

A Research paper on employee absenteeism
with reference to Amruth agro farms pvt ltd, mydukur

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Abstract:

A study on employee absenteeism of Amruth Agro farms pvt ltd in mydukur. Employee absenteeism is the low attendance of employees in any company. Employee high attendance helps the company like increased outcome, ethics, good services, lower of Burdon of salary and positive work environment. This study is useful for overall development of the department and running the company without delays.

Key words: Absenteeism, Burdon, agro, delay.

Introduction:

Regular absences from ones job within an organization is called as absenteeism. when an employee who takes a legitimate leave of absence during the regular business hours with intimation of higher authorities is called as ‘Authorized absenteeism’. An employee who takes a non-legitimate leave of absence during the regular business hours without intimation of superiors is called as ‘Unauthorized absenteeism’. However, the cost of salary has increased through absenteeism. Since it is a company issue, everyone must take responsibility on it.

Definition of employee absenteeism:

Non-attendance alludes to the disappointment of a representative reply to work when work is accessible to him. the disappointment of the representative to report for work when he is planning to work. A condition that exists when an individual neglects to come to work when he is appropriately planned to work. a representative is to be viewed as planning to work when the business has turned out accessible for himself and the worker knows about it. It Influences worker nonappearance and eliminates them from that work.

Causes of absenteeism:

Bullying:

Representatives who are bothered by colleagues and managers in the organization for a span.

Burnout, stress, and low resolve:

Jobs, upsetting gatherings, and sensations of being overlooked can cause representatives to try not to go to work.

Family issues:

Because of different family issues and crises that make workers go home and occupations.

Endorsed leave:

Endorsed leave falls under the supported and arranged nonappearances classification and is in many cases a lot simpler to make do it.

Work hunting:

Representatives are not happy with the compensation and different reasons. They are taking continuous leave and pursuing different positions.

No flexible work hours:

Showing up after the expected time, leaving early, and enjoying longer reprieves than permitted are thought of types of truancy and can influence items and working environment assurance.

Disadvantages of absenteeism:

- 1) Builds the responsibility.
- 2) representative's disappointment.
- 3) Loss of time.
- 4) Representatives unapproved nonappearances.
- 5) Increments in compensation costs.

Objectives of the study:

- 1) To examine the absenteeism rate that exists within Amruth Agro farms pvt ltd.
- 2) To determine the major reasons for absenteeism across several divisions At Amruth Agro farms pvt ltd.
- 3) To recommend strategies to lower absenteeism.

Review of Literature:

- M. Muchinsk (2019) It investigate relationship between earning and absence. In this study ,we examine how the diligent efforts of employees can be Lessened by their co-worker's absence.
- Rick D Hacket (2017) According to this study in order to accomplish the objectives of the organization, employees need to understand the relationship between absence, regularity and work fulfillment.
- Susan Michie (2015) according to this survey, employees may have a variety of reasons for missing work, including personal issues and professional issues.
- Susan R Rhodes (2014) the author says, a person's attitude, work culture necessities and preferences will be all influence age difference.
- Willibrord Beemster Boer(2012) this study made refer to international and public research on the factors influencing the frequency and time of Sick leave. The employee must avoid those problems
- Steven G Aldana (2003) this writing audit while molding step-by-step instructions to control non-appearance bosses ought to, with mindfulness, contemplates the power that wellbeing and brain programs can reduce absence and other expenses.

Need of the study:

To investigate the reason for workers and employee absenteeism in Amruth Agro farms. This study will help the firm to make appropriate decisions on reducing absenteeism rate.

Research methodology:

Type of research: Descriptive research design.

Sampling technique: A convenient sampling technique is used to select sample.

Sample unit: workers and employees.

Sample size: 110 samples.

Data collection-Sources of data:

Primary data is the information that has been collected directly from its Original source. The tool is used to collect primary data is questionnaire and a personal interview.

