

LABOUR ABSENTEEISM RVS STEEL ROLLING MILLS LIMITED - A STUDY

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ABSTRACT

The base of study conducted on labour absenteeism with special reference to The various resources – 5 m’s “MATERIAL, MACHINE, MEN, MONEY & MANGEMENT “ The concept is purely a private sector manufacturing SME’s undertaking and is engaged in the manufacturing, processing and exporting of sleeping products and allied materials. The company uses both labour as well as capital intensive techniques in the production process and employs a large number of workers throughout the country.

The study on labour absenteeism is very essential as it is one of the major factor which determines the productivity and success of the firm. In this study, data were collected through both through primary as well as secondary sources. The study comprises of descriptive research and convenience sampling technique. The sample size taken was the time span for the entire study .

In the analysis and inference section, charts and diagrams are used to get a clear look at the tabulated value. Based on findings, suitable suggestions and conclusion are also given at the final part of the report.

INTRODUCTION

Absenteeism is a habitual pattern of absence from a duty or obligation. Absenteeism is the term generally used to refer to unscheduled employee absences from the workplace.

Traditionally, absenteeism has been viewed as an indicator of poor individual performance, as well as a breach of an implicit contract between employee and employer; it was seen as a management problem, and framed in economic or quasi-economic terms. More recent scholarship seeks to understand absenteeism as an indicator of psychological, medical, or social adjustment to work.

Many causes of absenteeism are legitimate—personal illness or family issues, for example—but absenteeism also can often be traced to other factors such as a poor work environment or workers who are not committed to their jobs. If such absences become excessive, they can have a seriously adverse impact on a business's operations and, ultimately, its profitability.

Indeed, absenteeism can take a financial toll on a small business (or a multinational company, for that matter) in several different respects. The most obvious cost is in the area of sick leave benefits—provided that the business offers such benefits—but there are significant hidden costs as well.

Many small business owners do not establish absenteeism policies for their companies. Some owners have only a few employees, and do not feel that it is worth the trouble. Others operate businesses in which "sick pay" is not provided to employees. Workers in such firms thus have a significant incentive to show up for work; if they do not, their pay check suffers. And others simply feel that absenteeism is not a significant problem, so they see no need to institute new policies or make any changes to the few existing rules that might already be in place.

STATEMENT OF THE PROBLEM

Many organizations are struggling to find the ideal remedy for increased unscheduled employee absenteeism. However, organizations are frequently discovering that their cultures are to blame. Absenteeism results most often from health and personal reasons, but the fact is that only about a third of absences are caused by personal illness. Here in this study, effort has been taken to study about the absenteeism rate

OBJECTIVES OF THE STUDY

- To acquire an in depth knowledge of labor absenteeism and to know the causes of absenteeism.
- To study the history of RVS Steel Rolling Mills Limited.
- To study out the level and causes of absenteeism in RVS Steel Rolling Mills Limited.
- To probe into the relationship between absenteeism and welfare measures provided by the company to the employees.
- To evaluate the relationship between absenteeism and satisfaction of the job site.

SCOPE OF THE STUDY

This study deals with the labour absenteeism prevailing in RVS Steel Rolling Limited.

Research Methodology

Primary data is the new fresh data collection from the respondents through structured questionnaire. Questionnaire is considered as the heart of a research operation. The questions are presented with exactly the same wording and in the same order to all respondents.

The data that are already available and published are referred through the internal records, magazines, Company's Handbooks, Manuals and web sites.

The questionnaire is a standardized form for recording answers on the basis of a set of questions. The questionnaire usually refers to a self-administered process whereby the respondents themselves reads the questions and records his/her answer without the assistance of an interviewer. The questionnaire is a useful method data collection as it provides standardized method of data analysis. The questionnaire consists of closed-ended likert's scale questions. The words used were simple and helps in avoiding confusing and misunderstanding among the respondents. Simple Random Sampling technique - a convenient sampling design, in which every single element in the population has a known and equal chance of being selected as a subject, was employed in the selection of sample.

