

**CHAPTER - III**  
**NATURE OF ABSENTEEISM**

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The nature of absenteeism uncovers the different dimensions of the problem. An analysis made in this chapter would enable us to understand the absenteeism of workers and the rate of absenteeism. Absenteeism rate is calculated for the further study of its impact on production and efficiency of the workers.

The study of the nature of absenteeism in N.G. Mills is carried out to know in what way the problem of absenteeism faced by the mill. Once we come to know the difference and the reasons as to why such a differences exists, we can point out the mistakes. Committed by the management in the organisation. We can know the exact extent of absenteeism by calculating the absenteeism rate by using the formula.

$$\text{Absentee Rate} = \frac{\text{No. of mandays lost}}{\text{No. of mandays planned to work}} \times 100$$

The absentee rate is used for comparative study of its impact on production and efficiency of workers working in spinning and weaving department.

The nature of absenteeism and absenteeism rate of the total one hundred and twenty sampled worker is studied by taking into account the quantum of absenteeism, incidence of absenteeism and pattern of absenteeism.

The quantum of absenteeism is studied by taking into account the total absenteeism rate only. As stated earlier, total absenteeism rate refers to absence due to all causes such as leave with wages, authorised leave, unauthorised leave, sick leave, leave due to accident casual leave, strikes and hartals, holidays and sent home etc. The quantum of absenteeism describes the trend of absenteeism in N.G. Mills Solapur.

The concept of incidence of absenteeism tries to locate the areas of absence behaviour of the workers in N.S. Mills. The incidence of absenteeism is studied monthwise by taking into account the year of 1994 only. The concept is related only to spinning and weaving department.

An analysis of the pattern of absenteeism is done here, by making use of only one conceptual instrument i.e. Frequency distribution of absenteeism rate.

Table No.1

Absenteeism Rate of the total sample workers of 120

Months	Working Days	Days Worked	Absent Days	Absentee Rate.
January	3127	2419	708	23
February	2762	2135	627	23
March	3171	2347	824	26
April	3003	2331	672	22
May	3165	2138	1027	32
June	3007	2286	721	24
July	3022	2343	679	22
August	2985	2268	717	24
September	2967	2267	700	24
October	3097	2423	674	22
November	2999	2226	773	26
December	3064	2358	706	23
	36369	27541	8828	24

The above Table No.1 indicates, the monthwise absenteeism, rate of the total sample workers in Narsign Girji Mills Solapur. The total absenteeism rate of the sample workers in the year 1994. is 24 percent. The month of May, March, September, November are having high absenteeism rate. Absenteeism rate is at low level in the month of April, July and october. It covers all the three shifts.

Source : Employee's Service Book.

