A Study on Employees Absenteeism with Reference to Butterfly Gandhimathi Appliances Limited

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Abstract:
The study entitled “Employees Absenteeism” A study at Butterfly Gandhimathi Appliances Limited, Chennai. This company provides products and services to Indian and global customers. Employees absenteeism is one of the most common workplace problems facing employers in today’s workplace. Legitimate illnesses still account for the majority of employee absences, but some studies have shown that less than one-third of absences from the workplace are related to poor health. Most employers offer their workers vacation, sick leave, paid time off, or other kinds of paid and unpaid leave*. Therefore this study concentrates on the different parameters which influence for absenteeism. It is a descriptive study. The study finds out the cause of absenteeism in the organization and according to that propose the suggestions to reduce the absenteeism. The study is based on the survey based method with structured questionnaire data collection. The data was collected from 100 employees in organization. The data was subjected to simple percentage analysis and correlation, chi square test, ANOVA for employees absenteeism. It suggests ideas to improve the business in a better prospect and result in organizational development.

1.1. INTRODUCTION
Absenteeism is a habitual pattern of absence from a duty or obligation without good reason. Generally, absenteeism is unplanned absences. Absenteeism has been viewed as an indicator of poor individual performance, as well as a breach of an implicit contract between employee and employer. When employees intentionally make absence from work it is known as absenteeism. In today’s working organisations everybody misses a day of work now and then. But when an employee misses too many days of work it can be a big problem for the organisation and this can cause serious problems when all other employees have to cover for the missing worker or in worse cases the work simply doesn’t get done, which can cause low productivity or non availability of requested services, leading to bad impression on company’s position and name. People often tend to have different perspectives or attach different meanings when viewing the topic of employee absenteeism. Absenteeism occurs when the employees of a company do not turn up to work due to any scheduled time off, any illness, any injury, or any other reason. If we look back the history, there is only a small written history of absenteeism in business literature, apparently because until the 20th century businesses had a clear rule, “No work: no pay.” Then labour unions forced the companies into agreements to allow employees to take time off from work for illness or vacations and the practice of offering paid “sick days” become widespread. These practices still vary among companies and union contracts and normally there is an average of four to ten sick days per year is standard.

COMPANY PROFILE

Butterfly Gandhimathi Appliances (Formerly Know as Gandhimathi Appliances Ltd) was incorporated in the year 1986. The company manufactures a comprehensive range of home appliances kitchen products and cookware. The company is a pioneer in Stainless Steel Appliances started operations four decades ago. The company was the first in India to introduce Stainless Steel Pressure Cookers and Vacuum Flasks and acquire the ISO 9002 certification in the LPG and Mixie divisions. The company has four state-of-the-art-manufacturing units backed by the latest R&D facilities ensure total compliance to standards of excellence in design and quality. The company's products are also exported to the United Kingdom Canada Australia Japan Middle East and the East Asian Countries among others. Their products have been recognized for their quality standards by various international organisations. The company started business in the year 1986 mainly as a trading concern. The commercial production of LPG stoves and Geysers started in October 1987. This was followed by commercial production of Mixers/Grinders from October 1989. Presently the company is engaged in manufacture of LPG stoves Mixers/Grinders and Geysers. In 2011 the company bagged large Tamil Nadu Government Orders worth approximately Rs 285 crores and the companies name also was changed from Gandhimathi Appliances Ltd. to Butterfly Gandhimathi Appliances Ltd. In 2012 the company bagged orders worth Rs Rs 460.50 cr from Tamil Nadu Civil In 2013 the company bags Order aggregating to Rs. 204 crores. The company bags Rs 204 cr order from Tamil Nadu Civil Supplies. In 2014 the company acquired Domestic Kitchen & Domestic Electrical Appliances division from Associate Company LLM Appliances Limited. In 2015 the company bags Tamil Nadu Civil Supplies Corporation Order worth Rs. 510 crores. ‘Gandhimathi Appliances Limited’, the flagship company of the Butterfly group, was originally incorporated as Private Limited Company on 24th February 1986 and was converted into a Public Limited Company on 25th April 1990. Subsequent to merger of its associate, Gangadhamaram Appliances Limited, the name of the Company was rechristened to ‘Butterfly Gandhimathi Appliances Limited’ (BGMAL), with effect from 25th October 2011. BGMAL is listed with Bombay Stock Exchange (BSE) and National Stock Exchange (NSE).
II. NEED FOR THE STUDY

The aim of the study was to know the “causes of absenteeism in Butterfly Gandhimathi Appliances Ltd. At present, organizations in India take real interest in controlling absenteeism. Measures to prevent strikes and lockouts have received far and greater attention. One reason for this situation may be that strikes and lockouts are more noisy and visible while absenteeism is silent and unnoticeable. The relevance of the study is that, now the company is facing a major issue of high rate of absenteeism and hope that the study will reveal the reason for it and thereby the organization can take effective measures for checking the absenteeism.

III. OBJECTIVE OF THE STUDY

Primary objective
- To study on employees absenteeism with reference to Butterfly Gandhimathi Appliance Limited.

