

# CHAPTER III

## ANALYSIS OF ABSENTEEIS RATE

CHAPTER III

ANALYSIS OF ABSENTEEISM RATES

Chapter 3 indicates the analysis of absenteeism rates in textile industry i.e. Narsinggirji Mills, Solapur. The fact that the problem of absenteeism in general & Solapur in particular is pressing for years together, demands a thorough & a detailed analysis of the nature of absenteeism from different dimensions & aspects of the problem under study. This chapter also includes monthwise & causewise absenteeism rate of various departments. i.e. Spinning, Weaving, & processing for the year 1993.

Table No. 3.1 indicates absenteeism rate of total samples in three departments. Here the total absenteeism rate of sampled workers is 22.18%. The Spinning department is recorded the highest absenteeism rate of 24.81 & processing department shows lowest absenteeism rate of 19.71.

Table No. 3.1

DEPARTMENTWISE ABSENTEEISM RATE IN THE YEAR 1993

Department	Working Days	Days Worked	Absent Days	Absenteeism Rate
1. Spinning	15819	11895	3924	24.81
2. Weaving	15696	12436	3260	20.77
3. Processing	7894	6338	1556	19.71
Total	39409	30669	8740	22.18

## GRAPHICAL PRESENTATION OF TOTAL ABSENTEEISM RATE IN DIFFERENT DEPT.

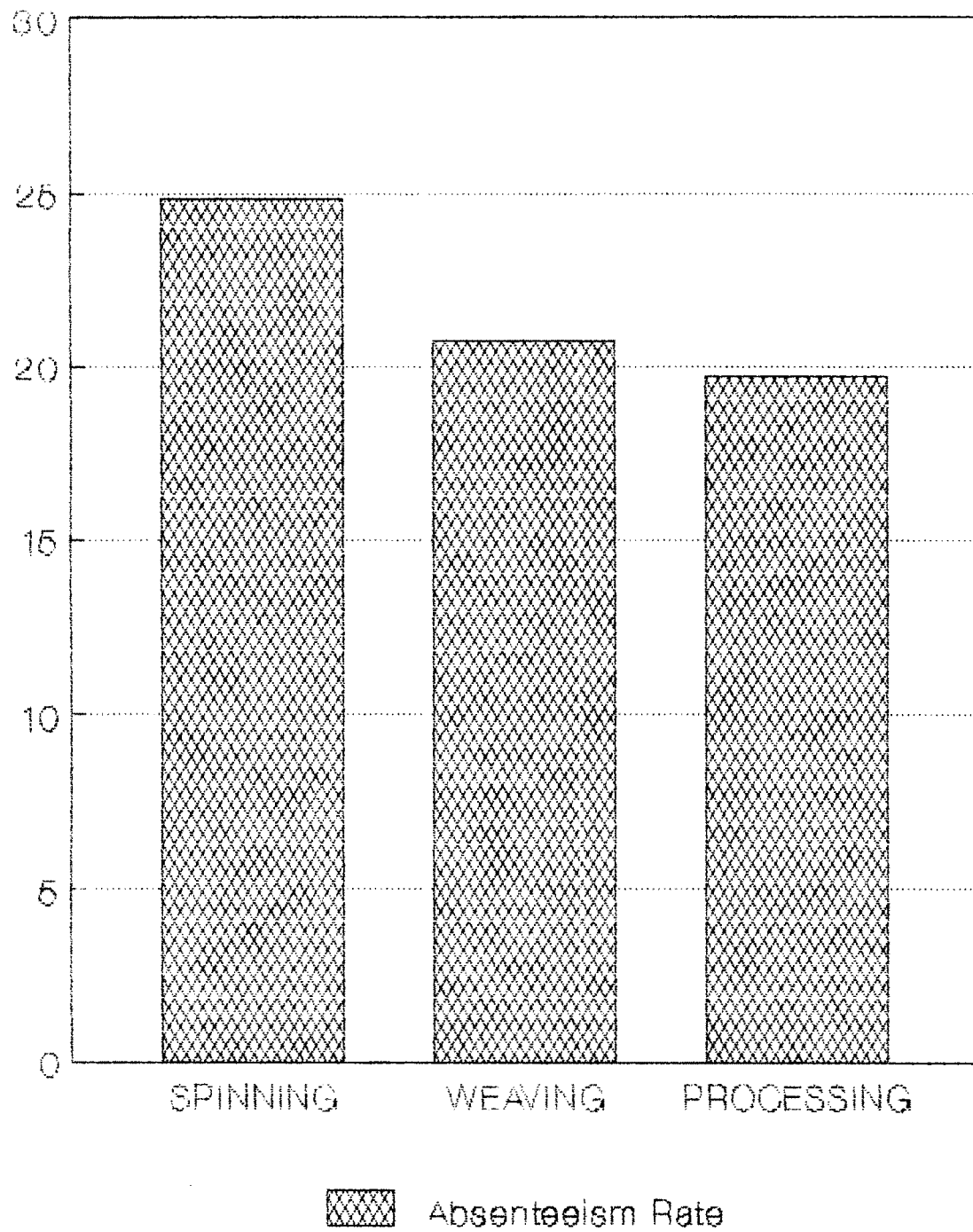
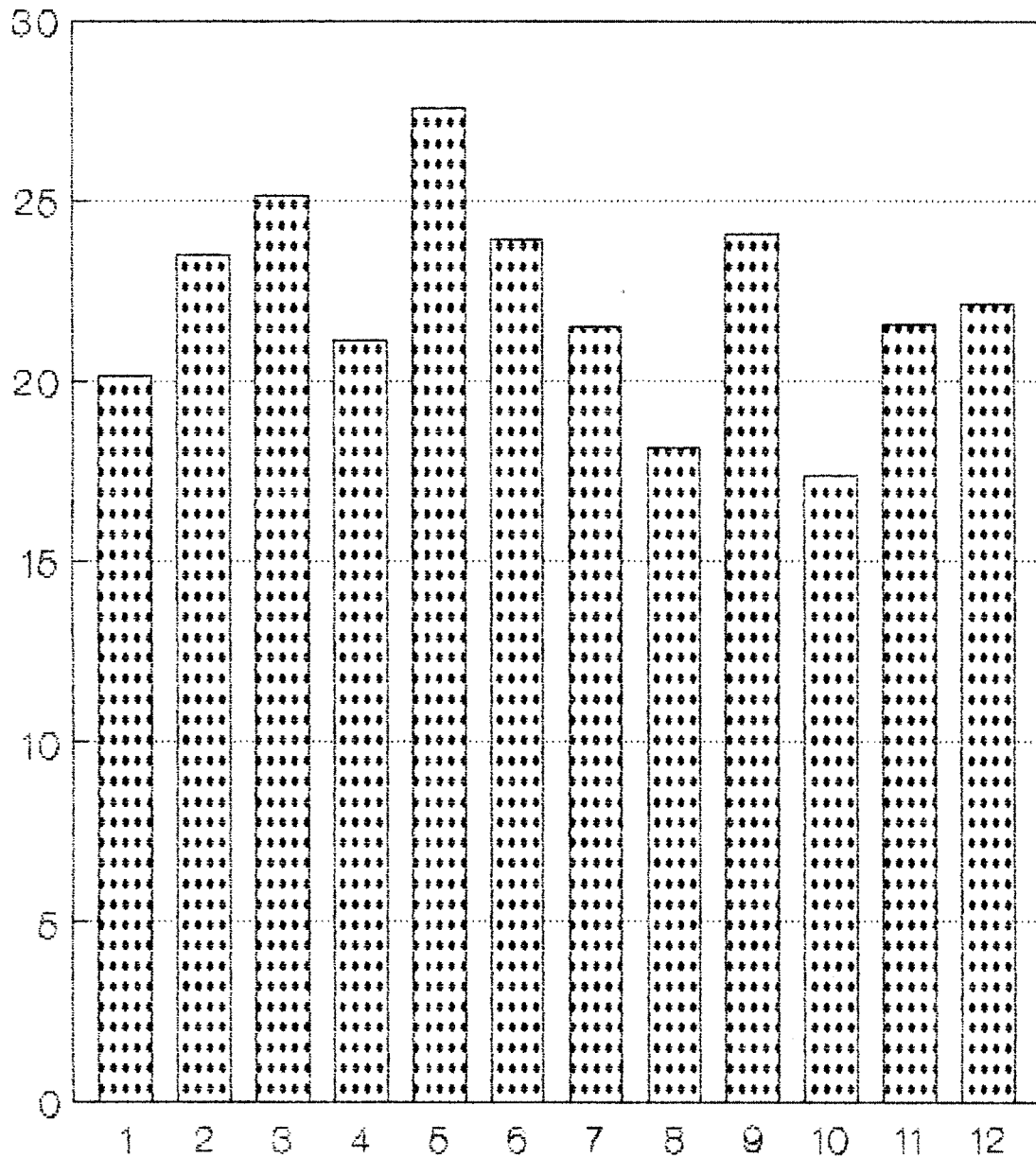



