

CHAPTER - II
THE CONCEPT
OF
ABSENTEEISM

CHAPTER II

1. THE CONCEPTUAL FRAMEWORK OF ABSENTEEISM

The present chapter is divided into two sections :

I. The concept II. Methodology.

The concepts includes the absenteeism, absenteeism rate different cause of absenteeism, pattern of absenteeism, quantum of absenteeism and incidence of absenteeism etc.

2.1 ABSENTEEISM :

The concept of absenteeism in Indian industries relates to the workers habitual behaviour of not reporting for work, when they are scheduled to work. Naturally, it affects the productivity and time loss of an industry. Generally, a worker who stops coming to work without notice is also considered as absence till he is removed from the pay roll.

In India there are two-main agencies : Annual Survey of Industries (ASI) and Labour Bureau, Simla which have analysed the concepts of absenteeism. According to ASI, the absenteeism indicates the total time lost by the workers due to all types of authorised and unauthorised leaves. The ASI's definition of absenteeism is as follows :

"Absence is the failure of the workers to report for work when he is scheduled to work. A worker is to be considered as scheduled to work when the employer has work available for worker and the worker is aware of it ."

The Labour Bureau, Simla takes into consideration only unauthorised absence, when employer has not received any pre-intimation by the workers.

The ASI's interpretation of the definition of absenteeism is wider than that of Labour Bureau,¹ Simla. The ASI considers, in addition to unauthorised absence all kinds of authorised leave i.e. permitted vacations, sickness, accident leave etc. a period when a worker is scheduled to work.²

Seligman refers absenteeism "to time lost in industrial establishment by avoidable or unavoidable absence of employees."³ The working party for the cotton textile industry defines absenteeism as "the average percentage of workers absent from work per day for any reason."⁴

1. Labour Bureau, Ministry of Labour, Government of India. Annual survey of Industries 1976-77. Preliminary Survey Report (Census Section.
2. Ibid
3. Seligman. (Ed. Encyclopedia of social science Vol. I, 1957, P. 378
4. Quoted by K.R. Singh, Labour Economics, 19, P. 25

2.2 CALCULATION OF ABSENTEEISM RATE :

The concept of absenteeism rate is a statistical expression the sum of all the reasons and it is calculated in terms of percentage ratio. Thus the absenteeism rate has been defined as "the total mandays lost because of absence as a percentage of mandays scheduled to work :

$$\text{Absenteeism rate} = \frac{\text{No. of mandays lost}}{\text{No. of mandays Scheduled to work}} \times 100$$

2.3 TOTAL ABSENTEEISM RATE :

While considering the different causes of absenteeism of a worker, it can be said that there are some causes of absence which become natural and unavoidable. This causes includes casual leave/privilege leave. Many of the causes are not the natural of wilful, unauthorised leave, authorised leave without pay and the medical leave which is enjoyed by the workers to get the benefit of E.S.I. scheme.

This gives us the concept of total absenteeism rate.

According to the study of National Productivity Council (1973) the total absenteeism rate was obtained by dividing the number of days absent to the four categories of absence by the total number of days scheduled to work. These four categories are as under :

- a) Casual leave/privilege leave (authorised leave with pay).
- b) Unauthorised leave without pay.
- c) Authorised leave without pay,
- d) Leave granted under Employees State Insurance (E.S.I.) Scheme.

2.4 The concept of total Absenteeism Rate Adopted in this study.

In this study, the total absenteeism rate of the textile workers in the Solapur Girani has been calculated as follows :

$$\frac{\text{Total absenteeism rate}}{\text{No. of working days due to all reasons}} \times 100$$

While calculating the total number of working days of the textile workers in Solapur Mill. With this fact in mind, the total working days were in the range between 312 to 315 assuming the seven days working of the factory in order to calculate the total number of working days of the textile workers in Solapur mill, we have deducted fifty days as total number of holidays in a year. These holidays includes weekly off days and national holidays assuming the seven days working of the factory.

Total number of absent days due to following causes which are nine.

1. Leave with Wages
2. Authorised leave
3. Unauthorised leave
4. Sick leave
5. Accidents
6. Lay - off
7. Casual leave/privilege leave.
8. Strike and hartals
9. Others (i.e. sent home, paid holidays)

2.5. Definitions of the Causes

i) Lay - off

" Lay - off" means the failure, refusal or inability of an employer on account of shortage of coal, power or raw materials or the accumulation of stocks or the breakdown of machinery or for any other reason to give employment to a workman , whose name is borne on the muster rolls of his industrial.

