

**CHAPTER - IV**

**NATURE OF  
ABSENTEEISM**

CHAPTER IV  
NATURE OF ABSENTEEISM

The nature of Absenteeism highlights on the different dimensions of the Absenteeism problem.

Here a comparative study of nature of Absenteeism in private sector undertaking and co-operative sector undertaking is carried out.

The nature of Absenteeism of total 200 sampled workers is studied in respect of :

- 1) Quantum of Absenteeism
- 2) Incidence of Absenteeism

The quantum of Absenteeism is studied hereby taking into account the total Absenteeism rate only.

The quantum of Absenteeism describes the trend of Absenteeism rate in different months under different departments of private sector undertaking and co-operative sector undertaking.

The total Absenteeism rate refers to absence due to all causes such as leave with wages, authorised leave, unauthorised leave, sick leave, leave due to accident, casual leave, strike and hartals, holidays and sent home etc.

The concept incidence of Absenteeism tries to locate the areas of absence behaviour. It is studied monthwise by taking into account the year 1994 only.

In this chapter the concept of incidence of Absenteeism highlights on the departmentwise analysis and causewise analysis of absence behaviour of the workers.

This comparative study of nature of Absenteeism of two sectors will help to know the difference and to suggest the remedial measures to management by pointing out their mistakes.

Table No. 4.1

MONTHWISE TOTAL ABSENTEEISM RATE OF THE TOTAL SAMPLE

Months	Total Absenteeism Rate %
January	20.55
February	20.81
March	24.43
April	23.48
May	27.07
June	24.82
July	21.10
August	20.71
September	22.33
October	23.35
November	19.58
December	19.13
For whole year	22.24

In the above table monthwise total Absenteeism rate of private composite and co-operative spinning mill is combined together.

An analysis of the above table 4.1 indicates that the total Absenteeism rate is high during the month of March, April, May and June. Especially it is at the highest level in the month of May i.e. 27.07%.

During the month January, February, November and December the Absenteeism rate is low. In the month of December the Absenteeism rate is at the lowest being 19.13%.

The Absenteeism rate is high during the first half of the year comparing to second half.

