

**CHAPTER - VI**

**CONCLUSION**

**&**

**SUGGESTIONS**

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CONCLUSIONS AND SUGGESTIONS

CONCLUSION

Our study relates comparative study of absenteeism rate in co-operative spinning and private composite mills. The following are the conclusions and observations of our study.

1. It is observed that the Absenteeism rate of the total sampled workers is 22.24% during 1994. As compared to total Absenteeism the months of May, June and March are the high absentee months.
2. It is observed that Absenteeism rate in co-operative mill during the year 1994 is 24.26%. In private sector it is 19.63. Comparatively Absenteeism rate in co-operative sector is at high level.

In monthwise analysis in co-operative spinning mill in every month Absenteeism rate is higher as compared to private undertaking. In the month of May and April there is a big difference between the absenteeism rate in co-operative sector and private sector.

3. It is observed that Absenteeism rate in co-operative spinning is 24.86% and Absenteeism rate in private spinning is 17.68%. Again the same conclusion is drawn in the monthwise analysis of spinning departments in the both the sectors.

4. It is observed that the Blowroom sub-department in co-operative sector is having high Absenteeism rate as compared to Blowroom sub-department in private sector.
5. It is observed that the Absenteeism rate in sub-department carding in co-operative mill is 28.35%. In private sector undertaking it is 20.54% comparatively Absenteeism rate in co-operative sector is much higher.

In the month of February and September there is a big difference between the Absenteeism rate in carding sub-department of co-operative sector undertaking and private sector undertaking.

6. It is observed that the speed frame sub-department in co-operative sector undertaking is having high Absenteeism rate as compared to speedframe sub department in private sector undertaking.

During february month the Absenteeism rate in speed frame in private sector is 9.32% and it is 29.92% in speed frame in co-operative sector undertaking.

7. The keen observation of ring frame sub-department in co-operative sector undertaking brings us the Absenteeism rate of 31.84%. The Absenteeism rate in private sector undertaking is 20.37% comparatively the Absenteeism rate in co-operative sectors undertaking is too high. Especially in the month of October and December there is a big difference between

Absenteeism rates in private and co-operative sector in ring frame.

8. It is observed that the Absenteeism rate in sub-department winding in co-operative sector undertaking is 30.03%. In private sector undertaking the Absenteeism rate in sub department winding is 17.41%. Here the wide gap can be sought in the Absenteeism rates. In co-operative sector undertaking the Absenteeism rate is nearly double of the private sector undertaking.
9. The sub-department electric in co-operative sector undertaking is the exceptional case. It is observed that the Absenteeism rate in co-operative sector undertaking is lower than private sector undertaking.
10. In cause wise analysis in spinning department of co-operative undertaking, it is observed that the Absenteeism rate is high due to unauthorised leave which is 11.16%. In case of private sector undertaking it is 3.93%.

Again the same conclusion can be sought that the Absenteeism rate is higher in co-operative sector undertaking.

11. To facilitate the comparative study of Absenteeism in private and co-operative sector undertaking more thoroughly, the factors associated with Absenteeism are studied. Here factorwise analysis is undertaken for comparison of Absenteeism rate.

It is observed that the Absenteeism rate of workers coming under 20 to 35 age in co-operative spinning is higher than the private spinning.

The workers coming under age 50 to 60 in private sector undertaking show higher Absenteeism rate compared to co-operative sector undertaking.

12. It is observed that the Absenteeism rate in both the undertakings is at high level under lower caste category.
13. The study of education factor is undertaken by dividing the sampled workers in four categories i.e.
  - a) Uneducated
  - b) Primary level
  - c) Middle level
  - d) High school level

None of the sampled worker fall under primary level.

It is observed that the Absenteeism rate in co-operative spinning under each educational category is higher than private spinning.

In private sector undertaking the Absenteeism rate is high level under middle level.

14. Distance from house to workplace is taken into account to know how more or less distance affect workers Absenteeism attitude.

Here also the Absenteeism rate in co-operative spinning is at

high level under all distance categories that private sector undertaking.

It is observed that in co-operative spinning the workers residing 9 to 12 kms. away from work place show the highest Absenteeism rate i.e. 51.62%.

15. It is observed that the Absenteeism rate under different size of family member spinning department of co-operative sector undertaking is higher than spinning department of private sector undertaking.

In private sector undertaking the Absenteeism rate is higher under family member class 5 to 10.

