

**CHAPTER - I**  
**INTRODUCTION**

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### INTRODUCTION

#### COTTON TEXTILE INDUSTRY

Cotton textile industry is one of the oldest and largest industries in India, which has made rapid strides during the century of its existence. From about B.C.1500 to A.D.1500 for nearly thirty centuries India held the world monopoly in manufacturing of cotton goods. The industry is well organised in our country either in terms of value of annual out put or number of labour employed India has the world's highest average under cotton, but in terms of production among 55 major countries, it ranks only fourth after the U.S.A. the U.S.S.R. and China.

Over the years textile industry has been developing. The first textile industry was set up in 1818 in Calcutta. At the end of March 1991 there were 1062 mills in the country (781 Spinning mills and 281 Composite mills) with 27 million spindles and 1.8 lakh rooms.\* The industry provided direct employment to 11.50 lakh workers accounting for 18% of all factory labour in the country. After 1877, cotton mills were also started at Solapur and Nagpur.

The pattern of cloth production of different varieties of fabrics for the last few years is given in table.

\* Organisation and Financing of Industries in India-C.B. Mamoria 1977. Indian Economy-Ruddar Datt and K.P.M. Sundarm. 1993.

**Table No.1**  
**Production In Textile Industry**

Industry	Unit	1986-87	87-88	88-89	89-90	90-91	91-92	92-93
1) Cloth	Million Sq.Meters.	12727	12626	13658	13936	15431	14643	13054
a) Cotton Cloth								
i) Mill Sector	- do -	2594	2346	2100	1957	1859	1651	1453
ii) Decentralised Sector.	- do -	10133	10280	11558	11979	13572	12996	11601
b) Mixed/blended	- do -	1817	1815	2321	2118	2371	2712	2479
i) Mill Sector	- do -	880	827	782	658	689	666	553
ii) Decentralised Sector.	- do -	937	988	1539	1460	1682	2046	1926
C) Man - Male Fibre Fabrics	- do -	3393	3536	4039	4544	5126	5229	N.A.
i) Mill Sector	- do -	9	5	20	52	41	59	N.A.
ii) Decentralised Sector.	- do -	3384	3531	4019	4492	5085	5170	N.A.
II) Spun Yarn (colfo textile mill)	Million Kgs.							
i) Cotton	- do -	1302	1321	1310	1372	1510	1450	1402
ii) Mixed/blended	- do -	144	152	185	173	207	234	270
iii) 100% non Filament Yarn	- do -	80	82	93	107	107	122	145
a) Viscose	- do -	45	46	44	49	51	53	50
b) Synthetic	- do -	118	145	179	195	225	218	278
i) Nylon	- do -	37	34	36	39	40	31	38
ii) Polyester	- do -	81	111	143	156	185	187	240
IV) Staple Fibre								
a) Cellulosic	- do -	96	119	126	148	160	158	159
i) Viscose	- do -	96	119	126	148	160	158	159
ii) Acetate	- do -	-	-	-	-	-	-	-
b) Synthetic	- do -	89	107	138	157	176	183	-
i) Polyester	- do -	66	79	112	127	134	136	-
ii) Acrylic	- do -	23	22	26	30	42	47	-

Source : The Hindu Survey of Indian Industries - 1994.

It is necessary to take note the textile industry as the largest foreign exchange earner accounting for nearly a third of the total foreign exchange earnings of the country. The sector has responded favourably to the exporter friendly policy framework, introduced by the govt. and has been weaving excellent results. The aggregate value of exports of textiles and clothing is Rs. 16250 crores excluding coir, Jute and handicrafts for 1992-93.\* During 1993-94 also textile exports have performed well. The export earnings for first seven months were \$ 3874.45 millions.\* The bulk of the mill made fabric exports is to the U.S.A., the European union, Scandinavian countries and Dubai. In the total exports of the textiles and clothing in 1992-93. Garment sector's share is 50%\* Again in Garment sector, knitted garments is an item on the fast track having recorded a growth of 73% in one year.\*

The dismantling of Multi-fibre Agreement by way of phasing out of the quota regime gradually over the ten years period has opened up tremendous possibilities for expansion of trade in textiles and hence India should take full advantage of the emerging scenario.