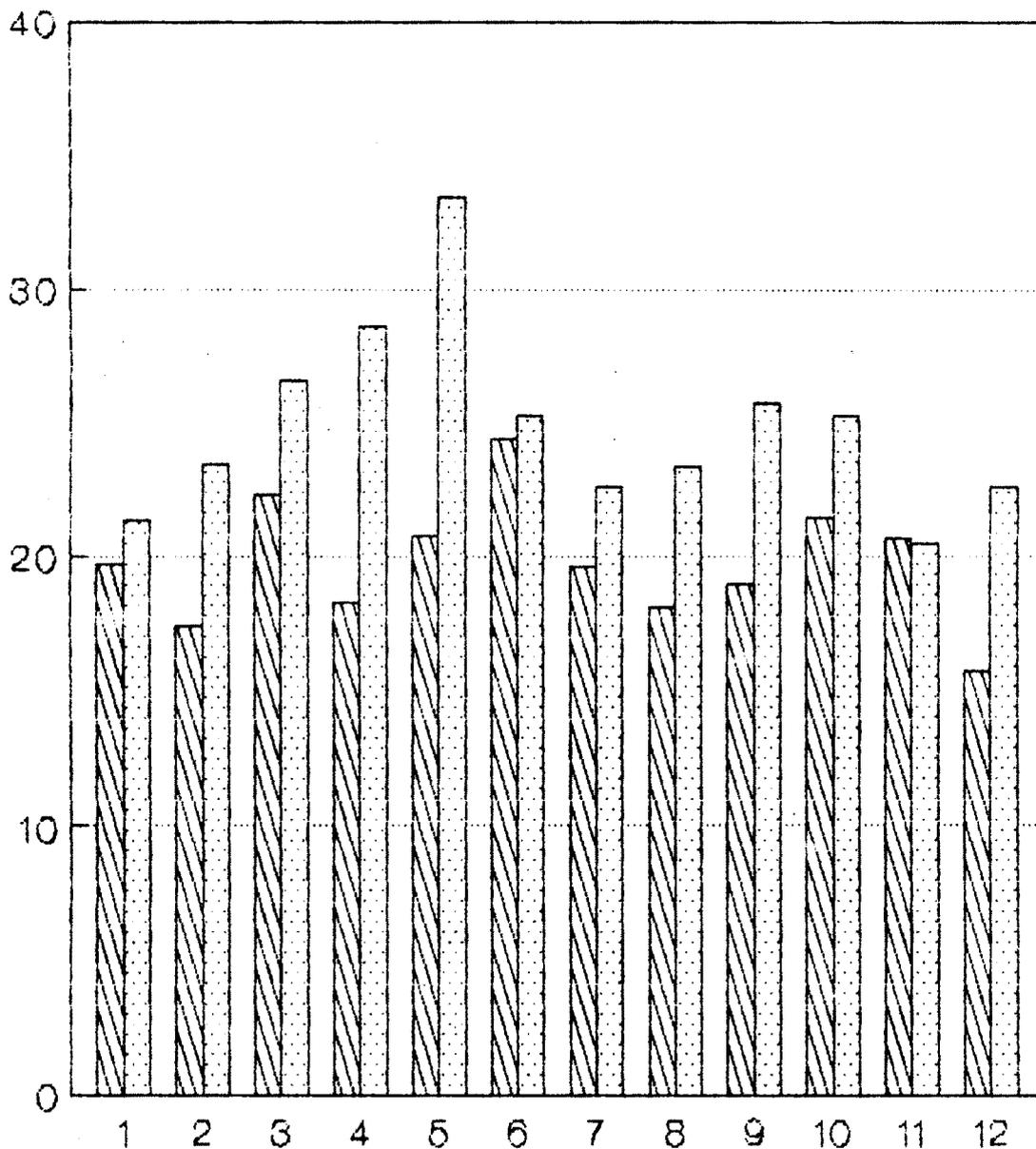
Table No. 4.2

TOTAL ABSENTEEISM RATE IN PRIVATE SECTOR UNDERTAKING AND  
CO-OPERATIVE UNDERTAKING MONTHWISE

Month	Private sector undertaking %	Co-operative undertaking %
January	19.77	21.34
February	17.43	23.40
March	22.33	26.53
April	18.32	28.65
May	20.76	33.38
June	24.40	25.25
July	19.61	22.60
August	18.12	23.31
September	18.99	25.68
October	21.47	25.23
November	18.66	20.50
December	15.74	22.53
For whole year	19.63	24.86

If we take a thorough look at this table, the table gives us a comparative picture of total Absenteeism rates of both the sectors undertaking i.e. private composite and co-operative spinning mill.

## GRAPHICAL PRESENTATION OF TOTAL ABSENTEEISM RATE IN "PVT.SECTOR UNDER- TAKING & CO-OPERATIVE INDUSTRY MONTHWISE



Pvt.S.U.



Co-op.S.U.

1. January  
5. May,

2. February  
6. June

3. March,  
7. July

4. April,  
8. August.

9. September

10. October

11. November

12. December

The monthwise Absenteeism rates facilitates the comparative study of Absenteeism rates of private sector undertaking and co-operative sector undertaking in each month.

The private sector undertaking shows the higher Absenteeism rates during the month of March and June. Especially June month has recorded the highest Absenteeism rate.

In case of co-operative sector undertaking the higher Absenteeism rates are recorded during the month of March, April and May. The highest Absenteeism rate is recorded in the month of May.

In case of private sector undertaking the lower Absenteeism rate is recorded during the month of February, August and December in which Absenteeism rate of December month is at the lowest.

The co-operative sector undertaking gives us the lower Absenteeism rates during the months of January, November and December with the lowest Absenteeism rate in November month.

Comparing to private sector undertaking the co-operative sector undertaking shows the higher Absenteeism rates in all the months which ultimately result in higher Absenteeism rate for the whole year in case of co-operative sector undertaking.

Table No. 4.3

TOTAL ABSENTEEISM RATE IN DIFFERENT DEPARTMENTS OF PRIVATE SECTOR  
UNDERTAKING AND CO-OPERATIVE UNDERTAKING

Private sector undertaking		Co-operative undertaking	
Department	Absenteeism Rate	Department	Absenteeism Rate
Spinning	17.68%	Spinning	24.86%
Weaving	23.72%		
Processing	19.93%		

The above table highlights the comparative figures of total absenteeism rate in different departments of private sector undertaking and spinning department of co-operative sector undertaking.

