

**A STUDY ON EMPLOYEE ABSENTEEISM&PREVENTIVE
MEASURES IN IDUKKI DISTRICT TRADITIONAL
CARDAMOM PRODUCER COMPANY
LTD**

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

KANAGAPRIYA.M

Register No.41410157



SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

**Accredited with Grade "A" by NAAC | 12B Status by UGC | Approved by AICTE
JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119**

APRIL 2023



SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

Accredited "A" Grade by NAAC | 12B Status by UGC | Approved by AICTE

www.sathyabama.ac.in

SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **KANAGAPRIYA.M 41410157** who carried out the project entitled "**A Study on employee absenteeism & preventive measures in iddukki district cardamom producer company ltd**" under my supervision from January 2023 to March 2023.

Dr. Yasmeen Bano, MBA, M. Phil, Ph. D

Internal guide

External Guide

Dr. BHUVANESWARI .G

Dean – School of Management Studies

SCHOOL OF MANAGEMENT STUDIES
SATHYABAMA
INSTITUTE OF SCIENCE AND TECHNOLOGY
(Deemed to be University)
Tropiaar Nagar, Rajiv Gandhi Sala
Chennai-600 119

Submitted for Viva voce Examination held on 05/05/2023

Internal Examiner

External Examiner

DECLARATION

I **KANAGAPRIYA.M (41410157)** hereby declare that the Project Report entitled "**A Study on employee absenteeism & preventive measures in Idukki district cardamom producer company ltd**" done by me under the guidance of **DR.Yasmeen Bano** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE:05/05/2023

PLACE: Chennai



KANAGAPRIYA.M

ACKNOWLEDGEMENT

I am pleased to acknowledge my sincere thanks to Board of Management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

I convey my sincere thanks to **Dr. G. Bhuvaneswari, Dean - School of Management Studies** and **Dr. A. Palani, Head - School of Management Studies** for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **DR.YASMEEN BANO** for her valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the **School of Management Studies** who were helpful in many ways for the completion of the project.

KANAGAPRIYA.M

ABSTRACT

Absenteeism is any failure of an employee to report for or to remain at work scheduled regards less of reason. It is difficult for an organization to operate smoothly and to attain its objectives. If employee fail to report to their jobs the work flow is disputed and often important decisions must be delayed.

This project aims at determining the personal factors leading to absenteeism, to determine the social factors leading to absenteeism, to determine the organizational factors leading to absenteeism and to provide suitable suggestions to reduce the absenteeism in Idukki District Traditional Cardamom Producer Company Ltd.

The topic “A study on employee absenteeism in Idukki District Traditional Cardamom Producer Company Ltd” was selected to understand the rate and causes of absenteeism in Idukki District Traditional Cardamom Producer Company Ltd. The study also provides a base for understanding Idukki District Traditional Cardamom Producer Company Ltd staff problems pertaining to absenteeism and to bring out solutions to it. The study can be used for any further study regarding absenteeism.

Absenteeism brings out the comparative structure of absenteeism among different working groups, which will help to suggest some possible recommendation to reduce the problem of the absenteeism.

The employee, employer, company production and the corporate relations are getting affected due to absenteeism. Hence I felt that the study becomes important for research. This study however suggests that absentees may be variable construct for analyzing the productivity and progressive pattern on service oriented organization.

The study has reflected the respondent’s impression on the working conditions, remuneration, and job satisfaction, and work load, satisfaction with the management and relationship with the colleagues and finally their satisfaction level regarding the present job.

TABLE OF CONTENT

Description	Page No.
1. Introduction	1
1.1 Industry profile	3
2. Theme of the project	
2.1 Objectives of the study	7
2.2 Need and limitations	8
2.3 Scope of the study	7
2.4 Methodology	8
2.5 Review of Literature	10
3. Analysis & Interpretation	13
4. Findings, Recommendations and Conclusion	
4.1 Findings	45
4.2 Suggestions and Recommendations	47
4.3 Conclusion	48
Bibliography	49
Appendices	50

LIST OF TABLES

Table No.	Contents	Page No.
1	Classification on the basis of age	13
2	Classification on the basis of Education	14
3	Classification on the basis of marital status	15
4	Classification on the basis of income	16
5	Classification on the basis of no. of years of service	17
6	Joining the job	18
7	Rate of absenteeism in a month	19
8	Specific reason for absenteeism	20
9	Satisfaction with the income earning	21
10	Personal illness are causing the absenteeism	22
11	Family problems are causing the absenteeism	23
12	Superior subordinate relationship are causing the absenteeism	24
13	Relationship with the colleagues are causing the absenteeism	25
14	Work environment are causing the absenteeism	26
15	Climatic conditions are causing the absenteeism	27
16	Personal factors are causing my absenteeism	28
17	Organizational factors are causing my absenteeism	29
18	Social factors are causing my absenteeism	30
19	Present level of job satisfaction	31
20	Job position at the organization commensurate with the qualification obtained	32
21	Satisfaction with the safety measures taken by the management	33
22	Factor provided will reduce the absenteeism	34

LIST OF CHARTS

Chart No.	Contents	Page No.
1	Classification on the basis of age	13
2	Classification on the basis of education	14
3	Classification on the basis of marital status	15
4	Classification on the basis of income	16
5	Classification on the basis of no. of years of service	17
6	Joinining the job	18
7	Rate of absenteeism in a month	19
8	Specific reason for absenteeism	20
9	Satisfaction with the income earning	21
10	Personal illness are causing the absenteeism	22
11	Family problems are causing the absenteeism	23
12	Superior subordinate relationship are causing the absenteeism	24
13	Relationship with the colleagues are causing the absenteeism	25
14	Work environment are causing the absenteeism	26
15	Climatic conditions are causing the absenteeism	27
16	Personal factors are causing my absenteeism	28
17	Organizational factors are causing my absenteeism	29
18	Social factors are causing my absenteeism	30
19	Present level of job satisfaction	31
20	Job position at the organization commensurate with the qualification obtained	32
21	Satisfaction with the safety measures taken by the management	33
22	Factor provided will reduce the absenteeism	34

INTRODUCTION

➔

Absenteeism is a habitual pattern of absence from a duty or obligation. Traditionally, absenteeism has been viewed as an indicator of poor individual performance, as well as a breach of an implicit contract between employee and employer; it was seen as a management problem, and framed in economic or quasi-economic terms. More recent scholarship seeks to understand absenteeism as an indicator of psychological, medical, or social adjustment to work.

Frequent absence from the workplace may be indicative of poor morale or of sick building syndrome. However, many employers have implemented absence policies which make no distinction between absences for genuine illness and absence for inappropriate reasons. One of these policies is the calculation of the Bradford factor, which only takes the total number and frequency of absences into account, not the kind of absence.

As a result, many employees feel obliged to come to work while ill, and transmit communicable diseases to their co-workers. This leads to even greater absenteeism and reduced productivity among other workers who try to work while ill. Work forces often excuse absenteeism caused by medical reasons if the worker supplies a doctor's note or other form of documentation. Sometimes, people choose not to show up for work and do not call in advance, which businesses may find to be unprofessional and inconsiderate.

Definition

- Prof .K.G.Fenclon defined it as the, absence of worker when work is available.
- Hackett has defined the term absenteeism as the temporary cessation of work of not less than one whole working day on the initiate of the work, when his presence is expected
- Prof Anil kr defined "absenteeism as authorized absence of the worker from his job".
- According to Webster's dictionary "absenteeism is the practice or habits of being an 'absentee', and an 'absentee' is one who habitually stay away.

General causes of absenteeism

- **Personal reason:-**
 - illness,
 - family problem,
 - education,
 - lack of interest in the work etc.
- **Reason related to working condition:-**
 - Unfavorable working condition may also be the reason of absenteeism among the employees
 - If the employees feel that working conditions are not proper they may start to remain absent from the work.
- **Social factors:-**social factors which leads in increasing the absenteeism rate are as follows:-
 - religion,
 - social customs
 - festivals,
 - marriages,
 - deaths etc.

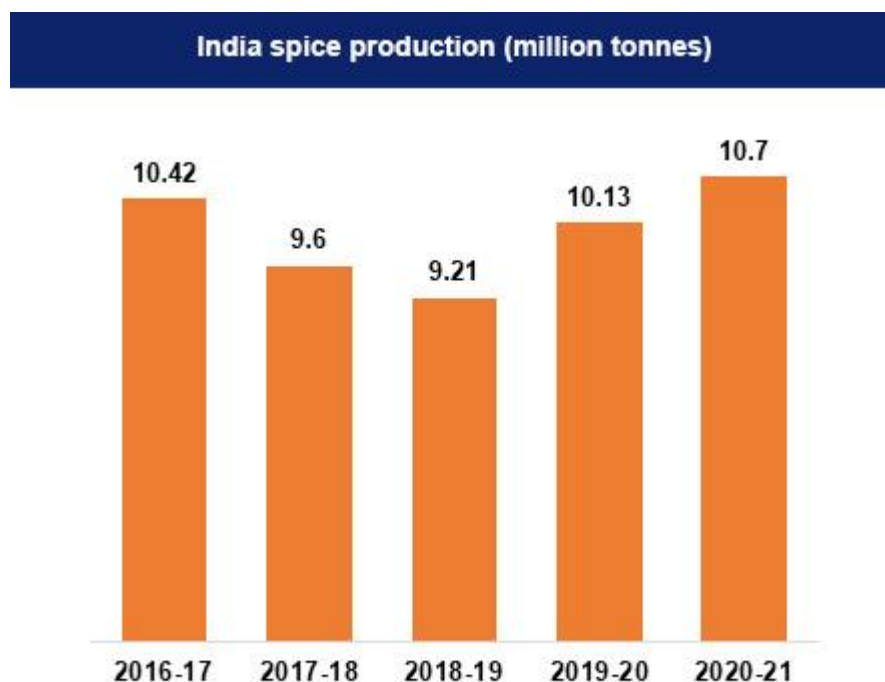
INDUSTRY PROFILE

India is the world's largest spice producer. It is also the largest consumer and exporter of spices. The production of different spices has been growing rapidly over the last few years. Production in 2021-22 stood at 10.88 million tonnes. During 2020-21, the export of spices reached an all-time high both in terms of value and volume by registering a growth of 17% in US\$ value terms and 30% in volume terms.

During 2021-22, the single largest spice exported from India was chilli followed by spice oils and oleoresins, mint products, cumin and turmeric.

India produces about 75 of the 109 varieties listed by the International Organization for Standardization (ISO). The most produced and exported spices are pepper, cardamom, chilli, ginger, turmeric, coriander, cumin, celery, fennel, fenugreek, garlic, nutmeg & mace, curry powder, spice oils and oleoresins. Out of these spices, chilli, cumin, turmeric, ginger and coriander make up about 76% of the total production.

The largest spices-producing states in India are Madhya Pradesh, Rajasthan, Gujarat, Andhra Pradesh, Telangana, Karnataka, Maharashtra, Assam, Orissa, Uttar Pradesh, West Bengal, Tamil Nadu and Kerala.



Source: Spices Board of India

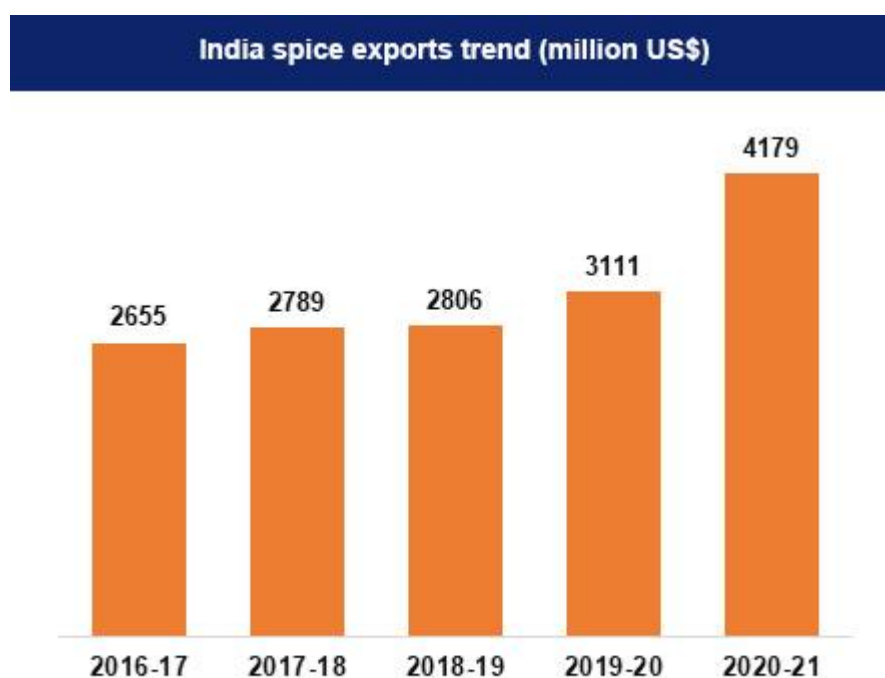
EXPORTS TREND

India is the largest exporter of spice and spice items. For the year 2021-22, the country exported spices worth US\$ 4,102.29 million.

