

**CHAPTER - V**  
**FACTORS**  
**ASSOCIATED**  
**WITH**  
**ABSENTEEISM**

## C H A P T E R - V

### FACTORS ASSOCIATED WITH ABSENTEEISM

To control of absenteeism is necessary but any initial step for controlling the absence, it is necessary to establish the causes which contribute the absenteeism of the workers. So, in order to pointed out different remedial measures, we have analysed the contributory causes of absenteeism. Here an indepth study of 50 chronic workers with the help of structured Schedule method of data collection is carried out form Solapur Sahakari Soot Girani Maryadeet, Solapur.

#### Personel Factors

Personal contributory causes to absenteeism includes age, education, caste, sex, size of family, area etc.

#### Age

The age of a worker establish an important contributor cause affecting the working efficiency and the attendance behaviour of the worker. This analysis of the absenteeism rate under different age groups of both sex.

Table 5.1

Age Pattern and Absenteeism Rate

| Age group     | No.of workers | Working Days | Absent Days | Absenteeism rate Rave |
|---------------|---------------|--------------|-------------|-----------------------|
| Male          |               |              |             |                       |
| Up to 25 yrs. | 1             | 314          | 150         | 47.77 %               |
| 25 to 45 yrs. | 39            | 12246        | 4436        | 36.22 %               |
| 45 and above  | 8             | 2512         | 738         | 29.37 %               |
| Female        |               |              |             |                       |
| 26 to 45 yrs. | 2             | 628          | 282         | 44.90 %               |

The above table shows the absenteeism rate under different age groups with sex, it would be clear picture that absenteeism rate in age group upto 25 yrs is a highest absenteeism rate, (47.77 %) of male worker, the female workers has also the highest absenteeism rate (44.90 %). The age group of 25 to 45 yrs (36.22 %) and 45 yrs and above (29.37 %) is lower as compared to upto 25 yrs of male workers.

Education

The higher level of education makes the worker more responsible about his duties. The seniority through age brings the working community the secure position with increased Salary.

Table 5.2

Educational Pattern & Absenteeism Rate

| Education        | No. of workers | Working days | Absent days | Absenteeism Rate |
|------------------|----------------|--------------|-------------|------------------|
| Illiterate       | 7              | 2198         | 842         | 38.30 %          |
| Primary          | 31             | 9734         | 3640        | 37.39 %          |
| S.S.C.           | 8              | 2512         | 780         | 31.05 %          |
| H.S.C.           | 3              | 942          | 290         | 30.78 %          |
| Graduate & above |                | 314          | 54          | 7.19 %           |

From the educational table the high absenteeism rate is under the Illiterate (38.30 %) and Primary (37.39 %) educated workers, and the absenteeism rate under higher educated group of workers is low i.e. Graduate and above (7.19 %)

### Caste

The religious states of the workers in respect of caste has the important bearing on absenteeism rate.

Here, we have classified the real social states of the workers into Backward caste (BC), lower caste (LC), Middle caste (MC) and Upper caste (VC). The BC includes Mang, Mochi, Wadar, Kaikadi, Kongadi, Gondhali and Telang. The lower caste includes Padmashali (sali) Nilagar, Mali, Koli, Togatveer and Kurenhatti. The Middle caste includes Christian and Muslim. The Upper caste includes Brahmin, Maratha and Lingayat.

Table 5.3

#### Caste Pattern and Absenteeism Rate

| Caste          | No.of Workers | Working days | Absent days | Absenteeism Rate |
|----------------|---------------|--------------|-------------|------------------|
| Upper caste    | 12            | 3768         | 1287        | 34.15 %          |
| Middle caste   | 4             | 1256         | 501         | 39.88 %          |
| Lower caste    | 24            | 7536         | 2708        | 35.93 %          |
| Backward caste | 10            | 3140         | 1110        | 35.35 %          |

In the above table, the absenteeism rate of middle caste workers is highest (39.88 %). The other caste workers are quite low as compared with middle caste.

Finally speaking absenteeism rate is generally high among the middle caste, lower caste, and backward caste workers.

Sex

Now the age is equality age. The womens are also working as well as mens. The textile field is also not except for that rule. In this field the female workers also working like male workers but they do not work like that the number of male workers.