Secondary objective
- To identify the reasons for absenteeism
- To measure the Employees absenteeism level
- To identify factors that motivates the Employees , which minimize Absenteeism

IV. 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 organisational growth. Only the employees perception falls under the area of the study. This study will serve as a base for further study on employees absenteeism.

V. REVIEW OF LITERATURE

According to Williams S, BMJ Journals, 2003 Reducing work related psychological ill health and sickness absence:
A literature review revealed the following: key work factors associated with psychological ill health and sickness absence in staff were long hours worked, work overload and pressure, and the effects of these on personal lives; lack of control over work; lack of participation in decision making; poor social support; and unclear management and work role. There was some evidence that sickness absence was associated with poor management style. Successful interventions that improved psychological health and levels of sickness absence used training and organisational approaches to increase participation in decision making and problem solving, increase support and feedback, and improve communication. It is concluded that many of the work related variables associated with high levels of psychological ill health are potentially amenable to change. This is shown in intervention studies that have successfully improved psychological health and reduced sickness absence.

According to Marrie H.J. Bekker, Psychology, Health & Medicine journal, Volume 14, issue 4, 2009,Sickness absence: A gender-focused review women compared with men are generally considered to have higher sickness absence rates. Also determinants of sickness absent may differ between the sexes, a relevant area of knowledge for organizations that want to fine-tune particular measures to particular determinants. The present article offers a review of the literature regarding the relationships between sickness absence and gender. Various explanations mentioned in the literature are discussed using a classification derived from the Multi-Facet Gender and Health Model. Women compared to men seem indeed more frequently absent at work but this depends on countries, age – and professional groups, and seems restricted to short-term absence. Main conclusions with respect to future research concern the desirability of context-sensitive research and the usefulness of short-term versus long-term absenteeism as an outcome variable. Additionally, we recommend to further investigate the effects of organizational and psychosocial gender-related work characteristics, gender-bias in diagnostics and treatment, as well as gender differences in specific person-related factors interacting with gender differences in work-related daily life factors. Keywords: gender, sickness absence, sex differences, burnout, multiple roles

According to Muchinsky, Paul Vocational Behaviour journal, Volume 10, Issue 3, Pages 316-340, 2010 Employee absenteeism: The purpose of this paper is to review the literature on employee absenteeism as a form of withdrawal behaviour apart from turnover. Studies examining the psychometric properties of absence measures are reviewed, along with the relationship between absenteeism and personal, attitudinal, and organizational variables. Studies exploring the relationship between absenteeism and turnover are examined according to the unit of analysis studied in the research. Programmatic efforts to reduce employee absenteeism are also reviewed. Throughout the paper emphasis is placed on the indices used by investigators to measure absenteeism, and the problems that have arisen in the literature through the use of multiple indicators of absenteeism. The review concludes with suggestions for research that are of both theoretical and practical concern.

According to Martocchio, Joseph J, Psyc ARTICLES, Volume 4(4), 2010 Age-related differences in employee absenteeism: Meta-analyses were performed on 34 samples that included correlations of the age and employee absenteeism relationship. Samples were categorized into 2 groups for voluntary absenteeism and involuntary absenteeism based on the frequency index and the time-lost index, respectively. Results indicated that both voluntary and involuntary absence are inversely related to age. Unexplained variance remained for each of the absence measures after variance due to sampling error and measurement unreliability was statistically estimated. Work demand was negatively associated with age, but not in the expected direction. Work demand did not moderate the age–absence relationship for either voluntary or involuntary absence. Sex moderated the relationship between age and voluntary absenteeism only. For men, the relationships were negative; for women, they did not differ significantly from 0. Implications for research and human resource management practices regarding aging and absenteeism are discussed.

According to Pronk, Nicolaas P. PhD, Occupational and Environmental Medicine journal, Volume 43- Issue 1- pg 36-46, 2015 Employee Absenteeism This study demonstrates that the health risks and failure of employees to participate in fitness and health promotion programs are associated with higher rates of employee absenteeism. When determining how to manage absenteeism, employers should carefully consider the impact that health promotion programs can have on rates of absenteeism and other employee-related expenses.

http://ijesc.org/
According to Young Ho MD, PhD, Occupational and Environmental Medicine journal, Volume 58 - Issue 9 - pg 932–939, 2016 Employee Health Behaviours Association with Absenteeism: Maintaining health behaviours and having good health status were associated with less absenteeism. This study suggests investment of multidimensional health approach in workplace health and wellness (WHW) programs.

VI. RESEARCH METHODOLOGY

The design adopted by the researcher for this study is Descriptive Research Design. Descriptive research is essentially a fact-finding related largely to the present, abstracting generations by cross sectional study of the current situation. Descriptive research studies are those studies which are concerned with describing the characteristic of a particular individual, or of a group to gain familiarity with a phenomenon or to achieve new insights into it, often to formulate more precise research problem or to develop hypothesis. The objective of such a study is to answer the “who, what, when, where and how” of the subject under investigation.