In co-operative sector Absenteeism under family member class 10 to 15 is at high level i.e. 25.40%.

16. The Absenteeism rate of sampled workers with habits in co-operative spinning is at the highest level than private spinning.

It is also observed that the Absenteeism rate of sampled workers without habits in co-operative spinning is again higher than private spinning.

17. It is observed that the Absenteeism rate under various income groups in co-operative spinning is higher than private spinning.

In co-operative sector undertaking the Absenteeism rate is at the highest level under income level 1000 to 1500.

In Private sector undertaking it is exceptionally found that the Absenteeism rate is at higher level under income level 2500 to 3000.

18. It is observed that the absenteeism rate of sampled workers in co-operative Spinning department without other source of income is higher than private spinning .

But in Private sector undertaking the absenteeism rate of workers with other source of income is comparatively high than Co-operative Sector undertaking .

19. While Studying indebtedness factor the absenteeism rate of sample workers borrowing from other Co-operative Spinning department is higher than private Spinning department.

It is also observed that the absenteeism rate of workers not borrowing is also at high level in Co-operative sector undertaking.

Table No. 6.1

Identification of Area with High Absenteeism

Month	Private sector Undertaking	Co-operative undertaking
January	---	--
February	---	--
March	*	*
April	--	*
May	--	*
June	*	--
July	---	--
August	---	--
September	---	--
October	---	--
November	---	--
December	---	--



Table No. 6.2

## Identification of Areas with High Absenteeism

Departments	Private sector Undertaking	Co-operative Undertaking
Spinning	---	*
Weaving	*	--
Processing	--	*
	--	--
	---	--

Table No. 6.3

Causes	Private Sector Undertaking	Co-operative Undertaking
Casual leave	---	---
Authorised leave	*	---
Unauthorised leave	*	*
Leave with Wages	---	---
Sick leave	---	*
Accident	---	---
Lay off	---	---
Strike	---	---
Sent home	---	---
Others	*	---

## SUGGESTIONS

Here an attempt is made to suggest some remedial measures for exercising control over the absenteeism which will help in either reducing restraining forces or increasing driving forces.

### 1. PLANNING OF LEAVE :

It is observed that the absenteeism is at high level during some particular months or due to specific causes or in particular department. Therefore to reduce the absenteeism the management has to concentrate more on these chronic areas. For this purpose it is essential to plan Sanctioning of leave. The task of planning of leave should be entrusted to labour department . If the absenteeism rate is high during the month of March, April and May the leave Sanctioning authority must be more careful and clearly lay down the maximum number of leave days that can be granted to worker during these three months. The authority should be strict in sanctioning leave. This policy of planning of leave will definitely help in reducing the Absenteeism.

### 2. THE VITAL ROLE OF SUPERVISORS :

The supervisor plays an important role in reducing the absenteeism attitude of the workers. He should have technical knowledge of each and every part of machine and respective operations. A supervisor must remove technical fault of

machines without fail and satisfy the workers. The Supervisor must develop the habit of discipline within the workers and try to reduce absenteeism. He has direct contact with the workers. So he should try to create good relations between workers and himself. The supervisor has to direct, Control and guide the workers efficiently. Proper supervision makes the worker to work interestingly and the absenteeism can be reduced.

3. LEAVE ENCASHMENT SCHEME :

Under leave encashment Scheme workers are paid their full wages for each day of leave that is not availed of them. However certain conditions have to be laid down to see that only efficient and hard working workers avail of this facility in order to make the scheme financially viable to the organisation.

The Leave encashment scheme should be made available to the workers who fulfill the following conditions.

- a) Worker must be a Permanent worker.
- b) Worker must have satisfactory level of attendance behaviour.
- c) The list of such identified eligible candidates must be prepared on the basis of minimum number of unauthorised and sick leave.

4. WORKERS ADOPTION SCHEME : — What

This scheme should be adopted for honest and hard working permanent worker. To improve attendance behaviour among the workers efforts should be made by the management such as workers adoption scheme. Under this scheme the Chronically absent workers should be adopted by social work organisation with the financial support of the management. || f

Here it is suggested that the workers personal problems should be solved to reduce absenteeism. Objectives of this scheme are :

- a) To boost up the morale of the workers.
- b) To motivate them for hard work with motive "work more earn more"
- c) To raise the awareness and understanding in the minds of the workers about their responsible role in the factors of production.
- d) Complete rehabilitation of the chronically absent workers and their families on pilot basis.