Table 5.4

Sex Pattern and Absenteeism Rate

|        | No.of<br>workers | Working days | Absent<br>days | Absenteeism<br>Rate |
|--------|------------------|--------------|----------------|---------------------|
| Male   | 48               | 15072        | 5324           | 35.32 %             |
| Female | 2                | 628          | 282            | 44.90 %             |

The above table shows the absenteeism rate of male and female workers. The female workers absenteeism rate (44.90 %) is higher than the male workers. (35.32 %)

### Size of family

The size of the family and the dependend working member household both can be considered as the contributory causes of absenteeism problem. The bigger family household are facing the problem of unemployment to large extent. The workers from bigger family are always absent from their's working duty so the absenteeism problem is naturally more.

Table 5.5

### Size of family Pattern and Absenteeism Rate

|              | No.of<br>workers | Working<br>days | Absent<br>days | Absenteeism<br>Rate |
|--------------|------------------|-----------------|----------------|---------------------|
| 1 to 5       | 23               | 7222            | 2406           | 33.31 %             |
| 6 to 10      | 24               | 7536            | 2826           | 37.50 %             |
| 11 and above | 3                | 942             | 374            | 39.70 %             |

The above table clearly shows the high absenteeism rate in bigger size of family workers (39.70 %). If the size of family is large the absenteeism behaviour of workers is more than the small size of family members workers.

Area

The industrial workers migrate from rural areas to urban areas in search of employment because in rural area the problem of unemployment. In rural area they got seasonable employment, but on seasonable employment wages they could not cover their economical expenditure. So they migrate to urban area and settled in urban's slum area but their habit of laziness could not be migrate from them.

Table 5.6

Area Pattern & Absenteeism Rate

|       | No. of workers | Working | Absent days | Absenteeism days Rate |
|-------|----------------|---------|-------------|-----------------------|
| Urban | 44             | 13816   | 4938        | 35.74                 |
| Rural | 6              | 1884    | 668         | 35.45 %               |

On above table the absenteeism rate of workers of urban (35.74 %) and rural (35.45 %) area is same.



### Organisational Factors

Organisational factors associated with labour absenteeism includes, where they working as trainee, probation or confirmed, length of service, atmosphere around the mill, relationship with superwisors etc.

Working Position

The factor working position is the important factors to labour Absenteeism Rate working position means whether the worker is working as a confirmed worker, or working as probationary workers or a trainee workers.

Table 5.7

Working Position & Absenteeism Rate

| Working Position | No.of workers | Working days | Absent days | Absenteeism Rate |
|------------------|---------------|--------------|-------------|------------------|
| Trainee          | 7             | 2190         | 682         | 31.02 %          |
| Probation        | 11            | 3454         | 1259        | 36.45 %          |
| Confirmed        | 32            | 10048        | 3665        | 36.47 %          |

The working position table no.5.7 shows the workers absenteeism tendency in confirmed workers (36.47 %) & in probationary workers. The above confirmed and probationary workers are responsible for high rate of absenteeism rate as compared with the trainee workers (30.02 %)

### Lenth of Service

The factor lenth of service is the main organisational factors associated with absenteeism rate. Normally it is seen that, the labour is serving by many years the behaviour in labour to absenteeism is very low but in textile industry the labourer service is more the labour absenteeism rate is also going high as compared with low lenth of service of workers.

Table 5.8

#### Lenth of service Pattern & Absenteeism Rate

| Lenth of Service | No.of workers | Working days | Absent days | Absenteeism Rate |
|------------------|---------------|--------------|-------------|------------------|
| 1 to 10 yrs.     | 12            | 3768         | 1287        | 34.15 %          |
| 11 to 20 yrs.    | 25            | 7850         | 2864        | 36.48 %          |
| 21 and above yrs | 13            | 4082         | 1455        | 35.64 %          |

Above table shows the absenteeism rate of labours lenth of sevice. The absenteeism rate in 11 to 20 years is high (36.48 %) But the above 1 to 10 yrs. (34.15 %) 21 and above years (36.64 %) is also responsible for absenteeism rate quietly less.

Atmosphere Around the mill

The factor atmosphere around the mill is very much responsible for the working behaviour of the labour. If the atmosphere of mill is very well the absenteeism rate is very low because they inspire to work by the atmosphere so the absenteeism rate is low but the atmosphere is bad the absenteeism rate raised increased. This is shown in following table.

Table 5.9

Atmosphere around the mill Pattern & Absenteeism Rate

|           | No.of Workers | Working days | Absent days | Absenteeism Rate |
|-----------|---------------|--------------|-------------|------------------|
| Likely    | 42            | 13188        | 4504        | 34.15 %          |
| Dislikely | 8             | 2512         | 1102        | 43.86 %          |

The absenteeism rate of the workers tendency about atmosphere around the mill likely or dislikely by the figure. The 42 workers are like the atmosphere around mill and theirs absenteeism rate is low (34.15 %) But the eight workers are dislike the atmosphere around the mill for that purpose their absenteeism rate is high.

