

EFFECTS OF ABSENTEEISM AND LABOUR TURNOVER ON ORGANISATION

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ABSTRACT

Absenteeism is a type of unprepared activity which threatens the organization to fall in danger as it leads to the trouble of the daily process. Absenteeism converts the organization into nonstandard work place behaviour. Such affect of absenteeism affects the organisation turnover and job satisfaction. Absenteeism is a serious problem for management because it involves heavy additional expenses. Absenteeism hinders planning, production, efficiency and performance of the organisation. The present study is an attempt made to investigate the impact of absenteeism and labour turnover on organisational performance in India. The result indicate that the impact of absenteeism appear to be average.

INTRODUCTION

Absenteeism is means absence of workers from the regular work without former permission. It is an important problem in many organisations. Absenteeism involves a huge loss to the organisation because work scheduled are upset and postponed and management has to give overtime wages to meet the release dates. The rates of overtime wages are double than the normal rates of wages. Therefore, study of cause of absenteeism is essential to deal with the problem.

Purpose of the research-

- Causes of absenteeism and suggest remedies to beat it.
- Finding out the costs of absenteeism and how to decrease it.
- Figuring out the solution for this problem.

Broad problem area-

Low efficiency due to high rate of absenteeism.

Problem statement-

What are the main causes of absenteeism in organisation?

Expected outcomes-

- Increasing production.
- Decrease in labour cost.
- Boost employee motivation.
- Reduce expenses of recruitment and training new courses.

LITERATURE RE VIEW-

According to Luthans (1990) when satisfaction is high, absenteeism tends to be low and when satisfaction is low, absenteeism tends to be high. This correlation has been rather found to be reasonable; the underlying assumption is that the absence is at least in part, the result of dissatisfaction on the job (Anderson, 2004). Hogue and Islam (2003) describe absenteeism as "a subject to be studied, a matter to be reflection over and a plan to be solved".

Ernest.B.Akyeampong has written a research paper Trends and seasonality in Absenteeism. In this he focused on that at which time period the employees are more absent. In this paper he said that illness-related absences are highly seasonal, reaching a peak during winter months and a low during the summer. The high incidence in winter is likely related to the occurrence of communicable diseases at that time, especially colds and infection. The low incidence during the summer may be partly because many employees take their vacation during these months. As a result 30% more prevalent in the winter months and almost 20% less so during the summer months. Seasonality is much less evident in full –week absences.

Gupta (2013) shows that employee's absenteeism is a major issue for retail sector organisation. It gives the inverse effect on organisation growth and development. However the absenteeism can be controlled and minimized by implementing good working condition and clear policies and procedures to the employees.

OBJECTIVES OF STUDY-

1. To study the factor responsible for the absenteeism & labour turnover.
2. To know the attitude of management towards their employees and the responsiveness regarding their problems.
3. To analyse the opinion of employees & labour regarding absenteeism and labour turnover.
4. To study the impact of absenteeism and labour turnover on organisational performances.

METHODOLOGY –

With a view to analyze the know causes and impacts of absenteeism and labour turnover on organisational performance. Close ended structured questionnaires were distributed among various cadres of employees. Interview and discussion with some employees was another tool for study. Secondary data collected from the past literature, and annual reports.

RESULTS-

Main cause of absenteeism in organisation are:

- (i) Personnel and family problems. , (ii) illness / sickness. (iii) Excessive work. (iv) Absence of regular leave policy. (v) Poor supervision. (vi) Travel distance.

CONCLUSION-

The management and the workers are satisfied with the job conditions and think that the beneficial and hygienic working conditions are available at the workplace. The wage and allowances provided are rational and there is job security among the employees. The potentials are fully utilized in the organisation. The sufficient benefit facilities are provided which give a sense of belonging to the worker. Still some improvements can be made to make the workplace more comfortable. Such as-

- There are adequate housing and transport facilities available.
- The employer's behaviour towards its employees is warm and soft.
- There is presence of strict discipline.
- There is open communication between the management and the workers.
- The leave rules are fixed and in case of any urgent situation the leave is provided.
- The worker's participation in decision making process is less which should be increased.
- Most of the worker is aware about the personnel policies and their rights and obligations.
- The safety instructions and safe methods of operation are followed during the course of work and the accidents are prohibited up to the greater extent.

At last all these factors help in reduction in absenteeism and the fulfilment of the organizational goals and increase in productivity.

SUGGESTIONS –

Even though most of the factors which are responsible for absenteeism are not present in the organisation and actions should be taken against the absenteeism existing in the organisation. The main causes of unhappiness should be analysed and removed. More safety facilities should be provided. The new tasks can be assigned to the responsible and interested workers to obtain more awareness and commitment.

At last, the organization should focus on workers as they are the main contributor in the achievement of organizational goals and in increasing produce Efficiency.

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