

A STUDY ON ABSENTEEISM OF POLYESTER VISCOSE SPINNING

DEPARTMENT AT RAYMOND LTD. BORGAON

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Abstract:

“Absenteeism is the practice or habit of being an absentee and an absentee is one who habitually stays away from work.” When worker normally schedule to work absenteeism refers to workers absence from their regular task.

The researcher have attempted to find and then obliterate the causes of discontent among team members for any particular business owner or manager, to cure excessive absenteeism,

In many cases, under- trained officers could be a contributing factor.

Keywords:

Absenteeism, Raymond, Workers, Problems, Spinning Department.

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1.1. INTRODUCTION

CONCEPT OF ABSENTEESM

When worker normally schedule to work absenteeism refers to workers absence from their regular task. In other words, if an employee absent at work when he is scheduled to be at work.

Employee may stay away from work if he has taken leave without any previous sanction about his sickness or some accident for which he is entitled. Such team members need individual attention from frontline officers and management.

It is always important to identify how such individuals came to be employed in the first place. It is essential to find and eliminate the causes of discontent among team members. It is very essential for any business owner or manager.

If they find their officers or job unpleasant - really unpleasant - they look for legitimate excuses to stay home and find them with things such as upset stomachs or splitting headaches.

Absentee control program has to locate the causes and modify those causes or eliminate them entirely. We have to deal with the real reasons.

1.2 ABOUT RAYMOND COMPANY

Raymond Group is fashion retailer and Indian branded fabric, amalgamated in 1925.

Its capacity of producing 31 million meters of wool and wool-blended fabrics and produces suiting fabric. The managing director and chairman of the Raymond group is Gautam Singhania

Raymond was amalgamated as the Raymond Woollen mill over 1925 near Thane Creek. In the year 1944 Lala Kailashpat Singhania took over The Raymond Woollen Mill .Raymond's first exclusive retail showroom was opened in 1958 at Ballard Estate in Mumbai and 1968 it has set up its readymade garments plant at Thane.

1.3 OBJECTIVES OF THE STUDY

To evaluate the impact of the absenteeism, the following are the main objectives of the present study:

- i) To find out the actual reason of absenteeism in the organization.
- ii) To find out the workers attitude & behaviour towards their work.
- iii) To suggest the measures to control absenteeism to the organisation.
- iv) To find out the workers opinion about their officers & organisation.
- v) To know the over-all manufacturing process of cloths.

1.4 ANALYSIS OF THE REAL CAUSES FOR ABSENCES IN THE SPINNING DEPARTMENT

- Poor people benefits and high workloads are the major causes. It is commonly experienced by the people belonging to low pay scale.
- Low job satisfaction is a symptom which has been generally identified in the employee surveys.
- Employee has sub-standard working conditions and consistent negative and unfair treatment received by officers.
- It has been found by the researcher that physically unpleasant workplaces, boring job and uncaring officers are likely to lead workers to make up excuses for not coming to work.

- The real reasons for absenteeism is another step through communication manager can change the team member's way of reacting and responding.
- No one manager can change the rate of absenteeism .It is a diverse area, encompassing several elements which the entire management team should collectively study.

1.5 CAUSES OF ABSENTEEISM IN RAYMOND PLANT AT BORGAON:-

1) WORK RELATED PROBLEM:-

This is one of the main reasons for absenteeism. Like in Raymond there is a too much work load in P/V Spinning department. Sometimes workers have to perform the double shift duty. This creates the excessive pressure and therefore worsted Spinning department remain absent.

2) HEALTH PROBLEMS:-

Due to the health P/V Spinning workers remains absent. They have to do the jobs manually. It creates back muscles pain and therefore worsted spinning remains absent.

3) FAMILY PROBLEMS:-

Most of the P/V Spinning workers are from out of Borgaon. Due to any kind of family problems like death of mother or father, any financial problem, they take excess leave more than sanctioned leave.

4) OFFICERS BEHAVIOR:-

When the officer is biased and he is not taking active part in solving the various problems faced by the P/V Spinning department during the working Time. He is not supportive and therefore they feel helpless and take leaves.

1.6 HYPOTHESIS:

Null Hypothesis (H0): Health is the primary and most prominent cause of absenteeism among workers.

H1:-There are multiple reasons for absenteeism and no single major reason can be identified.

1.7 DATA COLLECTION:-

Primary Data:-

Primary data have been collected through questionnaires and by informal interaction with the officers of different department. Data have also been collected by visiting the actual line and some are collected by inviting the Workers in the HR department. Also interaction is done if required with each of the Workers regarding this problem. This gives the actual reason for absenteeism since some workers were not ready to give their fair opinion while filling the questionnaires.