5. FINANCIAL ASSISTANCE :

Wages earned by workers are not sufficient for them due to big size of family, bad habits, etc. This leads to increase their indebtedness. As discussed in previous chapters indebtedness factor affect workers presence attitude and it increases absenteeism. The management has to take necessary

steps to reduce indebtedness of workers. First of all the management has to educate workers regarding evil effects of bad habits. It is also necessary to give knowledge about family planning to workers and its importance in increasing their std of living. Certainly this will prove better effect on workers and will help to reduce absenteeism. Only to educate workers in above matters is not sufficient but attendance sometimes to improve the workers the management has to assist them financially.

6. EDUCATION :

Education is very improtant factor and it is essential for each worker. Uneducated worker has limited thinking capacity. Lack of education makes him to lead the life in poor conditions. They are totally unaware of productivity and effects of absenteeism. Therefore while suggesting steps to reduce absenteeism education factor should also be taken into account. Education facility should be provided to workers 3 months, 6 months duration education courses should be made available to workers by management. This will enable the worker to think more better about themselves as well as about the organisation.

7. TO MAINTAIN GOOD HEALTH :

Good health of workers reduces absenteeism and increases efficiency. Majority of workers remain absent due to

sickness. This shows the workers are unhealthy due to bad habits, inhygienic conditions, bad working conditions, etc. The management has to provide good working conditions to workers where he should feel comfortable to work efficiently workers good health should be maintained by providing them clean drinking water, medical facilities, prevention from pollution etc.

8. PROVIDE TRANSPORTATION FACILITY :

It is observed that many workers stay far away from the work place and they do not have any mode of transport. As we have studied in previous chapter that the distance from house to work place is also an important factor which is associated with labour absenteeism. So it is necessary to provide transportation facility to workers.

9. COUNSELLING :

In Counselling a relationship is established between two persons in which one tries to help another to understand his problems and later on solve them. The concept of Counselling is a psychological process which creates understandings between the counsellor and the Counsellee . Here it is suggested that the counsellor should be the management and the counsellee should be the worker. Counselling provides an opportunity for the workers to express their own difficulties and worries. It also helps the workers to make them aware

about their bad habits such as addictions of wine, indebtedness which have the direct relation with absenteeism.

The following are some stages of Counselling as

- a) Understanding another person.
- b) Listening
- c) Communication
- d) An act of the person to behave accordingly.

Successful counselling requires special knowledge, skill and competence of a counsellor.

10. GOOD WORKING AND MACHINE CONDITIONS :

The Working conditions should be good so that the worker should not feel tired. The worker is engaged with his work for near about 8 hours. So good working Conditions like lighting, Ventilation, fans etc. must be provided. This will reduce absence behaviour of the workers.

The machines should be kept in good conditions, So that the worker would be able to operate and do his work comfortably and efficiently.

11. PROPER TREATMENT :

The worker should be treated properly by supervisors. Appreciation for good work from Supervisor is also needed for the workers. An efficient supervisor gets success in creating atmosphere of Co-operation and productiveness.

12. ROLE OF TRADE UNION :

According to Shri. V.V. Giri, former President of India, trade Unions are "Voluntary organisations of workers formed to promote and protect their interest by collective action" Trade Unions are playing a very dominant role in every industry. Though Trade unions are formed to solve problems of workers, it is duty of trade unions increase the efficiency of workers. The trade unions should try to give the organisation maximum productivity and efficiency for the returns they get in form of Wages. Trade unions should try to maintain industrial peace and try to reduce absenteeism of each and every worker.

13. GROUP INCENTIVE SCHEME :

Each person or worker is working or selling his labour to earn money. Under this scheme each group members compensation depends upon the output of the entire group. This scheme should be properly introduced in the organisation so that the absenteeism will be reduced and also healthy atmosphere of productivity & creativity can be achieved in the organisation.

14. JOB SATISFACTION :

Due to lack of job satisfaction many workers remain absent. Dissatisfaction of job drives the worker away from their work. Therefore the management has to undertake job enrichment programme. Under job enrichment the introduction



of more freedom and individual responsibility in jobs is recommended. Job enrichment also includes participation of workers in solving job problems, searching for ways to make work more interesting, to increase quality of product and to suggest new schemes, Job enrichment is a process of restructuring jobs to make them more challenging, motivating, satisfying to individual. It seeks to improve both efficiency in a job and human satisfaction by building into the job greater scope for personal attainment and individual growth.