# GRAPHICAL PRESENTATION OF TOTAL ABSENTEEISM RATE IN WEAVING AND SPINNING DEPT. MONTHWISE (ABC SHIFTS)

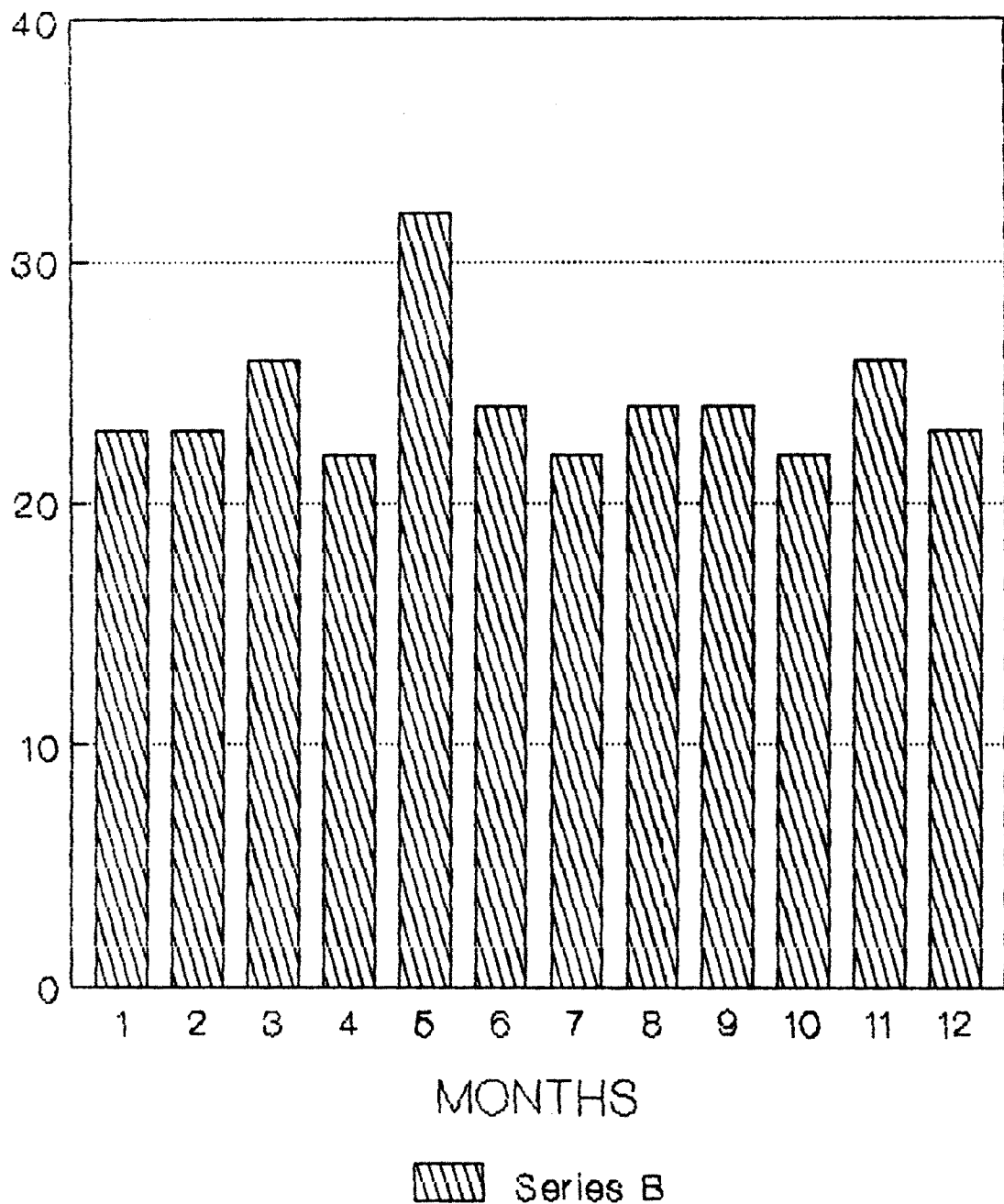


Table No. 2  
Absenteeism Rate in Spinning Department. A.B.C. Shifts

Months	Working Days	Days Worked	Absent Days	Absentee Rate.
January	1515	1207	308	20
February	1322	1020	302	23
March	1512	1118	394	26
April	1448	1130	318	22
May	1512	1037	475	31
June	1447	1124	323	22
July	1462	1110	352	24
August	1425	1085	340	24
September	1407	1109	298	21
October	1486	1132	354	24
November	1449	1089	360	25
December	1459	1156	303	21
	17444	13317	4127	24

The above Table No.2 shows that, the monthwise absenteeism rate of workers working in Spinning Department in A.B.C. shifts. The total absenteeism rate in the year 1994 is 24 percent. In the month of May, March and November are having high absenteeism rate. In the month of January, December, April the absenteeism rate is low.

Source : Employee's Service Book.

# GRAPHICAL PRESENTATION OF TOTAL ABSENTEEISM RATE IN SPINNING DEPART OF A.B.C. SHIFTS MONTHWISE

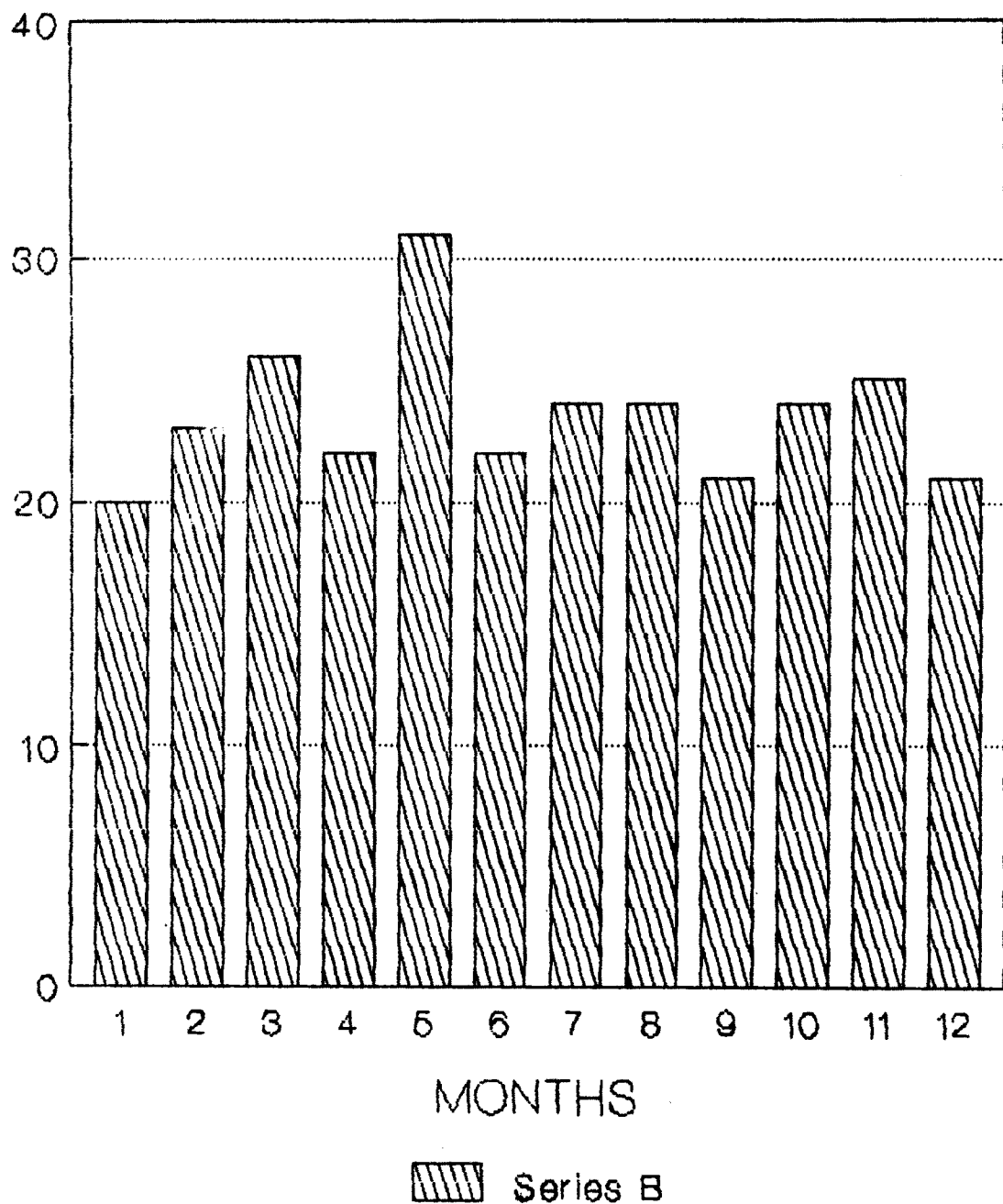


Table No. 3.  
Absenteeism Rate of the workers in first shift in Spinning  
Department