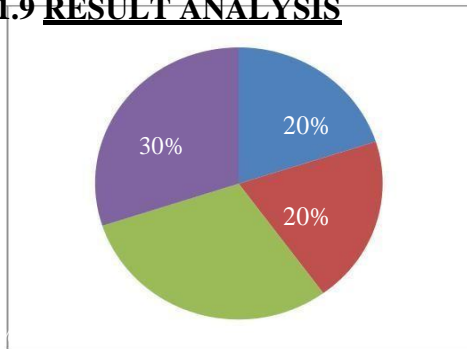
2) Secondary Data:-

Secondary data is that data which is already existing in the organisation. So for this the past record of 6 months of Workers who is absent more than 20 days by the HR manager is being taken into consideration . According to that department wise data have been collected.

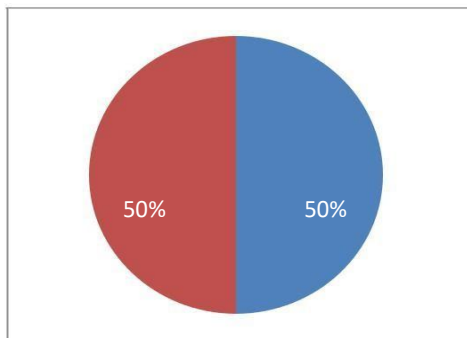
1.8 SCOPE OF THE STUDY

1. It was not always possible to visit each department.
2. The personal biases of the respondents might have entered into their response.
3. Respondents were reluctant to disclose complete and correct information
4. Most of the workers are absent due to their personal reason.
5. This study concern to the period of 2012-13. Researcher can explore several different scopes over time.

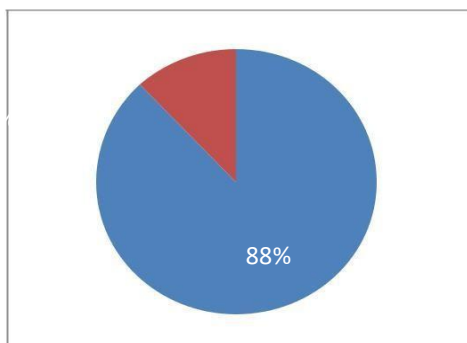
1.9 RESULT ANALYSIS



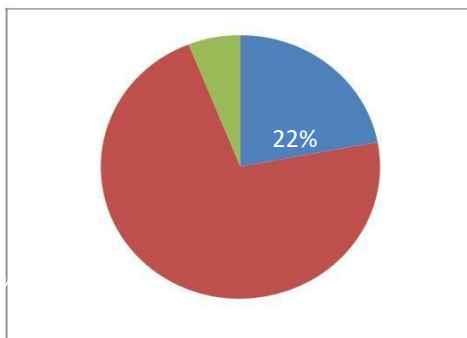
From this chart it can be clear that major reason for absenteeism is health problem i.e. 30% of the P/V Spinning Workers remains absent due to health problem. 30% absent due to family problem. 20% absent due to Alcoholic problem and others 20% remain absent due to the Habitual Absenteeism.



50% P/V Spinning employees are aware about the attendance incentives scheme of the organization and 50% do not know anything about this scheme.



88% of the P/V Spinning Workers are said that they get full support from their peers and Officers. 12% said that they do not get support from their peers and Officers.



From the above figure it is clearly seen that 76% of the P/V Spinning Workers are satisfied with working environment. While 22% are fully satisfied and only 2% are not satisfied.

1.10 FINDINGS

- It is clearly seen that 76% of the P/V Spinning Workers are satisfied with working environment. While 22% are fully satisfied and only 2% are not satisfied.
- 90% of P/V Spinning Dept. is agreed that they receive motivation in the organization, while 10% P/V spinning Workers think that they do not receive any kind of motivation
- From the collection of data, it can be seen that 63% of the P/V Spinning Dept. think that they get monetary kind of motivation and 37% think that they receive non-monetary as a motivation.
- 94% of the P/V Spinning Dept. agreed that training is helpful to enhance skill and only 6% are disagreed to this.
- 5% of the P/V Spinning Workers are experiencing work stress while working and rest of the 95% do not experience work stress.
- 31% of the P/V Spinning Workers know the overall assessment criteria of their work and 69% workers do not know anything about their assessment criteria.
- 65% of the P/V Spinning Worker home is far away from the company i.e. out of Borgaon Village. Only 35% belongs to the Nagpur & Other area.
- 50% P/V Spinning are aware about the attendance incentives scheme of the organization and 50% do not know anything about this scheme.
- 100% of P/V Spinning worker are full satisfied with Canteen facility provided by RAYMOND COMPANY.

1.11 CONCLUSION

From the whole study, it can be concluded that RAYMOND plays a very important role in the development of the whole Nation, society and every other person who is directly and indirectly associated with this company.

- While doing project, it is been found that the organization is most efficient plant in terms of producing zero defects cloths per day.
- While collecting the data, it is been found that the alcoholic and habitual is the most crucial problem due to their bad habit and casual attitude towards work. Therefore they remain absent frequently.
- There is no proper communication between the officers and their workers.
- The overall work culture of every Department is very much healthy and there is a harmonious relationship between the officer and their workers.

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