

CHAPTER IV
FACTORS ASSOCIATED WITH ABSENTEEISM

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For the analysis we have identified the factors as follows :-

- 1) Personal factors
- 2) Economic factors
- 3) Operational level factors
- 4) Perceptual level factors

These factors are also the cause for absenteeism or they are also associated with absenteeism. In preceding chapter we have seen that the absenteeism is caused by Socio, economic and personal behaviour of the individual workers.

For the study we conducted interviews with the 50 workers selected at random with the help of the structure method of data collection. This covers the following aspects of the socio-economic condition, psychological attitudes and behaviour of the textile workers.

4.1 PERSONAL FACTORS

Personal factors that responsible for absenteeism ---

- 1) Age
- 2) Education
- 3) Caste
- 4) Size of family Housing condition
- 5) Distiance between house & mill

- 6) Sex
- 7) Marital status

TABLE NO. 4.1
AGE AND ABSENT

Age Group	No. of workers	Absenteeism rate
1) above 35	11	37.30
2) 35 TO 50	36	29.44
3) Above 50	3	27.76

4.1.1 AGE

The age is the important factor which is related with the absenteeism rate. It also affected by the working efficiency and attendance behaviour of the worker. Hence in the above table the absenteeism rate is 37.50 which of above 35 to 40, years old workers is high. The absenteeism among the worker is high because after the week end the worker enjoys the week end by drinking, entertaining himself and because of other bad habits, for e.g. he goes asleep late at night, say on sunday and finds it difficult to get up early in the morning to come on time and concentrate on the work. The various reasons may be i.e. restlessness laziness, neglects the work, dissatisfaction with work, sickness etc.

Sometime the worker remains absent because they are mostly

engaged in other activities to earn more, they are not only depending upon the salaries paid by mill for satisfying their need.

On other side the absenteeism rate is also high as age grows i.e. age above 50. (27.76) as age increases the efficiency of worker decreases, and absenteeism rate increases due to sickness, fails to come on work in time. This effects on the production of the mill and on their own earning. The absenteeism rate is high as physical working condition decreases.

TABLE NO. 2
EDUCATION AND ABSENTEEISM RATE

Sr. No.	Education	No. of Workers	Absenteeism Rate
1.	Illiterate	16	30.80
2.	Primary	20	32.11
3.	Secondary	14	30.63
4.	Higher	--	-----

.1.2 EDUCATION

Education is another factor that affects the absenteeism rate. The above table indicates that the absenteeism rate is high both at primary and secondary level of education. This means that the worker who are illiterate, in that case the

absenteeism rate is high (30.80) i.e. the worker does not know the importance of the attendance on the job i.e., He can work more and earn more. The worker without knowledge i.e. of how important the work is ?, remains absent without any reason, and enjoys unauthorised leave.

The absenteeism rate is also high at the primary level i.e. (32.11), they do not get job satisfaction, their dissatisfaction with job makes them to think whether they should go on work or not. The worker pays more attention also on earning from other sources of income.

TABLE NO. 4.3
CAST AND ABSENTEEISM RATE

Sr. No.	Cast	No. of Workers	Absenteeism Rate
1.	Lower Caste	29	30.77
2.	Middle Caste	17	31.51
3.	Higher Caste	4	31.74

.1.3 CASTE

Caste and creed of the worker is also an factor affecting the absenteeism rate. The worker are divided into social status into three parts.

- 1) Lower Caste 2) Middle Caste 3) Higher Caste. Caste

influence the patter of relationship between the group of people working together.

This caste are again subdivided into many caste. The lower caste consist of ---- Sali community, Padmasali, O.B.C. Dhangar.

The middle caste consist of --- Muslim, Lingayat, Marwadis etc.

The Higher caste consist of --- Brahamains, Jain and Marathas etc.

The above table No. 4.3 indicates that the absenteeism rate is high in both in middle caste and higher caste absenteeism is high. Co-operation is not easily secured in higher caste and lower caste, they do not have their interest. Similar one, view are different from each other. This lads to tension and conflict. Sometimes the upper caste worker and middle caste worker do not adjust himself with lower caste workers. Sometimes the higher and middle caste people dislike the job or working in the mill, which they think that is against their prestige. It is difficult for the middle and higher caste worker to cope up with the lower caste people.

