

CHAPTER V
CONCLUSIONS AND SUGGESTIONS

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During the research period, we have studied about the workers absenteeism related with Socio-economic factors, operational & other factors with the help of sampling method i.e. selection at random, we have come to the conclusion after the detail analysis and interpretation of the statistical and other general information that are as below :-

- 1) The absenteeism rate is high in the month of May, February November and in April, where the worker enjoy the leave for attending the marriages, celebrating the festivals and some workers might be busy in harvesting the crops.
- 2) The worker who enjoys the leave with wages than other leaves the absenteeism rate is high. If they are granted 2 days, then they will enjoy 2 to 4 days.
- 3) The worker whose age is above 35 to 50, the absenteeism rate is high because of their bad habits, dissatisfaction of the job lazyness or mentally depressed.
- 4) The worker educated at secondary level and at primary level, the absenteeism rate is high -- dissatisfaction of the work, lack of knowledge about the importance of the work. The worker who are illiterate the absenteeism rate is low.

5) The worker who are of higher caste and middle caste, the absenteeism rate is high -- Co-operation is not possible between lower caste and upper caste level. Their views, interest differs and creates conflicts between workers. The worker who are of lower caste the absenteeism rate is low.

6) The worker who lives in own house, the absenteeism rate is high than the worker who lives in rental house. The owned house might are far away from the mill.

7) The worker who are married, in marital status, the absenteeism rate is high. He has responsibilities of his family on his shoulders. The worker who are widow/widower the absenteeism rate is also high.

8) The worker who has come from other state, the absenteeism rate is high. The worker goes to his native place for 15 to 20 days to take rest, when he is ill or for celebrating festivals and attending the marriages and for other reasons. The worker whose native place is Solapur and in Solapur District the absenteeism rate is low.

9) The worker who comes to mill by the cycle, their absenteeism rate is high. The repair may occur on the way to the mill, or any accidents happened to occur on the way, during rainy season he remains absent due to rainfall before his working period the worker who comes motorcycle/Bus the absenteeism rate is low.

10) The worker whose health condition is bad, the absenteeism rate is high. The worker who is not feeling well, will be under medical treatment and hospitalisation for 10 to 12 more days -- this cause an absence of the worker. The workers whose condition is good the absenteeism rate is low.

11) The worker, whose family's health condition is ordinary and bad the absenteeism rate is high. The worker, whose family's health condition is good the absenteeism rate is low.

12) The worker who earns 1500/- to 2000/-, the absenteeism rate is high. He might be mentally depressed or drunker, drinks all the time and remains absent. The worker who earns more than 3000/- the absenteeism rate is also high. The worker who earns 2000/- to 3000/- the absenteeism rate is low.

13) The worker who earns income from other sources and if any family members are earning, the absenteeism rate is high. The worker who is only bread earn for his family the absenteeism rate is low.

14) The workers who are free from loan, the absenteeism rate is high -- The worker may be engaged in earning from other sources, he may neglect the work as there is no burden on his head.

15) The worker who has borrowed loan from money lender, Co-op.

Society the absenteeism rate is high. The worker who has borrowed loan from Bank and Co-op Society, the absenteeism rate is low.

16) The worker who feels that the job is risky, in their case the absenteeism rate is high.

17) Every month after the payment made by the organisation, the absenteeism rate is high. The worker remains absent for 4 to 5 days spending his earnings on bad habits.

18) During reasearch period, it has been found that the absenteeism rate is high in ringframe department because if the working is not good in Ring frame department, this affects the other department such as winding Bundling & Bating etc. than the absenteeism rate increase due to shortage of raw cotton.

19) As the workers are classified into two groups -- permanent worker and temperory worker. In case of permanent worker the absenteeism rate is high as they neglect the work and enjoy unauthorised leave.

20) Habitual absenteeism rate is also another cause for absenteism which is unavoidable, the worker is in habit of remaining absent regularly without any reason, and enjoy unauthorised leave.