DATA ANALYSIS AND INTERPRETATION

SATISFACTION LEVEL TOWARDS SAFETY MEASURES

TABLE NO: 1

Classification based on satisfaction level in safety and health measures

Satisfaction levels	No. Of respondents	Percentage
Highly satisfied	8	7
Satisfied	56	47
Neither satisfied nor dissatisfied	40	33
Dissatisfied	0	0
Highly dissatisfied	16	13
Total	120	100

Source: Primary Data

CHART NO: 1



INFERENCE

The table above indicates that 7% of the respondents were highly satisfied with the safety and health measures in the organisation, 47% were satisfied, 33% were neither satisfied nor dissatisfied and the rest 13% were highly dissatisfied with the health and safety measures provided.

RATING OF ORGANISATIONAL CLIMATE

Classification based on the rating of workload

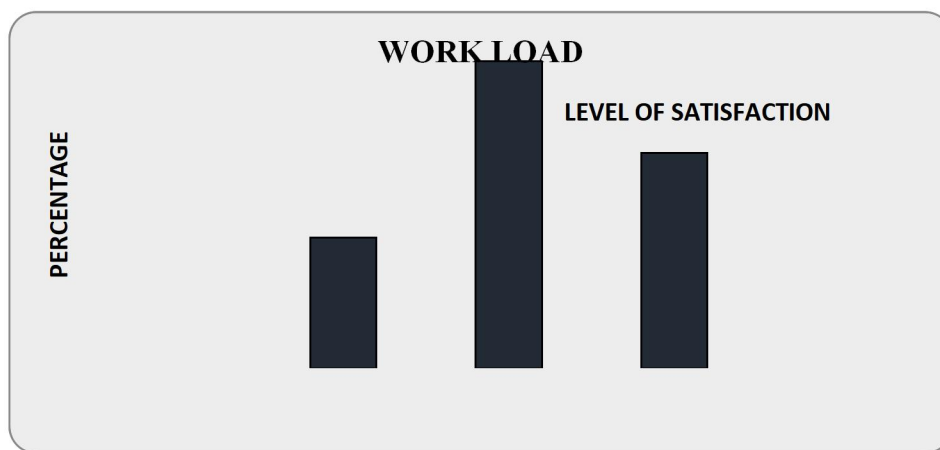
TABLE NO: 2

Satisfaction levels	No. Of respondents	Percentage
Highly satisfied	0	0

Satisfied	24	20
Neither satisfied nor dissatisfied	56	47
Dissatisfied	40	33
Highly dissatisfied	0	0
Total	120	100

Source: Primary Data

CHART NO: 2



INFERENCE

It is inferred that 20% of respondents were satisfied with their work load, 47% were neither satisfied nor dissatisfied with their work load and 33% were dissatisfied with it.

STATISTICAL TOOL

OBJECTIVE

To identify the relationship between income level and the overall satisfaction level in the organisation.

Null hypothesis (H0):

There is no significant difference between the income level of the workers and the overall satisfaction level in the organisation

Alternative hypothesis (H1):

There is a significant difference between the income level of the workers and the overall satisfaction level in the organisation

TABLE (a)

Observed frequency (O)

Satisfaction level Income level	Highly satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Highly dissatisfied	Total
<3000	5	15	12	0	0	32
3000-5000	10	60	10	0	0	80
5000-7000	1	5	2	0	0	8
>7000	0	0	0	0	0	0
Total	16	80	24	0	0	120

TABLE (b)

Expected frequency (E)

Satisfaction level Income Level	Highly satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Highly dissatisfied
<3000	4.27	21.33	6.4	0	0
3000-5000	10.67	53.33	16	0	0

5000-7000	1.06	5.33	1.6	0	0
>7000	0	0	0	0	0

Degree of freedom = (R-1) (C-1)
= (4-1) (5-1)
= 12

Table value at 5% level = 21.026

Calculated value = 10.14

Findings:

Hence the table value is greater than the calculated value, Null Hypothesis (HO) is accepted.

Result:

There is no significant difference between the income level of the workers and the overall satisfaction level in the organisation.

CONCLUSION

Workers are one of the most vital elements among the various Factors of Production and their presence in the organisation is inevitable for both labour intensive as well as capital intensive concerns. For this the absenteeism rate should be very low, otherwise it will affect the productivity negatively. Labour absenteeism is one of the major factors which can considerably reduce the productivity and profitability of the concern. It is the responsibility of the HR department in an organisation to evaluate the absenteeism rate and to implement measures to reduce it to the minimum possible level.