In September 2022, the exports of spices from India increased by 6.62% to US\$ 330.46 million. In 2021-22, India exported 1.53 million tonnes of spices. From 2017-18 to 2021-22, the total exported quantity from India grew at a CAGR of 10.47%.

For FY22, total volumes of chilli, cumin, turmeric and ginger exports were 0.55, 0.21, 0.15 and 0.14 million tonnes.

During 2020-21, the export of chilli, ginger, cardamom (small & large), coriander, turmeric, celery, cumin, fennel, fenugreek, other seeds such as ajwan seed, mustard, aniseed, nutmeg & mace; other spices such as asafoetida, tamarind, etc., expanded both in value and volume as compared to 2019-20. Even the export of value-added products such as spice oils & oleoresins grew both in terms of value and volume; export of curry powder/paste increased in terms of value and export of mint products increased in terms of volume.



Source: Spices Board of India

MAJOR EXPORT DESTINATIONS

India exported spices and spice products to 180 destinations worldwide in 2020-21. The top destinations among them were China, USA, Bangladesh, Thailand, the UAE, Sri Lanka, Malaysia, the UK, Indonesia, and Germany. These nine destinations comprised more than 70 per cent of the total export earnings in 2020-21.

Spices worth Rs. 6,27,155.48 lakhs (US\$ 791.5 million) were exported to China in 2020-21 which constituted 23% of the overall value exported. USA imported spices worth Rs. 4,65,000.00 lakhs (US\$ 586.8 million) in 2020-21, constituting 17% of the total exported value from India. Bangladesh imported spices worth Rs. 2,51,280.47 lakhs (US\$ 317.1 million) from the country during the above period and it comprised 9% of the total exported value from India. UAE exported spices worth Rs. 1,65,298.53 lakhs (US\$ 208.6 million) from India in 2020-21 which is 6% of the total value exported.

Chilli was the most exported spice from India. During 2021-22, China imported Rs. 3,144 crores (US\$ 396.9 million) of chilli in 2020-21. During the same period, China imported cumin worth Rs. 1,397.4 crores (US\$ 176.4 crores). Mind products imported by China during the same period stood at Rs. 1,779.6 crores (US\$ 227.2 million).

The main products imported by USA are celery, cumin, curry powder, fennel, fenugreek, garlic, chilli, and mint products.

GOVERNMENT INITIATIVES

Export Development and Promotion of Spices

This initiative by the Spices Board of India aims to support the exporter to adopt high tech processing technologies and upgrade the existing level of technology for the development of industry and to meet the changing food safety standards of the importing countries. The initiative provides benefits of infrastructure development, promoting Indian spice brands abroad, setting up infrastructure in the major spice growing centres, promoting organic spices and special programmes for north-eastern entrepreneurs.

Setting up and maintenance of infrastructure for common processing (Spices Parks)

Spices Board has launched 8 crop specific Spices Parks in key production/market centres with an aim to facilitate the farmers to get an improved price realization and wider reach for their produce. The purpose of the park is to have an integrated operation for cultivation, post-harvesting, processing, value-addition, packaging and storage of spices and spice products. The common processing facilities for cleaning, grading, packing, and steam sterilization will help the farmers to enhance the quality of the produce, resulting in better price realization.

Spice Complex Sikkim

Spices Board submitted a project proposal to the State's Cell for setting up a Spice Complex in Sikkim seeking financial assistance for facilitating and demonstrating common processing and value addition in spices to help farmers and other stakeholders in the state.

GOVERNING BODY

Spices Board of India

The Spices Board of India is set up for the development and global promotion of Indian spices. It acts as a link between the Indian exporters and importers abroad. The main activities of the board involve promotion, maintenance and monitoring of quality, development of better production methods, guidance, financial and material support to growers, infrastructure facilitation and research.

OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

- To find the rate of absenteeism in Idukki District Traditional Cardamom Producer Company Ltd.

SECONDARY OBJECTIVES

1. To determine the personal factors leading to absenteeism.
2. To determine the social factors leading to absenteeism.
3. To determine the organizational factors leading to absenteeism
4. To understand the key facilities to be provided to reduce the absenteeism.
5. To provide suitable suggestions to reduce the absenteeism in Idukki District Traditional Cardamom Producer Company Ltd.

SCOPE OF THE STUDY

The topic “A study on employee absenteeism in Idukki District Traditional Cardamom Producer Company Ltd” was selected to understand the rate and causes of absenteeism in Idukki District Traditional Cardamom Producer Company Ltd.

- The study also provides a base for understanding Idukki District Traditional Cardamom Producer Company Ltd staff problems pertaining to absenteeism and to bring out solutions to it.
- The study can be used for any further study regarding absenteeism.

NEED OF THE STUDY

- The employee problem is increasing day by day in every industry. The employee problem poses a big head ache to the IT industry. A number of studies are available pertaining to this topic.
- The employee, employer, company production and the corporate relations are getting affected due to absenteeism. Hence I felt that the study becomes important for research. This study however suggests that absentees may be variable construct for analyzing the productivity and progressive pattern on service oriented organization.
- Absenteeism brings out the comparative structure of absenteeism among different working groups, which will help to suggest some possible recommendation to reduce the problem of the absenteeism

RESEARCH METHODOLOGY

The research work carried out was descriptive in nature to examine the employee's absenteeism rate in Idukki District Traditional Cardamom Producer Company Ltd

Research Methodology is a systematic approach to solve the research problem. It can be a science as new research is done scientifically. Research methodology has many dimensions and research methods are a part of it. For conducting a research both primary and secondary data are required. Primary data is that which is collected for the first time and thus are original in character. Secondary data is that which is collected by some and which already have been through to the statistical process.

RESEARCH DESIGN

A research design is an arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with

economy in procedure. Fundamental to the success of any research project is the sound research design. The research design took for the study was descriptive research design. Descriptive research is concerned with the research studies with a focus on the portrayal of the characteristics of a group or individual or a situation, the main objective of such studies is to gather knowledge.

SURVEY DETAILS

The research instrument used in this study is a "structured questionnaire". Structured questionnaire are those questionnaire in which there are definite, concrete and predetermined questions relating to the aspect, for which the researcher collects data.

SAMPLING DETAILS

Sample unit: The sample unit covers employees in Idukki District Traditional Cardamom Producer Company Ltd.

Sample size: The sample of 120 was considered

Sampling procedure: stratified random sampling technique was adopted to select sample employees.

Data collection instrument: questionnaire method with respondents was adopted for data collection.

Data collection Details: The study was based on primary data sources. Primary data was obtained through a questionnaire survey administered on a sample of 120 in Idukki District Traditional Cardamom Producer Company Ltd. The secondary data was obtained from the company records, journals, projects and through web sites. In this study primary data collection method has helped the researcher to a great extent in arriving at the results. For the project work, the data were collected from both primary and secondary sources.

Primary data collection

Data collection was done through questionnaire that is a structured questionnaire, which contains 26 questions including respondent details and balance as a employee details. These questions covered all aspects related to objectives of the study.

Secondary data collection

Secondary data is the information which is already available in published or unpublished form. When the needed information is collected from the census of population available in a library means then it is a secondary data. It is also used for collecting historical data. The various sources of secondary data are books, periodicals, journals, directories,

FACTORS

- Personal factors
- Organizational factors
- Social factors

TOOLS FOR ANALYSIS

The collected data are scrutinized, interpreted, and analyzed using simple statistical tools like

- Percentage analysis
- Chi square
- One way Anova
- Karl Pearson Correlation

REVIEW OF LITERATURE

EMPLOYEE ABSENTEEISM

A Study on Employees Absenteeism:

In the opinion of Dakely C.A. (1948)

“Absenteeism is the ratio of the number of production man-days or shifts lost to the total number of productions scheduled to work”. The labor bureau (1962) defines absenteeism as the total shifts lost because of absence as percentage of the total number of man shifts scheduled to work.

Hackett J.D (1929)

He defines it as “the temporary cessation of work for not less than one whole working day initiative of the worker when his presence is expected by the employer.” Similarly encyclopedia of social science observes “Absenteeism as the time lost in industrial establishment by avoidable or unavoidable absence of employees. The time lost by the strikes or by lateness amounting to an hour or two is not usually included.”

Knowles (1979)

He opined that although absence from work may be due to any of a large number of factors, empirical evidence supporting the view that causal factors can be organizational in nature is scant. Absence may be regarded as one facet of a wider behavioral problem pervading entire organizational sub-units. The author suggests that absence could be used along with other variables as a valuable personnel statistic indicating areas of organizational dysfunction. This means that if levels of absenteeism in such cases as these were to be improved the solution should be looked for at the organizational level rather than at the individual or job level.

variables, the perceptions of organization and communication variables appeared to be the strongest predictors of absence frequency. This study did not find the assumed relationship between physical related wellbeing and individual absence duration. Indian industries experience absenteeism as a major personal problem measurement of absenteeism. The measurement of absenteeism can be expressed as the ratio of the total amount of time lost through non-attendance to the planned working time.

CUDAI PAREEK (2004)

Employees are impatient & the best and largest people look for organization which will foster their personal growth and help them to feel empowered so that they have a sense of ownership both psychological as well as actual (control over what needs to be done in the organizations)

The term as scheduled is very significant for it automatically for or to remain at work scheduled regard less of reason.

The term as scheduled is very significant for it automatically excluded vacations holidays jury duty and the like.

waywe.F.casio2003

It is also eliminated the problem of determining whether an absence is excusable or not medically verified illness is a good example from a business perspective the employee is absent and is simply not available not to perform his or her job that absence will cost money

Robins Stephen

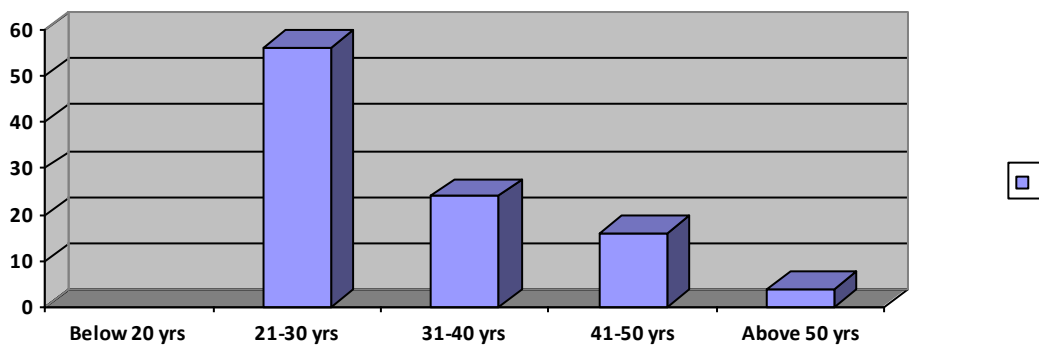
It is difficult for an organization to operate smoothly and to attain its objectives. If employee fail to report to their jobs the work flow is disrupted and often important decisions must be delayed absenteeism can be considerably more than a disruption it can results in a drastic reduction in quality of output in some cases can bring about a complete shutdown of production facility

DATA ANALYSIS AND INTERPRETATION

Table-1: Age of the respondents

Sl No.	Particulars	Total No. of Respondents	Percentage of Respondents
1	Below 20 yrs	0	0
2	21-30 yrs	67	56
3	31-40 yrs	29	24
4	41-50 yrs	19	16
5	Above 50 yrs	5	4