Months	Working Days	Days Worked	Absent Days	Absentee Rate.
January	471	389	82	17
February	408	336	72	18
March	468	349	119	25
April	445	391	54	12
May	469	341	128	27
June	444	340	104	23
July	452	381	71	16
August	442	381	61	14
September	433	344	89	21
October	459	419	40	9
November	449	360	89	20
December	452	354	98	22
	5392	4385	1007	19

The above Table No. 3 shows the monthwise absenteeism rate of workers. Working in Spinning Department of A shift. The total absenteeism rate in the year 1994 is 19 percent. The month of March, May, December and June are having high absenteeism rate. Absenteeism rate is at low level in the month of October, April.

Source : Employee's Service Book.



Table No. 4

Absenteeism Rate of the workers in second shift in SpinningDepartment

Months	Working Days	Days Worked	Absent Days	Absentee Rate.
January	516	420	96	19
February	455	374	81	18
March	525	377	148	28
April	500	377	123	25
May	520	394	126	24
June	502	372	130	26
July	502	356	146	29
August	492	398	94	19
September	488	357	131	27
October	514	387	127	25
November	500	409	91	18
December	503	387	116	23
	6017	4608	1409	23

The above Table No. 4. indicates, the monthwise absenteeism rate of the workers working in Spinning Department in B shift. The total absenteeism rate of B shift workers is 23 percent in the year 1994. In the month of July, March, September and June the absenteeism rate is higher. In the month of February, August, January and November the absenteeism rate low.

Source : Employee's Service Book.

Table No.5.

Absenteeism Rate of the workers in Third Shift in SpinningDepartment

Months	Working Days	Days Worked	Absent Days	Absentee Rate.
January	528	398	130	25
February	459	310	149	32
March	519	392	127	24
April	503	362	141	28
May	523	302	221	42
June	501	412	89	18
July	508	373	135	27
August	491	306	185	38
September	486	408	78	16
October	513	326	187	36
November	500	320	180	36
December	504	415	89	18
	6035	4324	1711	28

The above Table No. 5 shows that, the monthly absenteeism rate of workers working in Spinning Department of C shift. The total absenteeism rate is 28 percent, in the year 1994. The month of May, August, October, November and February are having high absenteeism rate. Absenteeism rate is low level in the month of September, December, June.

Source : Employee's Service Book.

Table No. 6

Absenteeism Rate in Weaving Department A.B.C. Shift

Months	Working Days	Days Worked	Absent Days	Absentee Rate.
January	1612	1212	400	25
February	1440	1115	325	23
March	1659	1229	430	26
April	1555	1201	354	23
May	1653	1101	552	33
June	1560	1162	398	26
July	1560	1233	327	21
August	1560	1183	377	24
September	1560	1158	402	26
October	1611	1291	320	20
November	1550	1137	413	27
December	1605	1202	403	25
	18925	14224	4701	25

The above Table No.6 indicates the monthly absenteeism rate of workers working in Weaving Department in A.B.C. shift. The total absenteeism rate is 25 percent in the year 1994. In the month of May, November, March the absenteeism rate is more. In the month of October, July the absenteeism rate is minimum.

Source : Employee's Service Book.