Secondary data collected through internet, books and company records.

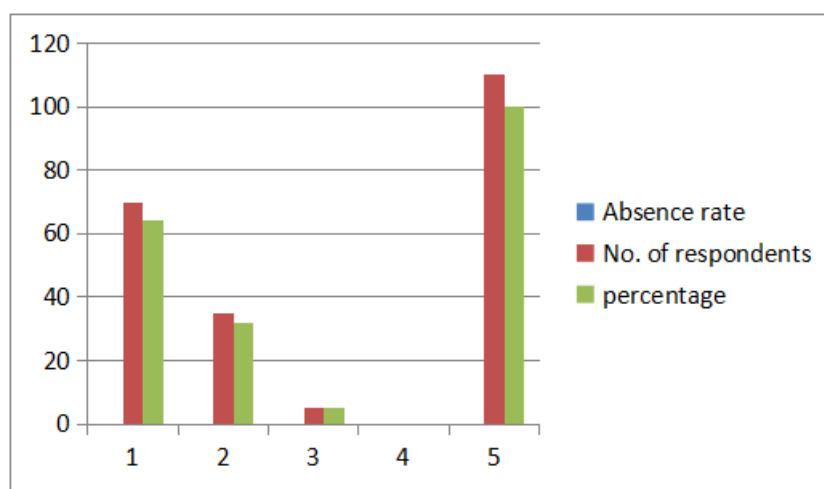
Analysis tool: Data is analysed by using **simple percentage method**

$$\text{Percentage of respondents} = \frac{\text{no of respondent}}{\text{total no of respondent}} * 100$$

DATA ANALYSIS:

1) How much absenteeism rate in your company?

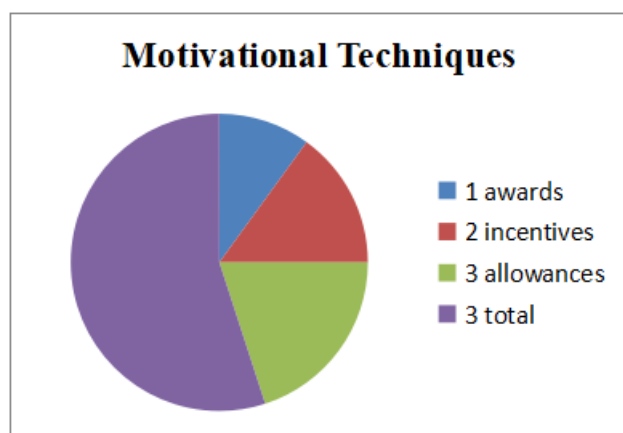
sol. no	Absence rate	No .of respondents	percentage
1	0-20	70	64
2	20-30	35	32
3	30-40	5	5
4	40-50	0	0
		110	100



Interpretation: From the above table it is found that the absenteeism rate is less in amruth agro farms pvt ltd. Most of the employees (64%) said that their absenteeism rate is 10-20% and 32 % of employees said that their absenteeism rate is 20-30% and a few employees said that their absenteeism rate is 30-40%.

2)what type of motivational techniques are followed by management in your company?

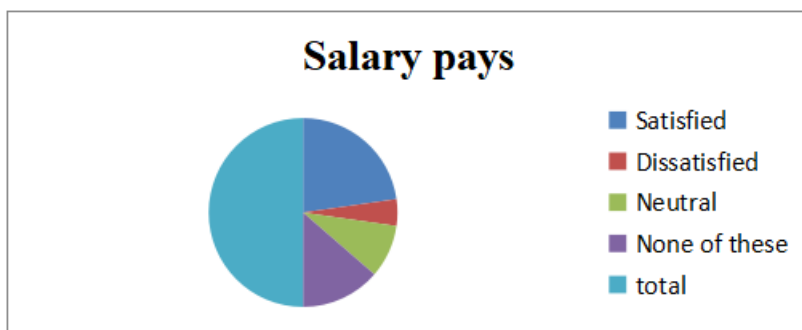
sl. no	Motivational techniques	no of respondents	percentage
1	Awards	20	19
2	Incentives	30	27
3	Allowances	40	36
	Total	110	100



Interpretation: The given data it is found that the motivational techniques are good in the company. Most of the employees 36% are get allowances and 27% are get the incentives and 19% are get the awards from the management.

