

CHAPTER III
ANALYSIS OF ABSENTEEISM RATE

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Chapter three indicates the analysis of Absenteeism rates in textile industry i.e. "YESHWANT SAHAKARI SOOT GIRNI NIYAMIT, SOLAPUR." The facts that the problem of Absenteeism in general and Solapur in particular is pressing for years together, demands a thorough & detailed analysis of the nature of absenteeism from different, dimensions & aspects of the problem under study. This Chapter includes the absenteeism rate of different section of spinning and also monthwise and cause wise absenteeism rate.

Table No. 3.1 indicates absenteeism rate of total samples in spinning department. Here the total absenteeism rate of sampled worker is given below :-

TABLE NO. 3.1
DEPARTMENT ABSENTEEISM RATE IN YEAR 1994-95.

Dept.	Working days	Days Worked	Absent days	Absenteeism rate
1) Spinning	32,289	23,528	8,761	27.13

TABLE NO. 3.2

MONTH WISE ABSENTEEISM RATE OF TOTAL SAMPLED WORKER

Sr.No.	Month	Working days	Days Worked	Absent days	Absenteeism rate
1)	January	2,720	1,985	735	27.02
2)	February	2,503	1,641	862	34.44
3)	March	2,762	2,063	699	25.31
4)	April	2,654	1,909	745	28.07
5)	May	2,747	1,764	983	35.78
6)	June	2,667	1,996	671	25.16
7)	July	2,786	2,115	671	24.08
8)	August	2,745	2,201	644	23.46
9)	September	2,637	1,985	652	24.73
10)	October	2,723	1,982	741	27.21
11)	November	2,628	1,848	780	29.68
12)	December	2,717	2,139	578	21.27
	TOTAL	32,289	23,528	8761	27.13

Table No. 3.2 indicates the monthwise absenteeism rate of the total sampled workers in the year 1994-95. Here the total absenteeism rate of sampled workers is 27.13 compared to all months, the absenteeism rate is high in the month of May (35.78), February (34.44), November (29.68), April (28.07), October (27.21).

The absenteeism rate is low in the month of December (21.27), August (23.46), and that in the month of January the rate is 27.02, June (25.16), July (24.08), September 24.73 are not too higher low.

The absenteeism rate is high in the Month of May because the worker attend the marriage, or busy in harvest. In the month of February, November, October where the workers remain absent for celebrating Diwali Festival and other Festivals. As the Annual Report due to the shortage of raw material and price fluctuation of raw cotton or increase n price of the raw cotton the ring frame machinaries were not operated and so the absenteeism rate in the month of November to March is high. In rainy season the labour remains absent due to rainfall for e.g. If the worker who working for 1st shift, if it rains for whole night or before 7.30 than it that case the absenteeism rate is also high i.e. in the month of June (25.16), July 24.08).

Month	Absenteeism Rate (%)
Jan	27
Feb	34.4
Mar	25.2
Apr	28.1
May	35.8
Jun	25.3
Jul	24.1
Aug	23.5
Sep	24.7
Oct	27.2
Nov	29.7
Dec	21.3

