

CHAPTER - III

THE RESEARCH PROBLEM AND METHODOLOGY

3.1 SELECTION OF THE PROBLEM

The topic of labour absenteeism created interest and attracted this researcher's attention while going through the literature on this topic. The discussion with the guide on this topic facilitated the researcher's interest in the study of the problem of labour absenteeism.

This study deals with the problem of labour absenteeism in Daulat Shetkari Sahakari Sakhar Karkhana Ltd; Halkarni (Kolhapur district). For the purpose of this study absenteeism is defined as the tendency of the worker to frequently abstain from, or inability to attend, scheduled work either for a short or long period, without prior permission from the management.

3.2 THE OBJECTIVES OF THE STUDY

The objectives of the present study were as under -

- (1) To assess the extent and incidence of absenteeism in Daulat Shetkari Sahakari Sakhar Karkhana Ltd; Halkarni, Tal.Chandgad, Dist. Kolhapur.
- (2) To study the procedure adopted to deal with the 'absentee' workers in the factory.
- (3) To study the social background of the workers: 'absentee' and 'regular'.
- (4) To study the attitude towards the work and job satisfaction of the workers.
- (5) To suggest certain measures to reduce absenteeism.

### 3.3 SELECTION OF THE FACTORY

For studying the problem of labour absenteeism a sugar factory known as Daulat Shetkari Sahakari Sakhar Karkhana Ltd; Halkarni (Kolhapur district) was selected. The possibility of getting the desired data and co-operation for conducting the research study and researcher's convenience in data collection were the main reasons which guided the selection of this factory for the study of labour absenteeism.

### 3.4 SELECTION OF THE RESPONDENTS

The information regarding the workers who frequently remain absent on their jobs was obtained from the office records of the factory. At the time of this study the total strength of permanent workers (both 'permanent' and 'seasonal') employed in Daulat Shetkari Sahakari Sakhar Karkhana Ltd; Halkarni was 754. When enquired about the workers who frequently remain absent on their jobs without prior permission from the Management, the concerned authorities of the factory told that as per official attendance record there are 84 such employees who frequently remain absent. A list of names of all these employees was prepared and unique number was given to each case from 1 to 84. Then 50 percent sample was selected by using systematic sampling/interval sampling technique i.e. initially two pieces of paper bearing Nos. 1 and 2 were placed in a box and one piece was picked up by adopting lottery method, which

was bearing No.2. Then starting from 2, with a regular interval of one e.g. employees bearing Nos. 2, 4, 6..... 84 making total of 42 were selected as a sample. This sample represented what we have termed in this report 'absentee workers'.

Then, we requested the factory authorities to give names of most regular workers. They gave a name-list of 20 workers. We have also covered this sample of 20 workers as 'regular workers' in our study.

### 3.5 INTERVIEW SCHEDULE : TOOL FOR DATA COLLECTION

Keeping in view the objectives of the present study an interview schedule was prepared and the data for the present study were collected by using the interview schedule.

The interview schedule was preferred to that of questionnaire for the following reasons -

- (1) The interview technique has advantages such as high percentage of returns, opportunity to have closer observation of the respondents', work situation, family life of the respondents; depending upon the place of interview, checking answers, opportunity to probe deeper and wider into the area of enquiry.
- (2) Interview technique also has certain flexibility as it is only through this method enquiry into the aspects not thought of earlier is possible.

- (3) Some of the respondents were likely to be the illiterate and therefore the information from them could only be obtained with the help of the interview schedule.

All the respondents were knowing Marathi, therefore, the schedule was prepared in Marathi. (An English version of the schedule is given in the appendix.)

Notes on the basis of observation were also prepared during the field work. Informal interviews were also conducted with factory officials especially with Labour Officer of the factory, for collecting additional information about the absentee workers.

### 3.6 DATA COLLECTION

The data for the present study were collected during December, 1992 and January to April, 1993. An attempt was made to contact and interview all the 42 respondents selected as a sample of 'absentee workers'. However, in spite of repeated attempts, 2 respondents were left interviewed due to the reasons such as their prolonged absence, staying out of station for a long time. Thus from among the 42 respondents, 40 respondents were actually interviewed for the present study.

All the 20 respondents selected as a sample of regular workers were interviewed.

Most of the respondents were interviewed in the premises of the factory, because management was kind enough

to allow me to do so. However, especially in case of absentee workers, some of them were required to interview at their homes. Incidentally, this gave an opportunity to observe family life of the respondents.

The interview technique proved costly in terms of time and money as the researcher had to frequently visit the factory during December, 1992 and January to April, 1993.

### 3.7 ANALYSIS, INTERPRETATION AND PRESENTATION OF INDIA

After collection of data, the quantifiable data were classified and analysed and interpreted with the help of sample statistical technique such as percentages and by giving references of studies carried out in India on the topic of labour absenteeism.

The data are presented in following chapters.

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- 1       Extent of Absenteeism and Procedure Adopted to  
          deal with Absentee Workers in the Factory.
- 2       Social Background, Attitude Towards Work and  
          Absenteeism.
- 3       Summary and Conclusions.

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