In case of private sector undertaking the Absenteeism rate in weaving department is at the highest level comparing to spinning and processing department. The Absenteeism rate in the spinning department is of the lowest.

Comparing to the Absenteeism rate in spinning department of private sector undertaking, the Absenteeism rate in co-operative undertaking is higher.

**GRAPHICAL PRESENTATION OF TOTAL  
ABSENTEEISM RATE IN DIFFERENT DEPTS.  
OF PVT. S.U. AND CO.OP.S.U.**

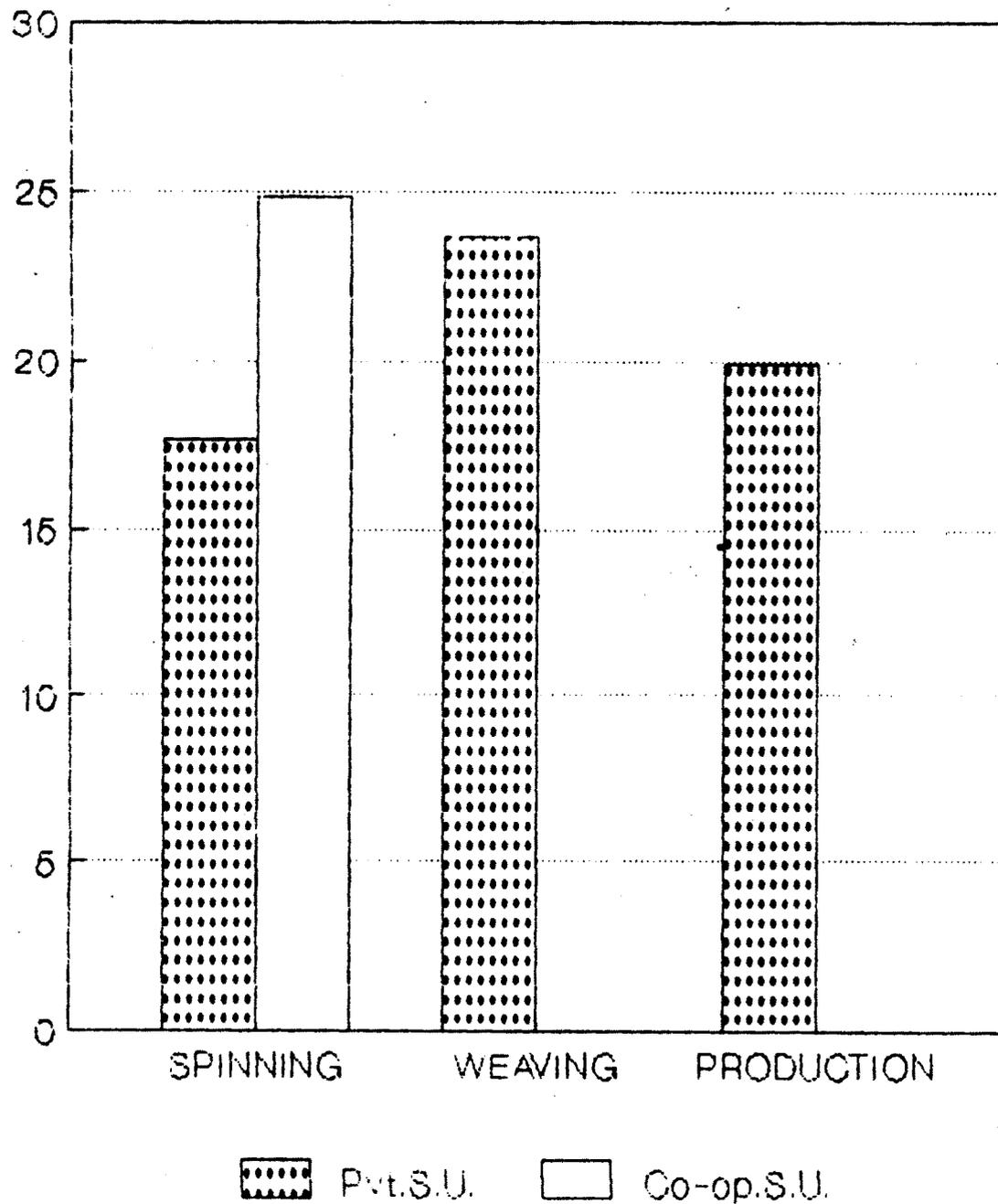


Table No. 4.4

MONTHWISE TOTAL ABSENTEEISM RATE IN SPINNING DEPARTMENT OF  
PRIVATE SECTOR UNDERTAKING AND CO-OPERATIVE UNDERTAKING

Months	Private sector undertaking Spinning Department Absenteeism Rate %	Co-operative undertaking Spinning Department Absenteeism Rate %
January	17.09	21.34
February	17.52	23.49
March	19.42	26.53
April	17.58	28.65
May	17.44	33.38
June	23.07	25.25
July	17.58	22.60
August	15.62	23.31
September	14.11	25.68
October	18.47	25.23
November	18.94	20.50
December	15.32	22.53
For whole year	17.68	24.86

The departmentwise table of private and co-operative sector undertaking is prepared to facilitate the monthwise comparative study of total Absenteeism rate.

ANALYSIS :

Total Absenteeism rate in spinning department of co-operative sector undertaking is higher than that of private sector undertaking.

During the month of March of June the absenteeism rate is at higher level and it is low during the month of August, September and December in case of private sector undertaking.

Absenteeism rate in case of co-operative sector undertaking is high during the month of March, April and May and it is low during the month of January and December.

Absenteeism rate of co-operative sector undertaking is higher in all the months than that of private sector undertaking.

Table No. 4.5

TOTAL ABSENTEEISM RATE OF WEAVING AND PROCESSING DEPARTMENT IN  
PRIVATE SECTOR UNDERTAKING

Month	Private Sector Undertaking	
	Weaving - Absenteeism Rate %	Processing Absenteeism Rate %
January	23.99	21.01
February	15.68	18.37
March	21.01	27.21
April	26.69	14.35
May	32.58	18.30
June	32.28	21.57
July	27.37	17.81
August	16.72	22.49
September	25.86	21.70
October	24.48	23.89
November	17.77	18.82
December	20.22	13.64