Chart – 1: Age of the respondents



Inference

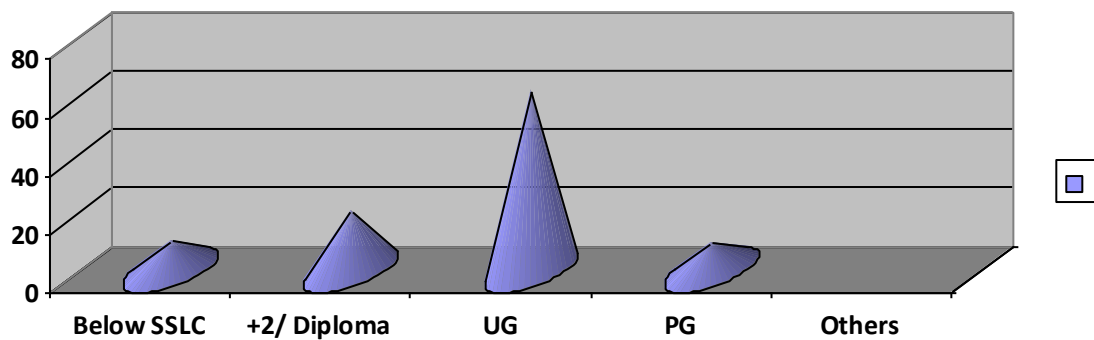
The above table says that most of the respondent's lies in between

21-30 yrs (56%) and 30-40 yrs (24%)

Table-2: Educational Level

Sl No.	Particulars	Total No. of Respondents	Percentage of Respondents
1	Below SSLC	12	10
2	+2/ Diploma	24	20
3	UG	73	61
4	PG	11	9
5	Others	0	0

Chart – 2: Educational Level



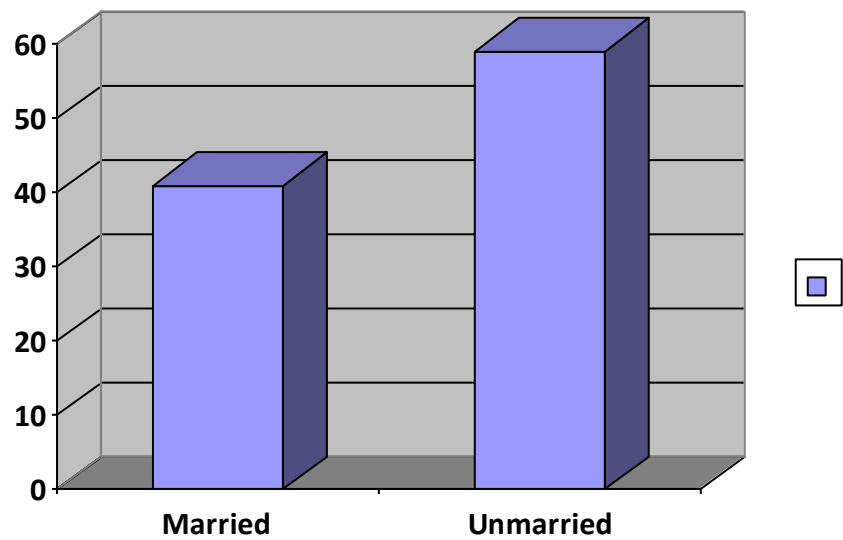
Inference

The above table indicates that most of the employees are under graduated (61%)

Table-3: Marital Status

Sl No.	Particulars	Total No. of Respondents	Percentage of Respondents
1	Married	49	41
2	Unmarried	71	59

Chart – 3: Marital Status



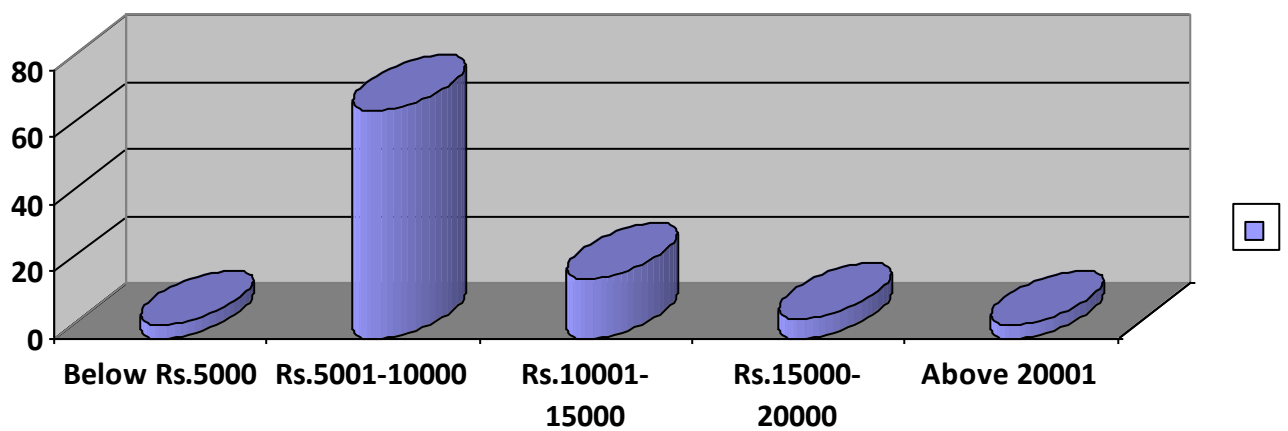
Inference

The above table shows that most of the respondent's are unmarried (59%)

Table-4: Monthly Income

Sl No.	Particulars	Total No. of Respondents	Percentage of Respondents
1	Below Rs.5000	5	4
2	Rs.5001-10000	82	68
3	Rs.10001-15000	21	18
4	Rs.15000-20000	7	6
5	Above 20001	5	4

Chart – 4: Monthly Income



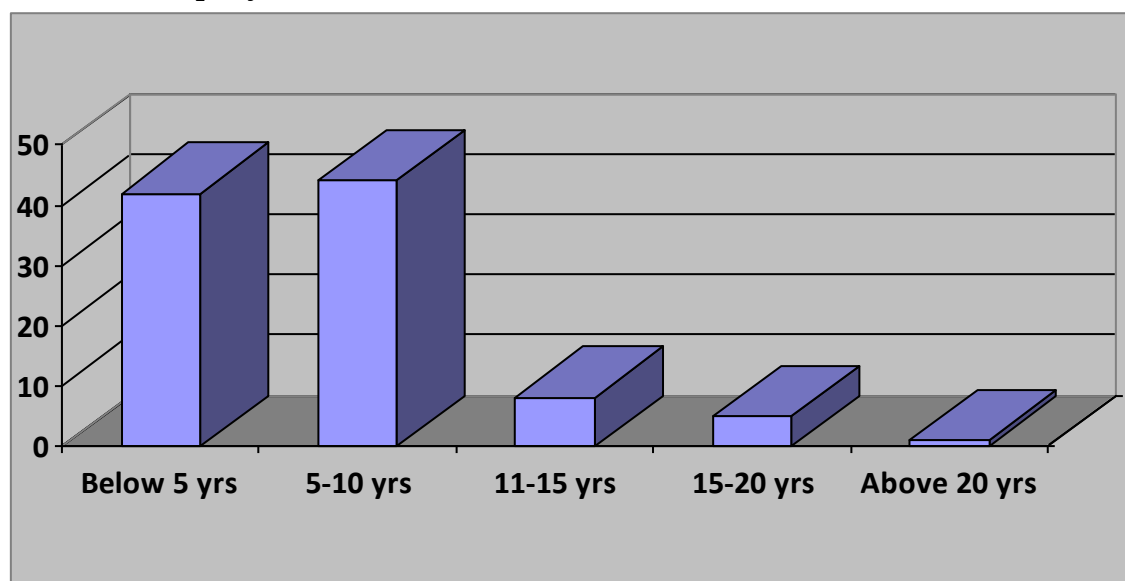
Inference

The above table points out that 68 % of the employees are getting salary between 5001-10000

Table-5: No. of years of service in Idukki District Traditional Cardamom Producer Company Ltd

Sl No.	Particulars	Total No. of Respondents	Percentage of Respondents
1	Below 5 yrs	50	42
2	5-10 yrs	53	44
3	11-15 yrs	10	8
4	15-20 yrs	6	5
5	Above 20 yrs	1	1

Chart – 5: No. of years of service in Idukki District Traditional Cardamom Producer Company Ltd



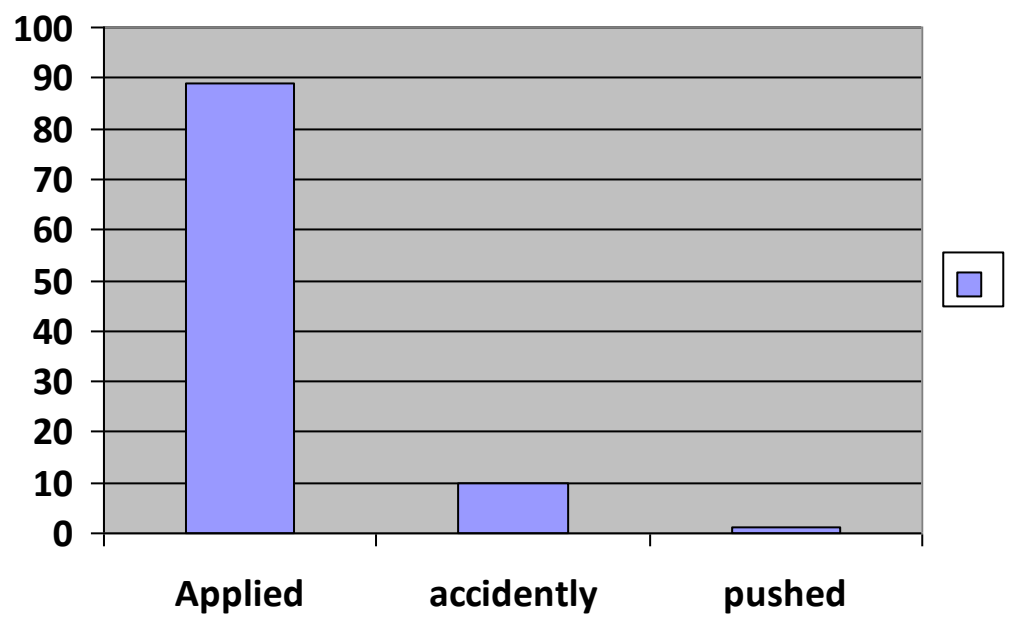
Inference

The above table shows that most of the employees working has no.of year's of service of below 5 yrs (42 %) and 5-10 yrs (44 %)

Table-6: How did you joined this job

Sl No.	Particulars	Total No. of Respondents	Percentage of Respondents
1	Applied	107	89
2	accidently	12	10
3	pushed	1	1

Chart – 6: How did you joined this job



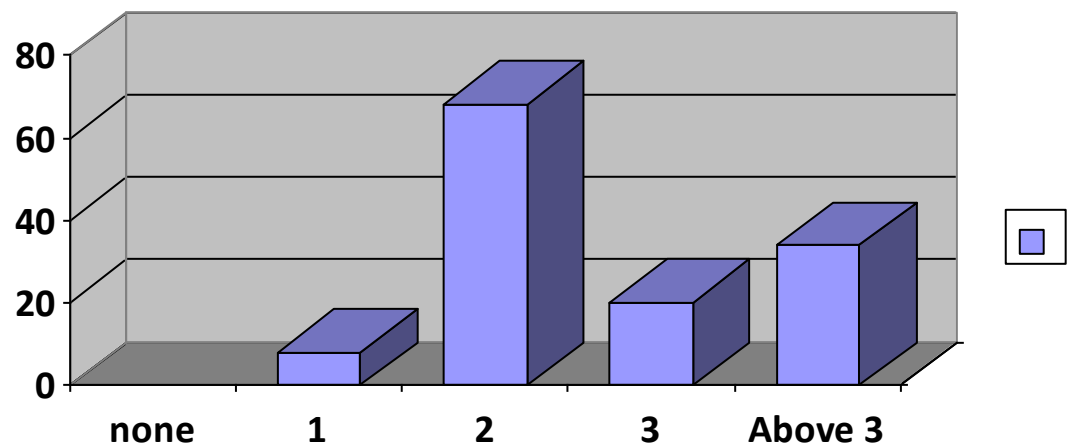
Inference

The above table says that 89% of the respondents have applied for the job.

