

## CHAPTER - IV

### PRESENTATION OF DATA.

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## CHAPTER NO.IV

### PRESENTATION OF DATA

The data in-connection with the problem of labour absenteeism in The Kolhapur Steel Ltd. during the period from 1979 to 1983 is collected from the records available in Time and Labour Welfare Office and from the interviews of some regular and irregular workers in the company and also from the discussions with Personnel Officers of the company. Such collected data is presented in this chapter.

While presenting the data, the term 'absenteeism' is taken as 'absence of workers from his regular work, when he is normally scheduled to work'. In other words both the leaves authorised and unauthorised are considered. However absence caused due to strikes, lock-outs etc. is excluded from scope of the study.

A) THE OVERALL PICTURE OF ABSENTEEISM :

In order to have the idea of overall absenteeism rate and its trend in the last five years viz. 1979 to 1983, The annual rates of absenteeism in the company as a whole were calculated and presented in Table V-1 in the next chapter. From that table it is seen that the annual absenteeism rate for the company as a whole varied between 16.94 per cent and 17.76 per cent.

B) MONTHWISE FLUCTUATIONS IN ABSENTEEISM RATES :

Here the overall data on absenteeism is broken up into months with a view to find out monthwise fluctuations in absenteeism rates. Table V-2 presents monthwise - fluctuations in absenteeism rates in the company under study. This presentation showed that April, May, June and October had the highest absenteeism rates compensated by lower rates in July, August and September.

C) ABSENTEEISM BY DEPARTMENTS :

In order to find out the departments which contributed more to the absenteeism rate and thus were 'absence-prone' areas, departmentwise absenteeism was presented in - Table V-3. The company under study has five departments viz. Furnace, Mechanical & Electrical, Fettling, Pattern, Core & Moulding and other departmentwise presentation of absenteeism data revealed that the 'other', 'Fettling', 'Pattern', 'Core and Moulding department' showed higher rate of absenteeism.

D) CAUSE-WISE ABSENTEEISM :

With a view to find out the causes which contributed to the absenteeism rate, the data was divided causewise and presented in Table-V-4. For this purpose the annual rate of absenteeism was divided into the following three rate -

1. Sickness Rate.
2. Authorised Leave Rate.
3. Unauthorised Leave Rate.

1) SICKNESS RATE :-

It was calculated as under -

$$\text{Sickness Rate} = \frac{\text{Persons not working due to certified sick leave and accident leave}}{\text{Manshifts scheduled to work}} \times 100$$

It was found that above ~~two~~-fifth of the annual absenteeism rate was caused due to sickness. ✓

2) AUTHORISED LEAVE RATE :-

This consisted of all stays away from work permitted by the Management and the spells of absences regularised after reporting for duty. In other words they were authorised leave other than sickness and accident leave.

3. UNAUTHORISED LEAVE RATE :-

To calculate this rate all absences from work not authorised by the management were considered.

E) GRAPHICAL REPRESENTATION :

In order to have a quick and easy understanding of the absenteeism rates graphs were drawn showing the various absenteeism rates and also the causes in Appendices.

F) COMPARATIVE STUDY OF REGULAR AND IRREGULAR WORKERS :

It is always, that any kind of industry we find some operatives regular and some other irregular in attendance. Hence the data was collected from various personal interviews and personal records of both these types of workers. Out of the total workers of the company three hundred and odd, a random sample of 50 comprising 25 each from regular and irregular workers was selected. The regular worker was considered to be one who taken any authorised leave during 1979 to 1983. These 50 workers were interviewed on the bases of questionnaire prepared. The information gathered was split up into number of various small tables. The purpose behind such a presentation was to find out whether there is any link between socio-economic back-ground of a worker and a absenteeism and to compare the characteristics and a socio-economic position of regular and irregular workers.

Table : IV-1

Table showing marital status, wages per month and number of dependents of regular and irregular workers.

