

CHAPTER VI

SUGGESTIONS

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Increasing rate of absenteeism adds very considerably to cost of industry. The already studies had given common absenteeism pattern. Absenteeism is a complex problem, some characterise it as an Individual Problem while others consider it socio-economic problem, perhaps it is both. Some of the experts of Management opine that absenteeism occur due to organisational factors like working conditions, conveyance facility, relations with supervisors and co-workers, job knowledge, provision of quarters etc. and personal factors like no.of dependents, distance of native place, habits, reasons for leave taking, utilisation of leisure time, living in own house etc. The circumstances, nature of unit and size and type of the unit may differ. The data regarding absenteeism in N.G.Mills, Solapur analysed and interpreted in preceding chapters suggest some conclusions, upon which few measures are suggested to control and reduce the incidences of high rate of absenteeism.

1) The ~~natur~~absenteeism in the mill is bound to happen. However, it can mostly be unavoidable. The magnitude of absenteeism is rather high than that of other industries being around in that area.

Most of the times, it is observed that the workers remain

absent on account of various festivals, social ceremonies, agricultural work, household problems etc. Various types of leave are not sufficient to cope up with their requirement ~~on~~ as stated for the above reasons. Taking into account the ~~provisions/prob~~ provisions of Factory Act and leave and Holiday Act that leave should be granted for the reasonable reason these act are enacted previously and circumstances are changing so fast that is why slight liberal policy for the grant of leave should be adopted. Management should keep the record of leave, purpose of leave, leaves availed and balance leave and accordingly grant the leave, so that the incidence of absenteeism may decline.

2) The workers come from all sections of the society. They are mostly religious minded. For one or other reason, they are availing of leave though not approved by management. This is unavoidable because primarily they are undereducated or illiterate. It is therefore suggested that the recruitment should be made from educated persons.

3) Majority workers have not been provided with housing facility. They have to live wherever they find accommodation at a cheaper rate. Hence it is suggested that management should consider providing accommodation at bare minimum cost by forming workers housing society.

4) The transport facility also plays a vital role as far as absenteeism is concerned. It is observed that majority

workers reside far away from the mill and if workers have no other suitable conveyance, hence management must make arrangement to carry them to and fro, this problem will be solved once for all.

5) The workers who are overaged and unable to carry out their duties satisfactorily, so also who are drunkers and keep away from scheduled work, for any reason, they should be dismissed or compulsorily made retired so that young blood will find their way in the mill.

6) The size of the family of the workers is also cause of absenteeism. The management should with the help of Government, arrange for family welfare and planning programmes to ensure check over growing family size. The programme can be widely undertaken through the media of slide show, pictures, diagrams etc. This media should be used to show the possible bad effects of absenteeism on the family of the worker.

7) Most regular workers should be given incentives. A worker who do not remain absent for particular time (e.g. monthly/weekly) he should be recommended for giving him monetary incentives.

8) It should be ensured that the workers are not carrying out any side activities, part-time job, small business which affects on the attendance. Such workers should be warned or threatned of dismissal.

9) The recruitment may be made from the local people as far as possible because the people whose native place is far away from the place of work, they are inclined to proceed on long leave for meeting natives or look after agricultural work etc.

10) The mill is providing all working facilities but in Spinning and Weaving Department, sanitary, ventilation and cleanliness etc. facilities was not to the standard and proper rest room is not there, so it should be strictly ensured.

11) The already appointed works Committed should be given attention to the problem of labour absenteeism and try to investigate reasons thereof and solve the same. The committee may investigate and keep the record of absenteeism as it consists of representative of employer and employees. Committee may consul the worker for the betterment of both the mill and worker.

12) The communication system between management and workers may be of standard level.

13) There should be proper coordination and operations between workers -first line supervision. The relation between the workers and management representative should be healthy.

14) Medical facilities be made available on urgent basis and compensation in case of accident be given in time.

15) Wages paid to the workers may be given with proportion to the price index.

16) The leaders of trade union should look into the concept of absenteeism. Union must convey the workers not to remain absent otherwise understand the real problems. Not only management may dismiss the workers but union also may cancel the membership of such workers and help management for taking disciplinary action.

17) In order to control and reduce absenteeism after utilising all the measures still workers remain absent, with any prior permission, they should be warned for 15 days of such serious absence. If there is no progress in such circumstances, disciplinary action should be taken.