

CHAPTER – V
OBSEVATINS, CONCLUSION &
SUGGESTIONS

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OBSERVATION, CONCLUSIONS & SUGGETIONS

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5.1 INTRODUCTION

This chapter deals with the observation, Conclusion & suggestions, which are out come of analysis and interpretation of the data presented, in the last chapter.

5.2 OBSERVATIONS

Observation & Conclusion arrived at on the basis of the statistical analysis of the data given in chapter IV is as under.

- It is observed that the absenteeism in March, April, May, June & November is high rather than other months.
- It clearly shows that yearly casual rate of average absenteeism is high in 2005, 2006 & 2008. It is observed that the trend of casual rate is increasing except 2007. This may be due to workers or his family suffers from any chronic disease.
- It designates that the unauthorized rate of absenteeism is high in April, May, June & July except 2008. It indicate that the yearly average rate was decreased in 2005, 2006. But it is increased in 2007, again decreased in 2008.
- It has been observed that the average ESI rate of absenteeism is high in 2008. According to it the trend of ESI rate is increasing if we compare to last five years.
- It proves that casual rate of absenteeism was law in 2004(3.79). It is increased in 2008(4.19). Accordingly the percentage was increased

to 10.55. The ESI rate of absenteeism was low in 2004(1.23). But it increased in 2008. So that percentage is increased to 42.27%.

- It reveals that the frequency rate of absences is greater in SSC passed employees & the severity is higher in graduate & SSC employees. Combined rate of average frequency & average severity indicate that the frequency of workers absence is due to longer duration of absentee.
- It has been observed that absentee is more in short blasting department (5.67) & also maintenance, tooling & spinning department. This may be due to excess heat condition sternums nature of work.
- It clearly states that the frequency & severity rate of absenteeism is higher among less than 25 year age group. As the incensement of the workers, it seems that the frequency rate & severity rate is lower.
- It seems that the frequency & severity rate are high in more no of dependent workers.
- It is to be observed that the attitude of high absentee & low absentee group about the residential house is always neglected by the company.
- It reveals that the majority of high absentee & low absentee group are of the opinion that the company always provide good service to machine.
- It is to be observed that the management is liberal grating the leave.
- It has been observed that 100% of the high absentee employees feel that job security is more important & 90% of them think that they can hold the job as they wish.
- It is observed that the high absentee group has negative attitude about the supervisors & the low absentee group is less satisfied about the activities of the supervisors.
- It is observed that, majority of workers belongs to age group of 25 years i.e.31.40% & 21.49% workers are belonging to the age group

of 25-30. it is found that the company has given opportunity to young workers.

- It has been observed that, most of the workers in the organization are educated. Majority of workers had completed their secondary education. the number of workers those who are highly educated are very less. Organisation is giving more preference to educated employees because this people can be easily trained, they can be aware of safety measures.
- It is observed that, most of workers are living near by village from satara and they are coming by various mode of conveyance, majority of workers i.e. 34.71% coming by Bus/Auto. 24.79% of workers coming by motor cycle. Majority of respondent coming above 4 km, from his living place. It seems that company had not provided transport facility to workers. it may be the reasons of absenteeism because transport service is not proper as to reach the company in proper time. So the absenteeism is increase.
- It has been observed that, the percentage of absenteeism is high in IIIrd shift i.e.51.23% this is probably due to discomfort, it seen that, many workers feel greater discomfort while doing work in that shift this is one of the reason of increase absenteeism.
- It is observed that, some of workers are doing Agricultural work during the holiday.i.e.40.50% & 42.15% workers doing their domestic work during holiday. Thus may be reason of absenteeism, because most of workers possesses agricultur field and during harvest season sowing period they get diverted of agricultural work and during these particular month there is remarkable absenteeism.
- It is observed that, majority respondent had bad habits. i.e. Gambling 32.23%, Drinking 22.31%, Smoking 25.62%. Bad habits of workers affect his work, hence it is the reason of increase absenteeism.
- It has been observed that, personal domestic & Agricultural work major reason of absenteeism.i.e.29.75% workers opinion that his

absentees reason is personal, domestic work & 23.97% workers says agriculture work. Festival, Religious ceremonies have played important role in life of Indians. This effect on the rate of absenteeism.

