August (8.68). While it is higher in the months of June (8.89) and September (7.21) due to authorised leave. Sick leave is having more absenteeism rate in the months of May (6.98), September (8.19) \& December (7.40) and it is low due to accidents (0.82).

TABLE NO. 3.8
CAUSEWISE ABSENTEEISM RATE IN WEAVING DEPARTMENT

| Month | Casual <br> leave | leave with wages | Authorised leave | Unauthorised leave | Accident | Sick leave | Other | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Jan. | $\begin{gathered} 54 \\ (4.01) \end{gathered}$ | $\begin{gathered} 38 \\ (2.82) \end{gathered}$ | $\begin{gathered} 22 \\ (1.63) \end{gathered}$ | $\begin{gathered} 74 \\ (5.50) \end{gathered}$ | $\begin{gathered} 26 \\ (1.93) \end{gathered}$ | $\begin{gathered} 20 \\ (1.49) \end{gathered}$ | $\begin{aligned} & 48 \\ & (2.97) \end{aligned}$ | $\begin{aligned} & 282 \\ & (20.95) \end{aligned}$ |
| Feb. | $\begin{gathered} 42 \\ (3.53) \end{gathered}$ | $\begin{gathered} 71 \\ (5.97) \end{gathered}$ | $\begin{gathered} 24 \\ (2.02) \end{gathered}$ | $\begin{gathered} 68 \\ (5.71) \end{gathered}$ | $\begin{gathered} 24 \\ (2.02) \end{gathered}$ | $\begin{gathered} 48 \\ (4.03) \end{gathered}$ | $\binom{-}{-}$ | $\begin{aligned} & 277 \\ & (23.28) \end{aligned}$ |
| March | $\begin{array}{r} 22 \\ (1.60) \end{array}$ | $\begin{array}{r} 75 \\ (5.45) \end{array}$ | $\begin{gathered} 36 \\ (2.62) \end{gathered}$ | $\begin{gathered} 85 \\ (6.18) \end{gathered}$ | $\begin{gathered} 11 \\ (0.80) \end{gathered}$ | $\begin{gathered} 30 \\ (2.18) \end{gathered}$ | $\begin{aligned} & 43 \\ & (3.05) \end{aligned}$ | $\begin{aligned} & 302 \\ & (21.96) \end{aligned}$ |
| April | $\begin{array}{r} 10 \\ (0.78) \end{array}$ | $\begin{gathered} 56 \\ (4.35) \end{gathered}$ | $\begin{gathered} 34 \\ (2.64) \end{gathered}$ | $\begin{array}{r} 76 \\ (5.91) \end{array}$ | $\begin{gathered} 10 \\ (0.78) \end{gathered}$ | $\begin{gathered} 20 \\ (1.56) \end{gathered}$ | $(-)$ | $\begin{aligned} & 206 \\ & (16.02) \end{aligned}$ |
| May | $\begin{array}{r} 16 \\ (1.16) \end{array}$ | $\begin{gathered} 100 \\ (7.23) \end{gathered}$ | $\begin{gathered} 28 \\ (2.02) \end{gathered}$ | $\begin{gathered} 103 \\ (7.45) \end{gathered}$ | $\begin{gathered} 6 \\ (0.43) \end{gathered}$ | $\begin{gathered} 33 \\ (2.39) \end{gathered}$ | $\begin{gathered} 42 \\ (3.03) \end{gathered}$ | $\begin{aligned} & 328 \\ & (23.72) \end{aligned}$ |
| June | $\begin{gathered} 3 \\ (0.23) \end{gathered}$ | $\begin{gathered} 64 \\ (4.98) \end{gathered}$ | $\begin{gathered} 38 \\ (2.64) \end{gathered}$ | $\begin{gathered} 80 \\ (6.22) \end{gathered}$ | $\begin{gathered} 30 \\ (2.33) \end{gathered}$ | $\begin{gathered} 40 \\ (3.11) \end{gathered}$ | $\begin{gathered} 44 \\ (3.42) \end{gathered}$ | $\begin{aligned} & 299 \\ & (23.25) \end{aligned}$ |