Relationship with Supervisor

The factor relationship with supervisor is also responsible for absenteeism rate. If the workers relationship is not satisfy with their supervisors, then the effect is in their absenteeism If the relationship of workers is satisfy with their supervisors then the absenteeism rate is low. The following table shows the relationship with supervisor.

Table 5.10

Relationship with Supervisor & Absenteeism Rate

|                  | No.of workres | Working | Absent days | Absenteeism days | Rate    |
|------------------|---------------|---------|-------------|------------------|---------|
| Satisfactory     | 19            | 5966    | 1966        |                  | 32.95 % |
| Not Satisfactory | 31            | 9734    | 3640        |                  | 37.39 % |

The table no.5.10 shows the absenteeism rate about the workers relationship with their supervisor. The relationship of the few workers is good with their supervisor, so their absenteeism rate (32.95 %) is low. But the relationship of much workers with their supervisor is not satisfactory so their absenteeism rate is high (37.39 %)

### Help by Supervisor

This factor of help by supervisor to their labour is also responsible for absenteeism rate. The tendency of workers moves towards absenteeism because they (workers) think that if they neglect their work, supervisor helps them but it will not be happen. In this position, supervisor send him home and this is one of the cause of absenteeism. If the supervisor not helps in their works they attomatically comes to their duty and the absenteeism rate will low.

Table 5.11

#### Help by Supervisor Pattern & Absenteeism Rate

|     | No.of<br>Workers | Working<br>days | Absent<br>days | Absenteeism<br>Rate |
|-----|------------------|-----------------|----------------|---------------------|
| Yes | 41               | 12874           | 4708           | 36.56 %             |
| No  | 9                | 2826            | 898            | 31.77 %             |

Above table 5.11 shows if the supervisor helps to workers is their work then the absenteeism rate increased (36.56 %), if the supervisor not helps in their duty of workers then the absenteeism rate of workers goes down (31.77 %)

### Most Convenient Shift

The factor most convenient shift is also associated with absenteeism. The labour always wants to work in first shift. The first shift will start as early in morning & ending early in night so this shift is always like to labour and the others two shift are not like to the workers. But the labour always absent in first shift because of their very problem in day lights.

Table 5.12

### Most Convenient Shift Pattern & Absenteeism Rate

| Shift       | No.of<br>Workers | Working | Absent<br>days | Absenteeism<br>days Rate |
|-------------|------------------|---------|----------------|--------------------------|
| Ist shift   | 46               | 14444   | 5268           | 36.47 %                  |
| IInd shift  | 3                | 942     | 224            | 23.77 %                  |
| IIIRD shift | 1                | 314     | 114            | 36.30 %                  |

On the table 5.12 the shift wise absenteeism rate are shown. The Ist shift and the IIIRD shift has a highest absented rate that is (36.47 %) & (36.30 %) respectively. But the IInd shift absenteeism rate is low (23.77 %)

### Economical Factors

With the help of the standard of living of the working class condition can be know the working communities pattern of income & expenditure. We have already seen that the expences of the sampled workers is more than their income, and the deficit is almost met by the loan burden. But the loan will not be refunded by them so they try to go away from the money lender, and the money lender always coming to mill for their moneys. So the worker always try to absent from their duty so the absenteeism rate is raised.



### Monthly Income

The monthly income is responsible for absenteeism rate. If the income is lower than their expenditure than the workers try to get absenteeism from their duty for getting money from anyway and this way are always hardless to joining their duty.

Table 5.13

#### Income Pattern of the sample workers & Absenteeism Rate

| Income<br>Rs. | No.of<br>Workers | Working<br>days | Absent<br>days | Absenteeism<br>Rate |
|---------------|------------------|-----------------|----------------|---------------------|
| Up to 1000    | 8                | 2512            | 974            | 38.77 %             |
| 1001 to 2000  | 34               | 10676           | 3889           | 36.42 %             |
| 200 & above   | 8                | 2512            | 743            | 29.57 %             |

The absenteeism rate of upper earnings workers is very low & the low earnings workers has a very high absenteeism rate (38.77%)

Monthly Expenditure

The factor monthly expenditure of the worker is not depend upon their income. It is always seen that the monthly expenditure of the workers are more than their income. So the contributory causes consist the monthly expenditure to absenteeism rate.