Graph 3.1 Indicates the absenteeism rate

as month wise

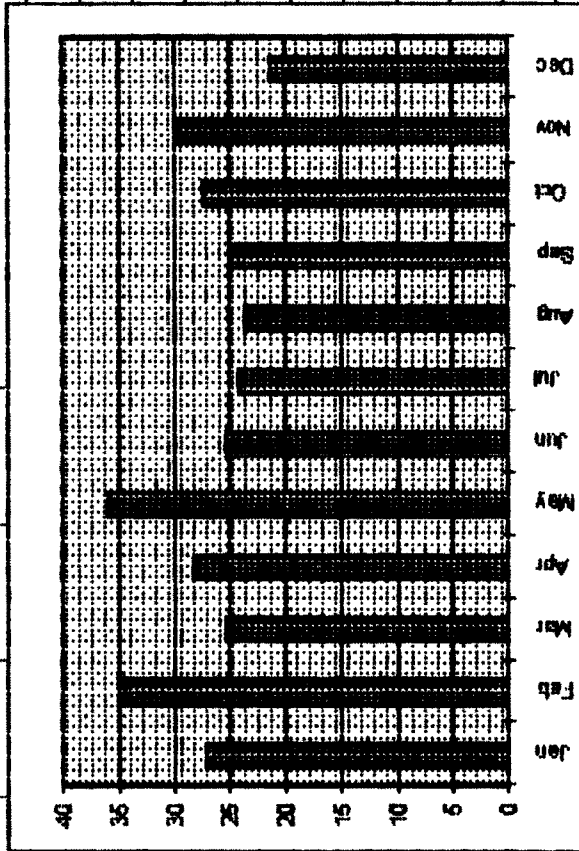


TABLE NO. 3.3

CAUSES ABSENTEEISM RATE OF TOTAL SAMPLED WORKER

Sr. No.	Month	Casual Leaves	Leave with	Authorised	Unauthorised	Accident	Sick leave	Strike Lay-off
1)	Jan.	66 (2.43)	52 (1.91)	184 (6.67)	171 (6.29)	---	253 (9.30)	9 (0.33)
2)	Feb.	64 (2.56)	261 (10.42)	149 (5.95)	164 (6.55)	---	163 (6.51)	7 (0.28)
3)	Mar.	67 (2.43)	118 (4.72)	92 (3.33)	128 (4.63)	---	279 (10.10)	13 (0.47)
4)	Apr.	63 (2.37)	117 (4.41)	139 (5.24)	173 (6.51)	---	269 (10.13)	9 (0.33)
5)	May	44 (1.60)	224 (8.15)	139 (5.06)	207 (7.54)	---	360 (13.10)	5 (0.18)
6)	June	24 (0.90)	59 (2.21)	169 (6.34)	141 (5.89)	---	278 (10.42)	0 ---
7)	July	16 (0.57)	31 (1.11)	210 (7.54)	129 (4.63)	---	284 (10.19)	1 (0.06)
8)	Aug.	6 (0.22)	37 (1.35)	214 (7.80)	144 (5.25)	---	220 (8.01)	23 (0.84)
9)	Sep.	6 (0.22)	33 (1.25)	261 (9.90)	132 (4.94)	---	219 (8.30)	3 (0.11)
10)	Oct.	2 (0.07)	30 (1.10)	191 (7.01)	237 (8.70)	---	276 (10.14)	5 (0.18)
11)	Nov.	20 (0.16)	29 (1.10)	231 (8.79)	147 (5.59)	---	330 (12.56)	33 (1.26)
12)	Dec.	55 (2.20)	35 (1.26)	159 (4.64)	105 (3.86)	---	220 (8.10)	4 (0.15)
		1.35	9.78	3.18	6.63	---	5.83	0.36

Table No. 3.3 Indicates cause wise analysis of absenteeism rate of sampled workers. From the table we come to know that the total absenteeism rate is 27.13 comparing to all other causes, absenteeism rate of worker is high, due to leave with wages (9.78) & unauthorised leave i.e. (6.63) and sick leave (5.83).

Habitual absenteeism is also the cause, the worker is in habit of remain absent in regular period i.e. after the payment is made by the organisation, the workers enjoy privileged wages and unauthorised leave, the worker remains absent for 4 to 5 days after payment and enjoy himself in drinking gambling, entertaining himself and the main cause is that the worker who is permanent neglects the work and remain absent for e.g. they take permission of 1 to 2 days and remains absent for 4 to 5 days.

Casual leave	0.35	<p align="center">Graph 3.2 Indicates the Dept wise</p>
Leave with Wages	9.78	
Authorised leave	3.18	
Un authorised leave	6.63	
Sick leave	5.83	
Accident	0	
Other leaves	0.36	