5.3 CONCLUSIONS

- 1) Absenteeism is high in March, April, May & June.
- 2) Casual rate and ESI rate of Absenteeism is peak up compared to last year.
- 3) It seems that absenteeism is more in shot blasting department it may be due to heat condition and nature of work.
- 4) It concluded that Management is liberal in granting the leave this may be reason of frequency going on leave.
- 5) High absentee employees do not have good opinion about the capacity of supervisors low absentee employees can be give favorable opinion.
- 6) Percentage of absenteeism is high in III rd shift.
- 7) Personal/domestic and Agriculture work is the measure reasons of absenteeism.

5.4 SUGGESTIONS

Conclusions arrived at on the pusual of the record, analysis of the data and scrutiny of data the following suggestions to control of absenteeism-

- Availability of absenteeism data is a prerequisite for effective control. before attempting to collect statistical details of absenteeism one should ensure that-
- The term absenteeism is properly defined and understood.
- Company should proper training is given to the collection and maintenance of absenteeism data.
- Distinction is shown between authorised & unauthorised absence.
- Absenteeism is identified with different causes.
- A standard form is used to collect and preserve the data.
- The data are collected only with regard to regular or permanent employees.

For control of absenteeism the company had analasis & present of the data shift wise, month wise, cause wise, department wise etc. & presented in simple pictorial forms to be displayed in the personnel department and studied continuously.

- 1) At the time of recruitment the mangement should study the workers habits, behaviour, aptitude and family and social obligations.
- 2) Attendance record of the candidates may be carefully checked at the time of selection.
- 3) Absenteeism should also be studied individual wise, employee may be divided into 'low absentee and 'high absentee' employees may be taken up and reformative measures administered. The process should be prepared until absenteeism is limited to harmless limits.
- 4) Adverse effect of absenteeism should be vernacular language periodicaly either by the management or by the workers education department.
- 5) Absenteeism should be reflected in the annual appraisal reports and linked with promotion. at the time of interview for promtion, employee

may be asked about their regularity in attendance at work this itself will have salutary effect.

- 6) Job satisfaction and placement of chronic absentees may be carefully studied and care should be taken to utilise their talents and capacities suitably.
- 7) Supervisory training programme should include subject of absenteeism steps to control absenteeism and the art of counselling.
- 8) Provisions for housing, transport, and recreation facilities may be given adequate thought which may help in improving the attendance.
- 10) The company must take necessary steps to improve the skill of employees.
- 11) 25% of the low absentee employees who are supposed to be sincere are of the opinion that machines are neither kept in good condition nor repaired immediately after breakdown so, the management should take necessary steps to keep the machine in good condition and to repair them as and when necessary.
- 12) At the time of sanctioning leave the management should enquire in to the reason and educate them of the bad effect of absenteeism.
- 13) An employee suggestion scheme may be introduced and prize/award/letters of appreciation may be instituted for good & useful suggestions received.
- 14) The personnel management should encourage notification especially in cases of sickness. When the duration of absences is likely to be long.
- 15) Most of the workers are living near by village from satara. their most of time and energy wasted in up & down and if company is financially strong it should try to provide small houses to these workers in the company premises, if company provided housing facility in our premises workers can better concentrate on their work as they can save much time and energy which otherwise goes waste in up & down and the problem of absenteeism will greatly reduced.

16) Some number of workers remains absent due to illness/sickness. Many of the times workers could not come for work as they can not get medical facilities at their native places. If company then they can get treated in time and that will be helpful in reducing the absenteeism.

17) Different workers have different personal problems. So company either should arrange meetings with the union leader once or twice in a month so that it could know the various problems faced by the workers resulting in their absenteeism and could get appropriate solutions over their problems by discussing with union leader or directly personnel manager should meet to the workers once or twice in a month and freely discuss with them can come to know their problems and solutions over the problems.

18) Whenever the management finds that the workers are absent without prior permission owing to some unavoidable reasons it would be better on the part of the management to regularise the absence by way of sanctioning leave for the period of such absence instead of treating it as leave without pay. If the management does not choose to do so, the workers would be utilizing the entire leave they have to their credit in addition to the days of leave of absence without pay with the result that the total number of their absences would be increased. What is worse, the workers tend to be discontented as they think that they are unnecessarily penalized.

5.5 FURTHER RESEARCH

The researcher has designates that further researcher has more scope of research in this organization because in this chapters study period is limited I say that new researcher he study new topic of welfare facility, labor turnover etc. in this organization.