Table No. 3.2  
MONTHWISE ABSENTEEISM RATE OF THE TOTAL SAMPLED WORKERS

Month	Working Days	Days Worked	Absent Days	Absenteeism Rate
January	3394	2711	683	20.12
February	2998	2295	703	23.45
March	3437	2574	863	25.11
April	3246	2561	685	21.10
May	3459	2505	954	27.58
June	3226	2455	771	23.90
July	3367	2643	724	21.50
August	3262	2670	592	18.15
September	3033	2304	729	24.03
October	3283	2712	571	17.39
November	3351	2628	723	21.58
December	3353	2611	742	22.13
<b>Total</b>	<b>39409</b>	<b>30669</b>	<b>8740</b>	<b>22.18</b>

Table No. 3.2 shows monthwise absenteeism rate of the total sampled workers in three departments in the year 1993. Here the total absenteeism rate of sampled workers is 22.18. Compare to all months, absenteeism rate in the months of March (25.11) & May (27.58), September (24.03) are highest while it is lowest in the months of January (20.12), August (18.15) & October (17.39).

## GRAPHICAL PRESENTATION OF MONTHWISE ABSENTEEISM RATE OF TOTAL SAMPLED WORKERS



 Absenteeism Rate

1. January, 2. February, 3. March, 4. April, 5. May, 6. June,  
7. July, 8. August, 9. Sept., 10. Oct., 11. Nov., 12. Dec.