The absenteeism rate in case of lower caste worker is low, because they think the job they have got is of their level and lower caste workers standard of living is low and they are unable to satisfy their need. So to satisfy their need and to earn more

they do not remain absent or their absenteeism rate is low. Or they are sincere in their work. Who work without wasting the time.

TABLE NO. 4.4

RELATION BETWEEN HOUSING PATTERN AND ABSENTEEISM RATE

Sr. No.	States of Housing	No. of Workers	Absenteeism Rate
1.	Owned	28	31.76
2.	Rental	22	30.84

.1.4 HOUSING PATTERN

Among the personal factors i.e. general housing conditions and the distance from the house and mill have relation with the absenteeism rate. The table No. 4.4 indicates the number of workers, i.e. 28 out of 50 sample worker, the absenteeism rate is high, in case the worker who is having own house i.e. (31.76). The worker who stays in own house might face the problem of far distance of mill i.e. far away from mill.

The worker who stays in rental house, the absenteeism rate is low i.e. (30.84) i.e. they might be staying near the mill, or little distance away from the mill.

TABLE NO. 4.5

RELATIONS BETWEEN DISTANCE AND ABSENTISM

Sr. No.	States of Housing	No. of Workers	Absenteeism Rate
1.	Upto 1 km.	---	----
2.	Upto 1 to 2 km.	01	17.18
3.	Upto 2 to 5 km.	21	32.61
4.	Upto 5 to 8 km.	19	28.99
5.	Upto 8 to 10 km.	09	34.36

.1.5 DISTANCE

There is also an relation between distance and absenteeism rate. The above table No. 4.5. indicates that the worker who stays 2 to 5 km. distance far away from the mill the absenteeism rate is high i.e. 32.61 and 2nd highest is workers who stays 8 to 10 km far away from the mill.

The distance between the mill and the residence also affects the absenteeism rate. The absenteeism rate is low i.e. (18.18) the workers who stays near by the mill. This indicates that the worker who stay far remain absent for some reason, i.e. they may not attend the work in the time, they remain absent during rainy season, the worker who comes by buses have to wait for buses or sometimes the bus misses by the worker and this cause absence. The worker who comes by bicycle or vehicles they have to face the accident or repairs of vehicles.

TABLE NO. 4.6

RELATION BETWEEN MARTIAL STATUS AND ABSENTEEISM RATE

Sr. No.	Martial Housing	No. of Workers	Absenteeism Rate
1.	Married	43	31.90
2.	Un-married	--	---
3.	Widow/Widower	5	29.28
4.	Divorced	2	23.02

4.1.6 MARTIAL STATUS :

Martial Status is another important factor that affects the absenteeism rate; and the attendance of the worker.

As above, table No. 4.6 indicates the absenteeism rate is high in married worker i.e 31.90% than that of widow/widower (29.28) and Divorced (23.02).

The married worker has the responsibilities of family on him, he has to look after his family and take care, specially when his family member is suffering due illness, or because of other reason for e.g. arranging marriages of sister, brother or of his children. He remains absent for 15 days to 1 month for celebrating festivals like Diwali, etc. and due to the same reason even the worker who are widow/widower remain absent.

TABLE NO. 4.7

RELATION BETWEEN WORKERS NATIVE PLACE AND ABSENTEEISM RATE

Sr. No.	Native Place	No. of Workers	Absenteeism Rate
1.	Solapur	27	26.31
2.	From Solapur District	21	36.31
3.	From Maharashtra State	--	---
4.	From Other State	2	45.21

4.1.7 NATIVE PLACE

Native place is also an other important factor that affects the absenteeism rate of workers and their attendance. The above table No. 4.7 shows the absenteeism rate is high, the worker who has come from other state i.e. (45.21) and the worker who has came from Solapur district i.e. (36.31) is higher than the worker whose native place is Solapur (26.31).

The worker from other states or from Solapur district mainly remain absent for 1 to 20 days for harvesting the crops, attending marriages of their relatives, friends and celebrating festivals, fairs. Sometime the worker who feels tired of work or suffering from illness, diseases, to take rest he goes to his native place. The worker whose native place is Solapur the absenteeism rate is low.