LIMITATION OF THE STUDY

- The study is limited to the sample size of 100.
- The level of cooperation was poor due to the work nature of the employees.
- Possibility of biased answers from some of the respondents.
- As it not possible to visit each department the true picture of working condition could not be judged.
- Respondents are reluctant to disclose complete and correct information.

CORRELATION ANALYSIS

Null hypothesis (H0): There is no relationship between absent from work of a respondents and satisfaction level of an respondents.

Alternative hypothesis (H1): There is relationship between absent from work of a respondents and satisfaction level of an respondents.

Table.1. showing correlation analysis between absent from work and satisfaction level of the respondents

<table>
<thead>
<tr>
<th>Correlations</th>
<th>Absent from work</th>
<th>Satisfaction level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Absent from work</td>
<td>Pearson Correlation</td>
<td>Sig. (2-tailed)</td>
</tr>
<tr>
<td>Satisfaction level</td>
<td>Pearson Correlation</td>
<td>Sig. (2-tailed)</td>
</tr>
</tbody>
</table>

**. Correlation is significant at the 0.01 level (2-tailed).

Result:

At 1% level of significance, the correlated value (-0.0) is less than or equal to zero, therefore we accept the null hypothesis H0 is accepted. Hence there is no significant difference between absent from work of a respondents and satisfaction level of an respondents.

WEIGHTED AVERAGE

Table.2. Showing steps they want to reduce absenteeism

<table>
<thead>
<tr>
<th>Steps to reduce absenteeism</th>
<th>NO. OF RESPONDENTS</th>
<th>WEIGHT (X)</th>
<th>TOTAL SCORE</th>
<th>MEAN SCORE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reduce workload</td>
<td>23</td>
<td>5</td>
<td>115</td>
<td>3.12</td>
</tr>
<tr>
<td>Reduce work time</td>
<td>18</td>
<td>4</td>
<td>72</td>
<td></td>
</tr>
<tr>
<td>Pre-work environment</td>
<td>22</td>
<td>3</td>
<td>66</td>
<td></td>
</tr>
<tr>
<td>Adding security features</td>
<td>22</td>
<td>2</td>
<td>44</td>
<td></td>
</tr>
<tr>
<td>Take the initiative</td>
<td>15</td>
<td>1</td>
<td>15</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>15</td>
<td>312</td>
<td></td>
</tr>
</tbody>
</table>

Mean score = Total score / No. of respondents = 312 / 3.12

Mean score = 3.12

Inference

From the above table it is inferred that most of the respondents are say reduce workload is best step to reduce absenteeism.

SUGGESTION

Productivity of an organization depends upon the people who work for the unit. “How to make people work more or more better?” is a million dollar question that requires an understanding of what motivates people to work. Similarly it may be possible to get people to work more in higher proportions with marginal increase in provided welfare measures. Such needs have been analyzed and identified through this study. It will be fruitful for the organization to adopt for better human performance, provided management simultaneously retain high skilled employees to attain organization effectiveness. This may help in controlling

ABSENTEEISM

In this direction following suggestions may help:

- The best and simplest way to reduce absenteeism is providing counselling to those employees who take leave unnecessarily and making them aware of the problems of absenteeism and importance at the work place.
- The rules and regulation relating to attendance must be explained to workers. In order to reduce work load, must appoint sufficient employees. Only them the existing employees can work better without any stress or strain and by this absenteeism can be reduced.
- Giving employees incentives for reduced absenteeism is not the same as rewarding or giving employees bonuses for reduced absenteeism. An incentive provides an employee with a boost to their motivation to avoid unnecessary absenteeism.
- Periodical medical camps for free check-ups can improve the health of employees. By this absenteeism can be reduced.
- Improving welfare measures considerably reduces absenteeism.
VII. CONCLUSION

The employees of butterfly Gandhimathi appliances limited are taking leave for various personal and family reasons. They are aware of the impact of their absence on the production. Most of the employees admit that they are trying to avoid leaves, but many a times things are beyond their control. Some of the employees feel that the management should provided holiday trip or family get together as recreation so that they will be relaxed after the hectic job schedule. They also add that they are availing all the welfare facilities provided by the company. One will never forget to say that little of empathy towards employees will definitely yield better industrial relations and minimise absenteeism. The term absenteeism refers to the failure to attend to work. It is one of the major problems faced by companies across the globe today. Unscheduled absenteeism badly hurts the progress of an organization resulting in loss of productivity, increased costs in hiring additional staff and low morale among the workers. It is high time that employers address this problem on a priority basis. The study concluded that providing positive incentives to workers in the form of those motivational factors that normally influence workers to be absent is better than imposing penalties for discouraging absenteeism. The best reward for workers with low absenteeism is to grant additional time off for personal matters. Workers are influenced to a lesser extent by deterrents, loss of pay and benefits and loss of promotion opportunities and discharge, imposed for frequent absenteeism. Finally a combination of incentives (additional time off) and penalties (loss of benefits or job) with the primary emphasis on motivational incentives is the most effective approach to reducing absenteeism.

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