3) Are you satisfied with your salary?

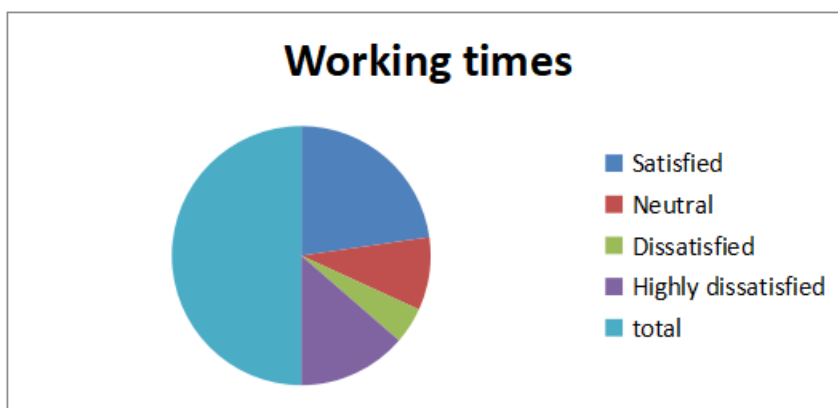
Sol no	Salary payments	No of respondent	percentage
1	Satisfied	50	46
2	Dissatisfied	10	9
3	Neutral	20	18
4	None of these	30	27
	total	110	100



Interpretation: From the above table it is found that most are satisfied with salary in the company. Most of the employees 46% are satisfied with the salary and remaining are not much satisfied with their salary.

4) Are you satisfied with the company's working hours?

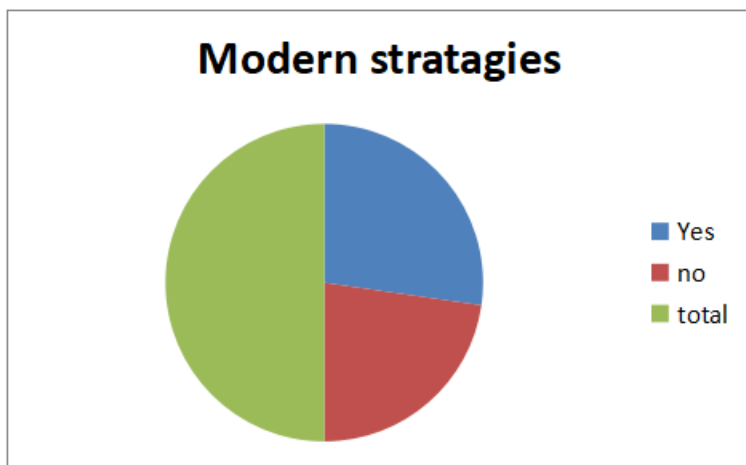
Sl. no	Working times	No of respondents	Percentage
1	Satisfied	50	45
2	Neutral	20	18
3	Dissatisfied	10	9
4	Highly dissatisfied	30	27
	total	110	100



Interpretation: From the above graph explain that some are satisfied with working times in the company. 50% of employees are satisfied and 50% are not satisfied with the company working times.

5) Do you know strategies initiated by your organization for increasing the regularity of employees?