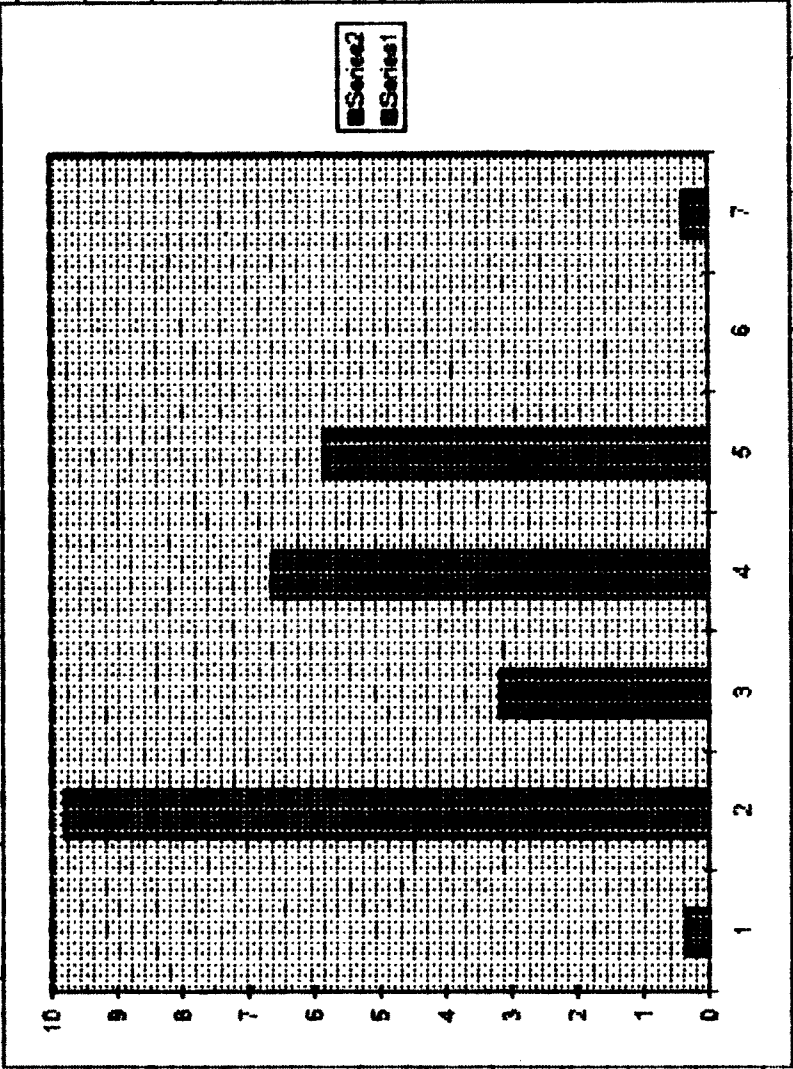


TABLE NO. 3.4

ABSENTEEISM RATE OF TOTAL SAMPLED WORKERS IN MIXING DEPT.
(5 Workers out. q. 100)

Sr.No.	Month	Working days	Absent days	Absenteeism rate
1.	Jan.	136	6	4.41
2.	Feb.	129	29	22.48
3.	Mar.	139	13	9.32
4.	Apr.	133	22	16.54
5.	May	136	31	22.79
6.	June	129	14	10.85
7.	July	142	22	15.49
8.	Aug.	138	15	10.87
9.	Sept.	128	6	4.69
10.	Oct.	136	8	5.88
11.	Nov.	128	4	3.13
12.	Dec.	135	11	8.15

From Mixing Dept. only 5 workers data were selected for study out of 23 workers. The above table No. 3.4. indicates the absenteeism rate in mixing dept. is high in the month of May (22.79), Feb (22.48), April (16.54), July (15.49).

The absenteeism rate is low in the month of Nov. (3.13), Jan. (4.41), Sept. (4.69), Oct. (5.88).

The absenteeism rate is high as not low in the month of March (9,56), June (10,85) & Aug. (1087) & in Dec. (8.15).

TABLE NO. 3.5

ABSENTEEISM RATE OF TOTAL SAMPLED WORKERS IN BLOWING DEPT.
(5 Workers out. q. 100)

Sr.No.	Month	Working days	Absent days	Absenteeism rate
1.	Jan.	137	16	11.68
2.	Feb.	128	24	19.05
3.	Mar.	137	20	14.60
4.	Apr.	132	33	25.00
5.	May	138	53	38.41
6.	June	130	27	20.77
7.	July	139	27	19.42
8.	Aug.	135	19	14.07
9.	Sept.	132	31	23.48
10.	Oct.	139	46	33.09
11.	Nov.	129	30	23.26
12.	Dec.	134	14	10.45
				21.18

From Blowing Dept. only 5 workers data were collected out of 14 workers the above table No. 3.5 indicates that the absenteeism rate is high in the month of May (38.41), April (25.00), Oct. (33.09), Sept. (23.48), Nov. (23.26), within dept.