**GRAPHICAL PRESENTATION OF TOTAL  
ABSENTEEISM RATE IN WEAVING DEPT.  
OF A.B.C. SHIFTS MONTHWISE**

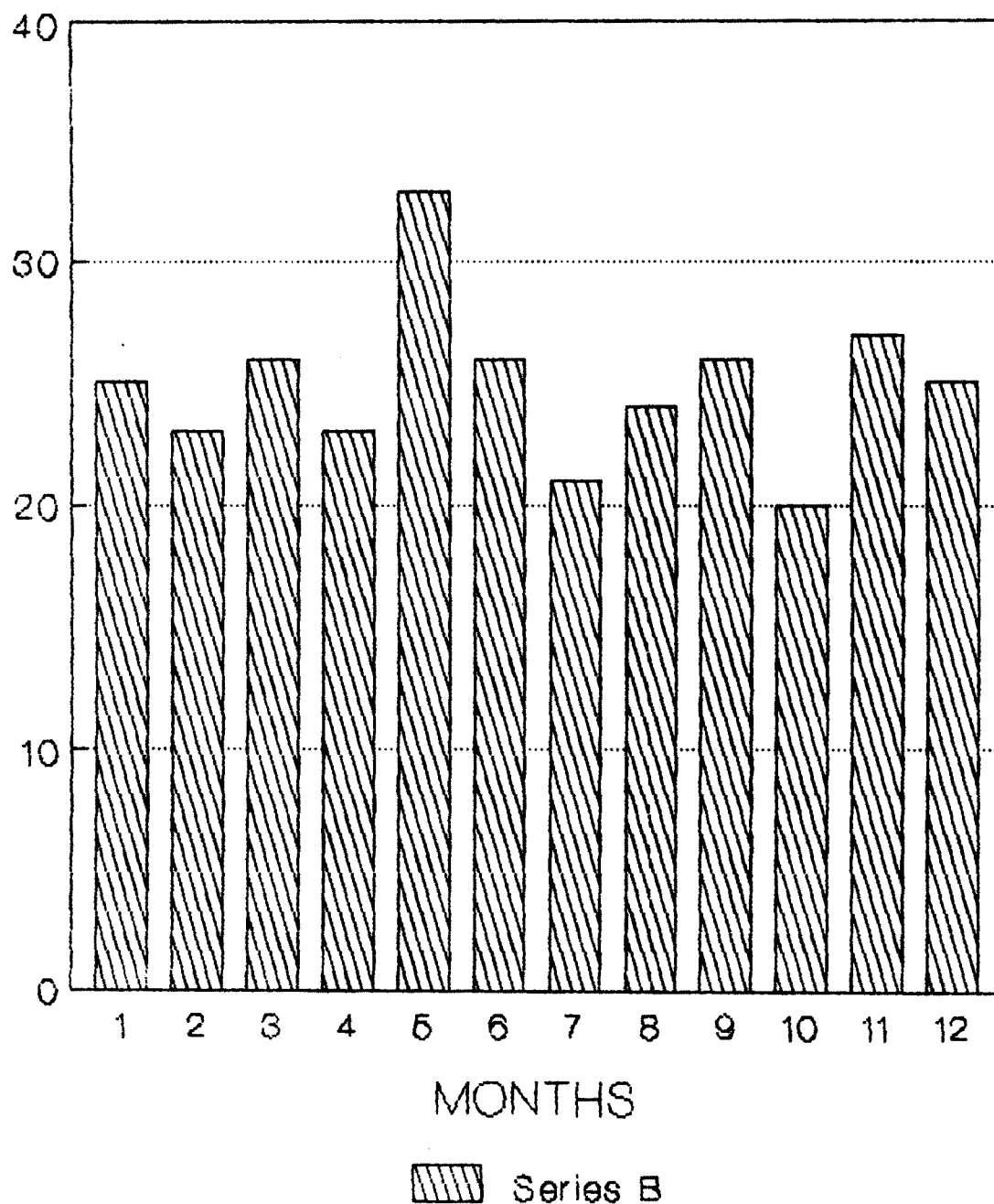


Table No. 7.

Absenteeism Rate of workers in First Shift in Weaving Department

Months	Working Days	Days Worked	Absent Days	Absentee Rate.
January	539	451	88	16
February	480	361	119	24
March	554	427	127	22
April	520	428	92	18
May	557	405	152	27
June	520	416	104	20
July	520	421	99	19
August	521	386	135	25
September	520	421	99	19
October	535	405	130	24
November	520	350	170	33
December	536	415	121	23
	6322	4886	1436	23

The above Table No. 7 indicates, the monthwise absenteeism rate of workers working in Weaving Department of A shift. The total absenteeism rate in the year 1994 is 23 percent. The month of May, August, and November are having higher absenteeism rate. In the month of January, April, July the absenteeism rate is low.

Source : Employee's Service Book.

Table No. 8

Absenteeism Rate of the workers in Second Shift in WeavingDepartment

Months	Working Days	Days Worked	Absent Days	Absentee Rate.
January	536	394	142	26
February	480	416	64	13
March	556	464	92	17
April	515	387	128	25
May	553	351	202	37
June	520	419	101	19
July	520	405	115	22
August	520	442	78	15
September	520	449	71	14
October	537	442	95	18
November	518	440	78	15
December	538	459	79	15
	6313	5068	1245	20

The above Table No.8 shows that monthwise absenteeism rate of workers working in Weaving Department of B shift. The total absenteeism rate in the year 1994 is 20 percent. The month of January, April, May, July are having high absenteeism rate. Absenteeism rate is at low level in the month of February, March, June, August, September, November.

Source : Employee's Service Book.

Table No.9

Absenteeism Rate of the workers in Third Shift in WeavingDepartment

Months	Working Days	Days Worked	Absent Days	Absentee Rate.
January	537	367	170	32
February	480	338	142	30
March	549	338	211	38
April	520	386	134	26
May	543	345	198	36
June	520	327	193	37
July	520	407	113	22
August	519	355	164	32
September	520	228	232	45
October	539	444	95	18
November	512	347	165	32
December	531	328	203	38
	6290	4270	2020	32

The above Table No.9 indicates, the monthwise absenteeism rate of worker working in Weaving Department of C Shift. The total absenteeism rate of third shift workers in the year 1994 is 32 percent. In the month of March, May, June, September, and December the rate of absenteeism is more. In the month of April, July, October the absenteeism rate is minimum.

Source : Employee's Service Book.

Table No. 10

Table shows the average production & absenteeism rate of Regular & absent workers in A.B.C. shifts of Spinning & Weaving Department

Months	Average Production of Regular Workers	Absenteeism Rate of Regular Workers	Average Production of Absent Workers	Absenteeism Rate of Absent Workers
January	2082	8	6055	23
February	2716	6	5692	23
March	2120	13	6403	26
April	2750	6	5826	22
May	2500	17	4949	32
June	1871	5	5813	24
July	2333	18	5407	22
August	2429	17	5674	24
September	3649	2	4771	24
October	3175	4	5086	22
November	2414	10	4111	26
December	2287	8	5289	23
Total	30326	9	64404	24



The above table shows that comparison of production and absenteeism rate of regular workers and absent workers. There is negative correlation between absenteeism and production. Higher the absenteeism rate lower the production and lower the absenteeism higher the production.

The average production of ten regular worker is 3032 meters and absenteeism is 9. In the month of May absenteeism rate is 17 and production is 2500 meters and in the month of September absenteeism rate is 2 and production is 3649 meters.

On the other hand the average production of total sampled workers is 536 meters and absenteeism rate is 24. In the month of May absenteeism rate is 32 and production is 4949. In the month of April absenteeism rate is 22 and production is 5826.