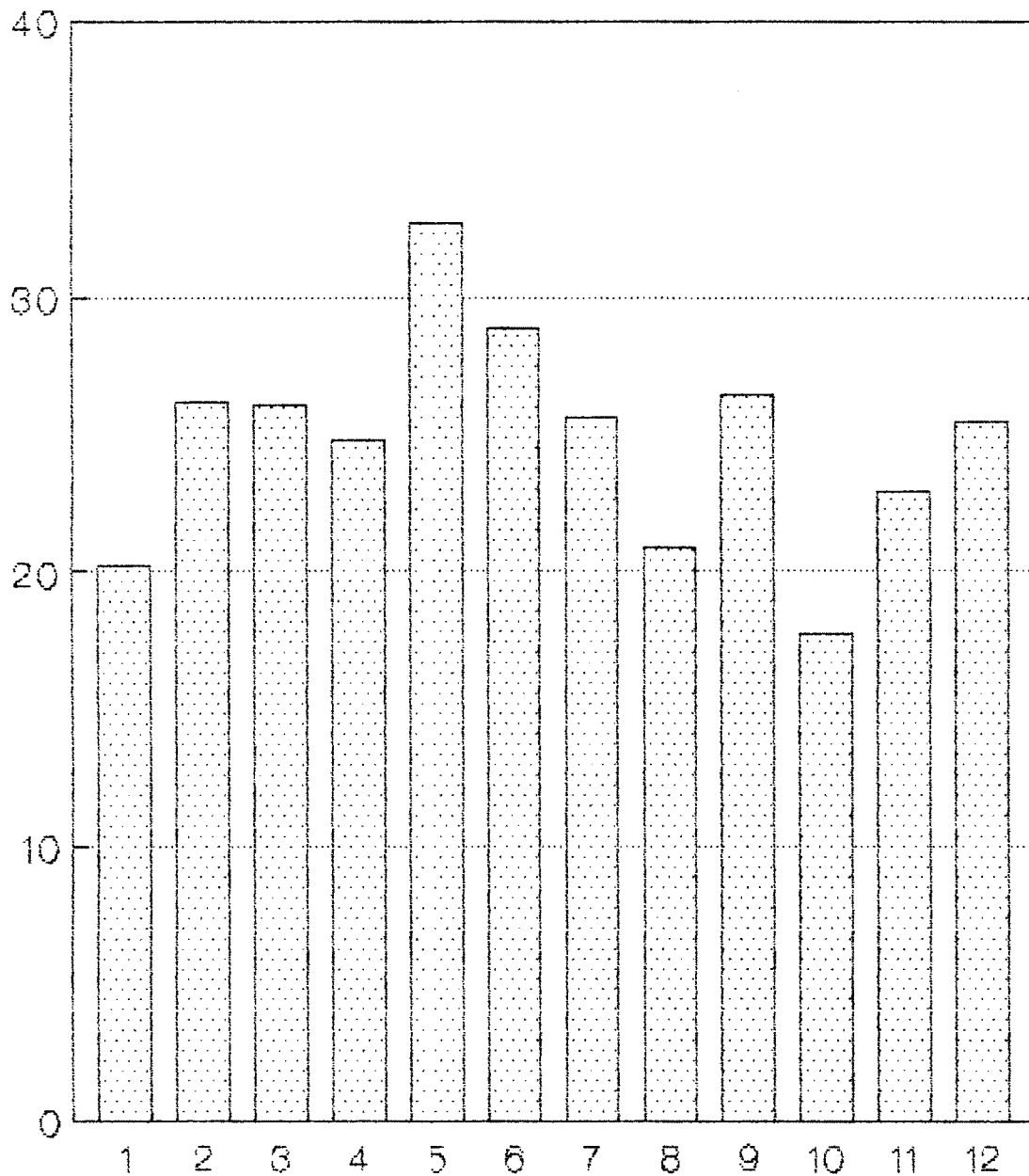
TABLE NO. 3.3


MONTHWISE ABSEETEEISM RATE IN SPINNING DEPARTMENT

Month	Working Days	Days Worked	Absent Days	Absenteeism Rate.
January	1373	1095	278	20.25
February	1208	892	316	26.16
March	1364	1008	356	26.10
April	1310	985	325	24.81
May	1376	926	450	32.70
June	1294	921	373	28.83
July	1355	1008	347	25.61
August	1314	1040	274	20.85
September	1221	898	323	26.45
October	1328	1093	235	17.70
November	1338	1031	307	22.94
December	1338	998	340	25.41
Total	15819	11895	3924	24.81

The above table No. 3.3 describes the absence behaviour of sampled workers in spinning department. The total absenteeism rate is 24.81. In the months of May, June & September there is a highest absenteeism rate of 32.70, 28.83 & 26.45 respectively. It is lowest in the months of January (20.25) & October (17.70).

## GRAPHICAL PRESENTATION OF MONTH ABSENTEEISM RATE IN SPINNING DEPT.



 Absenteeism Rate

1. January, 2. February, 3. March, 4. April, 5. May, 6. June,  
7. July, 8. August, 9. Sept., 10. Oct., 11. Nov., 12. Dec.