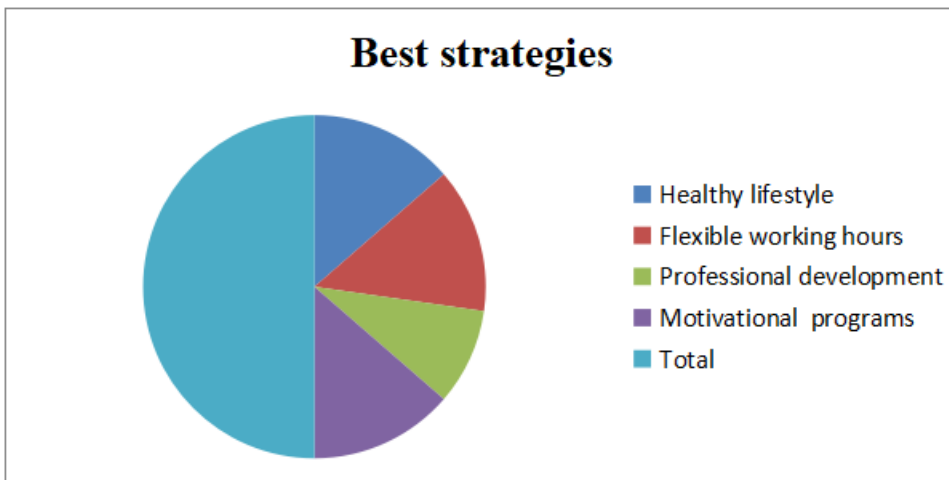
Sol no	Modern strategies	No of respondents	Percentage
1	Yes	60	55
2	No	50	45
		110	100



Interpretation: The data given above explain that almost all are known modern strategies in that company.55% of employees are known modern strategies and 45% are do not now modern strategies in that company.

6) Recommend one best strategy to reduce absenteeism in your company?

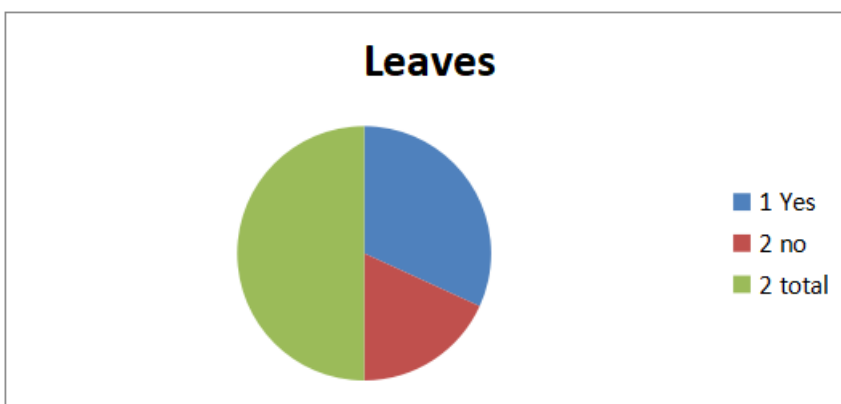
Sol no	Best strategies	No of respondent	percentage
1	Healthy lifestyle	30	27
2	Flexible working hours	30	27
3	Professional development	20	18
4	Motivational programs	30	27
	Total	110	100



Interpretation: From the above data explain that company followed best strategies on the employees. 60% are strategies followed and 50% are not followed by the company.

7) Your management provides leaves, whenever you want?

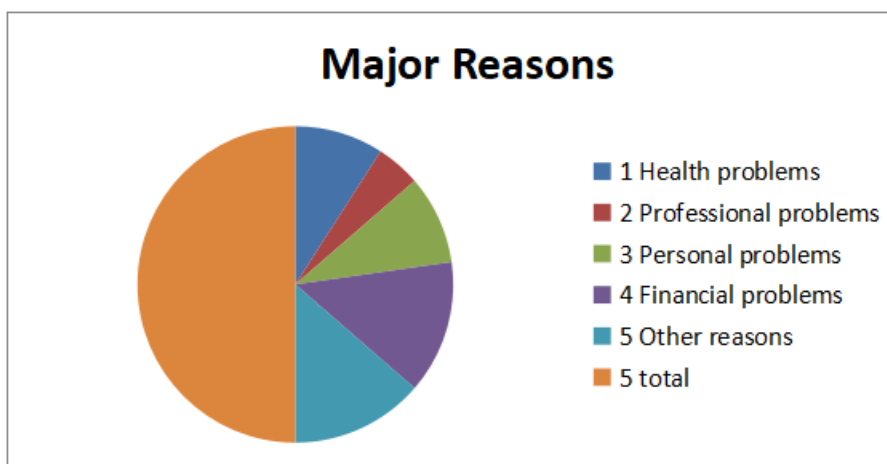
Sol .no	Leaves	No of respondents	Percentage
1	Yes	70	64
2	no	40	36
	total	110	100