For whole year	23.72	19.93

The above table focusses on the monthwise total Absenteeism rate in weaving and processing departments of private sector undertaking.

Analysis of the above table 4.5 indicates that the Absenteeism rate in weaving department is higher during the months of April, May, June and July. May and June months are indicators of highest Absenteeism rate i.e. 32.58% and 32.28% respectively. The Lower Absenteeism rate in weaving department is recorded during February, August and November months. The lowest Absenteeism rate during February month is recorded at 15.68%.

The above table reveals that the Absenteeism rate in processing department is higher during March and October months. The lower Absenteeism rate is recorded during April and December months.

The weaving department brings us the higher total Absenteeism rate for the whole year than that of spinning and processing department.

All the tables coming under 4.6 have tried to explain the incidence of Absenteeism in terms of seasonal variations under different sub-departments of spinning departments.

To facilitate further comparative study of nature of Absenteeism monthwise analysis of Absenteeism rate in the year of 1994 in sub-departments of spinning department in private sector undertaking and co-operative sector undertaking is being carried out.

Firstly the comparative study is undertaken in sub departments which are similar in both the sectors undertaking i.e. all the tables coming under 4.6 (A).

Table No. 4.6 (A) (1)

MONTHWISE ABSENTEEISM RATE IN THE YEAR OF 1994 IN SUB-DEPARTMENT OF  
SPINNING DEPARTMENT. (BLOWROOM)

Month	Private Sector Undertaking Blowroom Absenteeism Rate %	Co-operative sector undertaking Blowroom Absenteeism Rate %
January	19.23	16.36
February	11.11	16.28
March	15.43	23.90
April	14.10	28.67
May	25.00	43.63
June	26.92	18.88
July	27.56	19.23
August	17.28	20.27
September	23.08	21.32
October	26.92	27.17
November	10.26	7.69
December	13.58	12.79
For whole year	19.20	21.35

ANALYSIS :

In Blowroom department of public sector undertaking the higher Absenteeism rate is recorded during the month of June, July and October. The lower Absenteeism rate is recorded during the month of February, November, and December.