Table-7: How many days you usually absent in a month

Sl No.	Particulars	Total No. of Respondents	Percentage of Respondents
1	none	0	0
2	1	8	7
3	2	68	57
4	3	20	16
5	Above 3	24	20

Chart – 7: How many days you usually absent in a month



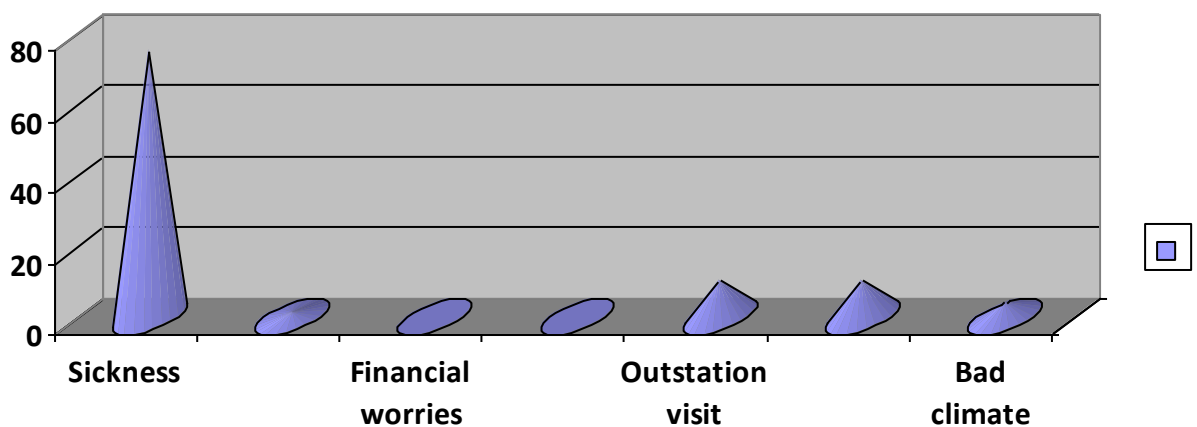
Inference

As per the above table most of the employees (57%) replied that they usually absent 2 days in a month.

Table-8: Specific reason for absenteeism

Sl No.	Particulars	Total No. of Respondents	Percentage of Respondents
1	Sickness	90	75
2	Family problem	1	1
3	Financial worries	0	0
4	Problem with the superior	0	0
5	Outstation visit	12	10
6	Festivals	12	10
7	Bad climate	5	4

Chart – 8: Specific reason for absenteeism



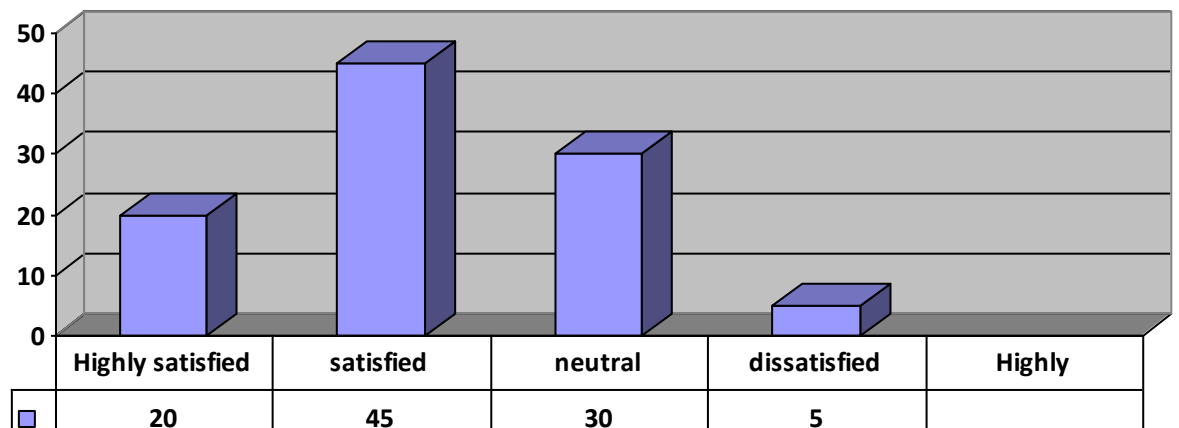
Inference

In the above table most of the employees (75%) tells sickness as the specific reason for absenteeism.

Table-9: satisfaction with the income you earn

Sl No.	Particulars	Total No. of Respondents	Percentage of Respondents
1	Highly satisfied	24	20
2	satisfied	54	45
3	neutral	36	30
4	dissatisfied	6	5
5	Highly dissatisfied	0	0

Chart – 9: satisfaction with the income you earn



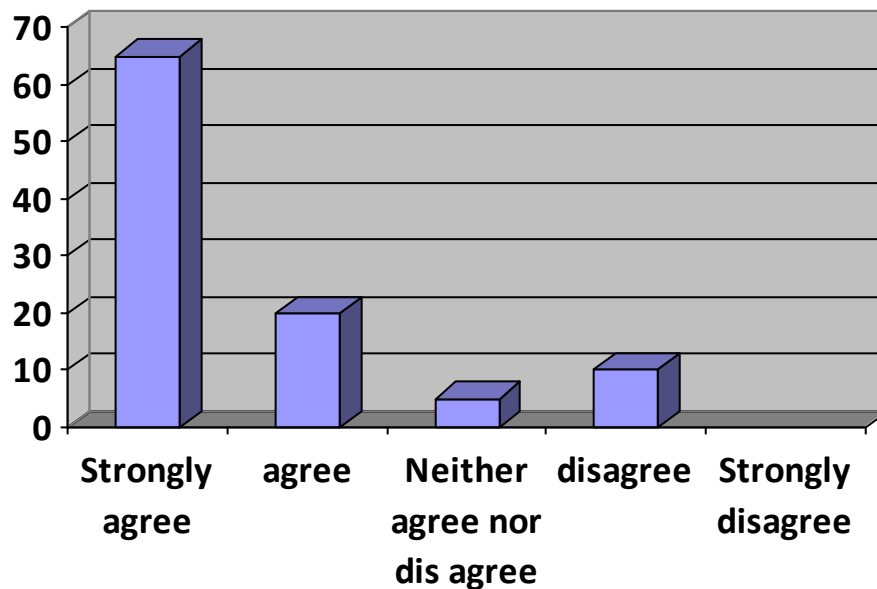
Inference

As per the table above about 45 % employees are satisfied with the income you earn and 30 % replied neutral

Table-10: personal illness are causing my absenteeism

Sl No.	Particulars	Total No. of Respondents	Percentage of Respondents
1	Strongly agree	78	65
2	agree	24	20
3	Neither agree nor dis agree	6	5
4	disagree	12	10
5	Strongly disagree	0	0

Chart – 10: personal illness are causing my absenteeism



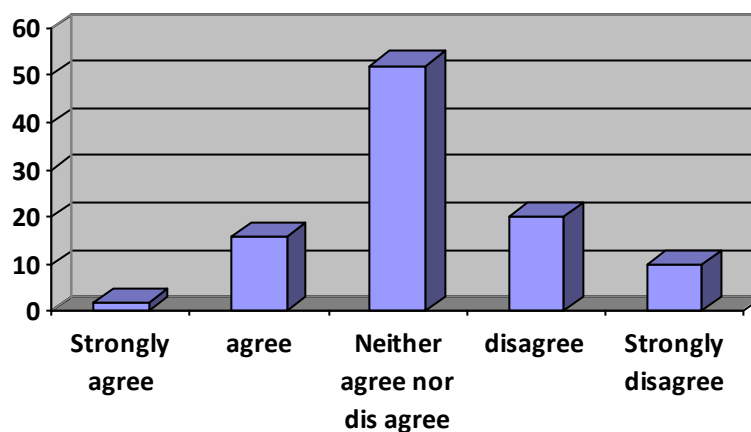
Inference

65 % of the respondent's strongly agree that personal illness are causing my absenteeism and 10 % disagree

Table-11: family problems are causing my absenteeism

Sl No.	Particulars	Total No. of Respondents	Percentage of Respondents
1	Strongly agree	2	2
2	agree	19	16
3	Neither agree nor dis agree	63	52
4	disagree	24	20
5	Strongly disagree	12	10

Chart – 11: family problems are causing my absenteeism



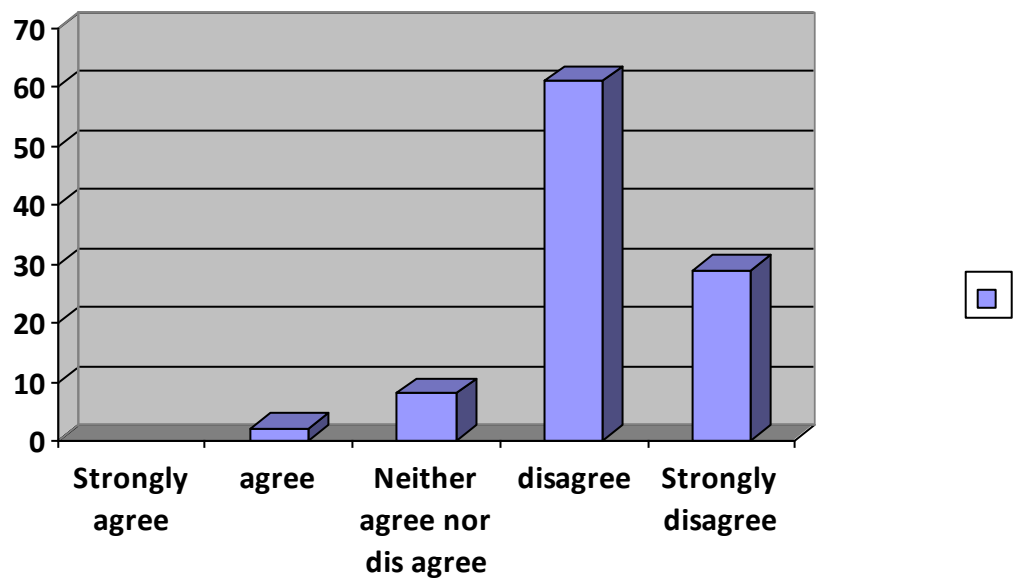
Inference

52 % of the respondent's replied neither agree nor disagree to the family problems are causing my absenteeism.

Table-12: Superior –subordinate relationship is causing my absenteeism

Sl No.	Particulars	Total No. of Respondents	Percentage of Respondents
1	Strongly agree	0	0
2	agree	2	2
3	Neither agree nor dis agree	10	8
4	disagree	73	61
5	Strongly disagree	35	29

Chart – 12: Superior –subordinate relationship is causing my absenteeism



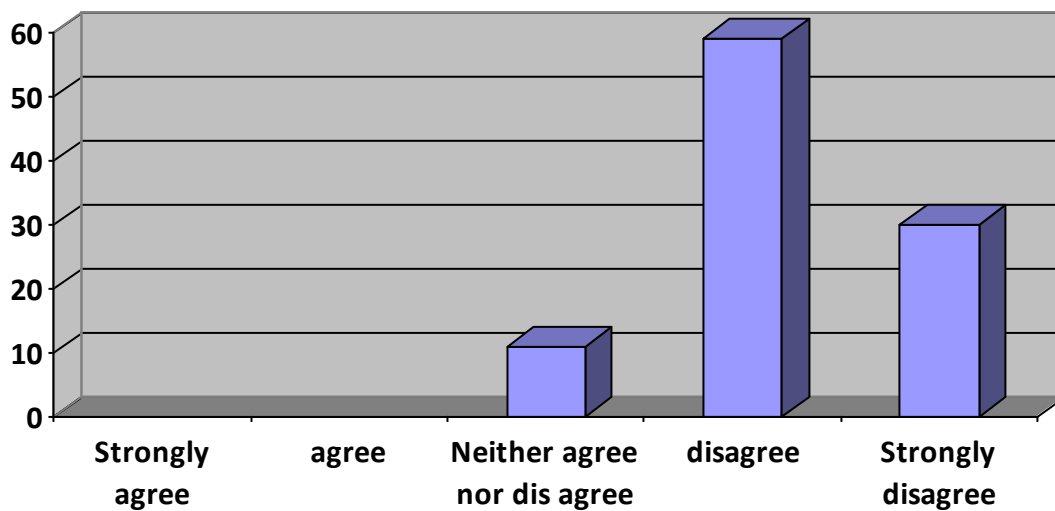
Inference

61 % of the respondent's disagree to superior- subordinate relationship is causing my absenteeism and 29 % strongly disagree.