Table No. 11

Table shows the average production & absenteeism rate of regular workers and absent workers in A.B.C. shifts of weaving department

Months	Average Production of Regular Workers in Mtrs.	Absenteeism Rate of Regular Workers	Average Production of Absent Workers in Mtrs.	Absenteeism Rate of Absent Workers
January	10841	8	1654	25
February	10381	6	1802	23
March	10032	13	1780	26
April	11479	6	1956	23
May	9965	17	1836	33
June	9983	5	1847	26
July	9192	18	1882	21
August	9062	17	1567	24
September	10364	2	1372	26
October	9101	4	2025	20
November	9706	10	1420	27
December	9559	8	1487	25
Total	119590	9	119957	25

The above table indicate the comparision of production and absenteeism rate of regular workers and absent workers in weaving department. There is negative correlation between absenteeism and production. Higher the absenteeism rate lower is the production and lower the absenteeism rate higher the production.

This average production of ten regular worker is 11959 meters and absentee is 9. In the month of July absenteeism rate is 18 and production is 9112 meters. and in the month of September absenteeism rate is 2 and production is 10369 meters.

On the other hand the average production of total sampled workers is 332 meters cloth and aabsenteeism rate is 25. In the month of May absenteeism rate is 33 and production is 1836 meters. In the month of October absenteeism rate is 20 and production is 2035 meters.

Table No. 12

Table shows the average production & absenteeism rate of regular workers & absent workers in A.B.C. shift of Spinning department

Months	Average Production of Regular Workers	Absenteeism Rate of Regular Workers	Average Production of Absent Workers	Absenteeism Rate of Absent Workers
January	25649	8	4623	20
February	16782	6	3890	23
March	11177	13	4030	26
April	16022	6	3870	22
May	15040	17	3250	31
June	8728	5	3966	22
July	12958	18	3225	24
August	15227	17	4107	24
September	22645	2	3399	21
October	11708	4	3295	24
November	14433	10	2691	25
December	13313	8	3802	21
Total	183682	9	44447	24

The above table shows the comparison of production and absenteeism rate of regular workers and absent workers. There is negative correlation between absenteeism and production. Higher the absenteeism rate lower is the production and lower the absenteeism rate higher the production.

The average production of ten regular worker is 18368 Kg. and absenteeism rate is 9. On the other hand average production of total sampled workers is 740 Kg. silver and absenteeism rate is 24. In the month of May absenteeism rate is 31 and production is 3250 Kg. silver it is lower and in the month of January absenteeism rate is 20 and production is 4623 Kg. which is higher.

Table No. 13

Table shows average production and absenteeism rate of regular workers and absent workers in A shift of Weaving Department

Months	Average Production of Regular Workers in Mtrs.	Absenteeism Rate of Regular Workers	Average Production of Absent Workers in Mtrs.	Absenteeism Rate of Absent Workers
January	2168	8	1774	16
February	2076	6	1936	24
March	2006	13	1999	22
April	2296	6	1782	18
May	1993	17	1818	27
June	1997	5	2137	20
July	1822	18	1676	19
August	1812	17	1293	25
September	2074	2	1482	19
October	1820	4	1291	24
November	1941	10	1246	33
December	1912	8	1602	23
Total	23917	9	20036	23

The above table indicates the comparative study of production and absenteeism rate of regular workers and absent workers. There is negative correlation between absenteeism and production. Higher the absenteeism rate, lower is the production, and lower the absenteeism rate higher the production.

The average production of regular workers is 2391 meters and absenteeism rate is 9. In the month of July absenteeism rate is 18 & production is 1822 meters & in the month of September absenteeism rate is 2 which is lower and production is 2074 which is more.

On the other hand the average production of total sampled workers is 1001 meters and absenteeism rate is 23. In the month of November absenteeism rate is 33 which is higher and production is 1246 meters which is lower and in the month of January absenteeism rate is 16 which is lower and production is 1774 which is more.

Table No. 14

Table shows average production and absenteeism rate of regular workers and absent workers in B shift of Weaving Department

Months	Average Production of Regular Workers in Mtrs.	Absenteeism Rate of Regular Workers	Average Production of Absent Workers in Mtrs.	Absenteeism Rate of Absent Workers
January	2168	8	2154	26
February	2076	6	2011	13
March	2006	13	1755	17
April	2296	6	2013	25
May	1993	17	1447	37
June	1997	5	1727	19
July	1822	18	2051	22
August	1812	17	2015	15
September	2074	2	2074	14
October	1820	4	1755	18
November	1941	10	1781	15
December	1912	8	1525	15
Total	23917	9	20298	20

The above table shows the comparison of production and absenteeism rate of regular 10 workers and absent workers. There is negative correlation between absenteeism and production. Higher the absenteeism rate lower is the production and lower the absenteeism rate higher the production.

The average production of regular worker is 2391 meters and absenteeism rate is 9. In the month of July absenteeism rate is 18 and production is 1822 meters of cloth which is lower, and in the month of september absenteeism rate is 2 and production is 2074 which is more.

On the other hand the average production of total sampled workers is 1814 and absenteeism rate is 20. In the month of May absenteeism rate is 37 which is higher and production is 1447 meters of cloth which is lower and in the month of February absenteeism rate is 13 which is lower and production is 2011 meters of cloths which is higher.



Table No. 15

Table shows average production and absenteeism rate of regular workers and absent workers in C shift of Weaving Department

Months	Average Production of Regular Workers in Mtrs.	Absenteeism Rate of Regular Workers	Average Production of Absent Workers in Mtrs.	Absenteeism Rate of Absent Workers
January	2168	8	1914	32
February	2076	6	1459	30
March	2006	13	1586	38
April	2296	6	2072	26
May	1993	17	1617	36
June	1997	5	1676	37
July	1822	18	1919	22
August	1812	17	1393	32
September	2074	2	1185	45
October	1820	4	2149	18
November	1941	10	1234	32
December	1912	8	1333	38
Total	23917	9	19536	32

The above table shows the comparision of production and absenteeism rate of regular 10 workers and absent workers. There is negative correlation btween absenteeism and production. Higher the absenteeism rate lower is the production, and lower the absenteeism rate higher the production.

