

A Study on Employees Absenteeism in Banking Sector with Special Reference to Coimbatore City

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Submitted: 18-09-2021

Revised: 28-09-2021

Accepted: 30-09-2021

ABSTRACT: Absenteeism is a serious workplace problem and an expensive occurrence for both employers and employees seemingly unpredictable in nature. A satisfactory level of attendance by employees at work is necessary to allow the achievement of objectives and targets by a department. Absenteeism results in financial losses, because of the resultant reduction in productivity and the cost of sick leave benefits or others are paid as wages for no work. Absenteeism reduces the satisfaction level of the employee and makes him unsecured about his job in the organization. Most researches had concluded. That absence is a complex variable and that it is influenced by multiple causes, both personal and organizational. This paper focus on absenteeism as a threat to the organization as it reduces the employee satisfaction and the ways to manage the employees absenteeism in banking sector with special reference to Coimbatore city in order to improve the productivity of the organization.

KEYWORDS: Employee Absenteeism, Measures for control absenteeism, Types and Causes of Absenteeism, Results and Discussions.

I. INTRODUCTION

Absenteeism is defined as the failure of the worker to report for the work when this scheduled to work. It may be caused by the employee's inability to come to work, it has long been considered a significant problem in organization and it is a stubborn problem to which there is no easy cure. The job satisfaction is the primary cause of absenteeism. It can be defined as stress that leads to work exhaustion. The employees who quit without notice are also counted as absenteeism until they are officially removed from payroll. Absenteeism are becoming

a serious practice in labour oriented industries, absenteeism of employees from work leads to backlogs, piling of work and thus work delay, it has been viewed as an indicator of poor individual performance.

Absenteeism is one of the most widespread obstacles to productivity, profitability and competitiveness. It causes, late deliveries, dissatisfied customers and a decline in morale among workers expected to cover for absent colleagues. The indirect costs often exceed the direct while the absenteeism cause considerable losses to the company. It also effects its operations in terms of achieving its ultimate objectives.

Definition

- According to Labor Bureau, simla defines absenteeism as the failure of the worker to report for work when he is scheduled to work.
- Filippo defines absenteeism as a condition that exists when a person fails to come to work when he is properly scheduled to work.
- Absenteeism refers to the habitual non-presence of an employee at his or her job. Habitual non-presence extends beyond what is deemed to be within an acceptable realm of days away from the office for legitimate causes such as scheduled vacations, occasional illness, and family emergencie

OBJECTIVES OF THE STUDY

- To identify the reasons for absenteeism.
- To measure the employees absenteeism level.
- To identify steps required to decrease the absenteeism.
- To study, employees working conditions.
- To identify factors that motivates the employees, which minimize absenteeism.

II. STATEMENT OF THE PROBLEM

Absenteeism has become a major problem in almost all the industrial sectors. Excessive absenteeism constitutes a considerable cost to the industry even when the absent employee receives no pay. Because of disorganization of work, work schedules are upset and delayed, resulting in the management failure to meet delivery dates. When sick pay is authorized, the cost of absenteeism mounts up more rapidly. It is, therefore, desirable that measures are effectively implemented to minimize the cost of absenteeism as far as possible. In the light of various factors promoting excessive rate of absenteeism in the units concerned, measures will have to be taken by the management. Generally speaking, proper conditions of work in the factory, adequate wages leave for rest and recuperation constitute the most effective means of minimizing cost of absenteeism. Provision of suitable housing facilities in industrial towns would also go a long way in improving attendance. Unless working and living conditions are improved and necessary commitment of labour force in the place of work is promoted and stabilized, the problem of absenteeism cannot be effectively solved.

NEED FOR THE STUDY

Absenteeism is a habitual pattern of absence from a duty or obligation. 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. As a result, many employees feel obliged to come to work while ill, and transmit communicable diseases to their coworkers. This leads to even greater absenteeism and reduced productivity among other workers who try to work while ill. Work forces often excuse absenteeism caused by medical reason if the employee provides supporting documentation from their medical practitioner.

SCOPE OF THE STUDY

The development of any organization depends on the regularity of employees. The study is conducted to know the various levels and reasons for absence of employees in an organization. By looking it, one can adopt corrective measures to decrease irregularities in the organization, leads to organizational growth.