Table-13: Relationship with the colleagues are causing my absenteeism

Sl No.	Particulars	Total No. of Respondents	Percentage of Respondents
1	Strongly agree	0	0
2	agree	0	0
3	Neither agree nor dis agree	13	11
4	disagree	71	59
5	Strongly disagree	36	30

Chart – 13: Relationship with the colleagues are causing my absenteeism



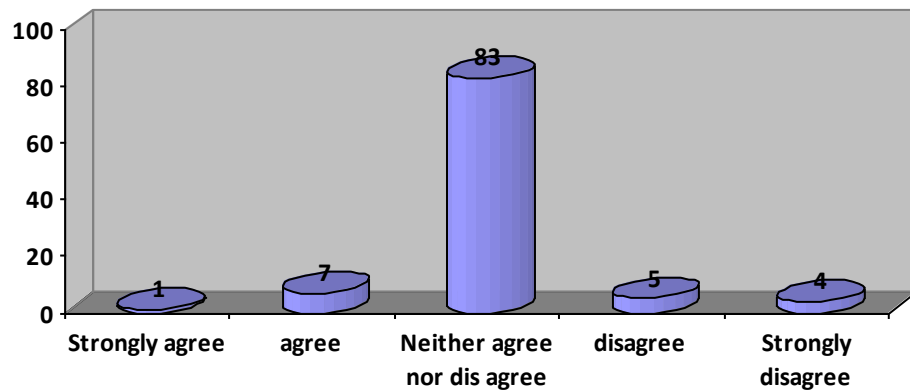
Inference

59 % of the respondent's disagree to relationship with the colleagues are causing my absenteeism and 30 % strongly disagree.

Table-14: Work environment is causing my absenteeism:

Sl No.	Particulars	Total No. of Respondents	Percentage of Respondents
1	Strongly agree	1	1
2	Agree	8	7
3	Neither agree nor dis agree	100	83
4	disagree	6	5
5	Strongly disagree	5	4

Chart – 14: Work environment is causing my absenteeism:



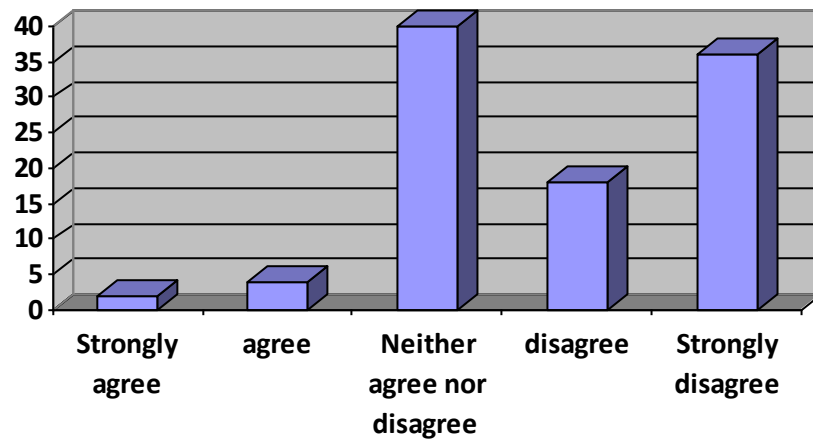
Inference

83 % of the respondent's neither agree nor disagree to the work environment's causing my absenteeism

Table-15: Climatic conditions are causing my absenteeism:

Sl No.	Particulars	Total No. of Respondents	Percentage of Respondents
1	Strongly agree	2	2
2	Agree	5	4
3	Neither agree nor disagree	48	40
4	Disagree	22	18
5	Strongly disagree	43	36

Chart – 16: Climatic conditions are causing my absenteeism:



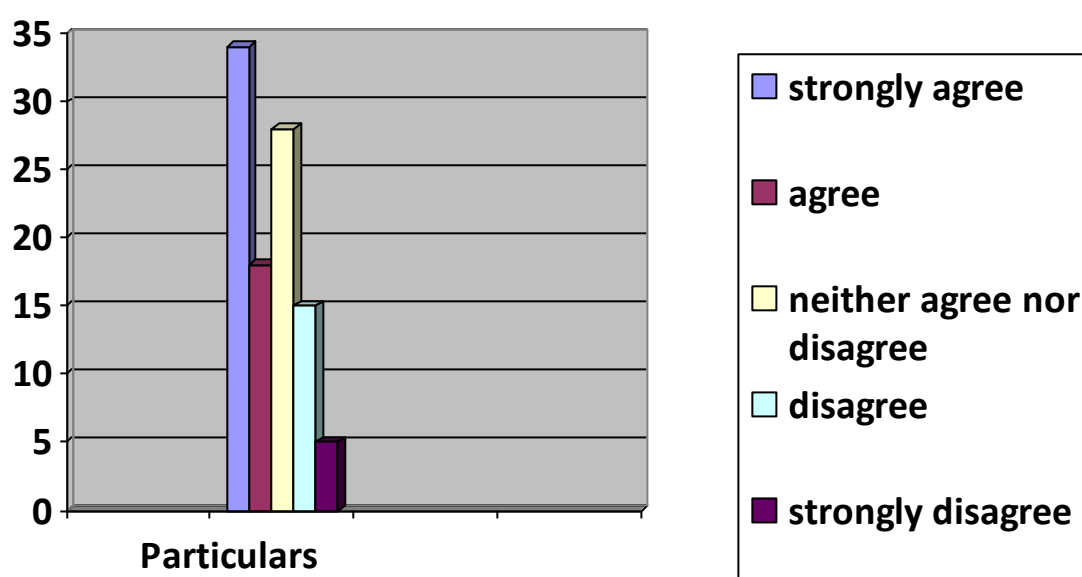
Inference

40% of the respondent's neither agree nor disagree to the climate condition are causing my absenteeism and 36 % respondents strongly disagree

Table-17:-personal factors are causing my absenteeism

Sl. No	Particulars	Total No. of Respondents	Percentage of Respondents
1	Strongly agree	41	34
2	Agree	22	18
3	Neither agree nor disagree	33	28
4	Disagree	18	15
5	Strongly disagree	6	5

Chart-18:-personal factors are causing my absenteeism



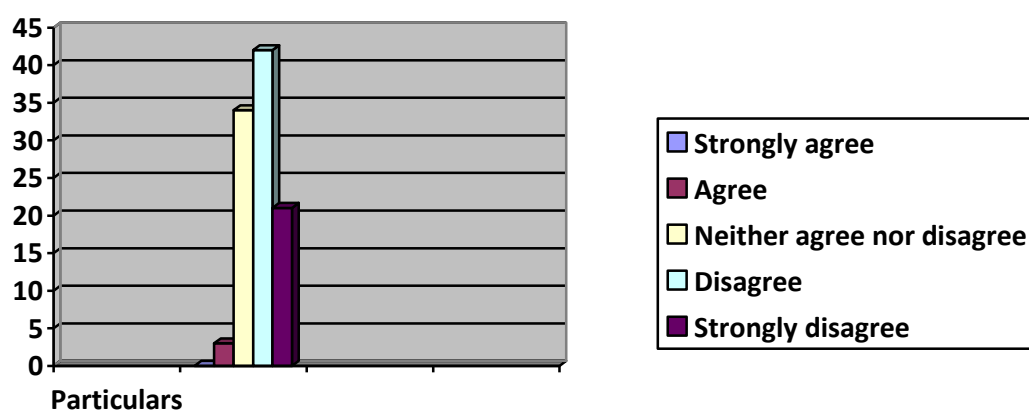
Inference

34% of the respondents strongly agree that personal illnesses are causing my absenteeism and 28% neither agree nor disagree.

Table 19:- organizational factors are causing my absenteeism

Sl. No	Particulars	Total No. of Respondents	Percentage of Respondents
1	Strongly agree	0	0
2	Agree	4	3
3	Neither agree nor disagree	41	34
4	Disagree	50	42
5	Strongly disagree	25	21

Chart-19:- organizational factors are causing my absenteeism



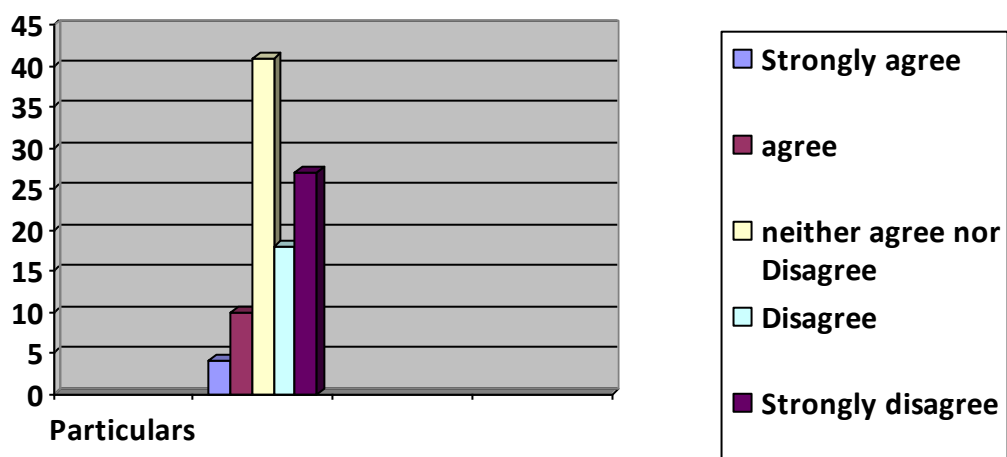
Inference

34% of the respondents neither agree nor disagree that organizational factors are causing my absenteeism while 42% disagree and 21% strongly disagree

Table 20:- social factors are causing my absenteeism

Sl. No	Particulars	Total No. of Respondents	Percentage of Respondents
1	Strongly agree	5	4
2	Agree	12	10
3	Neither agree nor disagree	49	41
4	Disagree	22	18
5	Strongly disagree	32	27

Chart 20:- social factors are causing my absenteeism



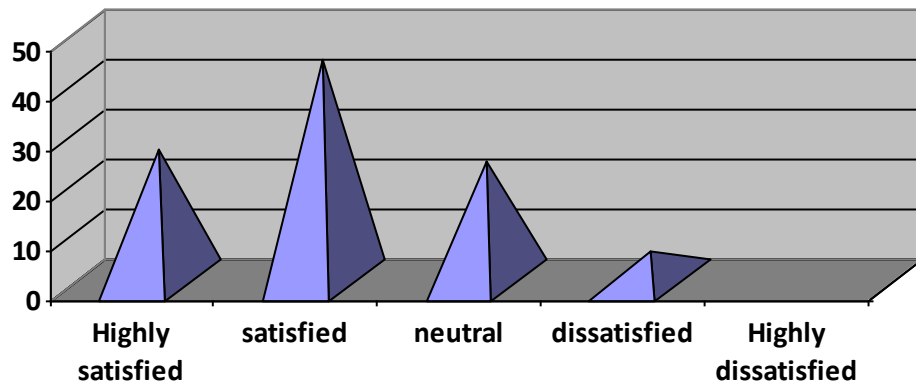
Inferences

41% of the respondents neither agree nor disagree that social factors are causing their absenteeism and 27% strongly disagree.