TABLE NO. 3.4

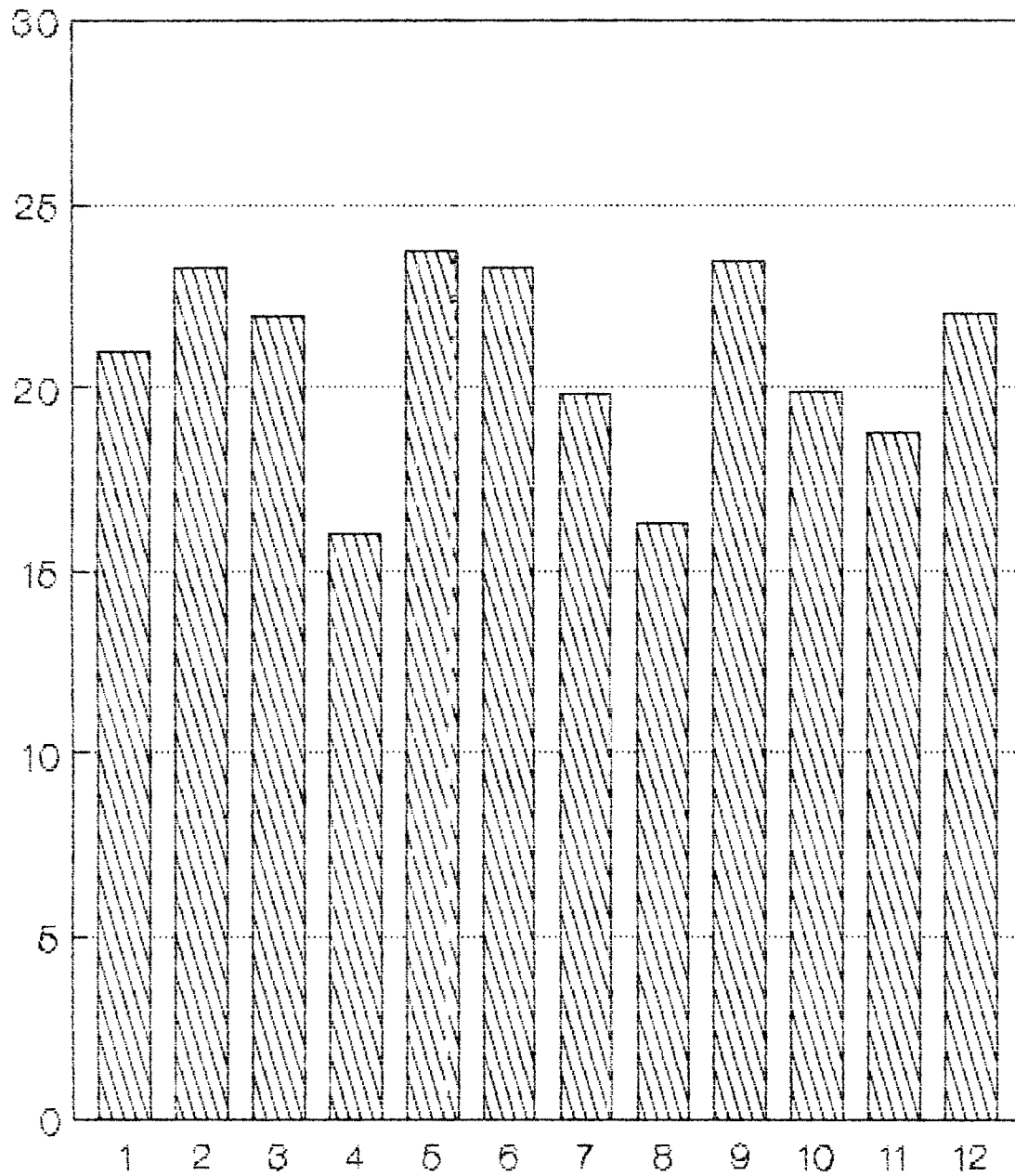
MONTHWISE ABSENTEEISM RATE IN WEAIVING DEPARTMENT


Month	Working Days	Days Worked	Absent Days	Absenteeism Rate
January	1346	1064	282	20.95
February	1190	913	277	23.28
March	1375	1073	302	21.96
April	1286	1080	206	16.02
May	1383	1055	328	23.72
June	1286	987	299	23.25
July	1337	1072	265	19.82
August	1298	1086	212	16.33
September	1208	925	283	23.43
October	1305	1046	259	19.85
November	1342	1090	252	18.78
December	1340	1045	295	22.01
Total	15696	12436	3260	20.77

Above table No. 3.4 relates with the monthwise absenteeism rate in weaving department. It is clear from the table that the total absenteeism rate is 20.77. Here, absenteeism rates are high in the months of February (23.28), May (23.72), June (23.25) & September (23.43) & it is low in the months of April (16.02), August (16.33) & November (18.78).



## GRAPHICAL PRESENTATION OF MONTHWISE ABSENTEEISM RATE IN WEAVING DEPARTMENT



 Absenteeism Rate

1. January, 2. February, 3. March, 4. April, 5. May, 6. June,  
7. July, 8. August, 9. Sept., 10. Oct., 11. Nov., 12. Dec.