TABLE NO. 4.8
MODE OF TRANSPORT AND ABSENTEEISM RATE

Sr. No.	Mode of Transport	No. of Workers	Absenteeism Rate
1.	Walking	--	---
2.	Cycle	26	32.26
3.	Motor cycle/Bus	24	29.19

.1.8 MODE OF TRANSPORT

Mode of transportation is also responsible for absence of worker. In the above table No. 4.8. The worker who comes to mill by bicycle the absenteeism rate is high (32.26) than that of the worker who comes by motorcycle/Bus. i.e. (29.19).

The worker who comes to mill by bicycle has to face many difficulties on his way. For cycling the energy required is more, sometimes the energy required is lost due to worker's illness, bad habits, tension of his family members or other reasons, due to all this reasons he is unable to reach the mill in time for work. Sometimes on his way to mill any cycle repairs occurs, or sometimes accident occurs and remains absent or absenteeism rate is high. Mainly in rainy seasons the worker who comes by cycle neglects the work due to rainfall.

The worker who comes by motorcycle/Bus, the absenteeism rate is low, worker reaches the mill in time or before working hour.

TABLE NO. 4.9

RELATION BETWEEN HEALTH CONDITION OF WORKER & AB. RATE

Sr. No.	Health condition	No. of Workers	Absenteeism Rate
1.	Good	28	28.73
2.	Bad	22	34.64

.1.9 HEALTH CONDITION

The physical condition and efficiency of the worker depends upon the health. The health condition is also an other important factor that affects the absenteeism and attendance behaviour. The above table No. 4.9 indicates the absenteeism rate is high of the workers whose health is good (34.64), than that of the worker whose health is good (28.73).

"Health is wealth" when health is good every thing is possible. If the workers health is bad because of his illness, or who is also under the medical treatment than the physical working condition and efficiency decreases. Bad habits affects the health and causes illness, and absenteeism rate increases.

4.2 ECONOMIC FACTORS

The two indicator of the standard of living of the working class community are the income and expenditure. When the physical working condition and efficiency decreases

simultaneously the income or earning of the worker decreases. If the efficiency of the worker is high and physical working condition increases than the income of the worker also increases.

The worker works to satisfy their needs, and earns money. Though he works to satisfy his need, it has been observed that the worker instead of spending his earning on his basic needs which are necessary, spends his earning on his bad habits, such as drinking, gambling, playing cards, smoking and others.

When the income of the worker is low or standard of living is under poverty line, or though his earning is low, he spends his income on returning the Debt with interest under such circumstances the worker does not have any alternative other than borrowing money from co-operative societies, Banks, money lenders, friend, Co-workers, or from relative with high rate of interest.

The worker who has bad habits he loses his efficiency and physical working condition and suffers from illness or because of burden of high interest with amount on his head, and other tension he remains absent.

Because of the low standard of living of the worker, low income is most serious factors that affects the attendance behaviour.

Economic factors contributing to absenteeism rate includes :-

1. Income pattern
2. No. of family member income earners in family.
3. Any other sources of income.
4. Indebtness.
5. Bad habits

TABLE NO. 4.11

INCOME PATTERN AND ABSENTEEISM RATE

<u>Sr. No.</u>	<u>Earning (in Rs.)</u>	<u>No. of Workers</u>	<u>Absenteeism Rate</u>
1.	1500-2000	17	36.38
2.	2000-2500	19	33.09
3.	2500-3000	09	28.71
4.	3000- and above	05	30.41

4.2.1 INCOME PATTERN

The economic factors is another important factor which affects the absenteeism behaviour and attendance. The above table shows that the absenteeism rate is high in case of workers whose earning is 1500/- to 2000/-.

Here as the income is low i.e. 1500/- to 2000/-, because the standard of living of the worker is low as a result the worker

who has bad habits, he spends his earning on drinking, gambling, card-playing etc. When the worker after spending his earning on bad habits, the worker borrows money from money lenders on the high interest, to satisfy his & his families needs, this cycle goes not for 6 to 7 months, but from years and years and where the worker have to pay his earning as interest on amount borrowed, this leads to dissatisfaction of his daily needs, sometimes the workers have to face starvation which leads to the weakness not only of the worker but also his family and causes disease and losses his efficiency and working condition. The workers family also suffers when income is less. This leads to high absenteeism rate and when income earning from the mill is not satisfied than he will be busy in other activities and earns more.