The absenteeism rate is low in the month of Dec. (10.45), Jan. (11.68), March (14.60), Aug. (14.07).

TABLE NO. 3.6
ABSENTEEISM RATE OF TOTAL SAMPLED WORKERS IN CARDING DEPT.

Sr.No.	Month	Working days	Absent days	Absenteeism rate
1.	Jan.	142	82	58.45
2.	Feb.	130	69	53.08
3.	Mar.	138	56	40.58
4.	Apr.	138	61	44.20
5.	May	137	59	43.07
6.	June	133	63	47.31
7.	July	143	80	55.94
8.	Aug.	141	53	37.59
9.	Sept.	135	69	51.11
10.	Oct.	140	76	54.28
11.	Nov.	135	79	58.52
12.	Dec.	138	48	34.78

From Carding Dept. only 5 workers data were collected out of 922 workers the above table indicates that the absenteeism rate is high in the month of Mar (58.52), Jan (58.45), July (55.94), Oct. (54.28), Feb. (53.03), Sept. (51.11)

The absenteeism rate is low in the month of Dec. (34.78), Aug. (37.59), March (40.58)

TABLE NO. 3.7
ABSENTEEISM RATE IN DRAWING DEPT.

Sr.No.	Month	Working days	Absent days	Absenteeism rate
1.	Jan.	416	159	38.22
2.	Feb.	381	131	34.38
3.	Mar.	422	121	4.99
4.	Apr.	406	137	33.74
5.	May	411	160	38.93
6.	June	397	120	30.23
7.	July	418	92	22.00
8.	Aug.	409	156	38.14
9.	Sept.	394	88	22.34
10.	Oct.	407	88	21.62
11.	Nov.	390	112	28.72
12.	Dec.	405	80	19.75

From Drawing & Roving Dept 15 workers data were collected out of 79 workers the above table indicates that the absenteeism rate is high in the month of May (38.22), Aug. (38.14), Feb. (34.38), Apr. (33.74).

The absenteeism rate is low in the month of Mar. (4.99), Dec. (19.75), Oct. (21.62), July (22.00).

TABLE NO. 3.8
ABSENTEEISM RATE IN RING FRAME DEPT.

Sr.No.	Month	Working days	Absent days	Absenteeism rate
1.	Jan.	549	154	28.05
2.	Feb.	516	195	37.80
3.	Mar.	558	178	31.90
4.	Apr.	527	135	25.62
5.	May	546	176	32.23
6.	June	524	98	18.70
7.	July	557	145	26.03
8.	Aug.	562	188	33.45
9.	Sept.	522	106	20.31
10.	Oct.	538	142	26.39
11.	Nov.	523	179	34.23
12.	Dec.	547	112	20.48

From Ring Frame Dept 20 workers data were collected for study out of 205. The above table indicates that the absenteeism rate is high in the month of Feb (31.80), Nov. (34.23), Aug. (33.45), Jan. (26.08).

The absenteeism rate is low in the month of June (18.70), Dec. (20.48), Sept. (20.31).

TABLE NO. 3.9
ABSENTEEISM RATE IN WINDING DEPT.

Sr.No.	Month	Working days	Absent days	Absenteeism rate
1.	Jan.	531	157	29.06
2.	Feb.	492	150	30.48
3.	Mar.	548	153	27.92
4.	Apr.	553	181	32.73
5.	May	561	236	42.07
6.	June	532	153	28.76
7.	July	560	130	25.49
8.	Aug.	540	132	24.44
9.	Sept.	536	152	28.36
10.	Oct.	554	172	30.05
11.	Nov.	535	192	35.89
12.	Dec.	554	176	31.78

From Winding department out of 15 workers data were collected for study. The above table no. 3.9 indicates the absenteeism rate is high in the month of May (42.07), Nov. (35.89), Dec. (31.76), Feb. (30.48), Oct. (30.05).

The absenteeism rate is low in the month of July (25.49), Aug. (24.44), March. (27.92).