| July | $\begin{array}{r} 49 \\ (3.66) \end{array}$ | $\begin{gathered} 50 \\ (3.74) \end{gathered}$ | $\begin{gathered} 25 \\ (1.87) \end{gathered}$ | $\begin{gathered} 112 \\ (8.38) \end{gathered}$ | $\begin{gathered} 6 \\ (0.45) \end{gathered}$ | $\begin{gathered} 22 \\ (1.65) \end{gathered}$ | $\begin{gathered} 1 \\ (0.07) \end{gathered}$ | $\begin{aligned} & 265 \\ & (19.82) \end{aligned}$ |
| August | $\begin{gathered} 12 \\ (0.92) \end{gathered}$ | $\begin{array}{r} 30 \\ (2.31) \end{array}$ | $\begin{array}{r} 30 \\ (2.31) \end{array}$ | $\begin{array}{r} 97 \\ (7.41) \end{array}$ | $\begin{gathered} 5 \\ (0.39) \end{gathered}$ | $\begin{array}{r} 37 \\ (2.85) \end{array}$ | $\begin{gathered} 1 \\ (0.07) \end{gathered}$ | $\begin{aligned} & 212 \\ & (16.33) \end{aligned}$ |
| Sept. | $\begin{gathered} 12 \\ (0.99) \end{gathered}$ | $\begin{gathered} 54 \\ (4.47) \end{gathered}$ | $\begin{gathered} 20 \\ (1.66) \end{gathered}$ | $\begin{gathered} 108 \\ (8.94) \end{gathered}$ | $\begin{gathered} 17 \\ (1.41) \end{gathered}$ | $\begin{gathered} 71 \\ (5.88) \end{gathered}$ | $\begin{gathered} 1 \\ (0.08) \end{gathered}$ | $\begin{aligned} & 283 \\ & (23.43) \end{aligned}$ |
| Oct. | $\begin{gathered} 8 \\ (0.61) \end{gathered}$ | $\begin{gathered} 27 \\ (2.07) \end{gathered}$ | $\begin{gathered} 33 \\ (2.53) \end{gathered}$ | $\begin{gathered} 101 \\ (7.74) \end{gathered}$ | $\begin{gathered} 10 \\ (0.77) \end{gathered}$ | $\begin{gathered} 74 \\ (5.67) \end{gathered}$ | $\begin{gathered} 6 \\ (0.46) \end{gathered}$ | $\begin{aligned} & 259 \\ & (19.85) \end{aligned}$ |
| Nov. | $\begin{gathered} 7 \\ (0.52) \end{gathered}$ | $\begin{gathered} 15 \\ (1.12) \end{gathered}$ | $\begin{gathered} 38 \\ (2.83) \end{gathered}$ | $\begin{gathered} 100 \\ (7.45) \end{gathered}$ | $\begin{gathered} 7 \\ (0.52) \end{gathered}$ | $\begin{gathered} 41 \\ (3.06) \end{gathered}$ | $\begin{gathered} 44 \\ (3.28) \end{gathered}$ | $\begin{aligned} & 252 \\ & (18.78) \end{aligned}$ |
| Dec. | $\begin{gathered} 14 \\ (1.04) \end{gathered}$ | $\begin{gathered} 36 \\ (2.69) \end{gathered}$ | $\begin{gathered} 56 \\ (4.18) \end{gathered}$ | $\begin{gathered} 110 \\ (8.21) \end{gathered}$ | $\begin{gathered} 6 \\ (0.45) \end{gathered}$ | $\begin{gathered} 72 \\ (5.37) \end{gathered}$ | $\begin{gathered} 1 \\ (0.07) \end{gathered}$ | $\begin{aligned} & 295 \\ & (22.01) \end{aligned}$ |
| Total | $\begin{gathered} 249 \\ (1.59) \end{gathered}$ | $\begin{gathered} 616 \\ (3.92) \end{gathered}$ | $\begin{gathered} 384 \\ (2.45) \end{gathered}$ | $\begin{aligned} & 1114 \\ & (7.10) \end{aligned}$ | $\begin{gathered} 158 \\ (1.01) \end{gathered}$ | $\begin{gathered} 508 \\ (3.24) \end{gathered}$ | $\begin{gathered} 231 \\ (1.47) \end{gathered}$ | $\begin{aligned} & 3260 \\ & (20.77) \end{aligned}$ |