The worker who earns more than 2500/- to 3000/- in their case their absenteeism rate is low. As workers more and earns more d he is able to satisfy all his needs and is satisfied with his job.

The workers whose income is above 3000/- the absenteeism is also high, because not only the worker but also his family members earns money for their family. Under such circumstances the workers neglects the work and enjoy unauthorised leave.

TABLE NO. 4.12

INCOME EARNED FROM OTHER PERSONS/SOURCES & ABSENTEEISM RATE

Sr. No.	Income Earners	Yes		No	
		NO. of Workers	Ab. Rate	No. of Workers	Ab. Rate
1.	Other persons	14	30.40	36	30.46
2.	Other sources	22	32.56	28	30.29

.2.12 INCOME EARNERS

The income earned from other sources or from other persons from family and absence is co-related with each other. The table No.4.12 shows that income from sources is also reason for absence. When the person earns income from other sources such as tailoring, income from land or business, running shops in their area, working as masons, agent for companies, the absenteeism rate is high because he is interested in earning more outside the mill.

On other hand the absenteeism rate is high when the workers is alone bread - earner for his family. He is engaged in other activities to earn more and to satisfy his families need. On other hand if the worker do not have other source of income he depends on the mill, and the absenteeism rate is low i.e. (30.29) than that of income from other person i.e. (30.46).

The worker who earns income from other sources and any family member is earning than he neglects the work and this reasons results to remains absent.

TABLE NO. 4.13
SOURCES OF LOANS & ABSENTEEISM RATE

Sr. No.	Sources of Income	No. of Workers	Absenteeism Rate
1.	Co-op. Society	19	28.35
2.	Bank	3	30.51
3.	Friends, relatives & money lenders	7	30.04
4.	Co-op. Society & Bank	7	25.24
5.	Money lenders & Co-op. Society	3	34.29
6.	No loans	11	36.82

4.2.3. INDEBTNESS

This factor also affects the absenteeism rate of the worker. The above table indicates that the absenteeism rate is high, in case, the worker who has not borrowed any loans i.e. 36.82. This indicates that firstly the worker is earning income from other sources or other family member is also earning when the worker who does not borrow money from other than he will neglect the work as he is free from loan. Secondly the absenteeism rate is high in case of habitual absence where the workers is in habit of being absent without any reasons or because of his lazyness.

In case where the worker who have borrowed money from money

lender and Co-op. society with high interest, the absenteeism rate is also high. After the payment is made by the mill, half or 1/3 of the payment is paid to the money lenders and co-op. societies and workers burden increases where he can not run the house with the left money, this tension makes him unrest and money left behind after paying to money lender, co-op. societies their interest and installment, he waste all his money on bad habits. Where he enjoy 4 to 6 days after payment and remains absent from work.

The absenteeism rate is low, the worker who has borrowed money from Bank and Co-op. Society. Firstly the amount borrowed from the above two Institutions the interest rate is low, where the woker can return the amount borrowed and interest within short period. Secondly, under such circumstances the worker who has burden on his head, to release from indebtness, he works sincerely to earnmore.

When income is low, the standard of living is low, and unables to satisfy his needs he cannot enjoy himself. The income is less & expenditure is more than in such atmosphere the worker do not have alternative other than borrowing loans from friends, relatives, money lenders, co-op. society, Banks, Co-workers and jobbers on interest. So the worker becomes indebted and all causes are responsible for absenteeism.

In above table 4.13 the various sources of loan are given. Out of 50 sample workersonly 11 workers are fre from loans, the absenteeism rate is high i.e. (36.82), 19 workers have borrowed

loan from Co-op. society, the absenteeism rate is low i.e. (28.85), 7 workers have borrowed from friends, relatives and money lender is high i.e. (30.04) and 7 workers borrowed loan from co-op. society and Bank, the absenteeism rate is low i.e. (25.24) and 3 workers who have borrowed form co-op. society and money lender the absenteeism rate is high i.e. (34.29).