Item.	Subgroup.	N = 25 Regular "R"	N = 25 Irregular "A"
1.	<u>Martial Status</u>		
	a. Married.	24	23
	b. Unmarried.	1	2
2.	<u>Wages per month</u>		
	Less than Rs.500	1	2
	Rs. 500 to 700	1	-
	Rs. 700 to 1000	16	19
	Rs.1000 to onwards	7	4
3.	<u>Number of dependents</u>		
	Upto 3	2	1
	4 to 6	9	15
	7 and above	14	9

This table exhibited the socio-economic background of regular and irregular workers. As seen from the Table there were 19 workers from 'A' group within the monthly wages Rs.700 to 1000 as against 16 from 'R' group.

The number of dependancy per worker was also more in case of 'A' group. There were fifteen workers from 'A' group with number of dependents between 4 to 6 as against only

9 workers from 'R' group.

Table IV-2

Table showing the level of literacy of workers in group 'R' and group 'A'.

Item.	Subgroup.	'R'	'A'
1.	Illiterate.	2	4
2.	Can read and write.	2	6
3.	Upto VII standard.	14	11
4.	Upto S.S.C.	5	3
5.	S.S.C. and above.	2	1

It was found that the level of literacy was low in the workers of 'A' group.

Table IV-3

Table showing the living conditions of workers in group 'R' and 'A'.

Item.	Subgroup.	'R'	'A'
1.	Bad.	8	12
2.	Good.	10	7
3.	Fair.	7	6

It was observed that as regards the living conditions

also, the 'A' group was at disadvantage. There were 12 workers from 'A' group living in bad conditions. As against only 8 from 'R' group. Thus bad living conditions affecting health of the workers and their family members were found to be one of the causes of absenteeism.

Table IV-4

Table showing other sources of income of workers in group 'R' and group 'A'.

Item.	Source.	'R'	'A'
1.	Land.	5	13
2.	House Rent.	8	3
3.	Shop.	-	2
4.	Nil.	12	7

It was found that the workers from 'A' group had more ~~to~~ other sources of income like land, house rent, shop as compared to those from 'R' group. Naturally the workers from 'A' group least bothered of their jobs in the company and remained absent from work.

CLASSIFICATION OF CAUSES OF ABSENTEEISM :

Table-IV-5 exhibits the classification of different causes of absenteeism and the number of workers both from group 'R' and group 'A' responding to them. From the Table, it is seen that sickness of the worker himself and his family members, festivals and functions, household problems, agricultural work, lack of suitable conveyance, frequency of



of accidents and poor living conditions were the major causes of absenteeism.

Table IV-5

Table showing causes of absenteeism and the number of workers responding to them.

Item.	Causes.	'R'	'A'
1.	Overburden of work.	3	5
2.	Rotating Shifts.	5	7
3.	Geographical distance.	12	18
4.	Lack of suitable conveyance.	17	20
5.	Frequency of accidents and lack of safety.	9	17
6.	Sickness.	16	21
7.	Other part-time job elsewhere.	2	4
8.	Not satisfied with wages.	7	10
9.	Lack of proper treatment.	1	4
10.	Festivals.	18	18
11.	Household problems..	15	21
12.	Agricultural work.	13	20
13.	Other reasons.	8	13
14.	Living conditions not satisfied.	8	12

It was observed that absenteeism due to overburden of work, rotating shifts and lack of proper treatment were not significant.

Table-IV-6

Table showing residence, conveyance used and time taken to reach the company by workers in group 'R' and group 'A'.

Item.	Subgroup	'R'	'A'
1.	<u>Native Place</u>		
	a. Coming from proper Kolhapur City.	4	8
	b. Coming away from Kolhapur City.	21	17
2.	<u>Coming by</u>		
	a. Bus.	3	4
	b. Cycle.	19	16
	c. Walk.	2	1
	d. Any other vehicle.	1	4
3.	<u>Time taken</u>		
	a. Less than 10 minutes.	3	2
	b. 11 to 20 minutes.	-	3
	c. 20 and above minutes.	22	20

It was observed that most of the workers from both the groups were coming from outside the Kolhapur city to the Company. The conveyance used by them was mostly cycle. A few workers were coming by city bus. Those residing in the near by areas of the company i.e. Nagao,Shiroli, used to come on walk to the company. Time taken by them for coming to the company varied between 10 minutes and 50 minutes depending upon the nature of conveyance and the distance.

From the preceding information it is clear, that there is definitely linkage between the socio-economic background of workers and their absenteeism. ↙