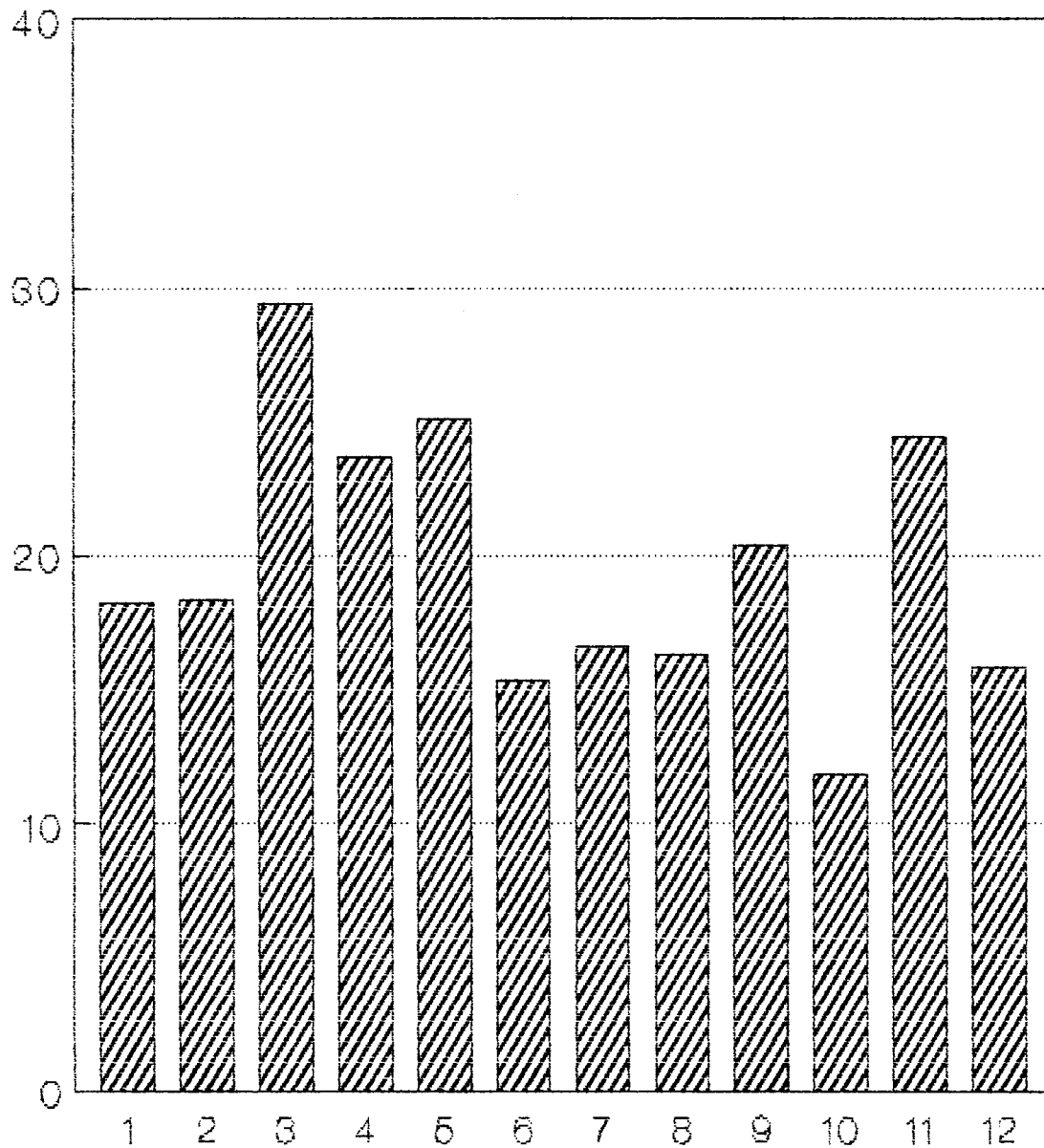
TABLE NO. 3.5

MONTHWISE ABSENTEEISM RATE IN PROCESSING DEPARTMENT

Month	Working Days	Days Worked	Absent Days	Absenteeism Rate
January	675	552	123	18.22
February	600	490	110	18.33
March	698	493	205	29.37
April	650	496	154	23.69
May	700	524	176	25.14
June	646	547	99	15.33
July	675	563	112	16.59
August	650	544	106	16.31
September	604	481	123	20.36
October	650	573	77	11.85
November	671	507	164	24.44
December	675	568	107	15.85
Total	7894	6338	1556	19.71

Above table No. 3.5 highlights monthwise absenteeism rate in processing department. As compared to Spinning & Weaving department, absenteeism rate in processing department is low i.e. 19.71. The highest absenteeism rate is recorded in the months of March (29.37), May (25.14), November (24.44) & it is lowest in the months of June (15.33) & December (15.85).

## GRAPHICAL PRESENTATION OF MONTHWISE ABSENTEEISM RATE IN PROCESSING DEPARTMENT



 Absenteeism Rate

1. January, 2. February, 3. March, 4. April, 5. May, 6. June,  
7. July, 8. August, 9. Sept., 10. Oct., 11. Nov., 12. Dec.