21) It has been also found that in month of April and May even the temporary worker remain absent because they also attend the marriages and also celebrate festival like Diwali in the month of October and November. When both the permanent worker and temporary worker are not available, the machines remain unoperated. This main cause not only affects the production and profit of the mill but also earnings of workers and national income.

22) It has been found that the leaves are granted wherever the permission is claimed by the worker. This is very serious case, and affects the absenteeism rate.

* S U G G E S T I O N

A proper plan of action has to be taken for undertaking some concrete steps for achieving the goal of an organisation and to control the absenteeism rate some suggestions are made here in below :-

1) It has found that the absenteeism rate is high in particular month, day or in particular department, and because of specific reason. A proper control must be maintained of up to date records, on the subject classes of employees, when the absenteeism rate are tend to be high. The management must concentrate on the areas where absenteeism rate is high and study the reason of absence. After studying the reason of absence the management must plan for sanctioning the leave to workers, to some extent or certain amount of absenteeism are unavoidable in industry. The irreducible maximum leave should be fixed and can control the leave.

The organisation must try to tighten the sickleave under the E.S.I. leave and must observe strictly or study the certificates granted by the doctors. Before giving permission for leave, the management should study whether the reason, is reasonable or not. It is not reasonable they leave should rejected.

2) The leave Encashment scheme Benefits must be given to the worker who are ---

i) who is permanent.

- ii) Who attend the job regularly.
- iii) Who are sincere in their work.

This scheme increase sefficiency of the worker and productivity of the worker. On other hand th production increases.

3) The management must improve the worker's efficiency and physical working condition and labour productivity by ---

- i) By motivating the morale of the worker.
- ii) The dialogue and relation with the workers as an individual must be encouraged.
- iii) Participative functions have to be encouraged both in regard of the production and also through other activities such as sports, competition etc.
- iv) To motivate them with motto, "Work more & earn more"

4) A programme of the workers education has to be developed with the focus on the objectives of the organisation. The workers must be educated in regard to their roles and rnsponsibility to their own benefits, organisation and the nation.

5) Training programme must be undertaken by the management for increasing the awareness of the changes taking place, increasing their skill knowledge of the worker, to give better performance. Training is a key ingredients in the motivation of an individuals. Training helps the worker to handle the machine

properly, accidents can be controlled to some extent, saving in breakages, wastages can be controlled, reduces the cost, & labour turnover and job satisfaction can be improved. Having understood the importance of training management must consider it as an investment its long term returns more than offset the expenditure increased.

6) The relation is an art of getting together and achieving the goal of organisation and of the nation. An individual can not achieve any goal. The relation should be developed for common interest, rising consciousness among the worker and try to bring the workers together in their own section.

Co-operation results the good relation, which leads to higher income, increase in efficiency of the worker and physical working condition, which results increase in production of the organisation of the mill and earn profit and wages both for organisation and workers respectively.

7) The working condition of machinery must be good and the old machine must be replaced by the new machines so that there may not be failure of machine, breakage of machine which may stop the working and results loss of manpower and loss of production. The Supervisor must check the machine time to time so that machine can be operated efficiency without fail or stoppage.

8) The management must make the provision of housing facilities. The management must provide houses to the worker near the factory premises. So that they can reach the mill in time specially for those workers who stay far away from the mill, or who remain absent in rainy season due to rainfall and there is also no need of providing transport facilities if workers are provided houses near the mill.

9) The management must provide the transportation facilities for the workers such as Buses and Vans. These buses & Vans which will collect the workers and take them to the mill within the time. The workers who stay far away from the mill has to face problems, where they have to wait for buses and if bus misses than he comes late and sometimes remains absent.

Because of transportation facilities provided by the organisation the absenteeism rate can b;y reduce during the period of rainfall or any accident may not occur to the worker who comes by cycle/motorcycle to the mill.

10) "Health is Wealth", to maintain good health of the workers, provisions must be made of medical aid, hospitalisation. If worker's health is good then working condition increases & production increases. As workers are the real asset of the organisation, the organisation should take care of workers. Medical treatment must be provided for the worker who are not feeling well or if any injuries occurs n the working hour or

suffering from any diseases.