TABLE NO. 3.10

ABSENTISM RATE IN REELING DEPARTMENT

Sr.No.	Month	Working days	Absent days	Absenteeism rate
1.	Jan.	407	87	21.38
2.	Feb.	371	93	25.07
3.	Mar.	416	63	15.14
4.	Apr.	394	83	21.07
5.	May	409	117	28.61
6.	June	396	104	26.26
7.	July	417	103	24.70
8.	Aug.	417	114	27.34
9.	Sept.	396	101	25.51
10.	Oct.	408	105	25.74
11.	Nov.	397	110	27.71
12.	Dec.	414	66	15.74

From Reeling sector 20 workers data were collected out of 146 workers for study. The above table no. 3.10 indicates the absenteeism rate is high in the month of Aug. (27.34), Nov. (27.71), May (28.61), June (26.26).

The absenteeism rate is low in the month of Dec. (15.74), Mar. (15.14), April (21.07), Jan. (21.38).

TABLE No. 3.11
ABSENTEEISM RATE IN MAINTENANCE DEPT.

Sr.No.	Month	Working days	Absent days	Absenteeism rate
1.	Jan.	131	13	9.92
2.	Feb.	122	24	19.67
3.	Mar.	133	27	20.30
4.	Apr.	130	13	10.00
5.	May	136	32	23.53
6.	June	130	30	23.08
7.	July	134	08	5.97
8.	Aug.	132	10	7.58
9.	Sept.	131	19	14.50
10.	Oct.	131	18	13.74
11.	Nov.	133	29	21.80
12.	Dec.	131	12	9.23

From Maintenance department 5 workers data were collected out of 67. The absenteeism rate is high in the month of May (23.53), June (23.08), March (20.30), Nov. (21.80).

The absenteeism rate is low in the month of July (5.97), Aug. (7.58), Dec. (9.23), Jan. (9.92).

TABLE No. 3.12

ABSENTEEISM RATE IN BUNDLING AND BAILING DEPT.

Sr.No.	Month	Working days	Absent days	Absenteeism rate
1.	Jan.	136	45	33.89
2.	Feb.	130	48	36.92
3.	Mar.	141	45	31.91
4.	Apr.	132	41	31.06
5.	May	139	61	43.88
6.	June	131	20	15.26
7.	July	137	39	28.47
8.	Aug.	136	24	17.65
9.	Sept.	130	29	22.31
10.	Oct.	132	36	27.27
11.	Nov.	131	25	19.08
12.	Dec.	137	18	13.14

From Bundling and Bailing department 5 workers data were collected out of 28 workers. The absenteeism rate is high in the month of May (23.88), Feb. (36.92), Jan. (33.89), March (31.91), April (31.06).

The absenteeism rate is low in the month of Dec. (13.14), Aug. (17.65), June (15.26).

TABLE No. 3.13
ABSENTEEISM RATE IN DOUBLING DEPT.

Sr.No.	Month	Working days	Absent days	Absenteeism rate
1.	Jan.	133	17	13.29
2.	Feb.	108	44	40.74
3.	Mar.	134	22	16.42
4.	Apr.	129	36	27.91
5.	May	137	55	40.15
6.	June	131	37	28.24
7.	July	137	22	16.06
8.	Aug.	135	26	19.26
9.	Sept.	133	49	36.84
10.	Oct.	138	39	28.26
11.	Nov.	130	32	24.62
12.	Dec.	134	18	13.43

From Doubling Dept. 5 workers data were collected for study out of 150. The absenteeism rate is high in the month of May (40.15), Feb. (40.74), Sept. (36.84), June (28.24), Oct. (28.26).

The absenteeism rate is low in the month of Jan (12.29), Dec. (13.43), July (16.06), March (16.42).

TABLE No. 3.14
ABSENTEEISM RATE OF DIFFERENT DEPARTMENTS OF THE ORGANISATION FOR
THE YEAR 1994-95

Sr. No.	Department	Absent Days	Absentism Rate
1.	Mixing	182	0.56
2.	Blowing	341	1.05
3.	Carding	796	2.46
4.	Drawing	1444	4.49
5.	Ring Frame	1806	5.59
6.	Winding	1984	6.14
7.	Reeling	1146	3.54
8.	Maintenance	235	0.72
9.	Bundling and Bailing	431	1.33
10.	Doubling	396	1.25
	TOTAL	8761	27.13

Table No. 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, 3.10, 3.11, 3.12, 3.13, 3.14 rate of total sampled workers of different sector i.e. 100 workers from organisation muster roll. The official datas were collected from different sector of organisation, i.e. Mixing, Blow room, Carding, Maintainance, Bundling & Doubling each 5 workers data were collected, 15 from Drawing & Roving 20 from Ringframe and 20 from Reeling sector datas were collected. The absenteeism rate in high in winding department i.e. (6.14)

and 2nd highest of absenteeism is that of Ringframe i.e. (5.59). If the working in Ringframe department is not good than absenteeism rate increases if machines are not operated. The 3rd highest absenteeism rate is in Drawing department. The absenteeism rate is lowing, mixing, maintainence and blowing. (0.56), (0.72), (1.05), respectively.