Note : Figures in brackets indicate absenteeism rate.

The causewise absenteeism rate of weaving department is presented in Table No. 3.8. Total absenteeism rate is 20.77 . Compare to other causes, absenteeism rate of workers in this department is more serious due to unauthorised absence (7.10), leave with wages (3.92) and sick leave (3.24). Unauthorised absence is having the higher absenteeism rate in the months of July (8.38). September, (8.94) \& December (8.21). Due to leave with wages absenteee is higher in the months of February (5.97), March (5.45) and May (7.23). In case of sick leave worker remain absent in the months of Septermber (5.88) October (5.67) and December (5.37). The absentee due to accident (1.01) is low.

TABLE NO. 3.9
CAUSEWISE ABSENTEEISM ZATE IN PROCESSING DEPARTMENT

| Month | $\begin{aligned} & \text { Casual } \\ & \text { leave } \end{aligned}$ | leave with wages | Authorised leave | Jnauthorised leave | Accident | Silk leave | Other | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Jan. | $\begin{gathered} 36 \\ (5.33) \end{gathered}$ | $\begin{gathered} 19 \\ (2.81) \end{gathered}$ | $\begin{gathered} 16 \\ (2.37) \end{gathered}$ | $\begin{gathered} 14 \\ (2.07) \end{gathered}$ | $\binom{-}{-}$ | $\begin{gathered} 12 \\ (1.78) \end{gathered}$ | $\begin{aligned} & 26 \\ & (3.56) \end{aligned}$ | $\begin{aligned} & 123 \\ & (18.22) \end{aligned}$ |
| Feb. | $\begin{gathered} 15 \\ (2.50) \end{gathered}$ | $\begin{array}{r} 20 \\ (3.33) \end{array}$ | $\begin{array}{r} 27 \\ (4.50) \end{array}$ | $\begin{gathered} 22 \\ (3.67) \end{gathered}$ | $\binom{-}{-}$ | $\begin{gathered} 26 \\ (4.33) \end{gathered}$ | $\binom{-}{-}$ | $\begin{aligned} & 110 \\ & (18.33) \end{aligned}$ |
| March | $\begin{gathered} 9 \\ (1.29) \end{gathered}$ | $\begin{gathered} 76 \\ (10.89) \end{gathered}$ | $\begin{gathered} 36 \\ (5.15) \end{gathered}$ | $\begin{gathered} 41 \\ (5.87) \end{gathered}$ | $\begin{gathered} 7 \\ (1.00) \end{gathered}$ | $\begin{gathered} 12 \\ (1.72) \end{gathered}$ | $\begin{gathered} 24 \\ (3.44) \end{gathered}$ | $\begin{aligned} & 205 \\ & (29.37) \end{aligned}$ |
| April | $\begin{gathered} 2 \\ (0.31) \end{gathered}$ | $\begin{gathered} 110 \\ (16.92) \end{gathered}$ | $\begin{gathered} 32 \\ (4.92) \end{gathered}$ | $\begin{gathered} 10 \\ (1.54) \end{gathered}$ | $(-)$ | $(-)$ | $(-)$ | $\begin{aligned} & 54 \\ & (23.69) \end{aligned}$ |
| May | $\begin{gathered} 7 \\ (1.00) \end{gathered}$ | $\begin{gathered} 54 \\ (7.71) \end{gathered}$ | $\begin{gathered} 38 \\ (5.43) \end{gathered}$ | $\begin{gathered} 60 \\ (8.57) \end{gathered}$ | $\left(\begin{array}{l} - \\ (-) \end{array}\right.$ | $\begin{gathered} 3 \\ (0.43) \end{gathered}$ | $\begin{aligned} & 14 \\ & (2.00) \end{aligned}$ | $\begin{aligned} & 176 \\ & (25.14) \end{aligned}$ |
| June | $\begin{gathered} 4 \\ (0.62) \end{gathered}$ | $\begin{gathered} 10 \\ (1.55) \end{gathered}$ | $\begin{array}{r} 45 \\ (6.97) \end{array}$ | $\begin{gathered} 40 \\ (6.19) \end{gathered}$ | $\binom{-}{-}$ | $(\quad-)$ | ( -C | $\begin{gathered} 99 \\ (15.33) \end{gathered}$ |
| July | $\begin{gathered} 27 \\ (4.00) \end{gathered}$ | $\begin{gathered} 9 \\ (1.33) \end{gathered}$ | $\begin{array}{r} 40 \\ (5.93) \end{array}$ | $\begin{gathered} 15 \\ (2.22) \end{gathered}$ | $(-\bar{\prime})$ | $\begin{gathered} 19^{\prime} \\ (2.81) \end{gathered}$ | $\begin{gathered} 2 \\ (0.30) \end{gathered}$ | $\begin{aligned} & 112 \\ & (16.59) \end{aligned}$ |
| August | 9 $(1.38)$ | 23 $(3.54)$ | $\begin{array}{r} 31 \\ (4.77) \end{array}$ | $\begin{gathered} 34 \\ (5.23) \end{gathered}$ | ( -- ) | $\begin{array}{r} 9 \\ (1.38)^{9} \end{array}$ | ( - ) | $\begin{gathered} 106 \\ (16.31) \end{gathered}$ |
| Sept. | $\begin{gathered} 6 \\ (0.99) \end{gathered}$ | $\begin{gathered} 14 \\ (2.31) \end{gathered}$ | $\begin{gathered} 47 \\ (7.78) \end{gathered}$ | $\begin{gathered} 7 \\ (1.16) \end{gathered}$ | $\left(\begin{array}{l} - \\ - \\ - \end{array}\right)$ | $\begin{gathered} 48 \\ (7.95) \end{gathered}$ | $\begin{gathered} 1 \\ (0.17) \end{gathered}$ | $\begin{aligned} & 123 \\ & (20.36) \end{aligned}$ |
| Oct. | $\begin{array}{r} 3 \\ (0.46) \end{array}$ | $\begin{gathered} 17 \\ (2.62) \end{gathered}$ | $\begin{array}{r} 30 \\ (4.62) \end{array}$ | $\begin{gathered} 6 \\ (0.92) \end{gathered}$ | $\begin{gathered} 6 \\ (0.92) \end{gathered}$ | $\begin{gathered} 15 \\ (2.31) \end{gathered}$ | $(-)$ | $\begin{gathered} 77 \\ (11.85) \end{gathered}$ |
| Nov. | $\begin{gathered} 6 \\ (0.89) \end{gathered}$ | $\begin{gathered} 14 \\ (2.09) \end{gathered}$ | $\begin{gathered} 58 \\ (8.64) \end{gathered}$ | $\begin{gathered} 16 \\ (2.38) \end{gathered}$ | $\begin{gathered} 45 \\ (6.71) \end{gathered}$ | $\begin{gathered} 11 \\ (1.69) \end{gathered}$ | $\begin{aligned} & 14 \\ & (2.15) \end{aligned}$ | $\begin{aligned} & 164 \\ & (24.44) \end{aligned}$ |
| Dec. | $\begin{gathered} 2 \\ (0.30) \end{gathered}$ | $\begin{gathered} 9 \\ (1.33) \end{gathered}$ | $\begin{gathered} 26 \\ (3.41) \end{gathered}$ | $\begin{gathered} 23 \\ (2.37) \end{gathered}$ | $\begin{gathered} 11 \\ (1.63) \end{gathered}$ | $\begin{gathered} 30 \\ (4.44) \end{gathered}$ | $\begin{gathered} 6 \\ (0.89) \end{gathered}$ | $\begin{aligned} & 107 \\ & (15.85) \end{aligned}$ |
| Total | $\begin{gathered} 126 \\ (1.60) \end{gathered}$ | $\begin{array}{r} 375 \\ (4.75) \end{array}$ | $\begin{gathered} 426 \\ (5.40) \end{gathered}$ | $\begin{gathered} 288 \\ (3.65) \end{gathered}$ | $\begin{gathered} 69 \\ (0.87) \end{gathered}$ | $\begin{gathered} 185 \\ (2.34) \end{gathered}$ | $\begin{gathered} 87 \\ (1.10) \end{gathered}$ | $\begin{aligned} & 1556 \\ & (19.71) \end{aligned}$ |