In case of co-operative sector undertaking the Absenteeism rate recorded in the month of May is at the highest level i.e. 43.63%. Further April and October months also recorded higher Absenteeism rate. The lowest Absenteeism rate during the month of November is 7.69%.

The Blowroom department of co-operative sector undertaking brings the higher level of Absenteeism rate than that of private sector undertaking.

Table No. 4.6 (A) (2)

MONTHWISE ABSENTEEISM RATE IN THE YEAR OF 1994 IN SUB-DEPARTMENT OF  
SPINNING DEPARTMENT (CARDING)

Month	Private Sector Undertaking Carding Absenteeism Rate %	Co-operative sector undertaking Carding Absenteeism Rate %
January	19.87	20.72
February	15.28	34.09
March	17.28	29.29
April	16.03	27.27
May	25.64	34.90
June	24.36	31.11
July	28.21	32.51
August	19.75	25.17
September	16.67	31.11
October	19.87	22.27
November	25.00	20.62
December	18.52	26.20
For whole year	20.54	28.35

ANALYSIS :

In case of private sector undertaking the month July had the highest Absenteeism rate and the month February and April had the lower Absenteeism rate.

The months February, March, May, June, July and September recorded the higher Absenteeism rate in co-operative sector undertaking. The carding department of co-operative sector recorded higher Absenteeism rate during the whole year except January and November months than private sector undertaking.

Here also the same result of higher Absenteeism rate is repeated in case of co-operative sector undertaking than that of private sector undertaking.

Table No. 4.6 (A) (3)

MONTHWISE ABSENTEEISM RATE IN THE YEAR OF 1994 IN SUB-DEPARTMENT  
OF SPINNING DEPARTMENT (SPEED FRAME)

Month	Private Sector Undertaking Speed Frame Absenteeism Rate %	Co-operative sector undertaking Speed Frame Absenteeism Rate %
January	17.31	26.18
February	9.32	29.92
March	19.14	31.31
April	21.15	19.58
May	20.51	26.18
June	25.64	24.12
July	19.87	11.88
August	17.28	15.03
September	11.54	29.72
October	21.79	29.81
November	21.79	19.58
December	15.43	26.93
For whole year	18.43	24.18

ANALYSIS :

The speedframe department of private sector undertaking shows the higher absenteeism rate during the months June, October and November and the lower Absenteeism rate during February and September months.

In case of co-operative sector undertaking the months February, March, September and October recorded the higher Absenteeism rate. The months July and August recorded the lower Absenteeism rate.

Comparing to private sector undertaking the Absenteeism rate in co-operative sector undertaking is higher for the whole year and it is higher during seven months. The lowest Absenteeism rate is recorded in private sector undertaking i.e. 9.32% and the highest Absenteeism rate is recorded in co-operative sector undertaking i.e. 31.31%

Table No. 4.6 (A) (4)

MONTHWISE ABSENTEEISM RATE IN THE YEAR OF 1994 IN SUB-DEPARTMENT OF  
SPINNING DEPARTMENT (RINGFRAME)

Month	Private Sector Undertaking Ring Frame Absenteeism Rate %	Co-operative sector undertaking Ring Frame Absenteeism Rate %
January	16.08	23.27
February	14.39	24.24
March	16.16	24.24
April	24.47	40.56
May	19.23	34.91
June	30.76	31.82
July	17.83	35.66
August	18.18	36.01
September	20.97	29.02
October	24.12	42.55
November	25.17	24.83
December	17.17	35.02
For whole year	20.37	31.84

ANALYSIS :

In case of private sector undertaking the Absenteeism rate in ringframe department is higher during the months of April, June, Q.t b.r and November. The lower rate of Absenteeism rate is being recorded during January, February and March Months.

Ringframe department of co-operative sector undertaking highlights on the higher absenteeism rate during the months of April, May, July, August, October and December and lower Absenteeism rate during January month.

Comparing to private sector undertaking the Absenteeism rate is higher in co-operative sector undertaking which ultimately result in higher Absenteeism rate for the whole year.