Table-21:Present level of job satisfaction:

Sl No.	Particulars	Total No. of Respondents	Percentage of Respondents
1	Highly satisfied	31	26
2	satisfied	53	44
3	neutral	29	24
4	dissatisfied	7	6
5	Highly dissatisfied	0	0

Chart – 21: Present level of job satisfaction:



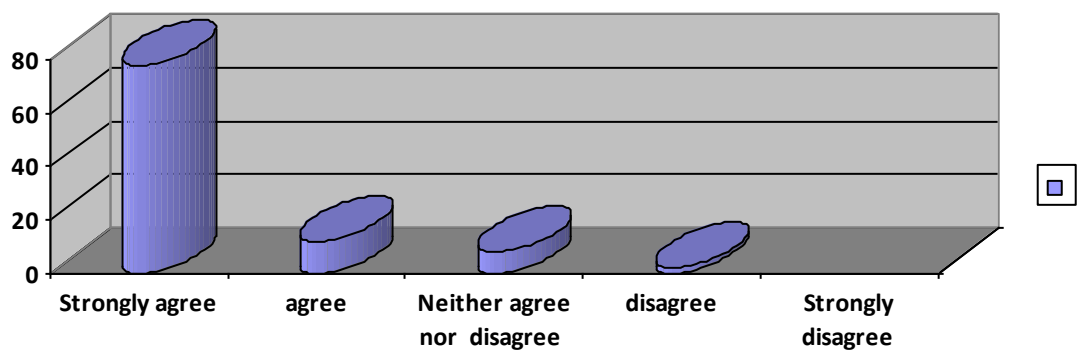
Inference

26% of the respondent's said that they are hoghly satisfied with their job while 44% said they are satisfied 24 % replied neutral and 6% said they are dissatisfied

Table-22: Job position at the organization commensurate with my qualification obtained:

Sl No.	Particulars	Total No. of Respondents	Percentage of Respondents
1	Strongly agree	94	78
2	agree	14	12
3	Neither agree nor disagree	10	8
4	disagree	2	2
5	Strongly disagree	0	0

Chart –22: Job position at the organization commensurate with my qualification obtained:



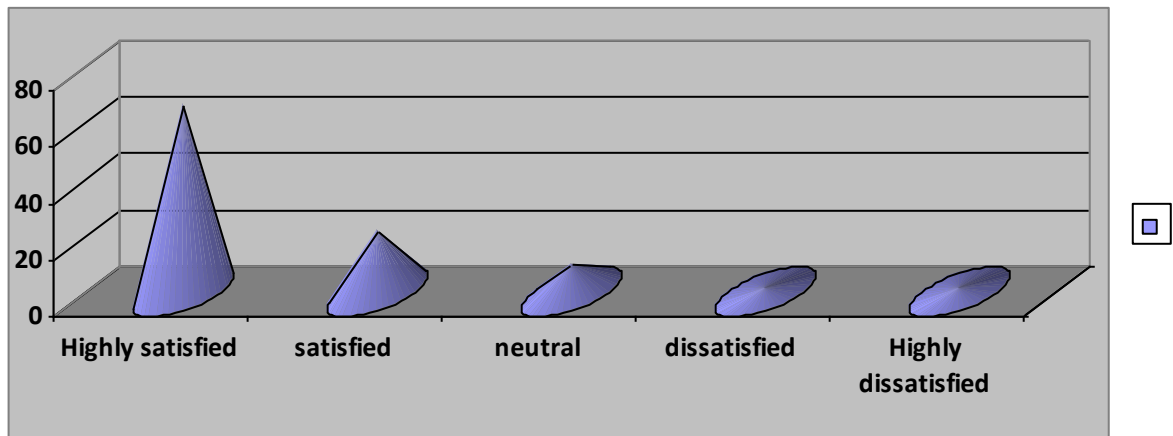
Inference

78% of the respondent's strongly agree to the question that the job position at the organization commensurate with my qualification obtained

Table-23: satisfaction with the safety measures taken by the management:

Sl No.	Particulars	Total No. of Respondents	Percentage of Respondents
1	Highly satisfied	79	66
2	satisfied	27	22
3	neutral	12	10
4	dissatisfied	1	1
5	Highly dissatisfied	1	1

Chart – 23: satisfaction with the safety measures taken by the management:



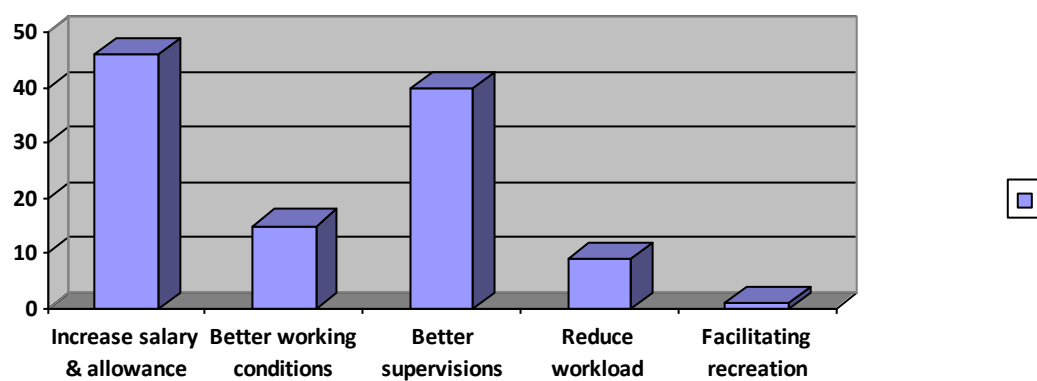
Inference

66% of the respondent's replied they are highly satisfied with the safety measures taken by the management

Table-24: Factor provided will reduce my absenteeism:

Sl No.	Particulars	Total No. of Respondents	Percentage of Respondents
1	Increase salary & allowance	52	43
2	Better working conditions	15	13
3	Better supervisions	46	38
4	Reduce workload	6	5
5	Facilitating recreation	1	1

Chart – 24: Factor provided will reduce my absenteeism:



Inference

46% of the respondent's replied that increasing salary of allowance will reduce their absenteeism and 40% replied that better super vision will reduce their absenteeism.

STATISTICAL TOOLS AND ANALYSIS

CHI- SQUARE TEST I – (χ^2)

Chi-square is the sum of the squared difference observed (o) and the expected (e) data (or the deviation, d), divided by the expected data in all possible categories.

Null hypothesis (Ho):

There is a relationship between the employee absenteeism rate and Present level of job satisfaction.

Alternate hypothesis (H1):

There is no relationship between the employee absenteeism rate and Present level of job satisfaction.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
How many days you usually absent in a month * Present level of job satisfaction	120	100.0%	0	0.0%	120	100.0%

How many days you usually absent in a month * Present level of job satisfaction
Crosstabulation

		Present level of job satisfaction				Total
		Highly satisfied	satisfied	neutral	dissatisfied	
How many days you usually absent in a month	Count	8	0	0	0	8
	% within How many days you usually absent in a month	100.0%	0.0%	0.0%	0.0%	100.0%
	1					
	% within Present level of job satisfaction	25.8%	0.0%	0.0%	0.0%	6.7%
	% of Total	6.7%	0.0%	0.0%	0.0%	6.7%
	Count	23	45	0	0	68
	% within How many days you usually absent in a month	33.8%	66.2%	0.0%	0.0%	100.0%
	2					
	% within Present level of job satisfaction	74.2%	84.9%	0.0%	0.0%	56.7%

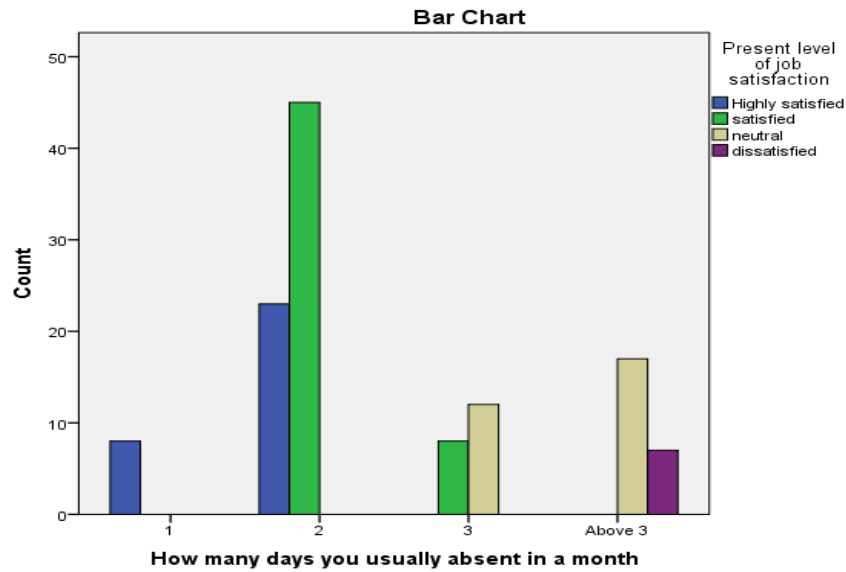
3	% of Total	19.2%	37.5%	0.0%	0.0%	56.7%
	Count	0	8	12	0	20
	% within How many days you usually absent in a month	0.0%	40.0%	60.0%	0.0%	100.0%
	% within Present level of job satisfaction	0.0%	15.1%	41.4%	0.0%	16.7%
	% of Total	0.0%	6.7%	10.0%	0.0%	16.7%
	Count	0	0	17	7	24
Above 3	% within How many days you usually absent in a month	0.0%	0.0%	70.8%	29.2%	100.0%
	% within Present level of job satisfaction	0.0%	0.0%	58.6%	100.0%	20.0%
	% of Total	0.0%	0.0%	14.2%	5.8%	20.0%
Total	Count	31	53	29	7	120
	% within How many days you usually absent in a month	25.8%	44.2%	24.2%	5.8%	100.0%

% within Present level of job satisfaction	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	25.8%	44.2%	24.2%	5.8%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	130.373 ^a	9	.000
Likelihood Ratio	149.778	9	.000
Linear-by-Linear Association	84.242	1	.000
N of Valid Cases	120		

a. 8 cells (50.0%) have expected count less than 5. The minimum expected count is .47.



Degree of Freedom= $(r-1) * (c-1)$

$$= 3*3= 9$$

Calculated value = 130.373

Tabulated value = 16.919

$Z = Z_{cal} > Z_{tab}$

$$Z= 130.373 > 16.919$$

Hence, the Alternate hypothesis [H1] is accepted

INFERENCE:

Since the calculated value is greater than the tabulated value, we accept the alternate hypothesis and hence there is a relationship between the employee absenteeism rate and Present level of job satisfaction.

ONE-WAY ANOVA CLASSIFICATION

Null hypothesis (Ho):

There is a significance difference between the Monthly Income and satisfaction with the income you earn.

Alternate hypothesis (H1):

There is no significance difference between the Monthly Income and satisfaction with the income you earn.

Descriptives

Monthly Income

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Mini mum	Maxi mum
					Lower Bound	Upper Bound		
Highly satisfied	24	1.79	.415	.085	1.62	1.97	1	2
satisfied	54	2.00	.000	.000	2.00	2.00	2	2
neutral	36	2.92	.649	.108	2.70	3.14	2	4
dissatisfie d	6	4.83	.408	.167	4.40	5.26	4	5
Total	120	2.38	.831	.076	2.22	2.53	1	5

Test of Homogeneity of Variances

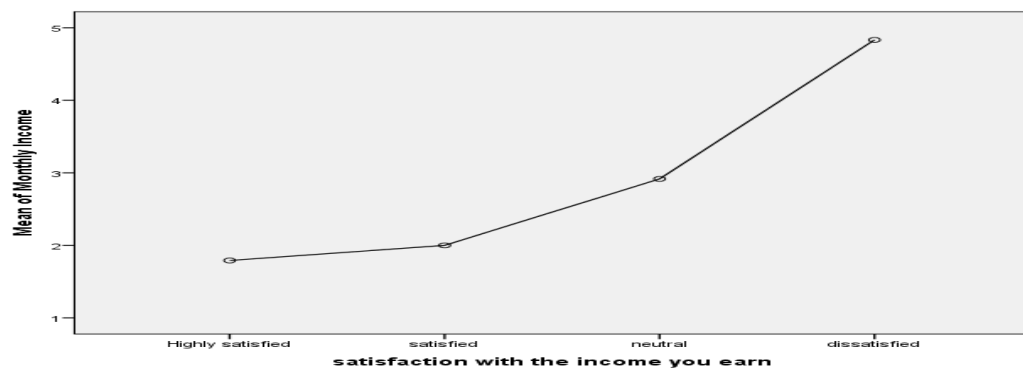
Monthly Income

Levene Statistic	df1	df2	Sig.
21.569	3	116	.000

ANOVA

Monthly Income

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	62.583	3	20.861	123.832	.000
Within Groups	19.542	116	.168		
Total	82.125	119			



Calculated value = 123.832

Tabulated value = 2.70

F = F cal > F tab F=123.832 > 2.70

Correlations

Hence, the Alternate hypothesis [H1] is accepted.

INFERENCE:

The calculated value of F is greater than the tabulated value. Hence, we reject the null hypothesis and conclude that there is no significance difference between the Monthly Income and satisfaction with the income you earn.

ANALYSIS USING KARL PEARSON'S CORRELATION

Correlation analysis is the statistical tool used to measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables.

Null hypothesis (H0):

There is positive relationship between the Factor provided will reduce my absenteeism and satisfaction with the safety measures taken by the management.

Alternate hypothesis (H1):

There is negative relationship between the Factor provided will reduce my absenteeism and satisfaction with the safety measures taken by the management.