Industrial Dispute Act 1947.

ii) Casual Leave/Privilege Leave

This leave is given or granted as per the agreement with representative trade union.

iii) Leave with Wages

Every worker who has worked for a period of 240 days or more in a factory during a calendar year shall be allowed during the subsequent calendar year leave with wages for a number of days calculated at the rate. Industrial Labour, Social security and Industrial peace in India by Dr. C.B. Mamoria and Dr. Satish Mamoria

a) If an adult one day for every 20 days of work performed by him during the previous calendar year.

b) If a child, one day for every fifteen days of work performed by him during the previous Calendar year.

iv) Authorised Leave

Authorised leave is granted according to the Standing orders (without pay)

v) Unauthorised Absence

The unauthorised leave is an absence of the workers without prior permission of an employer.

vi) Sickness

"Sickness" means a condition which requires medical treatment and attendance and necessitates absence from work on medical grounds such sickness must be certified by a duly appointed medical practitioner.

vii) Accident :

An accident here means an industrial accident, it is an occurrence which interferes with the orderly progress of work in an industrial establishments. According to the Factory's establishment causing bodily injury to a person which makes him unfit to resume his duties in the next 48 hours. It is an unexpected and sudden event, It must be arise in the course of employment in a factory.

Solapur Sahakari Soot Mill : The Worst Victim

The fact that, textile town of solapur is having the highest percentage of absenteeism in India, explains the importance of present research work. The textile worker community in solapur is not as organised and compact as the workers community in Bombay. The rural and Semi-urban characteristics of this town present the new dimensions of the problem of absenteeism. Moreover, the organisational set-up of textile industry in solapur is heterogeneous which may affect the problem of absenteeism. The Solapur Sahakari mill, employing near about 3 thousand employees. This organisation heterogeneity along with the Semi-urban culture of the workers community may have some relation with the problem of absenteeism. The general causes for absenteeism are not that much simple, but these are inter-linked with each other.

OBJECTIVES OF THE STUDY :

The present research work has pinpointed this neglected but serious problem of absenteeism of workers in Solapur Sahakari Soot Mill. The specific objectives of the present research work are as follows :

1. To study the nature of absenteeism in Solapur Sahakari Soot mill.
2. To spell out the inter-relationship among the causes of absenteeism in respect of socio-economic behaviour of the workers.
3. To analyse the factors socio-economic, psychological personal and environmental contributing to absenteeism.
4. To suggest some remedies to reduce absenteeism at the level of management police implementation of E.S.I. scheme, personal relation and organisational structure.

METHODOLOGY

In order to study the nature of absenteeism of the textile workers in Solapur Sahakari Soot mill. At the first stage we have adopted random method for selecting final 100 worker which contributed nearly 5 percent at the total number of workers in that organisatoin.

The selection of 100 workers from different sub-departments is as fullows :

Table No.2.1

NO. OF WORKERS & THEIR PERCENTAGE

<u>Production Process</u>	<u>No. of workers</u>	<u>Percentage to total</u>
Blow Room Dept.	10	10 %
Carding Dept.	15	15 %
Speed Frame Dept.	9	9 %
Speed frame Maintenance Dept.	11	11 %
Ring frame Dept.	30	30 %
Rilling Dept.	25	25 %
Total	100	100 %

The Schedule :

The last step in the process of this study includes case study of 50 chronic absenteeism workers.

This case study was conducted to make an indepth analysis of personal social, psychological and perception level factors of absenteeism with a view to suggest remedial measures.

For the purpose of extracting required information from the workers through personal interview method a structural scheduled covering following aspects.

1. Identification
2. Family background
3. Housing condition
4. Standard of living
5. Health condition
6. Expenditure and Income Pattern
7. Assets and Liabilities
8. Working condition
9. Perception level.

PERIOD OF STUDY :

The total absenteeism is studied by taking into account statistical information of the year 1993. The relevant information about the textile workers absenteeism is collected from the source

of primary data such as service records and musters.

The field study was conducted during the month of July, 1994.

LIMITATIONS OF THE STUDY :

The study is not free from certain limitation. First of all the present study is focussed on the problem of absenteeism in co-operative sector. Though decentralised sector of handloom and powerlooms private and public sector constitute a considerable part of the textile industry, it has not been taken into account.

Secondly, the problem of absenteeism is studied by taking into account Total absenteeism rate only.

Third limitation is that incomplete information about workers (incomplete of workers service book) dislike to help for personal interview by top management.

Lastly the scope of case study. About the case study, the output is always nil.