

CHAPTER - VI
CONCLUSION
AND
SUGGESTIONS

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The cotton textile industry occupies a dominant position in the industrial fabric of India. It gives the large scale employment opportunity to the people. It is organised and decentralised sector. Where there is problem of labour absenteeism. But unfortunately, this problem has been neglected by the policy makers, trade unions and even employers at large. The present research work tries to study the said problem with particular reference to the workers in Solapur Sahakari Soot Girni Maryadeet, Solapur.

A) CONCLUSIONS :

At the end of detailed analysis and interpretation of statistical and other general information we can draw the following conclusions.

1. In spinning department the absenteeism rate is at higher level during the months of October, February and May.
2. In spinning sub-department Blow Room the higher absenteeism rate is constructed in the months of February and May.
3. In carding department the high absenteeism rate in the months of November, January and April.

4. In speed frem department high absenteeism rate is recorded in the months of October, May and March.
5. In speed frem maintenance department the high absenteeism rate seen in the month of January.
6. The ring frem department has recorded higher absenteeism rate than the all department and in this department the months October and February shows high absenteeism rate.
7. Rilling department the months of June and July are recorded for high absenteeism rate.
8. As per causewise absenteeism rate in all department, the rate is recorded due unauthorised absence.
9. Causewise absenteeism rate in Blow-room department the sub-department of spinning department the unauthorised absence is recorded high absenteeism rate. The carding department and Ring Frem department the same cause is for high absenteeism rate.
10. In speed Frem department the cause layoff recorded high absenteeism rate.
11. In Ring frem department the authorised leave and unauthorised absence are responsible for high absenteeism rate.
12. The Rilling department the high absenteeism rate shows the

unauthorised absence and sickness.

13. In age factor the high absenteeism rate is recorded in a age group of 'upto 25 years' in male workers and infemale workers the age groups of 26 to 45 years is responsible for high absenteeism rate.
14. The educational factor shows high absenteeism rate in low educated workers i.e. illerate and primary educated.
15. In caste factor the all factors are responsible for absenteeism rate but the middle caste workers are quite more responsible for absenteeism rate.
16. The workers who has more children i.e. 6 to 19 and 11 and above are recorded high absenteeism rate in size of family factor.
17. The higher absenteeism rate are seen in the probatio..ery and confirmed workers.
18. The workers who has services in between 11 to 20 years are recorded high absenteeism rate.
19. Workers dislikes the working atmospher around the mill shows high absenteeism rate.
20. Those workers whose relationship with supervisor are dissatisfactory are indicates high absenteeism rate.
21. In first shift and in third shift workers has high

absenteeism rate is recorded.

22. The low income earning group workers are responsible for high absenteeism rate.
23. The workers whose expenditure higher than their income i.e. 2001 and above group are recorded high absenteeism rate.
24. Indebtsness factor, the workers who has a 5001 to 10000 and the 10001 to 15000 rupees borrowers are recorded high absenteeism rate.
25. Those workers who spend 1001 to 2000 Rs. on Gods and Demons are responsible for high absenteeism rate.
26. The labourer who coming to mill by walking are responsible for high absenteeism rate.

B) SUGGESTIONS :

The whole survey of absenteeism shows that the problem of absenteeism is a cancer of textile industry, but the complete cure is a possible operation. It is a characteristics of industrial workers attitudes and group behaviour in the textile environment. The group behaviour or individual workers oblige him to absent from their job. The oblige are by inside him or by outside. Thus, the only solution to the problem of absenteeism lies in either reducing oblige or strengthening the mind of workers to do the job. The following suggestions are suggested which will help in controlling the absenteeism problem.

1. PLANNING OF LEAVE :

It is seen that absenteeism is higher during some particular months or in a particular sub-department or because of a specific cause. when once the area of absenteeism is identified, the next is that management has to concentrate more on these chronic areas. For controlling absenteeism it has to plan sanctioning of leave. The management will think to involve the labour department in this task planning of leave. For example if absenteeism rate is high during October, February and May the leave sanctioning authority must be more careful during these three months and clearly lay down the excess number of leave days that can be maximum leave sanctioned to

a worker during these months.

2) CASH AWARD SCHEME OF LEAVE :

Here we suggest the scheme of cash award. Under this scheme workers should be paid their full wages for each day of leave that is not availed of by them. The award should be applicable to those workers who have comparatively minimum number of unauthorised absence. To start with this scheme should be implemented in the ring frame sub department. This scheme should be conditional. The condition should be for those workers those who are hard worker and honest.

The Management should prepare eligibility condition for availing the scheme of award of leave.

- a) He should be a permanent worker.
- b) He should have a satisfactory level of attendance behaviour during the three years of his service.
- c) The list of such identified eligible candidates should be prepared on the basis of minimum number of unauthorised absence.

3) WORKERS ADOPTION SCHEME :

Every permanent worker is an asset of mill provided he is honest and hard working. The management should be made efforts to improve his attendance behaviour which will result the production efficiency of the mill. We have suggested here a noble scheme named

workers adoption scheme, particularly for rehabilitation of chronic cases. The chronically absent workres should be adopted by the Board of Directors of mill with the consent and financial support of the management. The director adopted the workers to who are permanent chronically, absenteeism for this suggested scheme.

Thus, the main object is to controll the chronic absenteeism under the attention of the Board of Directors. If the Board of Directors are adopted the workers, at the end of same period than the result should be checked, for the further valuation of the workers.