The average production of regular ten worker is 2391 meters cloth and absenteeism rate is 9.

On the other hand average production of total sampled workers is 976 meters of cloth and absenteeism rate is 32. In the month of Septermber absenteeism rate is 45 which is higher and production is 1185 meters of cloth, which is lower and in the month of October absenteeism rate is 18 which is lower production is 2149 meters of cloths which is higher.

Table No. 16

Table shows average production and absenteeism rate of regular workers and absent workers in A shift of Spinning Department

Months	Average Production of Regular Workers in Kg.	Absenteeism Rate of Regular Workers	Average Production of Absent Workers in Kg.	Absenteeism Rate of Absent Workers
January	5130	8	4315	17
February	3356	6	3660	18
March	2235	13	3945	25
April	3204	6	4387	12
May	3008	17	3384	27
June	1746	5	4918	23
July	2342	18	2935	16
August	3045	17	5624	14
September	2592	2	3987	21
October	4529	4	4131	9
November	2887	10	3226	20
December	2663	8	4665	22
Total	36737	9	49187	19

The above table shows the comparison of production and absenteeism rate of regular workers and absent workers. Higher the rate of absenteeism lower is the production and lower the absenteeism rate higher the production.

The average production of ten regular worker is 3673. Kg silver and the absenteeism rate is 9.

On the other hand average production of total sampled workers is 2456. Kg silver and absenteeism rate is 19. In the month of May absenteeism rate is 27, which is higher and production is 3384 Kg. silver, and in the month of October the absenteeism rate is a which is lower the production is 4131 Kg. silver which is higher.

Table No. 17

Table shows comparative study of average production and absenteeism rate of regular & absent workers in B shift of Spinning Department

Months	Average Production of Regular Workers in Kg.	Absenteeism Rate of Regular Workers	Average Production of Absent Workers in Kg.	Absenteeism Rate of Absent Workers
January	5130	8	5181	19
February	3356	6	5582	18
March	2235	13	5890	28
April	3204	6	3829	25
May	3008	17	3773	24
June	1746	5	3736	26
July	2592	18	4850	29
August	3045	17	4534	19
September	2342	2	3506	27
October	4529	4	3910	25
November	2887	10	3121	18
December	2663	8	3961	23
Total	36,737	9	51,872	23

The above table shows the comparison of production and absenteeism rate of regular workers and absent workers. Higher the rate of absenteeism lower is the production, and lower the absenteeism rate higher the production .

The average production of ten regular workers is 3673, Kg. silver and absenteeism rate is 9.

On the other hand average production of total sample workers is 2593, and absenteeism rate is 23. In the month of July absenteeism rate is 29 which is higher and production is 4850 Kg. silver which is lower and in the month of February absenteeism rate is 18 which is lower and production is 5582 which is higher.

Table No. 18

Table showing comparative study of average production & absenteeism rate of regular & absent workers in C shift of Sinning Department

Months	Average Production of Regular Workers in Kg.	Absenteeism Rate of Regular Workers	Average Production of Absent Workers in Kg.	Absenteeism Rate of Absent Workers
January	5130	8	2593	25
February	3356	6	2429	32
March	2235	13	2703	24
April	3204	6	3394	28
May	3008	17	2594	42
June	1746	5	3245	18
July	2342	18	2789	27
August	3045	17	2161	38
September	2592	2	4033	16
October	4529	4	1845	36
November	2887	10	1716	36
December	2663	8	2831	18
Total	36,737	9	32,332	28

The above table shows the comparison of production and absenteeism rate of regular workers and absent workers. There is negative correlation between absenteeism and production. Higher the absenteeism rate lower is the production, and lower the absenteeism rate higher the production.

The average production of regular ten work is 3673 Kg silver and absenteeism rate is 9.

On the other hand average production of total sampled workers is 1616 Kg. silver, and absenteeism rate is 28. In the month of may absenteeism rate is 42 which is higher and production is 2594 which is lower, and in the month of september absenteeism rate is 16 and production is 4033 which is higher.



Table No. 19

Table shows average productivity & absenteeism rate of regular workers & absent workers in A.B.C. shifts of Spinning and Weaving Department.

Months	Regular Workers			Absent Workers		
	Prod.	Av.Prod.	Abs.Rate	Prod.	Av.Prod.	Abs.Rate
January	145	15	8	135	1.22	23
February	120	12	6	147	1.33	23
March	80	11	13	155	1.40	26
April	112	11	6	138	1.25	22
May	110	8	17	131	0.19	32
June	108	11	5	144	1.30	24
July	75	9	18	128	1.30	22
August	83	8	17	139	1.26	24
September	113	11	2	117	1.06	24
October	122	12	4	109	0.90	22
November	101	10	10	100	1.19	26
December	93	9	8	125	1.13	23
Total	106	19	9	129	1.19	24

Prod. - Production, Av.Prod. - Average Productivity  
 Abs.Rate - Absent Productivity.

The above table shows the comparison of Productivity (efficiency) and absenteeism rate at regular workers and absent workers. There is negative correlation between absenteeism and productivity of workers. Higher the absent rate lower is the productivity and lower the absenteeism rate, higher the productivity.

Average productivity of ten regular worker is 11 and the absenteeism rate is 9. In the month of May, July absenteeism rate is higher but the average productivity lower. In the month of September absenteeism rate is 2 and average productivity is 11 which is more.

On the other hand the average productivity of sampled 120 worker is 1.17 and absenteeism rate is 211. In the month of May absenteeism rate is 32 and average production is 0.9 which is lower.

Table No. 20

Table shows average productivity & absenteeism rate of regular workers & absent workers in A.B.C. shifts of Weaving Department.