However it has to be admitted that India will be able to take advantage of the free trade regime,

\* The Hindu Survey of Indian Industry. 1994,

Only if the industry makes adjustments in tune with the requirements of the international textile trade milieu and improves its export competitiveness. To be capable of facing the fierce competition from countries like Malaysia, Taiwan, China and Pakistan, the industry has to induct new machineries like open-end rotors, shuttle less looms etc. The total number of open-end rotors installed as on March 31st 1993 was 1,16,530 and shuttle less looms installed was at 11000.\* In spite of this in terms of degree of sophistication, India has hardly 1.5% of the world installed capacity of open-end rotors. Similarly India has the lowest number of shuttle-less looms in comparison with Malaysia, China, Taiwan and Pakistan.

According to a study conducted by the International Textile Manufacturers Federation, investment in new machineries of not less than 7.5% of the turn over is necessary to remain competitive. During the year 1992-93 the organised mills have invested about 350 crores in modernisation process. If we consider the turnover of organised sector during the 1992-93, Rs. 350 crores is a meagre amount. Because the turnover was RS. 16000 crores and according to the international standards, 7.5% of 16000 crores comes to Rs. 1200 crores. Rs. 350 crores is nearly 1/4th of that it should have been so, the pace of modernisation is extremely slow and will not change the face of the industry to make it competitive.

\* The Hindu Survey of Indian Industry, 1994

In addition to technological advancement, good industrial relations and the attitude of workers is also necessary. Labour co-operation is essential for improvement of productivity and production of flawless and fault free fabrics. But the various studies conducted by the different institutes and individuals have made adverse remark about the workers efficiency. According to the experts, productivity of the workers is not up to the mark. One of the reason for low productivity of the workers is absenteeism. Absenteeism is quite common in every industry, particularly in textile industry it is too much. If the following information taken into account, it would be quite clear that absenteeism rate is at the highest level in textile industries, in comparision with other industries.

Table No.2

Absenteeism Rate in Selected Industries

Industry	Percent					
	1971	1976	1981	1982	1983	1984
Cotton Textile	19.3	20.1	21.8	N.A.	22.9	15.8
Iron & Steel	11.0	14.9	15.9	16.0	16.8	16.1
Ordinance Factory	13.8	9.8	14.1	14.1	13.7	14.0
Cement	13.0	13.1	10.8	14.8	12.2	12.7
Match	14.7	14.1	16.6	17.4	19.3	18.6
Telegraph	-	-	-	-	-	-
Work Shops	16.2	14.7	15.8	17.4	17.9	17.3

Source : India Economic Information Year book 1987-88 By A.N. Agrawal.

H.O. Verma. R.C. Gupta.

Absenteeism is attributed to different causes. A brief review of the research findings on different aspects of absenteeism is given below.

## CAUSES OF ABSENTEEISM

From time to time different scholars have tried to ascertain the various causes that lead to absenteeism. But when it comes to study about the human behaviour, difference of opinion is bound to arise. Because human psychology is complex & an intricate phenomena. A particular factor which is considered to be causing 'Absenteeism' according to one author may be disproved by another. The various causes of absenteeism have been classified and presented by different authorities on the subject in different manner.

Dr. Baldev. R. Sharma in his article on 'Absenteeism a Search for correlates' has presented the various causes at two levels, i.e. at Macro level and Micro level, as follows :-

- I) At Macro level the various causes are as explained below :
  - a) Lack of commitment.
  - b) Calculation by every employee of economic consequences of absence.
  - c) Rural bias and lack of adjustment to industrial way of life.
  - d) Behaviour pattern of workers affected by social, cultural, economic background.
- II) At Micro level the causes are as follows :
  - A) Organisational Factors :
    - a) Managerial Style.
    - b) Technological environment.



B) Personal Factors :

C) External Factors :

There is another presentation by Mr. Premchand and Ramprakash. Almost all the causes are similar to those presented by Dr. Baldev. R. Sharma. Wine is same, but the shape of the bottle in which it is put is different. The various causes as explained by Mr. Premchand and Ramprakash are as follows :

a) Socio-economic Factors :

- i) Living condition of worker.
- ii) Health of worker.
- iii) Indebtedness of worker.
- iv) Drinking habit of worker.
- v) Education.
- vi) Social norms and values.
- vii) Side income.

b) Inplant Factors :

- i) Attitude and practice of management
- ii) Working condition.
- iii) Personal policies.
- iv) Welfare amenities.
- v) Leave facilities.
- vi) Differential wages and bouns.
- vii) Working of trade unions.