Table No. 4.6 (A) (5)

MONTHWISE ABSENTEEISM RATE IN THE YEAR OF 1994 IN SUB-DEPARTMENT OF  
SPINNING DEPARTMENT (WINDING)

Month	Private Sector Undertaking Winding Absenteeism Rate %	Co-operative sector undertaking Winding Absenteeism Rate %
January	18.27	30.18
February	11.11	33.71
March	17.59	40.74
April	20.19	40.20
May	16.67	49.81
June	29.17	23.77
July	15.71	25.17
August	16.26	26.92
September	11.54	29.37
October	20.83	24.36
November	19.23	21.67
December	12.35	14.47
For whole year	17.41	30.03

ANALYSIS :

The winding department of private sector undertaking focusses a higher Absenteeism rate during June month and lower Absenteeism rate during February, September and December months.

In case of co-operative sector undertaking the Absenteeism rate is higher during month April and May months. The Absenteeism rate is lower during November and December months.

Comparing to the winding department of private sector undertaking the Absenteeism rate of co-operative sector undertaking is higher in all the months except June month. The Absenteeism rate for the whole year is also higher in co-operative sector undertaking.

Table No. 4.6 (A) (6)

MONTHWISE ABSENTEEISM RATE IN THE YEAR OF 1994 IN SUB-DEPARTMENT OF  
SPINNING DEPARTMENT (ELECTRIC)

Month	Private Sector Undertaking Electric Absenteeism Rate %	Co-operative sector undertaking Electric Absenteeism Rate %
January	23.08	8.36
February	30.83	13.63
March	13.33	14.81
April	14.62	24.12
May	12.31	17.09
June	9.23	20.27
July	10.00	7.34
August	10.37	5.24
September	9.23	13.28
October	13.85	10.90
November	21.54	12.90
December	12.59	18.85
For whole year	15.08	13.89

ANALYSIS :

In case of private sector undertaking the Absenteeism rate is higher in the month of February and the Absenteeism rate is lower in the month of June, July, August and September.

In co-operative sector undertaking the Absenteeism rate is higher during the month of April and the Absenteeism rate is lower during.

Here comparing to co-operative sector undertaking the Absenteeism rate is higher in private sector undertaking.

Table No. 4.6 (B) (1)

MONTHWISE ABSENTEEISM RATE IN THE YEAR OF 1994 IN SUB-DEPARTMENT OF  
SPINNING DEPARTMENT (DRAWING IN)

Month	Private Sector Undertaking Drawing In Absenteeism Rate %
January	5.77
February	30.21
March	37.04
April	12.50
May	2.88
June	15.38
July	3.85
August	10.19
September	5.77
October	1.92
November	9.62
December	17.59
For whole year	12.72

ANALYSIS :

Drawing In is the sub department of spinning department in private sector undertaking. The Absenteeism rate of this department is included in the study to know the monthwise total Absenteeism rate of the whole spinning department in private sector undertaking. This department is not established or cannot be found in co-operative spinning mill so the comparison is not possible.

This departments shows very low rate of Absenteeism. The Absenteeism rate is higher during the months of February and March. The lower Absenteeism rate is recorded during the months of January, May, July, September and October.

Table No. 4.6 (B) (2)

MONTHWISE ABSENTEEISM RATE IN THE YEAR OF 1994 IN SUB-DEPARTMENT OF  
SPINNING DEPARTMENT IN CO-OPERATIVE SECTOR UNDERTAKING

Month	Co-operative Sector Undertaking		
	Reeling Absenteeism Rate%	Doubling Absenteeism Rate%	Bundling/Bailing Absenteeism Rate%
January	14.66	26.54	25.82
February	15.97	19.69	23.11
March	20.98	18.18	35.35
April	24.03	24.47	29.02
May	31.00	37.81	25.09
June	30.12	27.97	19.23
July	34.93	18.53	18.18
August	37.18	24.82	19.23
September	30.44	26.96	19.93
October	21.66	25.45	17.82
November	31.08	22.72	23.43
December	27.16	23.23	18.18
For whole year	26.60	24.69	22.86

ANALYSIS :

The above sub departments of spinning department in co-operative sector are not in operation in private sector undertaking.

The monthwise Absenteeism rates in the above sub department form the part of the whole spinning department and are helpful in ascertaining the higher and lower Absenteeism rates in particular months.

In above table in Reeling departments May, July, August and November in months are the indicators of higher Absenteeism rates. January and February months have recorded lower Absenteeism rate. In case of Doubling department Absenteeism rate is higher during the month of May and June. The Absenteeism rate is low during the month of March and July.