Months	Regular Workers			Absent Workers		
	Prod.	Av.Prod.	Abs.Rate	Prod.	Av.Prod.	Abs.Rate
January	43	9	8	100	2	25
February	46	9	6	97	2	23
March	41	8	13	87	1	26
April	47	9	6	98	2	23
May	44	9	17	71	0.10	33
June	40	8	5	95	2	26
July	35	7	18	92	2	21
August	42	8	17	79	1	24
September	36	8	2	100	1	26
October	48	7	4	77	1	20
November	41	8	10	75	1	27
December	39	8	8	74	1	25
Total	42	8	9	84	1	25

Prod. - Production,

Av.Prod. - Average Productvity

Abs.Rate - Absent Productivity

The above table shows the comparison of productivity and absenteeism rate of regular worker and absent workers. There is negative correlation between absenteeism and productivity. Higher the absenteeism rate lower is the efficiency and lower the absenteeism rate, higher the efficiency.

The average productivity is 8 and absenteeism rate 9. In the month of July, August the absenteeism rate is more and productivity is low rate 7 and 8.

On the other hand average productivity is 1 and absenteeism rate is 25. In the month of May the absenteeism rate is 33 which is higher and the average productivity is 0.1 which is lower.

Table No. 21

Table shows average productivity & absenteeism rate of regular workers & absent workers in A.B.C. shifts of Spinning Department.

Months	Regular Workers			Absent Workers		
	Prod.	Av.Prod.	Abs.Rate	Prod.	Av.Prod.	Abs.Rate
January	47	20	8	200	3	20
February	75	14	6	229	4	23
March	46	9	13	248	4	26
April	65	13	6	205	3	22
May	66	13	17	148	2	31
June	60	12	5	212	4	22
July	35	7	18	190	3	24
August	71	9	17	227	4	24
September	102	15	2	184	3	21
October	87	17	4	175	3	24
November	61	12	10	188	2	25
December	54	11	8	197	3	21
Total	64	13	9	200	3	24

Prod. - Production,

Av.Prod. - Average Productivity

Abs.Rate - Absent Productivity

The above table shows the comparison of productivity (efficiency) and absenteeism rate as regular workers and absent workers. There is negative correlation between absenteeism and productivity. Higher the absenteeism rate, lower is the efficiency and lower the absenteeism rate higher the productivity.

Average productivity at then regular worker is 13 and absenteeism rate is 9.

On the hand the average productivity of sampled workers is 3 and absenteeism rate is 24. In the month of May absenteeism rate is 31 which is higher and average productivity is 2 which is lower. In the month of January absenteeism rate is 20 and average productivity.

Table No. 22

Table shows average productivity & absenteeism rate of regular workers & absent workers in A shifts of Weaving Department.

Months	Regular Workers			Absent Workers		
	Prod.	Av.Prod.	Abs.Rate	Prod.	Av.Prod.	Abs.Rate
January	9	2	8	120	6	16
February	9	2	6	107	5	24
March	8	2	13	93	5	22
April	9	2	6	83	4	18
May	9	2	17	90	4	27
June	8	2	5	103	5	20
July	7	1	18	80	4	19
August	8	1	17	67	3	25
September	10	2	2	70	3	19
October	8	2	4	41	3	24
November	8	2	10	64	4	33
December	8	2	8	77	4	23
Total	8	2	9	82	4	23

Prod. - Production,

Av.Prod. - Average Productivity

Abs.Rate - Absent Productivity

The above table shows the comparison of efficiency and absenteeism rate of regular workers and absent worker. There is negative correlation between absenteeism and productivity. Higher the rate of absenteeism lower is the productivity and lower is the absenteeism rate higher the productivity.

Average productivity of ten regular worker in 2 and absenteeism rate is 9. In the month of July and August absenteeism rate is higher and average productivity is lower.

On the other hand average productivity of sampled worker is 4 and absenteeism rate is 23. In the month of November absenteeism rate is 33 which is higher and average productivity is only 4 which is lower in the month of January absenteeism rate is 14 which is lower and average productivity is 6 which is higher.



Table No. 23

Table shows average productivity & absenteeism rate of regular workers & absent workers in B shifts of Weaving Department.

Months	Regular Workers			Absent Workers		
	Prod.	Av.Prod.	Abs.Rate	Prod.	Av.Prod.	Abs.Rate
January	9	2	8	109	5	26
February	9	2	6	97	5	13
March	8	2	13	76	4	17
April	9	2	6	104	5	25
May	9	2	17	64	3	37
June	8	2	5	82	4	19
July	7	1	18	101	5	22
August	7	1	17	91	5	15
September	10	2	2	18	3	14
October	8	2	4	79	4	18
November	8	2	10	80	4	15
December	8	2	8	66	6	15
Total	8	2	9	80	4	20

Prod. - Production,

Av.Prod. - Average Productivity

Abs.Rate - Absent Productivity

The above table indicates the comparison between absenteeism rate and productivity (efficiency) of regular ten workers and absent workers. There is negative correlation between absenteeism rate and productivity. Higher the absenteeism rate lower is the productivity and lower the absenteeism rate, higher the productivity.

The average productivity of ten regular worker is 2 and absenteeism rate is 9. In the month of July, August absenteeism rate is higher but productivity is only 1 which lower.

On the other hand average productivity of sampled workers is 4 and absenteeism rate is 20. In the month of May absenteeism rate is 37 which is higher and average productivity is 3 which is lower. In the month of February absenteeism rate is 13 which is lower and productivity is 5 which higher.

Table No. 24

Table shows average productivity & absenteeism rate of regular workers & absent workers in C shifts of Weaving Department.