Note : Figures in brackets indicate absənteeism rate.

Table No. 3.9 throws light on the causewise analysis of absenteeism in processing department. This department had comparatively low absenteeism rate of 19.71. Absence of workers is higher due to authorised leave (5.40), leave with wages (4.75) and unauthorised absence (3.65). Due to authorised leave absentee is more in the months of June (6.97), September (7.78) and November (8.64). Absenteeism due to leave with wages is at the highest level in the months of March (10.89), April (16.92) and may (7.71). The Months of May (8.57), June (6.19)had the highest absenteeism rate in case of unauthorised absence. At the same time workers absenteeism is at lowest level due to an accidents (0.87)

| Month | SPINNING | WEAVING | PROCESSING | TOTAL |
| :---: | :---: | :---: | :---: | :---: |
| January | - | - | - | - |
| February | - | * | - | - |
| March | - | - | * | * |
| April | - | - | - | - |
| May | * | * | * | * |
| June | * | * | - | - |
| July | - | - | - | - |
| August | - | - | - | - |
| September | * | * | - | * |
| October | - | - | - | - |
| November | - | - | * | - |
| December | - | - | - | - |

* Area with high absenteeism rate.

IDENTIFICATION OF AREAS WITH HIGH ABSENTEEISM (CAUSEWISE)

| Month | Unauthorised Absence | Authorised Leave | Sick <br> Leave |
| :---: | :---: | :---: | :---: |
| January | - | - | - |
| February | - | - | - |
| March | - | - | - |
| April | - | - | - |
| May | * | - | - |
| June | * | * | - |
| July | - | - | - |
| August | * | - | - |
| September | - | * | * |
| October | - | - | - |
| November | - | * | - |
| December | - | - | * |