TABLE NO. 3.6

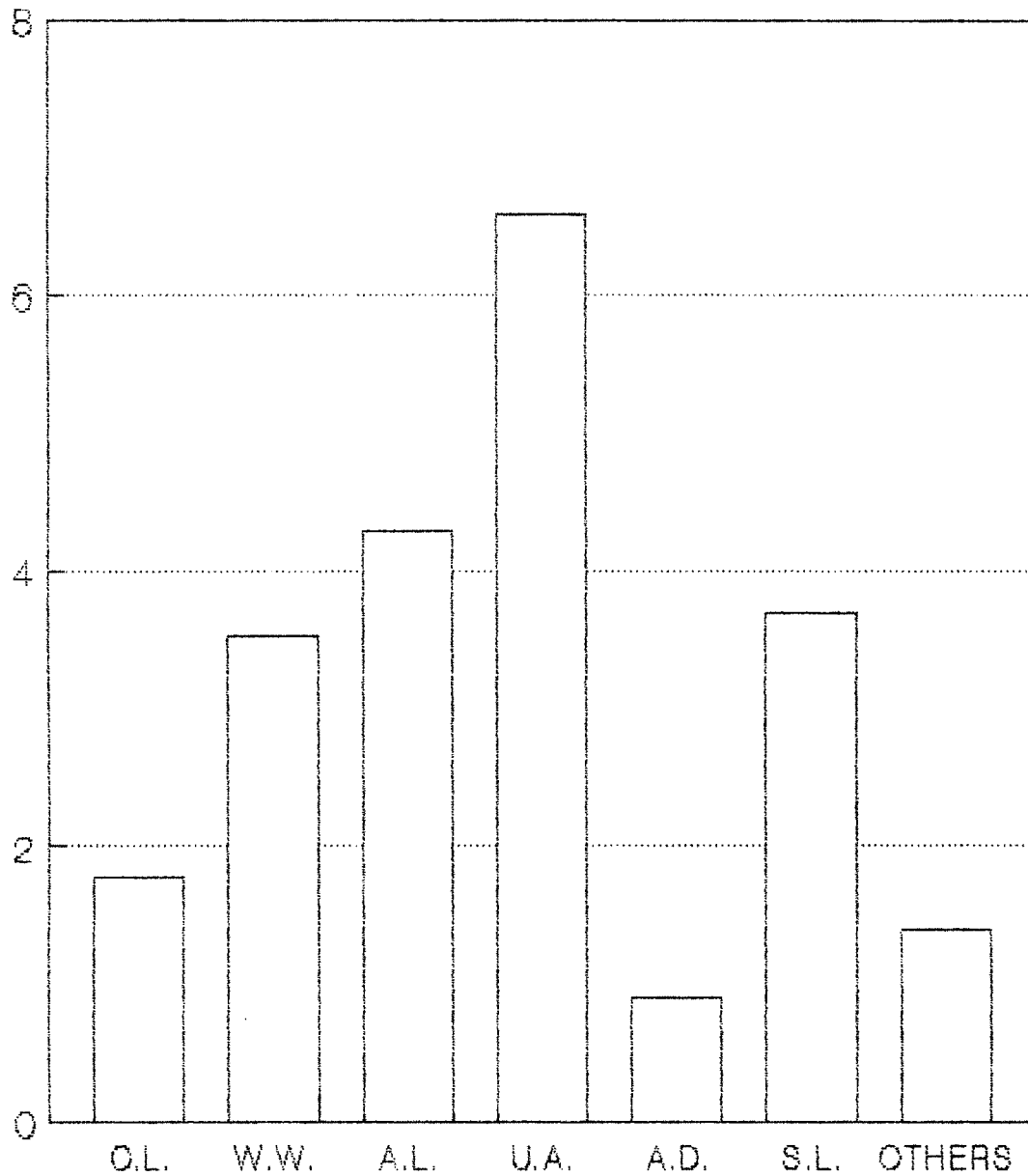
CAUSEWISE ABSENTEEISM RATE OF TOTAL SAMPLED WORKERS

Month	Casual leave	leave with wages	Autho- rised leave	Unauth- orised leave	Acci- dent	Sick leave	Other	Total
Jan.	172 (5.07)	64 (1.89)	83 (2.45)	144 (4.24)	38 (1.12)	59 (1.74)	123 (3.62)	683 (20.12)
Feb.	100 (3.34)	140 (4.67)	101 (3.37)	208 (6.94)	37 (1.23)	116 (3.87)	1 (neg1)	703 (23.45)
March	48 (1.40)	213 (6.20)	151 (4.39)	219 (6.37)	27 (0.79)	96 (2.79)	109 (3.17)	863 (25.11)
April	24 (0.74)	210 (6.47)	144 (4.44)	183 (5.64)	34 (1.05)	88 (2.71)	2 (0.06)	685 (21.10)
May	33 (0.95)	266 (7.69)	132 (3.82)	264 (7.63)	31 (0.90)	132 (3.82)	96 (2.78)	954 (27.58)
June	12 (0.37)	83 (2.57)	198 (6.14)	270 (8.37)	30 (0.93)	90 (2.79)	88 (2.73)	771 (23.90)
July	154 (4.57)	93 (2.76)	124 (3.68)	216 (6.42)	14 (0.42)	118 (3.50)	5 (0.15)	724 (21.50)
August	47 (1.44)	80 (2.45)	119 (3.65)	245 (7.51)	5 (0.15)	95 (2.91)	1 (0.03)	592 (18.15)
Sept.	33 (1.40)	88 (2.90)	155 (5.11)	212 (6.99)	19 (0.62)	219 (7.22)	3 (0.09)	729 (24.03)
Oct.	20 (0.61)	54 (1.64)	132 (4.02)	184 (5.60)	21 (0.64)	154 (4.69)	6 (0.18)	571 (17.39)
Nov.	25 (0.75)	39 (1.16)	181 (5.40)	222 (6.62)	64 (1.91)	88 (2.63)	104 (3.10)	723 (21.58)
Dec.	34 (1.01)	61 (1.82)	170 (5.07)	226 (6.74)	37 (1.10)	201 (5.99)	13 (0.38)	742 (22.13)
Total	702 (1.78)	1391 (3.53)	1690 (4.29)	2593 (6.58)	357 (0.91)	1456 (3.69)	551 (1.40)	8740 (22.18)

Note : Figures in brackets indicate absenteeism rate.

