

A study on impact of absenteeism of employees on organization performance with reference to Jambu square

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Abstract— This study aims to study the impact of absenteeism of employees on organizational performance with reference to Jambu square. The reason for choosing this topic is to prepare comprehensive report and educate the employees about the impact of organizational performance due to absenteeism. Responses were collected from 120 employees and tools used for the research was percentage analysis, chi-square, regression. Here we analyse this problem by focusing on the costs and benefits of program designed to reduce absence due to illness and personal commitments.

Keywords: Absenteeism, organization performance, illness and personal commitment.

1.1 INTRODUCTION

Absenteeism: Absenteeism refers to the habitual non-presence of an employee at their 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 emergencies. Possible causes of over-absenteeism include job dissatisfaction, ongoing personal issues, and chronic medical problems. Regardless of the root cause, a worker who exhibits a long-term pattern of being absent may tarnish their reputation, which may consequently threaten their long-term employability; however, some forms of absence from work are legally protected and cannot be grounds for termination.

1.2 OBJECTIVES OF THE STUDY

- To identify the level of absenteeism.
- To assess the impact of employees' absenteeism on performance in the workplace.
- To recommend strategies that can be used by the company to reduce staff absenteeism.

1.3 NEED FOR THE STUDY

- To make the organization to understand the impact of absenteeism. The result of this study will be useful in addressing harms linked with employee's absenteeism in the organization.

1.4 SCOPE OF THE STUDY

- The scope of the study is to identify the impact of absenteeism in the organization. It helps to make the organization to reduce absenteeism.

2.1 REVIEW OF LITERATURE

- **Christian Pfeifer (2010)** "Impact of wages and job levels on worker absenteeism." International journal of manpower. The purpose of the study was to analyse to what extent absolute wage levels, relative wages compared with colleagues, and the position in a firm's hierarchy affect workers' absenteeism behaviour. The paper provides "real world" evidence from scarce personnel data for the importance of interdependent preferences and status.
- **Adewumi samson Adeoluwa (2020)** "Time pressure, life satisfaction and absenteeism of employees of shift work within the mining industry in South Africa." This study was published in the International Journal of Social Sciences and Humanity Studies 12(2), 255-272. Relying on quantitative data, the paper examines the relationship between time pressure, life satisfaction and absenteeism.
- **Sunita sunayana jain (2020)** "Study of impact of absenteeism in banking sector." International journal of management 11(5). This work represents an attempt to identify the factors influencing absenteeism in banking sector. Primary quantitative data has been obtained via a structured closed ended questionnaire, submitted to 150 employees of both genders and a variety of job responsibilities employed.

3.1 RESEARCH METHODOLOGY

A research design understands the conditions for data collection and analysis in a way that aims to combine relevance to the researcher's intention with efficiency in the process. It serves as the blueprint for information gathering, measurement, and analysis.

3.2 RESEARCH DESIGN

The type of research chosen for the study is descriptive research. In descriptive research various parameters will be chosen and analysing the variations between these parameters. This was done with an objective to know the satisfaction level of the employees.

3.3 METHOD OF DATA COLLECTION

There are two types of methods for data collection

- Primary method of data collection
- Secondary method of data collection

3.4 SAMPLE SIZE

Sample size determination is the act of choosing the number of observations include in a statistical sample. The sample size is an important feature of any empirical study by which inference about population from a sample. The sample size for the present study is 120.

3.5 SAMPLING METHOD

Here the probability sampling method is used. Simple random sampling method is used to collect the data using questionnaire.

3.6 TOOLS USED FOR THE RESEARCH

- Descriptive statistics
- Regression
- Chi-square

3.7 LIMITATIONS OF THE STUDY

The study on impact of employee absenteeism is confirmed to a single firm it may not be applicable to similar firms and other areas. The sample employees selected for the study is limited to 120 employees, because of constraints in terms of limited time.

4.1 DATA ANALYSIS AND INTERPRETATION

percentage analysis

Table No 4.1.1
Health problem is the main reason for taking leave

Health problem is the main reason for taking leave	Frequency	Percent
Strongly disagree	47	43.9%
Disagree	30	28.0%
Neutral	14	13.1%
Agree	16	15.0%
Total	107	100.0%

Source: Primary data

Inference

From the above table, 15.0% of the respondents agree, 13.1% of the respondents are neutral, 28.0% of the respondents disagree, 43.9% of the respondents strongly disagree. Majority of the respondents strongly disagree.

CHI-SQUARE

Hypothesis

H0: There is no association between marital status and personal life.

H1: There is association between marital status and personal life.

Table No 4.1.2

Chi-square tests	Value	df	Asymptotic Sig. (2-tailed)
Pearson Chi-Square	40.50	4	.000
Likelihood Ratio	47.26	4	.000
Linear-by-Linear Association	.03	1	.863
N of Valid Cases	107		

Inference

From the above table 4.2.3, we come to know that calculated significant value is 0.863. As the calculated significant value is greater than 0.05, we reject the alternate hypothesis at 5% level of significance and conclude that there is no association with marital status and personal life. Hence, null hypothesis is accepted.

REGRESSION

Regression analysis is a set of statistical processes for estimating the relationships between a dependent variable (often called the outcome variable) and one or more independent variables (often called predictors).

Hypothesis

H0: There is no association with gender and maintaining relationship with superior and co-workers.

H1: There is association with gender and maintaining relationship with superior and co-workers.

Table No 4.1.3

Coefficients (Are you maintaining any relationship with supervisor and co-workers?)

	Unstandardized Coefficients		Standardized	t	Sig.
	Coefficients		Beta		
	B	Std. Error	Beta		
(Constant)	4.38	.26	.00	16.58	.000
Gender	-.69	.17	-.37	-4.10	.000

Inference

From the above table 4.3.3, we come to know that calculated significant value is 0.000. As the calculated significant value is less than 0.01, we reject the null hypothesis at 1% level of significance and conclude that there is association with gender and maintaining relationship with superior and co-workers. Hence, alternate hypothesis is accepted.

FINDINGS

PERCENTAGE ANALYSIS: Majority of the respondents (ie.43.9%) strongly disagree that the main reason for taking leave is health problem.

CHI-SQUARE: The calculated significant value is 0.863. As the calculated significant value is greater than 0.05, we reject the alternate hypothesis at 5% level of significance and conclude that there is no association with marital status and personal life. Hence, null hypothesis is accepted.

REGRESSION: The calculated significant value is 0.000. As the calculated significant value is less than 0.01, we reject the null hypothesis at 1% level of significance and conclude that there is association with gender and maintaining relationship with superior and co-workers. Hence, alternate hypothesis is accepted.

CONCLUSION

The objectives of study were to analyze the impact of absenteeism of employees and offer suitable suggestions to control and prevent the absenteeism of workers. The objectives of the study have been achieved by collecting primary data and secondary data. The study has found that family commitments, stress and health issue are some of the impacts of absenteeism. Hence, the management should take necessary steps to correct deficiencies in various institutions and fulfill the needs of workers which will enhance their satisfaction and motivation and thereby improve retention of the employees so as to provide quality care to the society.

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