4) COMMUNICATION :

The communication through letters, personal messages is very important phase of causeling which can be helpful in creating positive support between the management and employee. If the Personnel Manager sent a letter to the worker those who always absent, he will be shy with that letter and will come to his job, or the personnel manager sent a message with the workers friend for calling him for his duty, the effect of that message will be definitely gives good result some time it called the two way communication. If the workers has got a personal letter or message by the Personnel Manager than definitely he will be attend his duty and the absenteeism problem will be solved in few manner.

5) TRY TO IMPROVEMENT IN JOB SATISFACTION :

It has absolutely seen that invisible job satisfaction has a clearly visible on the workers behaviour satisfaction is not inherent in each job or work. Nearly 80% of the workers questioned stated that they have little pride the work that they are doing. So this dissatisfaction of workers tend to remain absent. But this is not a proper solution on labour absenteeism. But the main important factor of job satisfaction is to force workrs for doing job. There force it is necessary to see that the workers get some kind of satisfaction from the work as follows :

- a) The job content should be reasonably demanding.
- b) Some money should be spend for job satisfaction by top management or Board of Directors.
- c) The working atmosphere should be cheerful, while the workers doing their job he will be atomatically become satisfies.

To see above mentioned requirement it is advisable on the part of the management to take ential steps which would force to job to the workers.

6) TO SALWAGE THE WORKER FROM MONEY LENDER :

More than 95% of workers are in indebtedness and this the one of the strong factors pull to absenteeism. From the money lenders the rate of interest of money lendere is higher than the other money

lending institutions. The indebtedness of worker force to absent from their job when the time of refund the money, the workers do not want to meet the money lenders. So they absent from their job. This situation should completely demolished & the top management & Board of Directors should think to increased loan facilities to the workers from their co-operative society by their force. If the worker got money from their co-operative society then he will pay the loan taken by money lender and he do not want to meet money lender. So this system will be demolished and the worker will be coming regularly to the job and the rate of absenteeism automatically decreased.

7) SUPERVISORS TRAINING AND THEIR ROLL :

The supervisor are the person who directly linked with the workers. He know the workers with their individual personalities and this is the factors to controll the absenteeism rate by the help of that factor. So this purpose the supervisors should be trained. The communication with supervisor and labour often each and every day and he must be appraised of his responsibilities in controlling the absenteeism. The supervisor should have a plan for controlling the absenteeism. For controll it he has to perform following functions.

- a) He must identify and analyse the reason for an individual absentee.
- b) Implement strictly the decisions of the management in respect of leave / attendance.
- c) Behave with the workers more properly.
- 8) COUNSELLING :

When a person is in difficulty and seeks out some one in whom he has confidence for advice and guidance a situation exists for counselling. In counselling a relationship is established between two persons in which one tries to help another to understand his problem and later he will solve them. That means counselling is a mental process. The psychiatric assistant must overcome from such a situation.

If the worker is not overcome from the emotional, or depression situation, they could suffer emotional frustration and anguish which seriously hamper effectiveness.

When mind loses its balance abnormality starts showing its effects in overall personality of an individual. If some hidden difficulties in the mind of labour or some tension to him the worker to go for alcoholic drinks. Every one says that the alcoholic drinks gives some kind of relief, this is not true. But the reality is that the problem go on piling up.

The fear of God is a gift of our Hindu religion. The workers are not separated from it, some time it is seen more in lower caste and in Backward class workers. When there is fear of God and evil, than the appeasement solution is also there. So for appeasement of Gods and evils the worker necessitates huge amount of expenditure. Here any amount of incentives will fail to guide him towards right path. Because actual problem lies in his mind. So the solution lies in counselling.

Counselling is hard task. It needs special knowledge, skill and competence of a counsellor. It can be solve with the help of psycastrics and trained workers in the science and art of counselling or the help of Andhashradha Nirmulan Sameetee

9) EDUCATION :

Dr. Ambedkar says that "Education is the milk of Tigris, who drinks, it he will roar." So the education is first need to the workers because they are in dark. They are not properly guided by the society. The management should set a policy for taught in basis of economics, commerce & management sociology and some textile education. As we seen the educational table 5.2 the absenteeism rate is higher in illiterate and low educational workers. If the workers educated, than they aware to their job and the problem of absenteeism in higher educated workers are comparatively low.

10. ACTIVE WORK OF TRADE UNION :

The trade unions in India are not strong. But they have a lot of members so the responsibility of the trade union is not limited to getting the demands met by the management. The trade unions should be strong and the only one trade union in one factory. If there is more than one trade unions in one organisation, they should work simultaneously for the benefits of workers. When they try to get more intensives or benefits from the Board of Directors they should think that the trade union's duty is to see that workers work with 100% efficiency and enable the management to reap maximum return from the investment made. The trade unions should take meetings within every month to talk the problem of labour. Problem of Management. The labour problem of labour includes, irregularity efficiency, counselling etc. after discussion in meetings they should make a report on it and it can be circulated among the workers and management committee.

11) HEALTH CARE OF WORKER :

It is said that health is wealth, if we lost everything without health, we will gain it with the help of health. In a healthy body a healthy mind is working. The worker and the management should care on the health of worker. If the body is healthy, the worker can work efficiently, then he gets intensive, so

he come regularly to the job and automatically he will be interested in his work for that purpose the healthy body is essential. The management should try to give a sports equipment to the worker or started a Gymkhana for them.

With the sincere efforts to study the problem of absenteeism of the Solapur Sahakari Soot Girni Maryadeet, we have made the above remedial suggestions. If they take this suggestions in mind and adopted the it, they will eradicate the 100% absenteeism problem.