In case of Bundling/Bailing Department the higher Absenteeism rate is being recorded during the months of March and April. The lower Absenteeism rate is being recorded during the month of July, October and December.

A CAUSEWISE ANALYSIS :

A causewise analysis of Absenteeism rate is made by classification of the causes as recorded in the service books of the workers is taken into account.

The service book classifies the total leaves according to different causes as follows :

- 1) Lay off
- 2) Casual leave
- 3) Leave with wages
- 4) Authorised leave
- 5) Unauthorised leave
- 6) Sick leave
- 7) Accidents
- 8) Strikes and Hartals and
- 9) Others.

A causewise analysis is made :

- 1) Comparison of causewise Absenteeism rate of private composite and co-operative Spinning Mill.
- 2) Comparison of causewise Absenteeism rate of spinning department in private sector undertaking and co-operative sector undertaking.
- 3) Study of causewise Absenteeism rate in weaving and processing departments of private sector undertaking.

Table No. 4.7

CAUSEWISE ABSENTEEISM RATE OF PRIVATE SECTOR UNDERTAKING AND  
COMPARATIVE SECTOR UNDERTAKING FOR WHOLE YEAR

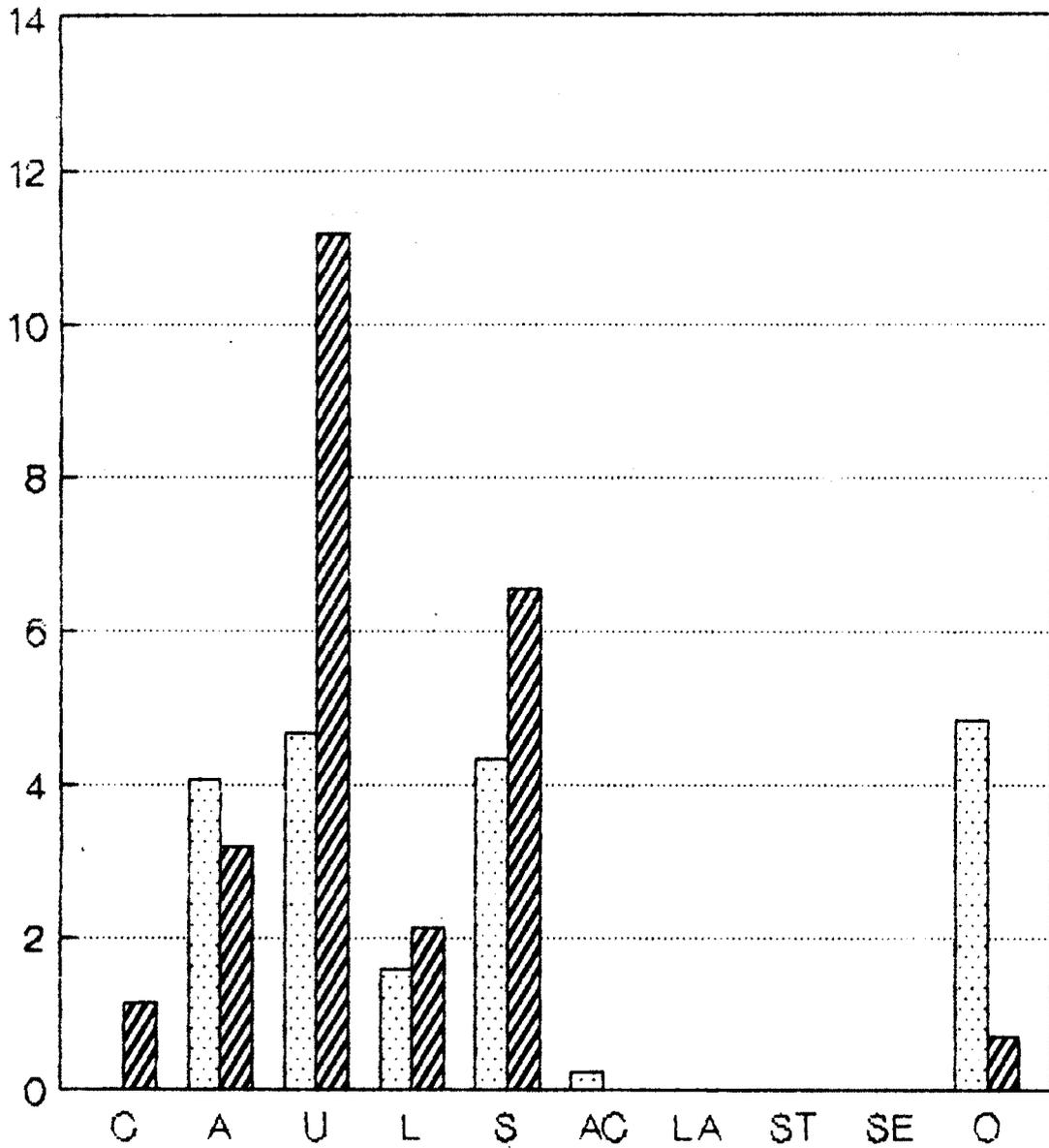
Causes	Private Sector Undertaking Absenteeism Rate %	Co-operative sector undertaking Absenteeism Rate%
Casual leave	--	1.14
Authorised leave	4.05	3.18
Unauthorised leave	4.66	11.16
Leave with wages	1.58	2.12
Sick leave	4.34	6.53
Accident	0.23	--
Lay off	--	--
Strike	--	--
Sent home	--	0.71%
Others	4.82	--
<b>For whole year</b>	<b>19.68</b>	<b>24.84</b>