- c) E.S.I. Scheme :
- d) Other unavoidable factors like :
  - i) Occurance of accidents.
  - ii) Personal matters like attendings or arranging of marriages, funerals, family, sickness, religious ceremonies.

By synthesising the various findings and presentations as made by various researchers, the causes of absenteeism can be explained as follows :

- i) Migration from rural to urban areas.
- ii) Size of the family.
- iii) Community obligations.
- iv) Bad habits.
- v) Sickness.
- vi) Indebtedness.
- vii) Education.
- viii) Atmosphere in the organisation.
- ix) Management's policy.
- x) Other causes.

It includes distance covered by the worker to reach the work place, means of transport used to reach the place, climatic and other related conditions, recreational facilities etc. 'Stock ford', in his study has reported that high absentees have a longer distance to cover. Bhatia and Valecha reported that "Chronic

absentees travelled longer distance than average employees". continuing further, they stated that mode of transport used to reach work place had significance and the employees using independent mode of conveyance like bicycle or motor cycle. Were found to be less absent than those dependent on public transport.

Climatic condition, such as excessive cold, heat, humidity, snow, heavy rain are conducive to absenteeism.

Recreation and entertainment is must after a long spell of hard work so, when proper recreational facilities are not available, workers may fall prey to bad habits and addictions which may interfere with good attendance.

#### EFFECTS

What ever may be the causes of absenteeism, its effect would be the same i.e. loss. loss to both the parties i.e. employer and employee and in addition to this loss to this loss to nation and the society as a whole.

Absenteeism results into loss of production in terms of quality and quantity. It also decreases productivity is a loss to the concerned organisation and nation and society as a whole.

It also culminates into loss to the worker like financial loss, in terms of reduced wages, bonuses, lesser incentive payment and consequent hardships to the families of the workers.

It also affects on working capacity and efficiency of the

workers. A recent study of absenteeism is hundered times worse than strikes. In recent years, an average of 3 million working days per annum have been lost through strikes but nearly 3 million working days have been lost each year through absenteeism.

Generally, it has been observed that the extent at absenteeism is greater among youngsters than older ones.

The phenomenon of absenteeism does not exit only in Indian industries, it is a universal fact. The rate of absenteeism differ from industry to industry, place ot place & occupation to occupation

Generally there is sever impact of absenteeism on total production and efficiency of the workers.

#### THE CONCEPT OF ABSENTEEISM

In todays globalised economy, Indian industries have to face the world market. They have to withstand the onslaught of efficient foreign organisations. To have an edge over other competitors, the Indian Industries have to achieve maximum and efficient utilisation of the various factors of production. One among them is human factor. But when we analyse the performance of industrial undertakings, we come to know that it has not been possible for majority of the organisations to maximise the production by making efficient and effective utilisation of various resources in general and human resource in particular. There are various causes that lead to inadequate utilisation of human resource one among them is absenteeism of workers.

A) ABSENTEEISM  
ITS MEANING AND DEFINITIONS

Absenteeism refers to the failure of the worker to present himself for the work and discharge his duties, inspite of being on the pay rolls of the undertaking.

The term "Absenteeism" has different connotations to different authorities. To an agency, called "Annual Survey of Industries" (ASI) absenteeism means and includes unauthorised absence as well as authorised absence. The definition of absenteeism as given by ASI is as follows :

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

To an agency called "Labour Bureau Simla", absenteeism means and includes unauthorised absence only. It excludes authorised absence of the worker from the ambit of the term absenteeism.

An analysis of the above mentioned two opinions about the 'absenteeism' would reveal that the scope of the term absenteeism as interpreted by ASI is wider than that of the Labour Bureau Shimla. The ASI takes into account all types of authorised leaves like permitted vacations, sickness, accident leave etc. a period when a worker is scheduled to work.