Table 5.14

Expenditure Pattern of Sample workers & Absenteeism Rate

| Income       | No. of workers | Working days | Absent days | Absenteeism Rate |
|--------------|----------------|--------------|-------------|------------------|
| Up to 1000   | 8              | 2512         | 960         | 38.21 %          |
| 1001 to 2000 | 31             | 9734         | 3212        | 32.99 %          |
| 2001 & above | 11             | 3454         | 1434        | 41.51 %          |

The figure of monthly expenditure table shows the absenteeism rate. The high expenditure working group of the labour shows responsible for high absenteeism rate (41.51 %). The middle expenditure group has a low absenteeism rate (32.99 %)

Adjustment of Income & Expenditure (deficit) by labours

The workers expenditure is more than the monthly income. From their monthly income, they can not adjust thier monthly expenditure. So they try to borrow the money from money lender or from their friends and also work outside the mill to adjust their deficit of balance of payment.

Table 5.15

Deficite Pattern & Absenteeism Rate

|                   | No.of<br>workers | Working<br>days | Absent<br>days | Absenteeism<br>Rate |         |
|-------------------|------------------|-----------------|----------------|---------------------|---------|
| No Deficite       | 9                | 2826            | 1081           | 38.25 %             |         |
| By loan           | 40               | 12560           | 4483           | 35.69 %             |         |
| Work outside mill | 1                |                 | 314            | 42                  | 13.37 % |

The table indicates the absenteeism rate of sampled workers of their deficite & not deficite balance. For their deficit balance how they adjust money. The absenteeism rate of no deficit workers has higher than (38.25%) to the loan taker workers (35.69%) The worker who work outside the m.l.l. has a very low absenteeism rate.

source of Money Borrowings

Mode of loan menas, the workers takes money on interest to cover their monthly expenditure. The money's are received from many way by many workers. These ways are including loan from Bank, Society, Friends, Relatives or other Govt. institutions & from money lender.

Table 5.1b

Money Borrowing source Pattern & Absenteeism Rate

| Mode                    | No.of workers | Working days | Absent days | Absenteeism Rate |
|-------------------------|---------------|--------------|-------------|------------------|
| Bank                    | 4             | 1256         | 545         | 43.39 %          |
| Society                 | 15            | 4710         | 1666        | 35.37 %          |
| Friends                 | 13            | 4082         | 1327        | 32.50 %          |
| Relatives               | 2             | 628          | 272         | 43.31 %          |
| Other Govt.institutions | 1             | 314          | 49          | 15.60 %          |
| Money lenders           | 5             | 1570         | 624         | 39.74 %          |

The absenteeism rate are shown in this table. The sources of maoney borrowings are as above but the absenteeism rate is higher by Bank borrowers (43.39 %) and from relatives borrowers (43.3 %). The other Govt. institutions borrowers has a very low percentage of absenteeism rate (15.60 %)

Status of Loan

The majority workers in textile area has a debtors. They always borrows money from any persons or from any institution. So the indebtness in textile industry became a absenteeism problem. In following table we have tried to focus on the status of loan of the labourers.

Table 5.17

Status of Loan Pattern & Absenteeism Rate

| Status Rs.     | No. of workers | Working days | Absent days | Absenteeism Rate |
|----------------|----------------|--------------|-------------|------------------|
| 1 to 5000      | 17             | 5338         | 1840        | 34.46 %          |
| 5001 to 10000  | 15             | 4710         | 1738        | 36.90 %          |
| 10001 to 15000 | 5              | 1570         | 568         | 36.17 %          |
| 15001 & above  | 3              | 942          | 337         | 35.77 %          |

The above table shows the absenteeism rate of status of loan. The 5001 to 10000 Rs. borrowers group of workers has highly responsible for absenteeism rate (36.90 %) and above 10001 to 15000 Rs. borrowers group of labour quite less than the higher absenteeism rate. The group 1 to 5000 Rs. borrowers has low responsible for absenteeism rate.

Preceptonal Level Factors

The preceptonal level is a psychological concept which measures the aspiration awareness and understanding of the labourers in a particular environment. It helps to judge setting of their mental ability and the outlook towards the particular phenomenon.

The profit motive factor, can be known asking question to the workers by yes or no style. The workers did not know about profit motive. They do not know the meaning of profit motive. They asks us "What is mean by profit motive ?".