Table No. 3.6 indicates causewise analysis of absenteeism rate of sampled workers. From the table we come to know that total absenteeism rate of sampled workers is 22.18. Compare to all other causes, absenteeism of workers is more due to unauthorised absence (6.58), authorised leave (4.29) & sick leave (3.69). Due to unauthorised absence the absentee of workers is more in the months of May (7.63), June (8.37) & August (7.51) while it is more in the months of September (7.22) & December (5.99), due to sick leave & authorised leave is having highest absenteeism rate in the months of June (6.14), September (5.11) & November (5.40). Absenteeism is at low level due to accidents (0.91).

## GRAPHICAL PRESENTATION OF CAUSEWISE ABSENTEEISM RATE & TOTAL SAMPLED WORKERS FOR WHOLE YEAR



Absenteeism rate

C.L. - Casual Leave	W.W. - Leave with wages	A.L. - Authorised Leave
U.A. - Unauthorised Leave,	A.D. - Accident	S.L. - Sick leave.

TABLE No. 3.7

CAUSEWISE ABSENTEEISM RATE IN SPINNING DEPARTMENT

Month	Casual leave	leave with wages	Autho- rised leave	Unauth- orised leave	Acci- dent	Sick leave	Other	Total
Jan.	82 (5.97)	7 (0.51)	45 (3.28)	56 (4.08)	12 (0.87)	27 (1.97)	49 (3.57)	278 (20.25)
Feb.	43 (3.56)	49 (4.06)	50 (4.14)	118 (9.77)	13 (1.08)	42 (3.48)	1 (0.08)	316 (26.16)
March	17 (1.25)	62 (4.55)	79 (5.79)	93 (6.82)	9 (0.66)	54 (3.96)	42 (3.08)	356 (26.10)
April	12 (0.92)	44 (3.36)	78 (5.95)	97 (7.40)	24 (1.83)	68 (5.19)	2 (0.15)	325 (24.81)
May	10 (0.73)	112 (8.14)	66 (4.80)	101 (7.34)	25 (1.82)	96 (6.98)	40 (2.91)	450 (32.70)
June	5 (0.39)	9 (0.70)	115 (8.89)	150 (11.59)	- ( - )	50 (3.86)	44 (3.40)	373 (28.83)
July	78 (5.76)	34 (2.51)	59 (4.35)	89 (6.57)	8 (0.59)	77 (5.68)	2 (0.15)	347 (25.61)
August	26 (1.98)	27 (2.05)	58 (4.41)	114 (8.68)	- ( - )	49 (3.73)	- ( - )	274 (20.85)
Sept.	15 (1.23)	20 (1.64)	88 (7.21)	97 (7.94)	2 (0.16)	100 (8.19)	1 (0.08)	323 (26.45)
Oct.	9 (0.68)	10 (0.75)	69 (5.20)	77 (5.80)	5 (0.37)	65 (4.89)	- ( - )	235 (17.70)
Nov.	12 (0.90)	10 (0.75)	85 (6.35)	106 (7.92)	12 (0.90)	36 (2.69)	46 (3.44)	307 (22.94)
Dec.	18 (1.35)	16 (1.20)	88 (6.58)	93 (6.95)	20 (1.49)	99 (7.40)	- ( - )	340 (25.41)
Total	327 (2.07)	400 (2.53)	880 (5.56)	1191 (7.53)	130 (0.82)	763 (4.82)	233 (1.47)	3924 (24.81)

Note : Figures in brackets indicate absenteeism rate.

Table no. 3.7 describes the causewise absence behaviour of the workers in spinning department. In this department more workers remain absent due to unauthorised absence (7.53), authorised leave (5.56) & sick leave (4.82). In case of unauthorised absence, the absenteeism rate is more in the months of February (9.77), June (11.59) & August (8.68). While it is higher in the months of June (8.89) and September (7.21) due to authorised leave. Sick leave is having more absenteeism rate in the months of May (6.98), September (8.19) & December (7.40) and it is low due to accidents (0.82).



TABLE NO. 3.8

## CAUSEWISE ABSENTEEISM RATE IN WEAVING DEPARTMENT

Month	Casual leave	leave with wages	Autho- rised leave	Unauth- orised leave	Acci- dent	Sick leave	Other	Total
Jan.	54 (4.01)	38 (2.82)	22 (1.63)	74 (5.50)	26 (1.93)	20 (1.49)	48 (2.97)	282 (20.95)
Feb.	42 (3.53)	71 (5.97)	24 (2.02)	68 (5.71)	24 (2.02)	48 (4.03)	- ( - )	277 (23.28)
March	22 (1.60)	75 (5.45)	36 (2.62)	85 (6.18)	11 (0.80)	30 (2.18)	43 (3.05)	302 (21.96)
April	10 (0.78)	56 (4.35)	34 (2.64)	76 (5.91)	10 (0.78)	20 (1.56)	- ( - )	206 (16.02)
May	16 (1.16)	100 (7.23)	28 (2.02)	103 (7.45)	6 (0.43)	33 (2.39)	42 (3.03)	328 (23.72)
June	3 (0.23)	64 (4.98)	38 (2.64)	80 (6.22)	30 (2.33)	40 (3.11)	44 (3.42)	299 (23.25)
July	49 (3.66)	50 (3.74)	25 (1.87)	112 (8.38)	6 (0.45)	22 (1.65)	1 (0.07)	265 (19.82)
August	12 (0.92)	30 (2.31)	30 (2.31)	97 (7.47)	5 (0.39)	37 (2.85)	1 (0.07)	212 (16.33)
Sept.	12 (0.99)	54 (4.47)	20 (1.66)	108 (8.94)	17 (1.41)	71 (5.88)	1 (0.08)	283 (23.43)
Oct.	8 (0.61)	27 (2.07)	33 (2.53)	101 (7.74)	10 (0.77)	74 (5.67)	6 (0.46)	259 (19.85)
Nov.	7 (0.52)	15 (1.12)	38 (2.83)	100 (7.45)	7 (0.52)	41 (3.06)	44 (3.28)	252 (18.78)
Dec.	14 (1.04)	36 (2.69)	56 (4.18)	110 (8.21)	6 (0.45)	72 (5.37)	1 (0.07)	295 (22.01)
Total	249 (1.59)	616 (3.92)	384 (2.45)	1114 (7.10)	158 (1.01)	508 (3.24)	231 (1.47)	3260 (20.77)

Note : Figures in brackets indicate absenteeism rate.