11) Safety measures for e.g. mask Rs. must be provided by the management because at the time of operating machines, the dust and fumes which are accumulated in the air are likely to be injurious to the workers. Because of this dust & fumes a worker may suffer from any diseases.

12) Mostly the standard of living of the worker are under poverty line. The management must try to uplift the workers who are in need of. The management must provide the loan for the workers at low interest rate, for purchasing houses, fair price shops must be established in mill campus, for essential commodities at fair rate, loans must be provided to buy personal conveyance. All these facilities provided by the organisation can increase the efficiency of workers and job satisfaction & improves the standard of living and absenteeism rate can be controlled.

13) JOB SATISFACTION must be improved by the management. The worker is satisfied with his job when his job provides him with what he desires or wants. Because of dissatisfaction he lose his concentration in the work. To increase the satisfaction.

- i) Bonus and reward must be given by the organisation
- ii) Salary must be increased of those worker who are sincere and those whose attendance is regularly.

iii) Participating the worker in solving the job problem.

iv) The workers representative should be allowed to participate at the time of decision taking i.e. workers participation in decision making.

It seeks to improve both the efficiency and satisfaction of the worker and to give better performance than before and helps in organisation growth & national income and control the absenteeism rate.

14) It is very necessary for the management to reduce the absenteeism rate but for this the management should carefully sort out the worker at the time of interview and give job opportunity to those candidate who are really in need of work. Some people who want the job for the sake of status and their primary interest in getting job outside the mill where he can earn higher income & wages and because of this the absenteeism rate increases.

15) Supervisors plays an important role between the workers and management as middleman. The supervisor is always in direct contact with the worker. Supervisors are in a key position & have a responsibilities both to those whom they supervise to the management, who expect them to achieve their given targets. At the time of dealing with worker, the supervisor should recognise their individual differences, their interest and their views. He must try to understand the worker, their difficulties which they

are facing. He must treat to the worker like human being or like a friend, his work becomes much easier. Supervisors should handle the problems carefully and tactfully. He should act as a good speaker between the workers and management. He should try to help the workers who are in need.

16) Now-a-days even trade union is playing an important role. Trade unions are formed for safeguarding the interest of the workers, to improve the relation between the employer and employees. Trade union this to help the parties to resolve the disputes. Now-a-days the trade unions are trying to improve the physical condition of th worker, industrial growth and accident prevention, he knows the conflict between the management and the workers, creates disunity and worker suffers not the management.

Now-a-days there is a decline in the number of lock-outs and strikes because the Trade union and management are trying to settle the disputes and trying that there should not be stoppage in the work which causes serious deduction in wages and production which are simultaneously affected both the management & the workers.

Union provides a means of collective expression of views, reaction & requirement, both the management within the organisation and to the employees association to solve the problem.

17) Not only the Supervisor, Trade union or the Jobber but also the managements plays an important role in an organisation. The management must know that manpower is asset of organisation not a machine. It must try not only increase the production of the mill but also the efficiency of the worker which is very important. In the growth of production and of organisation, the workers role is very much important. Management cannot buy enthusiasm, honesty heart, minds of the workers but try to understand them. If any conflict arises between worker and management, management must try to settle it smoothly. Management must concentrate on the behaviour of worker, the worker should be praised for extraordinary efforts made by them, without increase in efficiency and enthusiasm of the worker, management cannot achieve the goal. Management should not allow any; political party to interfere in organisation matter.

Management should give more priority for education, family planning, training, health of worker. Problems arise and grievance should be handled tactfully. Communication with the worker must be improved by many ways such as meetings, suggestion box and through other activities.

The good relation between the management and the workers not only improves the production of the mill but also helps in increasing the percapita income and national income and prosperity of nation. Industrial peace helps in developing the country and industry.

All the sector of industry will be encouraged and grows and improve on their past performance.