CHAPTER IV

ANALYSIS AND INTERPRETATION

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4.1 INTRODUCTION

The present study is related to study of absenteeism in selected small scale industries located in Tumkur Dist of Karnataka.

The purpose of the study is to find out the reasons and factors for absenteeism in different types of small scale industries.

The data had been collected from a set of questionnaire and also through interviews The questionnaire was administered to the chromic absentees personally. The interview was conducted in the presence of the Owners / Managers of the company.

TABLE NO 1: Education profile of the absentees in small scale chemical industries.

QUALIFICATION	NO. OF ABSENTEES	PERCENTAGE
BELOW S.S.L.C.	6	10.40
S.S.L.C.	18	31.40
P.U.C.	17	29.00
GRADUATE	16	27.60
OTHER TECHNICAL	1	1.60

The education profile of absentees in chemical industries indicated 16 graduates which constitutes 31.40% of the total samples, followed by 18 and 17 Matriculate and Higher Secondary candidates respectively.

TABLE NO 2:- Shows education profile of the absentees in small scale Mineral based Industries.

QUALIFICATION	NO. OF ABSENTEES	PERCENTAGE
BELOW S.S.L.C.	11	18.32
S.S.L.C.	20	33.34
P.U.C.	16	26.67
GRADUATES	4	6.67
OTHER TECHNICAL	9	15.00

The education profile of absentees in mineral based industries shows 20 S.S.L.C. and 9 other technical members.

TABLE NO 3 It shows the absentees in general small scale industries.

QUALIFICATION	NO. OF ABSENTEES	PERCENTAGE
BELOW S.S.L.C.	3	5.27
S.S.L.C.	14	24.60
P.U.C.	9	15.31
GRADUATES	10	18.42
OTHER TECHNICAL	21	35.90

The profile of education table shows that 21 absentees are passed the technical and their number is below S.S.L.C. which constitutes 35.90% and 5.27% respectively.

TABLE NO 4: It shows educational qualification of the absentees in textile unit.

QUALIFICATION	NO. OF ABSENTEES	PERCENTAGE
BELOW S.S.L.C.	16	23.90
S.S.L.C.	17	25.30
P.U.C.	8	11.95
GRADUATES	3	4.50
OTHER TECHNICAL	23	34.15

This table shows the qualification of the employees in which 23 are other technical members.
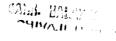
TABLE NO 5: It shows education qualification of the employees in Food and Beverage based small scale industries.

QUALIFICATION	NO. OF ABSENTEES	PERCENTAGE
BELOW S.S.L.C.	7	11.60
S.S.L.C.	17	26.25
P.U.C.	9	13.82
GRADUATES	18	27.79
OTHER TECHNICAL	13	20.54

In Food and Beverage Industries education background is higher than other industries.

TABLE NO.6 shows the number of male and female absentees in the small scale industries.

INDUSTRY	MALE	FEMALE	PERCENTAGE	
			MALE	FEMALE
CHEMICAL BASED INDUSTRIES	32	26	55.17	44.83
MINERAL BASED INDUSTRIES	54	06	90.00	10.00
GENERAL INDUSTRIES	46	11	82.10	17.90
TEXTILE BASED INDUSTRIES	21	46	31.34	68.66
FOOD & BEVERAGE BASED INDUSTRIES	45	20	69.23	30.77
TOTAL	198	109		

The male and female profile of absentees shows that more percentage of female workers are working in Textile based Industries. And male workers are more in Mineral based Industries as compared to other industries.

TABLE NO. 7: shows that age of the absentee in small scale chemical based industries

AGE	ABSENTEES
20 TO 30	28
31 TO 40	24
41 TO 50	6
50 AND ABOVE	NIL

From the above table it is evident that the absenteeism is found to be more in the age group of 20 - 30.

TABLE NO.8: shows the age of the absentees in Mineral based Industries.

AGE	ABSENTEES
20 TO 30	20
31 TO 40	29
41 TO 50	11
50 AND ABOVE	NIL

The above information shows that absentees are more in the age group of 31 to 40.

TABLE NO. 9: The following information leads to the conclusion that the age of the absentees in general based industries.

AGE	ABSENTEES
20 TO 30	15
31 TO 40	31
41 TO 50	11
50 AND ABOVE	NIL

The information shows that the absenteeism in age group 31 - 40 is more and that in the age group 41 - 50 is comparatively less in this type of industry.

TABLE NO. 10: shows that the absenteeism in small scale textile based industry.

AGE	ABSENTEES
20 TO 30	28
31 TO 40	33
41 TO 50	3
50 AND ABOVE	3

The 33 absentees are more in the age of 31 to 40 and low absentees of 3 members 50 and above.

TABLE NO 11 Shows the absentees in small scale Food and Beverage based industries.

AGE	ABSENTEES
20 TO 30	28
31 TO 40	27
41 TO 50	6
50 AND ABOVE	4

The above table shows that the 20 to 30 age absentees are more of 28. And low absentees of age group 50 and above.

THE MAIN OBJECTIVE OF THE PRESENT STUDY

Is to find out the reasons and factors responsible for absenteeism in a small scale industries.