TOOLS USED FOR ANALYSIS

- Simple percentage method
- *Chi square method
- Ranking method

RESEARCH DESIGN

- Nature of research
- Descriptive research

SAMPLING TECHNIQUE

- Primary data
- Secondary data

LIMITATIONS OF THE STUDY

- Detailed discussion were not possible, Since the project duration was limited to six months
 - A Study was limited in Coimbatore City

III. REVIEW OF LITERATURE

1. According to Dakely C.A. (1948) "Absenteeism is the ratio) of the number of production man-days or shifts lost to the total number of production scheduled to work". The labour bureau (1962) defines absenteeism as the total shifts lost because of absence as percentage of the total number of man shifts scheduled to work.

2. According to Likewise Hackett J.D. (1929) Defines it as "the temporary cessation of work for not less than one whole working day initiative of the worker when his presence is expected by the employer". Similarly encyclopedia of social science observes "Absenteeism as the time lost in industrial establishment by avoidable or unavoidable absence of employees. The time lost by the strikes or by lateness amounting to an hour or two is not usually included"

3. Morten Nordberg and Knut Røed has written a research paper Absenteeism, Health Insurance and Business Cycles. In this wants to evaluate how the economic environment affects worker absenteeism and he also isolate the causal effects of business cycle developments on works resumption prospects for ongoing absence spells, by conditioning on the state of the business cycle at the moment of entry into sickness absence

IV. ANALYSIS & INTERPRETATION:

This chapter contains four different analyses namely:

- Simple percentage analysis
- Chi square analysis
- Rank analysis

1. SIMPLE PERCENTAGE METHOD

Simple percentage analysis is one of the basic statistical tool which is widely used in the analysis and interpretation of primary data. It deals with the number of respondents response to a

particular question in percentage arrived from the total population selected for the study. The simple percentage can be calculated by using the formulae,

$$\frac{\text{Actual respondents}}{\text{Total number of respondents}} \times 100$$

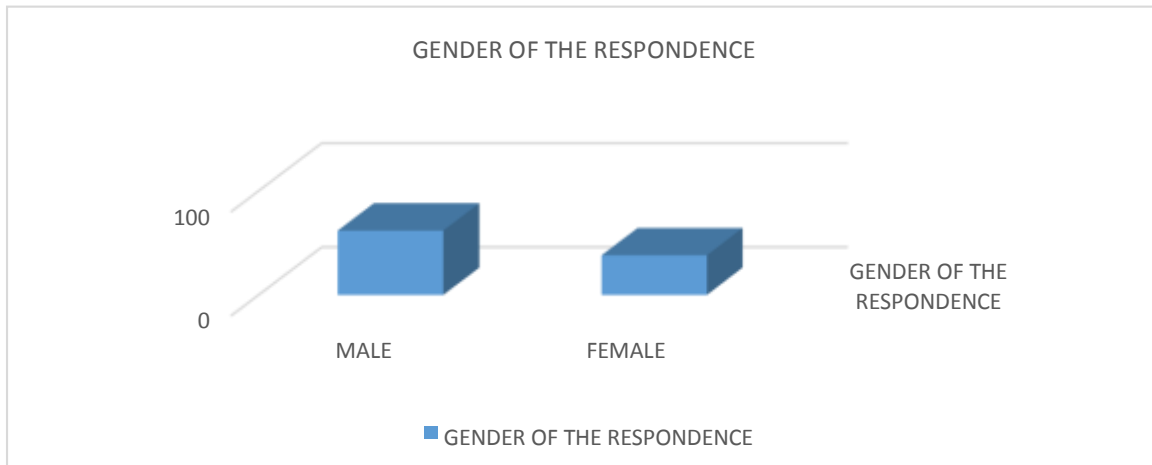
TABLE GENDER OF THE RESPONDENTS

GENDER	NO. OF RESPONDENTS	PERCENTAGE
MALE	99	61.875%
FEMALE	61	38.125%
TOTAL	160	100%

INTERPRETATION:

The above table 61.875% are Male and 38.125% are Female. Majority of the respondents are Male (61.875%).