Interpretation: It represents the most are get leaves anytime from the company.64% of the employees get leaves from the management and 36% are not get leaves as they necessary time.

8) what are major reasons for taking leaves?

Sl. no	Major reasons	No of respondent	Percentage
1	Health problems	20	18
2	Professional problems	10	9
3	Personal problems	20	18
4	Financial problems	30	27
5	Other reasons	30	27
	total	110	100



Interpretation: It indicates the major reason for absence of employee in that company is financial and other problems. 54% are taken leaves on the reason economical problems and others and 46% are taken by personal and professional problems.

FINDINGS

- Non-appearance rates fluctuate across divisions, with specific groups reliably encountering higher rates than others.
- Longer-time representatives will have a non-appearance rate contrasted with recently added team members.
- representatives with adaptable work game plans show lower truancy rates, proposing a relationship between adaptability and participation.
- high non-attendance is related to lower work fulfillment and commitment levels.
- certain wellbeing related issues, like pressure and psychological well-being concerns contribute essentially to truancy designs.
- carrying out well-being programs and giving psychological well-being can assist with decreasing truancy rates.
- Clear correspondence about participation approaches and results is the fundamental for further developing participation.
- Administrative help and successful authority assume a critical part in managing and decreasing non-attendance.

Suggestions:

- ❖ Offer adaptable work hours to accommodate representative's need also, decrease absenteeism because of travelling troubles.
- ❖ Give admittance to EAP administrations that offer counseling and Support for workers managing individual issues influencing their Participation.
- ❖ Executing health programs advancing physical and emotional wellness including pressure the executive's studio and clinical meetings to assist with lessening non-appearance connected with medical problems.
- ❖ Perceive and compensate representatives with great participation record to boost predictable participation furthermore, reliability.
- ❖ Offer preparation and improvement potential open doors to upgrading position fulfillment and engagement, which can lessen truancy because of absence of inspiration.
- ❖ Support open correspondence between representatives further more, directors to address any worries to participate proactively.
- ❖ Coordinate group-building exercises to cultivate a positive work Culture and reinforce relationship among colleagues, which can increment representative inspiration to come work.
- ❖ Direct customer registrations with workers to screen their responsibility, distinguish expected wellsprings of stress, furthermore, offer help depending on the situation of non-attendance.

Conclusion:

I am concluding that key elements contributing to non-appearance, for example, work environment stress, absence of occupation fulfillment, sickness and private matters. I am analyzed the effect of absenteeism on efficiency, group Moral and by the large association execution. Proposed intercession systems counting adaptable work game plane, representative health program and further developing Communicate Channel. I am recommending inversion to HR strategies for example, attendances following mechanism, clear non-appearance warning cycle and emotionally supportive network for representatives. those are solving the problems. I am suggest the significance of continuous observing and assessment to gauge the viability of carried out intercessions and change procedures as needs. The administration acknowledged the requirement for an all encompassing approach tending to the people and hierarchical variables to quicker a well being workplace and decrease truancy in the long run. The manager use modern strategies for solving this problems and take care employee's everyday inside of the company. HR manager maintain good relationship with employees and provide freedom on their idea implantation can lower absenteeism in the company fastly.

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