Like different types of industries have been chosen, they are abbreviated as Chemical based Industries (C.I.), Mineral based Industries (M.I.), General Industries (G.I.), Textile based Industries (T.I.), Food and Beverage Industries (F.& B.I.).

The interpretation of data is as follows,

It is possible that the score pattern will range from 1 to 5. 5 is the maximum score 1 will be the minimum score. Hence, mean is 2.50. Any score above 2.50 will

reflect negative response. Similarly any score less than 2.50 will be a positive response.

TABLE NO 12: shows score of absentees due to the health problem.

TYPE OF INDUSTRIES	MEAN	S. D.
C. I.	3.08	1.11
M. I.	3.26	1.28
G. I.	3.45	0.93
T. I.	3.19	1.24
F. & B. I.	3.18	1.26

The mean score in all the industries is above 2.50. The maximum obtained mean score is 3.45 in general industries. Hence health is not a problem for the absenteeism.

Due to health problem employees are not remaining absent regularly. It may be occasional problem and not a regular problem.

TABLE NO 14: shows absenteeism due to transport problem.

TYPE OF INDUSTRIES	MEAN	S. D.
C. I.	3.05	3.97
M. I.	2.05	1.27
G. I.	2.96	1.11
T. I.	3.16	1.00
F. & B. I.	3.01	1.20

The Table No 14 shows the reason for absentee due to transport facilities. It is very much projected in mineral based industries. The mean score is 2.96. Hence the transport problem is attributed as a cause for absenteeism. In the above two industries mineral based industries and general industries.

TABLE NO 15: shows absenteeism due to alcoholism.

TYPE OF INDUSTRY	MEAN	S. D.
C. I.	2.05	0.84
M. I.	2.65	1.31
G. I.	2.10	1.00
T. I.	3.98	2.00
F. & B. I.	2.50	1.03

Alcoholism is a problem of absenteeism in many industries though the employees may not admit it. The mean score in table no 15 shows that the alcoholism is a main problem in all the industries except textile industries.

TABLE NO 16: shows the absentee due to family problem.

TYPE OF INDUSTRIES	MEAN	S. D.
C. I.	2.19	0.74
M. I.	2.38	1.31
G. I.	3.05	0.78
T. I.	2.64	0.91
F. & B. I.	2.92	1.86

Family problem is also cause for absenteeism in most of the industries. The results indicate that it is the main problem in almost every industries.

To overcome this problem the small scale industries can take the help of industrial consultants on hire basis thereby the problem of absenteeism can be reduced.

TABLE NO 17: shows absenteeism due to hygiene factors in the factory.

TYPE OF INDUSTRIES	MEAN	S. D.
C. I.	2.91	0.84
M. I.	2.25	1.05
G. I.	3.12	0.87
T. I.	2.10	1.02
F. & B. I.	3.60	0.76

The hygiene factor is responsible for the absentees in Chemical based Industry because the optioned mean score is just above the median that is 2.50 similarly its also in Mineral Based and Textile Based Industry in general industries the optioned mean score is 3.12. So hygiene may not be a very significant factor in absenteeism.

THE SECOND PATTERN ANALYSIS IS TO JOB ASPECTS OF EMPLOYEES.

A scoring pattern will range from 1 to 7, one is the minimum score and seven is the maximum score hence mean is 3.50 and any score above 3.50 will reflect an negative response similarly any score less than 3.50 will be positive response.

It is assumed that job aspect is also a reason for absenteeism. Hence different job aspects such as co-worker, good supervisor, good physical condition and job itself.

The second part of the questionnaire is related to job aspects and it was administered in seven point scale range from 1 to 7. As it is indicated earlier any score above 3.50 will be most discontinued about the job.

TABLE NO 19: shows Mean and SD related to the feeling of the job.

TYPE OF INDUSTRIES	MEAN	S. D.
C. I.	3.60	1.29
M. I.	3.28	1.45
G. I.	3.91	1.14
T. I.	3.19	1.24
F. & B. I.	3.95	1.10

The optimal score in all industries is near to 3.5 hence the employees are not well satisfied about their job. It may be due to so many factors. Few assumptions maybe low salary, improper management, lack of facilities etc. It is very much evident from data that many employees are not satisfied with the job.

TABLE NO 20 shows Mean and SD related to co-operation with the co-worker.

TYPE OF INDUSTRIES	MEAN	S. D.
C. I.	3.60	1.29
M. I.	3.30	1.21
G. I.	3.70	1.60
T. I.	3.13	1.24
F. & B. I.	3.40	1.57

The mean score in all the industries is near to 3.5, hence the co-operation of the co-worker is moderately not satisfied in all the industries. Except the chemical and general industries.

TABLE NO 21: shows Mean and SD related to feeling of employees about work itself.

TYPE OF INDUSTRIES	MEAN	S. D.
C. I.	4.41	1.40
M. I.	3.43	1.35
G. I.	4.77	1.91
T. I.	4.35	0.98
F. & B. I.	3.41	1.57

Table No 21 shows the scoring pattern of "Job itself." From the score it is very much visible that the absentees are not happy with the job. It is very much high in chemical as well as general and textile industries since the employees are not happy about the job. It will be problem for absentees.