		Factor provided will reduce my absenteeism	satisfaction with the safety measures taken by the management
Factor provided will reduce my absenteeism	Pearson	1	.771**
	Correlation		
	Sig. (2-tailed)		.000
	N	120	120
satisfaction with the safety measures taken by the management	Pearson	.771**	1
	Correlation		
	Sig. (2-tailed)	.000	
	N	120	120

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

$$r = \frac{N\sum XY - \sum X \sum Y}{\sqrt{N\sum X^2 - (\sum X)^2} \sqrt{N\sum Y^2 - (\sum Y)^2}}$$

$$r = .771$$

INFERENCE:

Since r is positive, there is positive relationship between the Factor provided will reduce my absenteeism and satisfaction with the safety measures taken by the management.

LIMITATIONS OF THE STUDY

- The study was confined to Idukki District Traditional Cardamom Producer Company Ltd,
- The information provided by majority of the respondents could also be biased or inaccurate. No independent verification of the data was possible.
- Time is one major constraint, which limits the effective data collection.
- Non-availability of data collection from all employees of Idukki District Traditional Cardamom Producer Company Ltd
- The sample size is only 120 so the sample may not be truly representative of the total population
- Reliability and accuracy of the analysis depends on the respondents' openness and trueness towards each question in the questionnaire.

FINDINGS

From the study it was found that:-

- 42% of the respondents had an experience of below 5 yrs and 44% of the respondents have experiences are between 5-10 yrs.
- Majority of the respondents (89%) have applied to join their job while 10% have accidentally joined the job.
- 68% of the respondents have taken the leave for 2 days followed by 20% of the respondents have taken the leave for 3 days.
- Most of the respondents (75%) are absent due to sickness followed by 10% respondents are absent due to outstation visits and festivals respectively.
- 45% of the respondents are satisfied with the income they earn followed by 30% of the respondents replied neutral to the question.
- 52% of the respondents neither agree nor disagree that family problems are causing their absenteeism, while 16% of them agreed.
- From the study it was found that 61% of the respondents disagree that superior subordinate relationship are causing their absenteeism.
- 59% of the respondents disagree that relationship with the colleagues are causing their absenteeism.
- Only 7% of the respondents agree that work environment is causing their absenteeism.

- 24% of the respondents agreed that religious ceremonies are causing their absenteeism.
- Only 35% of the respondents strongly disagree that external political reasons are causing their absenteeism followed by 30% respondents disagreed.
- Only 6% of the respondents are dissatisfied with their present job, while 44% of the respondents are satisfied followed by 26% highly satisfied.
- Majority of the respondents (78%) strongly agree that job position at the organization commensurate with their qualification obtained.
- 66% are highly satisfied with the safety measures taken by the management followed by 22% satisfied.
- From the study it was found that 46% of the respondents replied that increasing salary & allowances will reduce their absenteeism while 40% of the respondents replied that better supervisions will reduce their absenteeism.
- 34% of the respondents strongly agree that personal illnesses are causing my absenteeism and 28% neither agree nor disagree.
- 34% of the respondents neither agree nor disagree that organizational factors are causing my absenteeism while 42% disagree and 21% strongly disagree.
- From the study it was found that 41% of the respondents neither agree nor disagree that social factors are causing their absenteeism and 27% strongly disagree.

SUGGESTIONS AND RECOMMENDATIONS

- The management must often conduct physical development training to the employees.
- The management must take effort to make their employees achieving the work life balance.
- To create awareness about the importance of the present job to the staff.
- The management must concentrate on ensuring job security among the workers.
- The management should provide training to the employee to realize their duties towards the public.
- The management must try to strengthen the relationships between the staff and public by conducting various awareness programmes.
- The management may provide training and developing coaching to less experienced employees.

CONCLUSION

The project work “**A STUDY ON EMPLOYEES ABSENTEEISM IN IDUKKI DISTRICT TRADITIONAL CARDAMOM PRODUCER COMPANY LTD**”, made an attempt to find out the reasons for absenteeism in Idukki District Traditional Cardamom Producer Company Ltd

The study has reflected the respondent’s impression on the working conditions, remuneration, and job satisfaction, and work load, satisfaction with the management and relationship with the colleagues and finally their satisfaction level regarding the present job.

With these findings, suggestions & recommendations it would be of great help to the management to implement in finding out a suitable solution to reduce absenteeism.

BIBLIOGRAPHY

BOOKS:-

- EDWIN B. FLIPPO- PERSONNEL; MANAGEMENT, SIXTH EDITION, MCGRAW HILL BOOK COMPANY.
- MIRZA S. SAIYADAIN-HUMAN RESOURCE MANAGEMENT, FIRST EDITION, MCGRAW HILL BOOK COMPANY.
- C.R. KOTHARI - STATISTICS AND RESEARCH METHODOLOGY.

WEBSITES:-

JOURNALS AND ARTICLES

1. <http://www.eajournals.org/wp-content/uploads/Effect-of-Absenteeism-on-Corporate-Performance.pdf>
2. <https://izajole.springeropen.com/articles/10.1186/2193-8997-3-3>
3. [http://www.ibec.ie/IBEC/DFB.nsf/vPages/Research_and_surveys~Employer_issues~ibec-guide-to-managing-absence-16-05-2013/\\$file/Employee%20Absenteeism%20-%20A%20Guide%20to%20Managing%20Absence.pdf](http://www.ibec.ie/IBEC/DFB.nsf/vPages/Research_and_surveys~Employer_issues~ibec-guide-to-managing-absence-16-05-2013/$file/Employee%20Absenteeism%20-%20A%20Guide%20to%20Managing%20Absence.pdf)
4. <http://www.allresearchjournal.com/archives/2016/vol2issue3/PartF/2-2-115.pdf>
5. <http://journals.sagepub.com/doi/abs/10.1177/001872679204500206>
6. <http://www.warse.org/pdfs/2013/spicetem201303.pdf>
7. https://www.researchgate.net/publication/222952893_Employee_Absenteeism_A_Review_of_the_Literature
8. <http://www.sciencedirect.com/science/article/pii/S1877042814051805>
9. <http://isbr.in/editorials/journals/33-41-f-1.pdf>
10. http://www.tandfonline.com/doi/abs/10.1300/J075v07n01_09

QUESTIONNAIRE

Personal details

- **1.Name:**
- **2.Address:**
- **3.Gender:**
 - a. Maleb. Female
- **4.Marital status**
 - a. Married b. Unmarried
- **5. Age of the respondents**
 - a. Below 20yrs b.21-30yrs c.31-40yrs d.41-50yrs
 - e. above 50yrs
- **6.Educational level**
 - a. Below SSLC b.+2/Diploma c.UG d.PG e. Others
- **7.Monthly Income**
 - a. Below Rs.5000 b.Rs.5001-10000 c.Rs.10001-15000
 - d.15001-20000 e. above 20001
- **8.Designation:**
- **9.No. of years of service in Idukki District Traditional Cardamom Producer Company Ltd:**
 - a. below 5 yrs b.5-10 yrs
 - c. 11-15 yrs d.15-20 yrs e. above 20 yrs
- **10.How did you joined this job:**
 - a. Applied b. accidentally c. pushed

- **11.How many days you usually absent in a month:**
 - a. none b.1 c.2 d.3
 - e. above 3
- **12.Any specific reason for absenteeism:**
 - a. sickness b. family problem
 - c. financial worries d. problem with the superior
 - e. outstation visit f. festivals g. bad climate
- **13.Are you satisfied with the income you earn:**
 - a. highly satisfied b. satisfied c. neutral
 - d. dissatisfied e. highly dissatisfied
- **14.personal illness are causing my absenteeism:**
 - a. strongly agree b. agree c. neither agree nor disagree
 - d. disagree e. strongly disagree
- **15.Work environment is causing my absenteeism:**
 - a. strongly agree b. agree c. neither agree nor disagree
 - d. disagree e. strongly disagree
- **16.climatic conditions are causing my absenteeism:**
 - a. strongly agree b. agree c. neither agree nor disagree
 - d. disagree e. strongly disagree
- **17.What is your present level of job satisfaction:**
 - a. highly satisfied b. satisfied c. neutral
 - d. dissatisfied e. highly dissatisfied

- **18.job position at the organization commensurate with my qualification obtained:**

a. strongly agree b. agree c. neither agree nor disagree
d. disagree e. strongly disagree

- **19.Are you satisfied with the safety measures taken by the management:**

a. highly satisfied b. satisfied c. neutral d. dissatisfied
e. highly dissatisfied

- **20.which of the factor provided will reduce my absenteeism:**

a. Increase salary & allowances.
b. better working conditions.
c. better supervisions.
d. reduce workload.
e. facilitating recreation

- **21.Your suggestions and recommendations to reduce absenteeism**

1.....
2.....

Signature

Thanking you for your cooperation

ANNEXURE II – RESEARCH ARTICLE

A STUDY ON EMPLOYEE ABSENTEEISM&PREVENTIVE MEASURES IN IDUKKI DISTRICT TRADITIONAL CARDAMOM PRODUCER COMPANY LTD

KANAGAPRIYA.M, P.G scholar, MBA department, Sathyabama University

Dr. Yasmeen Bano, Associate professor, MBA department, Sathyabama University

ABSTRACT

Absenteeism is any failure of an employee to report for or to remain at work scheduled regards less of reason. It is difficult for an organization to operate smoothly and to attain its objectives. If employee fail to report to their jobs the work flow is disrupted and often important decisions must be delayed.

This project aims at determining the personal factors leading to absenteeism, to determine the social factors leading to absenteeism, to determine the organizational factors leading to absenteeism and to provide suitable suggestions to reduce the absenteeism in Idukki District Traditional Cardamom Producer Company Ltd.

INTRODUCTION

➔ Absenteeism is a habitual pattern of absence from a duty or obligation. Traditionally, absenteeism has been viewed as an indicator of poor individual performance, as well as a breach of an implicit contract between employee and employer; it was seen as a management problem, and framed in economic or quasi-economic terms. More recent scholarship seeks to understand absenteeism as an indicator of psychological, medical, or social adjustment to work.

Frequent absence from the workplace may be indicative of poor morale or of sick building syndrome. However, many employers have implemented absence policies which make no distinction between absences for genuine illness and absence for inappropriate reasons. One of these policies is the calculation of the Bradford factor, which only takes the total number and frequency of absences into account, not the kind of absence.

OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

- To find the rate of absenteeism in Idukki District Traditional Cardamom Producer Company Ltd.

SECONDARY OBJECTIVES

6. To determine the personal factors leading to absenteeism.
7. To determine the social factors leading to absenteeism.
8. To determine the organizational factors leading to absenteeism
9. To understand the key facilities to be provided to reduce the absenteeism.
10. To provide suitable suggestions to reduce the absenteeism in Idukki District Traditional Cardamom Producer Company Ltd.

NEED OF THE STUDY

- The employee problem is increasing day by day in every industry. The employee problem poses a big head ache to the IT industry. A number of studies are available pertaining to this topic.
- The employee, employer, company production and the corporate relations are getting affected due to absenteeism. Hence I felt that the study becomes important for research. This study however suggests that absentees may be variable construct for analyzing the productivity and progressive pattern on service oriented organization.
- Absenteeism brings out the comparative structure of absenteeism among different working groups, which will help to suggest some possible recommendation to reduce the problem of the absenteeism

SCOPE OF THE STUDY

The topic “A study on employee absenteeism in Idukki District Traditional Cardamom Producer Company Ltd” was selected to understand the rate and causes of absenteeism in Idukki District Traditional Cardamom Producer Company Ltd.

- The study also provides a base for understanding Idukki District Traditional Cardamom Producer Company Ltd staff problems pertaining to absenteeism and to bring out solutions to it.

The study can be used for any further study regarding absenteeism

REVIEW OF LITERATURE

In the opinion of Dakely C.A. (1948)

“Absenteeism is the ratio of the number of production man-days or shifts lost to the total number of productions scheduled to work”. The labor bureau (1962) defines absenteeism as the total shifts lost because of absence as percentage of the total number of man shifts scheduled to work.