CHART GENDER OF THE RESPONDENTS



2. CHI-SQUARE ANALYSIS

The chi-square test is used to test whether the two factors are independent or in other words this is to find whether the two factors has influence over the other. For this- purpose the factor in this study can be classified under two groups and chi-square test is applied between the factors of each group with suitable hypothesis, in this study, it was decided to use χ^2 (Chi- square) statistical test which

was carried out at 5% level of significance to test the statistical significant of the framed hypothesis.

Comparison between Age and how many days take leave

H₀ = There is no association between Age and how many days take leave

H₁ = There is association between Age and how many days take leave

Chi-Square Test	s		
	Value	df	Asymptotic Significance (2 Sided)
Pearson Chi Square	6.000 ^a	8	0.139

Source: Primary Data

INTERPRETATION:

In the above table, the P value (0.139) is greater than the significant value (0.05) as the null hypothesis is accepted.

We conclude that there is no association between Age and how many days take leave.

3. Rank Method

Under this method the respondents are asked to rank the choices. This method is easier and faster. In this study the respondents are asked

to rank the various factors which influence to select the employees absenteeism and the respondents are used to rank as 1, 2, 3, 4, 5 and 6. It does not matter which way the items are ranked, item number one may be the largest or it may be the smallest.

The scores of each expectation of 160 respondents were totaled and the total score has been arrived. Final ranking has been based on the total score and their ranks are given in the following table.

FACTORS INFLUENCE TO TAKE LEAVE

FACTORS	1 (6)	2 (5)	3 (4)	4 (3)	5 (2)	6 (1)	TOTAL	RANK
PERSONAL REASONS	37 (222)	43 (215)	20 (80)	29 (87)	16 (32)	15 (15)	651	I
FAMILY SITUATION	14 (84)	26 (130)	40 (160)	22 (66)	28 (56)	30 (30)	526	VI
RELIGION FESTIVAL	49 (294)	31 (155)	14 (56)	26 (78)	8 (16)	32 (32)	631	III
WORK PRESSURE	36 (216)	17 (85)	29 (116)	23 (69)	31 (62)	24 (24)	572	V
DISENGAGEMENT	18 (108)	56 (280)	32 (128)	24 (72)	17 (34)	13 (13)	635	II
BULLYING & HARASSMENT	9 (54)	41 (205)	33 (132)	57 (171)	5 (10)	15 (15)	587	IV

INTERPRETATION

The above table shows the various factors which influencing you to take leave that are ranked based on the return by the respondents.

Factor influence to take leave is given by the respondents.

1. Personal reasons.
2. Disengagement.

3. Religion festival.
4. Bullying & Harassments
5. Work pressure.
6. Family situation

V. FINDINGS:

Simple percentage analysis

- ❖ Majority of the respondents are Male (61.875%).
- ❖ Majority of the respondents belong to the private sector bank (52.5%).

Chi-Square Test

- ❖ The P value (0.139) is greater than the significant value (0.05) as the null hypothesis is accepted.

Average Ranking analysis

- ❖ It is observed from the ranking table that the Personal reasons ranked first, Disengagement ranked second, Religion festival ranked third, Bullying and Harrashment ranked fourth, and Family situation ranked fifth.

VI. SUGGESTION

- ❖ Need a proper regularization of leave policy and better employee and employer relationship and co ordination
- ❖ Write attendance policy and set clear attendance expectations
- ❖ Include the rules in your disciplinary code and absenteeism policy and communicate the rules.
- ❖ Good work environment is very important to reduce absenteeism
- ❖ Kindly stay careful while banking during covid time
- ❖ Improve working conditions
- ❖ It must been controlled by employees
- ❖ Happy to work

VII. CONCLUSION:

Absenteeism is acceptable up to certain level but there are employees hired for full time or partial are absent from work which results to reduce in productivity, efficiency and employee morale introduction of absenteeism can be defined as voluntary nonattendance at work without a valid reason. In conclusion, student absenteeism impacts not only students' educational progress but also affects their social development. When examining the related literature, plenty of studies take place about the reasons and effects of student absenteeism in abroad. ... Student absenteeism is also related with family factors. The situation in the career development of both the individuals and the organization results in employee turnover. The rate of change in the employees of an organization

during a definite period in external mobility. It is also known as external career. Absenteeism also affects the organization from multiple angles for which various measures are taken for controlling and minimizing absenteeism.

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