Months	Regular Workers			Absent Workers		
	Prod.	Av.Prod.	Abs.Rate	Prod.	Av.Prod.	Abs.Rate
January	9	2	8	117	6	32
February	9	2	6	86	4	30
March	8	2	13	94	3	38
April	9	2	6	107	5	26
May	9	2	17	94	5	36
June	8	2	5	102	5	37
July	7	1	18	94	5	22
August	7	1	17	78	4	32
September	10	2	2	82	2	45
October	8	2	4	86	4	18
November	8	2	10	71	3	32
December	8	2	8	81	4	38
Total	8	2	9	91	4	32

Prod. - Production,

Av.Prod. - Average Productivity

Abs.Rate - Absent Productivity

In above table indicates the comparison between absenteeism rate and efficiency (Productivity) of regular ten workres and absent workers. There is negative correlation between absenteeism rate and productivity. Higher the absenteeism rate lower is the productivity and lower the absenteeism rate, higher the productivity.

The average productivity of ten regular workers is 2 and absenteeism rate is 9. In the month of July absenteeism rate is 18 and productivity is 1 which is lower. In the month of September absenteeism rate 2 which is lower and productivity is 2 which is higher.

On the other hand average productivity of sampled 120 workers is 4 and absenteeism rate is 32. In the month of Septermber absenteeism rate is 45 which is higher and productivity is 2 which is lower. In the month of October absenteeism rate is 18 and productivity is 4 which is higher.

Table No. 25

Table shows average productivity & absenteeism rate of regular workers & absent workers in A shifts of Spinning Department.

Months	Regular Workers			Absent Workers		
	Prod.	Av.Prod.	Abs.Rate	Prod.	Av.Prod.	Abs.Rate
January	20	4	8	221	11	17
February	15	3	6	218	11	18
March	9	2	13	226	11	12
April	13	3	6	224	11	12
May	13	2	17	198	7	27
June	7	3	5	289	14	23
July	12	2	18	154	10	16
August	14	3	17	295	15	14
September	9	2	2	232	12	21
October	17	3	4	197	10	9
November	12	2	10	180	9	20
December	11	2	8	260	13	22
Total	13	3	9	224	11	19

Prod. - Production,

Av.Prod. - Average Productivity

Abs.Rate - Absent Productivity

The above table indicates the comparison between absenteeism rate and productivity (efficiency) of regular ten workers and absent workers. There is a negative correlation between absenteeism rate and productivity. Higher the absenteeism rate lower is the productivity, & lower the absenteeism rate higher the productivity.

The average productivity of 10 regular worker is 3 and absenteeism rate is 9.

On the other hand average productivity of completed 12 workers is 11 and absenteeism rate is 19. In the month of May absenteeism rate is 27 which is higher and average productivity is 7 which is lower. In the month of October absenteeism rate is 9 which is lower and productivity is 10 which is higher.

Table No. 26

Table shows average productivity & absenteeism rate of regular workers & absent workers in B shifts of Spinning Department.

Months	Regular Workers			Absent Workers		
	Prod.	Av.Prod.	Abs.Rate	Prod.	Av.Prod.	Abs.Rate
January	20	4	8	247	12	19
February	15	3	6	298	15	18
March	9	2	13	312	16	28
April	13	3	6	203	10	25
May	13	3	17	191	10	24
June	7	3	5	200	10	26
July	12	2	18	152	8	29
August	14	2	17	228	11	19
September	9	3	2	196	10	27
October	17	3	4	202	10	25
November	12	2	10	272	14	18
December	11	2	8	205	10	23
Total	13	3	9	225	11	23

Prod. - Production,

Av.Prod. - Average Productivity

Abs.Rate - Absent Productivity

The above table shows the comparison between absenteeism rate and productivity (efficiency), of regular co workers and absent workers. There is negative correlation between productivity and absenteeism rate. Higher the absenteeism rate lower is the productivity and lower the absenteeism rate higher the productivity.

The average productivity of ten regular worker is 3 and absenteeism rate is 9. In the month of July absenteeism rate is 18 which is higher and average productivity is 2 which is lower and average productivity is 3 which is higher.

On the other hand the average productivity is 11 and absenteeism rate is 23. In the month of July absenteeism rate is 29 which is higher and average productivity is 8 which is lower. In the month of February absenteeism rate is 18 which is lower and average productivity is 15 which is higher.



Table No. 27

Table shows average productivity & absenteeism rate of regular workers & absent workers in C shifts of Spinning Department.

Months	Regular Workers			Absent Workers		
	Prod.	Av.Prod.	Abs.Rate	Prod.	Av.Prod.	Abs.Rate
January	20	4	8	130	7	25
February	15	3	6	157	8	32
March	9	2	13	206	10	24
April	13	3	6	188	9	28
May	13	1	17	107	5	42
June	7	3	5	158	8	18
July	12	2	18	149	7	27
August	14	3	17	141	7	38
September	9	2	2	132	7	16
October	17	3	4	113	6	36
November	12	2	10	172	9	36
December	11	2	8	136	7	18
Total	13	3	9	150	7	28

Prod. - Production, Av.Prod. - Average Productivity

Abs.Rate - Absent Productivity

The above table shows the comparison between productivity and absenteeism rate of regular 10 workers and absent workers. There is negative correlation between productivity and absenteeism rate. Higher the absenteeism rate, lower is the productivity and lower absenteeism rate higher is the productivity.

The average productivity of ten regular worker is 3 and absenteeism rate is 9 which is higher. In the month of July absenteeism rate is 18 which is higher and average productivity is 2 which is lower.

On the other hand average productivity of sampled workers is 7 which is lower and absenteeism rate is 28 which is higher. In the month of May absenteeism rate is 42 which is higher and average productivity is 5 which is lower. In the month of December absenteeism rate is 18 which is lower and productivity is 7 which is higher.