Hackett J.D (1929)

He defines it as “the temporary cessation of work for not less than one whole working day initiative of the worker when his presence is expected by the employer.” Similarly encyclopedia of social science observes “Absenteeism as the time lost in industrial establishment by avoidable or unavoidable absence of employees. The time lost by the strikes or by lateness amounting to an hour or two is not usually included.” **Knowles (1979)**

He opined that although absence from work may be due to any of a large number of factors, empirical evidence supporting the view that causal factors can be organizational in nature is scant. Absence may be regarded as one facet of a wider behavioral problem pervading entire organizational sub-units. The author suggests that absence could be used along with other variables as a valuable personnel statistic indicating areas of organizational dysfunction. This means that if levels of absenteeism in such cases as these were to be improved the solution should be looked for at the organizational level rather than at the individual or job level.

RESEARCH METHODOLOGY

Research Design: The research design was based on descriptive study.

Sampling Design: This is a Simple random sampling method.

Data Collection:

Primary Data: It is collected by Questionnaire and Personal Interview.

Secondary Data: It is collected from journals, organization records, Organization website.

Structure of Questionnaire: Multiple choice questions and Likert Scale question.

Sample size: Sample size of 120 employees working in IT industry.

Period of study: The period of study is carried out from January 2023 to March 2023.

Analytical Tools: In this study Percentage Analysis, Chi-Square Analysis, Correlation, One way Anova is used as analytical tools for analysis.

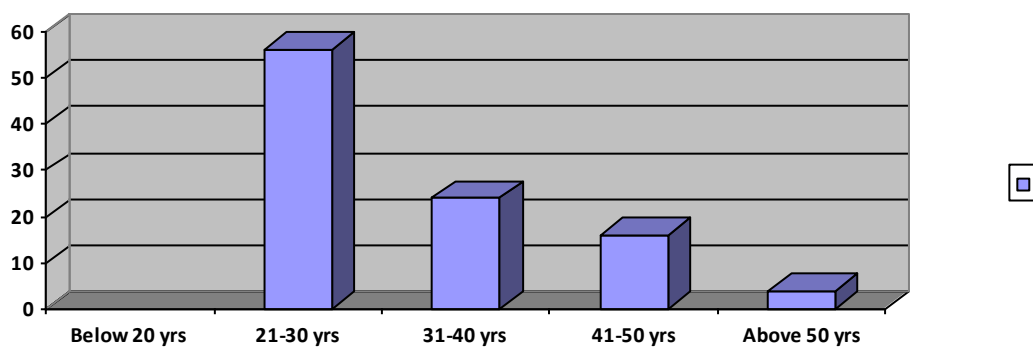
DATA ANALYSIS

PERCENTAGE ANALYSIS:

Age of the respondents

Sl No.	Particulars	Total No. of Respondents	Percentage of Respondents
1	Below 20 yrs	0	0
2	21-30 yrs	67	56
3	31-40 yrs	29	24
4	41-50 yrs	19	16
5	Above 50 yrs	5	4

Chart – 1: **Age of the respondents**



Inference

The above table says that most of the respondent's lies in between

21-30 yrs (56%) and 30-40 yrs (24%)

CHI- SQUARE TEST I – (χ^2)

Chi-square is the sum of the squared difference observed (o) and the expected (e) data (or the deviation, d), divided by the expected data in all possible categories.

Null hypothesis (H₀):

There is a relationship between the employee absenteeism rate and Present level of job satisfaction.

Alternate hypothesis (H₁):

There is no relationship between the employee absenteeism rate and Present level of job satisfaction.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
How many days you usually absent in a month * Present level of job satisfaction	120	100.0%	0	0.0%	120	100.0%

How many days you usually absent in a month * Present level of job satisfaction Crosstabulation

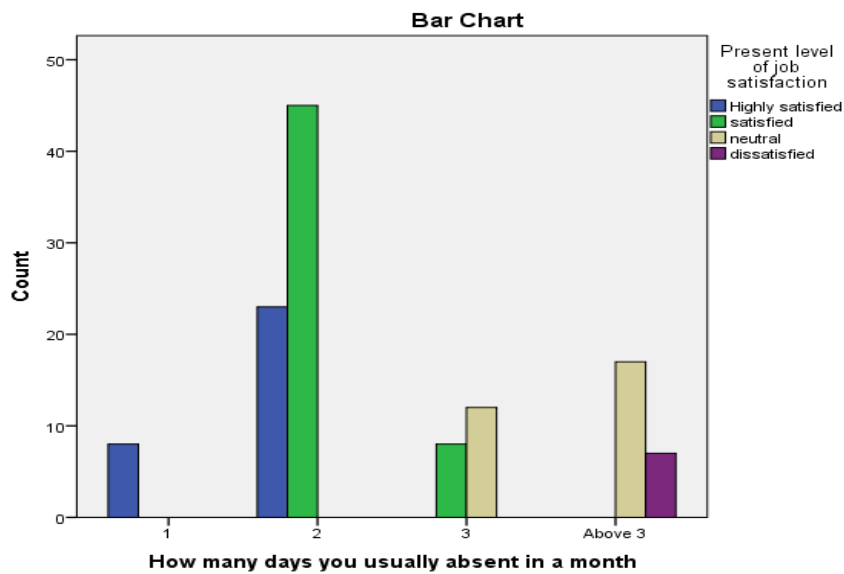
		Present level of job satisfaction				Total
		Highly satisfied	satisfied	neutral	dissatisfied	
1	Count	8	0	0	0	8
	% within How many days you usually absent in a month	100.0%	0.0%	0.0%	0.0%	100.0%
	% within Present level of job satisfaction	25.8%	0.0%	0.0%	0.0%	6.7%
	% of Total	6.7%	0.0%	0.0%	0.0%	6.7%
2	Count	23	45	0	0	68
	% within How many days you usually absent in a month	33.8%	66.2%	0.0%	0.0%	100.0%
	% within Present level of job satisfaction	74.2%	84.9%	0.0%	0.0%	56.7%
	% of Total	19.2%	37.5%	0.0%	0.0%	56.7%
3	Count	0	8	12	0	20
	% within How many days you usually absent in a month	0.0%	40.0%	60.0%	0.0%	100.0%
	% within Present level of job satisfaction	0.0%	15.1%	41.4%	0.0%	16.7%
	% of Total	0.0%	6.7%	10.0%	0.0%	16.7%
Above	Count	0	0	17	7	24

Total	3	% within How many days you usually absent in a month	0.0%	0.0%	70.8%	29.2%	100.0%
		% within Present level of job satisfaction	0.0%	0.0%	58.6%	100.0%	20.0%
		% of Total	0.0%	0.0%	14.2%	5.8%	20.0%
		Count	31	53	29	7	120
		% within How many days you usually absent in a month	25.8%	44.2%	24.2%	5.8%	100.0%
		% within Present level of job satisfaction	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	25.8%	44.2%	24.2%	5.8%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	130.373 ^a	9	.000
Likelihood Ratio	149.778	9	.000
Linear-by-Linear Association	84.242	1	.000
N of Valid Cases	120		

a. 8 cells (50.0%) have expected count less than 5. The minimum expected count is .47.



Degree of Freedom= $(r-1) * (c-1)$

$$= 3*3= 9$$

Calculated value = 130.373

Tabulated value = 16.919

$Z = Z_{cal} > Z_{tab}$

$$Z= 130.373 > 16.919$$

Hence, the Alternate hypothesis [H1] is accepted

INFERENCE:

Since the calculated value is greater than the tabulated value, we accept the alternate hypothesis and hence there is a relationship between the employee absenteeism rate and Present level of job satisfaction.

ONE-WAY ANOVA CLASSIFICATION

Null hypothesis (Ho):

There is a significance difference between the Monthly Income and satisfaction with the income you earn.

Alternate hypothesis (H1):

There is no significance difference between the Monthly Income and satisfaction with the income you earn.

Descriptives

Monthly Income

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Highly satisfied	24	1.79	.415	.085	1.62	1.97	1	2
satisfied	54	2.00	.000	.000	2.00	2.00	2	2
neutral	36	2.92	.649	.108	2.70	3.14	2	4
dissatisfied	6	4.83	.408	.167	4.40	5.26	4	5
Total	120	2.38	.831	.076	2.22	2.53	1	5

Test of Homogeneity of Variances

Monthly Income

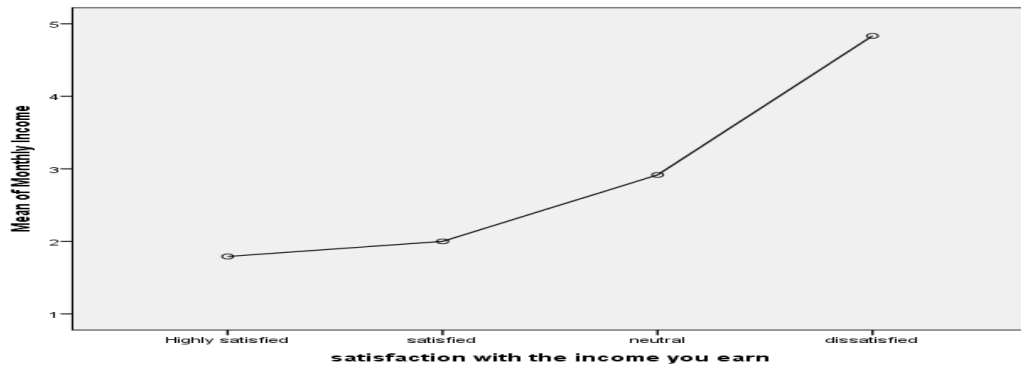
Levene Statistic	df1	df2	Sig.
21.569	3	116	.000

ANOVA

Monthly Income

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	62.583	3	20.861	123.832	.000

Within Groups	19.542	116	.168		
Total	82.125	119			



Calculated value = 123.832

Tabulated value = 2.70

$F = F_{cal} > F_{tab}$ **$F=123.832 > 2.70$**

Hence, the Alternate hypothesis [H1] is accepted.

INFERENCE:

The calculated value of F is greater than the tabulated value. Hence, we reject the null hypothesis and conclude that there is no significance difference between the Monthly Income and satisfaction with the income you earn.

ANALYSIS USING KARL PEARSON'S CORRELATION

Correlation analysis is the statistical tool used to measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables.

Null hypothesis (H0):

There is positive relationship between the Factor provided will reduce my absenteeism and satisfaction with the safety measures taken by the management.

Correlations

		Factor provided will reduce my absenteeism	satisfaction with the safety measures taken by the management
Factor provided will reduce my absenteeism	Pearson	1	.771**
	Correlation		
	Sig. (2-tailed)		.000
	N	120	120
satisfaction with the safety measures taken by the management	Pearson	.771**	1
	Correlation		
	Sig. (2-tailed)	.000	
	N	120	120

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

$$r = \frac{N\sum XY - \sum X \sum Y}{\sqrt{N\sum X^2 - (\sum X)^2} \sqrt{N\sum Y^2 - (\sum Y)^2}}$$

$$r = .771$$

INFERENCE:

Since r is positive, there is positive relationship between the Factor provided will reduce my absenteeism and satisfaction with the safety measures taken by the management.

SUGGESTIONS AND RECOMMENDATIONS

- The management must often conduct physical development training to the employees.
- The management must take effort to make their employees achieving the work life balance.
- To create awareness about the importance of the present job to the staff.
- The management must concentrate on ensuring job security among the workers.
- The management should provide training to the employee to realize their duties towards the public.
- The management must try to strengthen the relationships between the staff and public by conducting various awareness programmes.
- The management may provide training and developing coaching to less experienced employees.

CONCLUSION

The project work “**A STUDY ON EMPLOYEES ABSENTEEISM IN IDUKKI DISTRICT TRADITIONAL CARDAMOM PRODUCER COMPANY LTD**”, made an attempt to find out the reasons for absenteeism in Idukki District Traditional Cardamom Producer Company Ltd

The study has reflected the respondent’s impression on the working conditions, remuneration, and job satisfaction, and work load, satisfaction with the management and relationship with the colleagues and finally their satisfaction level regarding the present job.

With these findings, suggestions & recommendations it would be of great help to the management to implement in finding out a suitable solution to reduce absenteeism.

REFERENCE

- EDWIN B. FLIPPO- PERSONNEL; MANAGEMENT, SIXTH EDITION, MCGRAW HILL BOOK COMPANY.
- MIRZA S. SAIYADAIN- HUMAN RESOURCE MANAGEMENT, FIRST EDITION, MCGRAW HILL BOOK COMPANY.
- C.R. KOTHARI- STATISTICS AND RESEARCH METHODOLOGY.