The causewise absenteeism rate of weaving department is presented in Table No. 3.8. Total absenteeism rate is 20.77. Compare to other causes, absenteeism rate of workers in this department is more serious due to unauthorised absence (7.10), leave with wages (3.92) and sick leave (3.24). Unauthorised absence is having the higher absenteeism rate in the months of July (8.38). September, (8.94) & December (8.21). Due to leave with wages absentee is higher in the months of February (5.97), March (5.45) and May (7.23). In case of sick leave worker remain absent in the months of September (5.88) October (5.67) and December (5.37). The absentee due to accident (1.01) is low.

TABLE NO. 3.9

## CAUSEWISE ABSENTEEISM RATE IN PROCESSING DEPARTMENT

Month	Casual leave	leave with wages	Autho- rised leave	Unauth- orised leave	Acci- dent	Silk leave	Other	Total
Jan.	36 (5.33)	19 (2.81)	16 (2.37)	14 (2.07)	- ( - )	12 (1.78)	26 (3.56)	123 (18.22)
Feb.	15 (2.50)	20 (3.33)	27 (4.50)	22 (3.67)	- ( - )	26 (4.33)	- ( - )	110 (18.33)
March	9 (1.29)	76 (10.89)	36 (5.15)	41 (5.87)	7 (1.00)	12 (1.72)	24 (3.44)	205 (29.37)
April	2 (0.31)	110 (16.92)	32 (4.92)	10 (1.54)	- ( - )	- ( - )	- ( - )	154 (23.69)
May	7 (1.00)	54 (7.71)	38 (5.43)	60 (8.57)	- ( - )	3 (0.43)	14 (2.00)	176 (25.14)
June	4 (0.62)	10 (1.55)	45 (6.97)	40 (6.19)	- ( - )	- ( - )	- ( - )	99 (15.33)
July	27 (4.00)	9 (1.33)	40 (5.93)	15 (2.22)	- ( - )	19 (2.81)	2 (0.30)	112 (16.59)
August	9 (1.38)	23 (3.54)	31 (4.77)	34 (5.23)	- ( - )	9 (1.38)	- ( - )	106 (16.31)
Sept.	6 (0.99)	14 (2.31)	47 (7.78)	7 (1.16)	- ( - )	48 (7.95)	1 (0.17)	123 (20.36)
Oct.	3 (0.46)	17 (2.62)	30 (4.62)	6 (0.92)	6 (0.92)	15 (2.31)	- ( - )	77 (11.85)
Nov.	6 (0.89)	14 (2.09)	58 (8.64)	16 (2.38)	45 (6.71)	11 (1.69)	14 (2.15)	164 (24.44)
Dec.	2 (0.30)	9 (1.33)	26 (3.41)	23 (2.37)	11 (1.63)	30 (4.44)	6 (0.89)	107 (15.85)
Total	126 (1.60)	375 (4.75)	426 (5.40)	288 (3.65)	69 (0.87)	185 (2.34)	87 (1.10)	1556 (19.71)

Note : Figures in brackets indicate absenteeism rate.

Table No. 3.9 throws light on the causewise analysis of absenteeism in processing department. This department had comparatively low absenteeism rate of 19.71. Absence of workers is higher due to authorised leave (5.40), leave with wages (4.75) and unauthorised absence (3.65). Due to authorised leave absentee is more in the months of June (6.97), September (7.78) and November (8.64). Absenteeism due to leave with wages is at the highest level in the months of March (10.89), April (16.92) and may (7.71). The Months of May (8.57), June (6.19) had the highest absenteeism rate in case of unauthorised absence. At the same time workers absenteeism is at lowest level due to an accidents (0.87)

TABLE NO. 3.10

IDENTIFICATION OF AREAS WITH HIGH ABSENTEEISM

Month	SPINNING	WEAVING	PROCESSING	TOTAL
January	-	-	-	-
February	-	*	-	-
March	-	-	*	*
April	-	-	-	-
May	*	*	*	*
June	*	*	-	-
July	-	-	-	-
August	-	-	-	-
September	*	*	-	*
October	-	-	-	-
November	-	-	*	-
December	-	-	-	-

\* Area with high absenteeism rate.

TABLE NO. 3.11

IDENTIFICATION OF AREAS WITH HIGH ABSENTEEISM (CAUSEWISE)

Month	Unauthorised Absence	Authorised Leave	Sick Leave
January	-	-	-
February	-	-	-
March	-	-	-
April	-	-	-
May	*	-	-
June	*	*	-
July	-	-	-
August	*	-	-
September	-	*	*
October	-	-	-
November	-	*	-
December	-	-	*

\* Area with high absenteeism rate.