Mixing	0.56														
Blowing	1.05														
Carding	2.46														
Drawing	4.49														
Ringframe	5.59														
Winding	6.14														
Reeling	3.54														
Maintenance	0.72														
Binding ba	1.33														
Dubbling	1.25														

Graph 3.3 Indicates the dept wise absenteeism rate

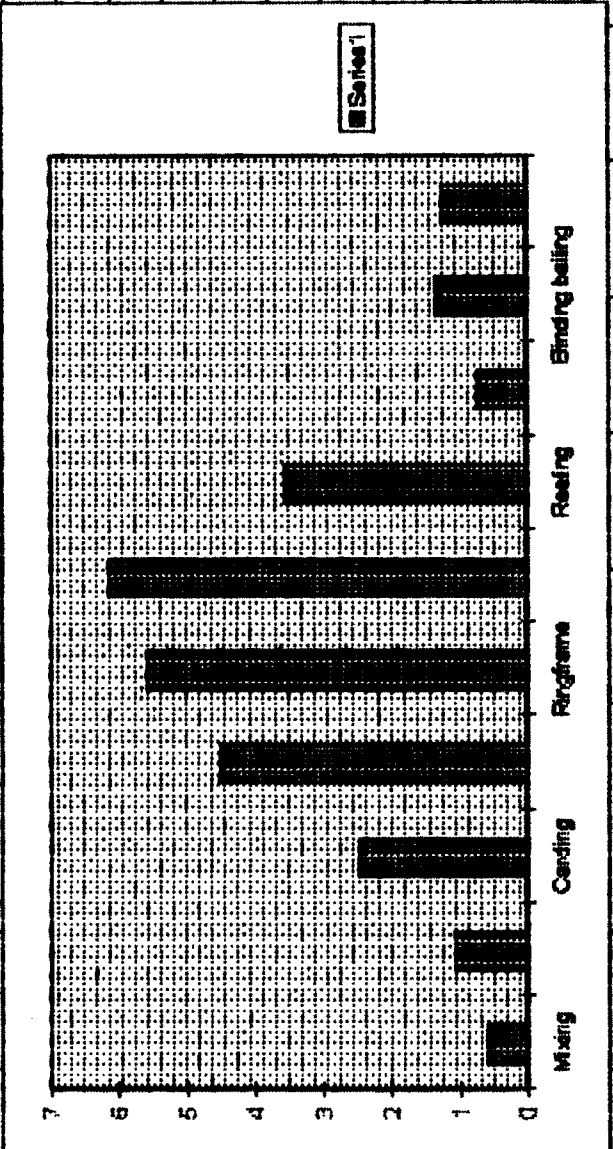


TABLE NO. 3.15

IDENTIFICATION OF AREAS WITH HIGH ABSENTEEISM (CAUSE WISE)

Sr. No.	Month	Cl. Leave	Leaveng with wages	Auth. Leave	Unauth. Leave	Acci. dent	Sick Leave	Strike-lay off
1.	Jan.							
2	Feb.		*					
3.	Mar.							
4	Apr.							
5.	May.						*	
6.	June							
7.	July							
8.	Aug.							
9.	Sept.							
10.	Oct.							
11.	Nov.							*
12.	Dec.							

NOTE :- * indicates the area with highest cause absenteeism.

TABLE NO. 3.16

IDENTIFICATION OF AREAS WITH HIGH ABSENTEEISM (MONTH WISE)

Sr. No.	Month	Spinning
1.	Jan.	----
2	Feb.	----
3.	Mar.	----
4	Apr.	*
5.	May.	*
6.	June	----
7.	July	----
8.	Aug.	----
9.	Sept.	----
10.	Oct.	----
11.	Nov.	*
12.	Dec.	----

Table No. 3.6 indicates the area with the highest month wise absenteeism.