Table 5.18

Profit motive Pattern & Absenteeism Rate

|     | No.of<br>workers | Working<br>days | Absent<br>days | Absenteeism<br>Rate |
|-----|------------------|-----------------|----------------|---------------------|
| Yes | Nil              | Nil             | Nil            | Nil                 |
| No  | 50               | 15700           | 5606           | 35.70 %             |

On above table we know the absenteeism rate of profit motive pattern. All the workers did not know about profit motive, the absenteeism rate is 35.70 %.

Amount spend to Satisfy Gods & Demons

The satisfacation of Gods and demons tradition are seems in our country. The workers are not seperated from this tradition they also spend some money for satisfaction of them.

Table 5.19

Amount Spend to Satisfy Gods & Demons & Absenteeism Rate

| Rs           | No.of workers | Working days | Absent days | Absenteeism Rate |
|--------------|---------------|--------------|-------------|------------------|
| Up to 1000   | 30            | 9420         | 3420        | 36.30 %          |
| 1001 to 2000 | 13            | 4082         | 1517        | 37.16 %          |
| 2001 to 3000 | 3             | 942          | 348         | 36.94 %          |
| 3001 & above | 4             | 1256         | 321         | 25.25 %          |

The table figure show the highest absenteeism rate in the group of 1001 to 200 Rs. spend on satisfaction of Gods and demons (37.16 %) & the 3001 & above spending group is low absenteeism Rate (25.24 %)

Engulfed of mind while working

The workers are the family members & they have children. When they are working in mill their minds engulfed towards their family. So they take leave, then the absenteeism increases. The following table shows their absenteeism rate.

Table 5.20

Engulfed of mind Pattern & Absenteeism Rate

|              | No. of workers | Working days | Absent days | Absenteeism Rate |
|--------------|----------------|--------------|-------------|------------------|
| Engulfed     | 7              | 2198         | 725         | 32.98 %          |
| Not Engulfed | 43             | 13502        | 4881        | 36.15 %          |

The above table indicates the engulfed of mind while they working in mill. Absenteeism rate is low (32.98 %) & the absenteeism rate of not engulfed of mind of workers is (36.15 %) high.



Security or Insecurity

The workers when doing duty they are doing it before machine & the security of labour from machine is must. Sometime the accident are occurred in factory. The following table put on us by asking security and insecurity from machine.

Table 5.21

Security or Insecurity Pattern & Absenteeism Rate

|            | No. of workers | Working days | Absent days | Absenteeism Rate |
|------------|----------------|--------------|-------------|------------------|
| Security   | 46             | 14444        | 5262        | 36.45 %          |
| Insecurity | 4              | 1256         | 344         | 27.38 %          |

The table 5.21 shows the high percentage of absenteeism rate is in security group (36.45 %) & the low absenteeism rate in insecurity group (27.38 %)

### Job Satisfaction

The workers doing their duty for some intensive purpose but sometime it is essential to know whether they are satisfied or not from their job. From following table we know the workers are satisfied or not with their job & from that point we calculate the absenteeism rate.

Table 5.22

#### Job Satisfaction Pattern & Absenteeism Rate

|                  | No. of<br>workers | Working<br>days | Absent<br>days | Absenteeism<br>Rate |
|------------------|-------------------|-----------------|----------------|---------------------|
| Satisfaction     | 48                | 15072           | 5334           | 35.39 %             |
| Non Satisfaction | 2                 | 628             | 272            | 43.31 %             |

The above table shows the high absenteeism rate in non satisfactory group of labour is 43.31 % & the satisfactory labour group is low absenteeism rate is 35.39 %.

Mode of Transport for Coming to Factory

The factor mode of transport is also associated with the labour absenteeism. If the workers are coming to factory with their bike the absenteeism rate shows very low. But the walking & on bicycle transport mode is high as compared to others mode of transport.

Table 5.23

Mode of Transport Pattern & Absenteeism Rate

|         | No. of workers | Working days | Absent days | Absenteeism Rate |
|---------|----------------|--------------|-------------|------------------|
| Walking | 3              | 942          | 344         | 36.51 %          |
| Bicycle | 43             | 13502        | 4857        | 35.97%           |
| Vehicle | 1              | 314          | 49          | 15.60 %          |
| Bus     | 3              | 942          | 356         | 37.34 %          |

The above table shows the high absenteeism rate is in coming to factory by bus (37.34 %) & by bicycle (35.97 %) respectively. But the very low percentage of absenteeism rate is by vehicle rider (15.60%)