TABLE NO. 4.14
RELATION BETWEEN BAD HABITS & ABSENTEEISM RATE

Sr. No.	Bad Habits	No. of Workers	Absenteeism Rate
1.	Pan Chewing	8	33.70
2.	Smoking	5	32.38
3.	Drinking	12	35.47
4.	All bad habits	6	33.79
5.	No bad habits	19	28.50

4.2.14 BAD HABITS

Bad habits also affects the absence of the workers and the rate of absenteeism increase. The above table indicates that the workers who are drinker in their case, absenteeism rate is high i.e. (35.47) and in case the worker who do not have any bad habits and absenteeism rate is low i.e. (28.50).

The worker who is drunker, they always drink and they are not in position to work up or to attend the work and remain absent. After the payment he sits drinking unit the pocket become empty but other bad habits also causes illness and

efficiency declines and absenteeism rate increases. Bad habits increase the expenditure of the worker and makes him indebted. Bad habit is the main cause for absenteeism.

4.3 OPERATIONAL LEVEL FACTORS

Operational level factors and absenteeism and attendance behaviours are related to each other. Operational level consist of the working place in the mills or factory, the conditions of machines, the relation between the workers and supervisors, workers and co-workers, safety measures provided by factory, satisfaction and etc. These all operational level are responsible for absenteeism.

4.3.1 OPERATIONAL LEVEL FACTORS

There is a relation between the operational level factors and absenteeism rate. The lighting and ventilation, the machine condition, the relation with Supervisors, guidance to workers by supervisor, relation with co-workers and effect on production under all these factors the absenteeism rate is nil.

TABLE NO 4.15

RELATION BETWEEN OPERATIONAL LEVEL FACTORS & ABSENTEEISM RATE

Sr.no.	Operational Level Factors	Yes		NO	
		No.of Workers	Ab. Rate	No.of Workers	Ab. Rate
1.	Whether the lightining & ventilation are satisfactory	50	31.10	---	---
2.	Are the machines, you work are kept in good condition.	50	31.10	---	---
3.	Do Supervisors help you in work related problems	50	31.10	---	---
4.	Do you think the present job is risky ?	31	31.60	19	30.36
5.	Is there any safety measures provided by factory ?	47	38.83	3	35.38
6.	Are you in good relation with you supervisors ?	49	32.28	1	22.87
7.	Are supervisors capable of giving clear and correct instruction ?	50	31.00	---	---
8.	Are you ungood relation with co-worers ?	50	31.10	---	---
9.	Are you getting job satisfaction from your job ?	48	30.72	2	40.15
10.	Do you think that absenteeism will affect the production	50	31.10	---	---

Table No. 4.15 indicates in the case, the work is Risky, the positive answer given by the worker, the absenteeism rate is high. In case of safety measures provided by the factory, the negative answer given by the workers, the workers who are not

provided by the safety measures as it cause any accident or they might suffer from any diseases. This fear sometimes leads to labour absenteeism.

In case of job satisfaction the negative answer given by the worker is high i.e. (40.15), when the worker is not satisfied with job, either he engage himself in other activities to earn more or remain absent because of dissatisfaction and discontent.

4.3 PERCEPTIONAL LEVEL FACTORS

The perception level factors consist of getting leaves and acceptance of reasons in advance and this affects the absenteeism on family. The perception level is a psychological concept which measures aspiration, awareness and understanding of the persons in particular environment.

TABLE NO. 4.16

RELATION BETWEEN PERCEPTION LEVEL FACTORS & ABSENTEEISM RATE

Sr. No.	Perception Factors	Yes		No	
		NO. of Workers	Ab. Rate	No. of Workers	Ab. Rate
1.	It is possible for you to get leave whenever you want	50	31.10		
2.	Whether managers always accept the reasons, you advance for leave	50	31.10		
3.	Do you feel that absenteeism will effect negatively to your family	21	31.41	29	31.18

4.3.16

PERCEPTION LEVEL FACTORS

In the above table 4.16, the positive answer given by the worker, the absenteeism rate is high, where the absenteeism rate of the worker is affected on their family because if the workers whole family member are dependent upon the worker for daily bread, than the absence of worker will affect them, when the worker remains absent inspite of working than he has to face many problems such as less income, more expenditure, dissatisfaction of basic needs, lack of basic needs creates illness or weakness and than borrow loan from other with high interest rate and

become indebted and he is mentally depressed and all this causes makes him to stay at home and remain absent.