ANALYSIS :

The above table 4.7 shows that the Absenteeism rate because of the causes : unauthorised leave, leave with wages and sick leave in co-operative sector is higher than that of private sector understaking.

The Absenteeism rate because of the cause authorised leave in private sector undertaking is higher than that of co-operative sector undertaking.

## GRAPHICAL PRESENTATION OF CAUSEWISE ABSENTEEISM RATE OF PVT. SECTOR UNDER TAKING & CO-OP.S.U. WHOLE YEAR



Pvt. S.U.    
  Co-op. S.U.

C - Casual Leave     A - Authorised Leave     U - Unauthorised Leave  
 L - Leave with wages     S - Sick Leave     AC - Accident     LA - Lay off

ST - Strike     SE - Sent Home     O - others.

Table No. 4.8

TOTAL ABSENTEEISM RATE, CAUSEWISE OF SPINNING DEPARTMENT IN  
PRIVATE SECTOR UNDERTAKING AND CO-OPERATIVE SECTOR UNDERTAKINGS

Causes	Private Sector Undertaking Spinning Absenteeism Rate %	Co-operative sector undertaking Spinning Absenteeism Rate %
Casual leave	--	1.14
Authorised leave	4.05	3.18
Unauthorised leave	3.93	11.16
Leave with wages	1.63	2.12
Sick leave	2.47	6.53
Accident	0.16	--
Lay off	--	--
Strike	--	--
Sent home	--	0.71%
Others	5.45	--
For whole year	17.69	24.84

ANALYSIS :

The above table 4.8 shows that the total Absenteeism rate because of the causes - unauthorised leave, leave with wages and sick leave in co-operative sector undertaking is higher than that of private sector undertakings.

The total Absenteeism rate because of authorised leave in private sector undertaking is higher than that of co-operative sector undertaking.

The Absenteeism rate because of other causes the highest i.e. 5.45% in private sector undertaking.

The Absenteeism rate because of unauthorised is the highest i.e. 11.16% in co-operative sector undertaking.

Table No. 4.9

TOTAL ABSENTEEISM RATE OF VARIOUS CAUSES IN WEAVING AND PROCESSINGDEPARTMENT OF PRIVATE SECTOR UNDERTAKING

Causes	Private Sector Undertaking Weaving Absenteeism Rate %	Co-operative sector undertaking Processing Absenteeism Rate %
Casual leave	--	Nil
Authorised leave	4.59	3.70
Unauthorised leave	5.25	5.45
Leave with wages	1.48	1.56
Sick leave	6.11	5.63
Accident	0.39	0.24
Lay off	--	--
Strike	--	--
Sent home	--	---
Others	5.85	3.34
For whole year	23.61	19.92

The Absenteeism rate in weaving department of private sector undertaking because of causes - unauthorised leave, sick leave and others is higher. The Absenteeism rate because accidents is very low.

The Absenteeism rate in processing department of private sector undertaking because of causes unauthorised leave and sick leave is higher.