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TABLE NO 22: shows the Mean and Standard Deviation related to the physical surroundings of the factory.

TYPE OF INDUSTRIES	MEAN	S. D.
C. I.	3.43	1.35
M. I.	4.18	1.24
G. I.	4.19	1.19
T. I.	4.23	1.31
F. & B. I.	4.03	1.05

The obtained score in all industries is near to 4 hence the employees are not well satisfied about their surrounding and physical conditions. In chemical based industries the mean is less than 3.5, hence it reflects improper physical surrounding and hygiene condition.

TABLE NO 23: shows the Mean and SD related to feeling about the supervisor in the organisation.

TYPE OF INDUSTRIES	MEAN	S. D.
C. I.	3.15	1.24
M. I.	4.10	1.34
G. I.	4.73	0.92
T. I.	4.05	0.80
F. & B. I.	4.03	1.10

The obtained score in the Chemical based Industries is lower than 3.5 so it is possibly reflect the problem of the supervisory cadre in the organization. Other industries revealed that they did not suffer from any supervisory problem.

RANKING:

The third part of analysis is related to five main factors which are important in absenteeism. It has been ranked by the absentees. The factors are as follows.

NO	FACTORS
1	Own business.
2	Agriculture work.
3	Participate in political parties.
4	Heavy work load.
5	Managerial problem.

TABLE NO 24: shows the ranking in Chemical based Industries.

FACTORS	MEAN	RANKING
Own business	2.86	3
Agricultural work	2.55	2
Participate in political parties	1.93	1
Heavy work load	3.31	4
Managerial problem	4.43	5

The five factors have been ranked by the absentees. The lowest mean score indicate highest ranking and highest ranking indicate lowest mean. The first two important factors are participate in political parties and agriculture followed by own business whereas managerial problem and heavy work load is not a major problem of absenteeism in chemical based industries.

TABLE NO 25: shows the ranking in mineral based industries.

FACTORS	MEAN	RANKING
Own business	3.06	4
Agricultural work	2.73	1
Participate in political parties	3.25	3
Heavy work load	2.86	2
Managerial problem	3.10	5

The first two important factors are agricultural work and heavy work load followed by participation in political parties, managerial problem and own business are not a major problem of absenteeism in Mineral based Industries.

TABLE NO 26: shows the ranking in general industries.

FACTORS	MEAN	RANKING
Own business	2.85	4
Agricultural work	2.45	2
Participate in political parties	2.89	3
Heavy work load	2.10	1
Managerial problem	3.94	5

The first important factors are heavy work load and agricultural work. Respectively managerial problem, own business and agricultural work are not major problem of absentees in general based industries.

TABLE NO 27 shows the ranking in textile based industries.

FACTORS	MEAN	RANKING
Own business	2.25	2
Agricultural work	2.16	1
Participate in political parties	4.07	5
Heavy work load	2.76	3
Managerial problem	3.59	4

The first two factors are agricultural work and own business. Respectively heavy work load, managerial problem and participate in political parties are not a major problem of absentees in textile based industries.

TABLE NO 28: shows the ranking in food and beverage industries.

FACTORS	MEAN	RANKING
Own business	2.53	2
Agricultural work	2.48	1
Participate in political parties	3.29	4
Heavy work load	3.09	3
Managerial problem	3.87	5

The first two important factors are agricultural work and own business. But heavy work load, participate in political parties and managerial problem in absentees in food and beverage based industries.

TABLE NO 29: shows the over all score on absenteeism from various reasons.

FACTORS	MEAN SCORE
Alcoholism	2.68
Certain family problem	2.86
Transportation problem	3.03
Unsatisfactory residential problem	3.05
Hygiene factors	3.17
Supervisory behaviour problem	3.18
Health problem	3.20

The above table indicates overall mean score of different Small Scale Industries. Earlier industrial wise analysis was made.

The mean score on alcoholism is 2.68. The second most important reason for the absenteeism is the family problem (2.86) followed by transport, supervisory behaviour and health related problem are most important problem of absenteeism.

TABLE NO 30: indicates mean score of different aspect of job pursued by the employees. The mean score about the co-worker is 3.36 followed by feeling about the supervisor, their feeling about the job.

JOB ASPECTS	MEAN SCORE
Feel about the co-worker	3.14
Feeling about the supervisor	3.36
Feeling about the job	4.02
Like of physical surrounding	4.11
Feeling about job itself	4.39

The possible interpretation of data is that the absentees are not happy about the co-worker. It will reduce the group spirit their by. It may affect group performance similarly supervisory factor is also one of the factors in which the employees are not very much satisfied. So management should take care of giving supervisory training to supervisors.

Next aspect of the analysis is related to findings of the interview. The response of the owners about the absentees.

1) By more absentee rate, increase the cost of production.

2) More turnover of labour increase the absence in industries. It increases the labour turnover.

3) Supplying the material to the customers or market is very difficult, because of absenteeism. At the time of production labourers are absent to their work and create a problem of production so it decrease in production.

4) It becomes difficult to supply the products / materials on schedule and it affects the market prestige.