In the words of Seligman, "absenteeism is time lost in industrial establishment by avoidable or unavoidable absence of employees".

The working party for the cotton textile industry defines absenteeism as "the average percentage of workers absence from work per day for any reason".

#### B) ABSENTEEISM RATE

The measurement of absence can be expressed as the ratio of the total amount of time lost through non attendance to the planned working time (excluding overtime).

Absenteeism rate is a statistical expression of the sum of all the reasons and it is calculated in terms of percentage ratio. Thus absenteeism rate can be defined as "The total man days lost, because of absence, as a percentage of mandays scheduled to work".

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

For example, absenteeism rate of a particular industry can be calculated and explained as follows.

No. of employees	=	200
Total working days in a year (Per worker).	=	312
Mandays lost in a year	=	16000
∴ Absenteeism Rate	=	$\frac{16000}{62400} \times 100 = 25.64\%$

Here man days scheduled to work is taken as totalo employees in an industry, multiplied by total working days in a year (200 x 312 = 62400).

C) TOTAL ABSENTEEISM RATE AND TRUE ABSENTEEISM RATE

These different causes of absenteeism give rise to two types of absenteeism rate. They are.

- i) Total Absenteeism Rate.
- ii) True Absenteeism Rate.

i) Total absenteeism rate :

According to the study of National productivity council (1973), the total absenteeism rate is obtained by dividing the number of days absent under the four categories of absence, by the total number of days scheduled to work. The four categories of absence are as under.

- a) Casual leave/Previlage leave (authorised leave with pay).
- b) Unauthorised leave without pay.
- c) Authorised leave without pay.
- d) Leave granted under employees State Insurance (ESI), Scheme.

The concept of total absenteeism rate as adopted in this study, in this research work, the total absenteeism rate of the workers is calculated as follows.

$$\frac{\text{No. of mandays lost due to all reasons}}{\text{No. of working days.}} \times 100$$

In case of the total number of working days of the textile workers in Solapur, the number of scheduled holidays slightly differ by two to three days, in different organisations like Govt. undertaking and private undertakings.



## OBJECTIVES OF THE STUDY

The specific objectives of the present research work are as follows.

- 1) To study the nature of absenteeism in weaving and spinning department.
- 2) To analyse the area of absenteeism.
- 3) To study the impact of absenteeism on production of Spinning and Weaving Department.
- 4) To study the impact or effects of absenteeism in concerned departments on efficiency of workers.
- 5) To suggest some remedies to reduce absenteeism.
- 6) To reduce the impact of absenteeism on production and efficiency, suggestion of remedies.

### METHODOLOGY :

In order to study the nature of absenteeism and its impact on the organisations production and efficiency, I have adopted "Simple random method" for the selection of 120 workders from bothe the department i.e. spinning department and weaving department.

Sixty workers selected from weaving department and sixty workers selected from spining department. Total one hundred twenty workers are selected for the study.

At present totally 3256 workers are working in N.G. Mills in 3 shifts.

Below given table gives the composition of total sample workers understudy. Both the departments are given equal share.

Table No.3

Department	No.of Workers	Percentage to Total
1) Weaving Department	60	50%
2) Spinning Department	60	50%
Total Sample	120	100%

An analysis of the absenteeism in respect of major production process i.e. spinning, weaving is done. Monthwise and causewise analysis is also carried out.

PERIOD OF STUDY :

The total absenteeism, production and efficiency is studied by taking into account statistical information of the year 1994. The relevant information about the textile workers absenteeism, production, and efficiency is collected from the sources of primary data such as service records, service book, monthly piece work book. etc.

The field study was conducted during the month of January, February, and March 1995.

LIMITATIONS OF THE STUDY :

The study is not free from certain limitations.

- 1) The present study is focussed on the problem of absenteeism and its impact on production and efficiency in M.G. Mills only.
- 2) The study is conducted only for the year 1994.
- 3) Only Spinning and Weaving Departments Workers are taken into consideration.

COMPARATIVE STUDY :

For clear understanding the impact of absenteeism on production and efficiency of worker, I have selected ten regular workers from total 120 sampled workers. I compare ten regular worker's production and efficiency of with the efficiency and production of sampled workers.