

A STUDY ON EMPLOYEES ABSENTEEISM AT INDUSTRIES IN CHENNAI CITY

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

By

MOHAMED IMRAN SHERIFF.I

(40410099)



DEPARTMENT OF BUSINESS ADMINISTRATION

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 2022



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SCHOOL OF BUSINESS ADMINISTRATION

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of MOHAMED
IMRAN SHERIFF.I (40410099) who has done the Project work entitled “**A STUDY
ON EMPLOYEES ABSENTEEISM AT IT INDUSTRIES IN CHENNAI CITY**”
under my supervision from January 2022 to March 2022.

Dr. JOHN PAUL M

Internal Guide

External Guide

Dr. BHUVANESWARI G.
Dean - School of Business Administration

Submitted for Viva voice Examination held on_____.

Internal Examiner

External Examiner

DECLARATION

I **MOHAMED IMRAN SHERIFF.I 40410099**. Hereby declare that the Project Report entitled “**ASTUDY ON EMPLOYEES ABSENTEEISM AT IT INDUSTRIES IN CHENNAI CITY**” done by me under the guidance of Dr. JOHN PAUL. M, MBA, MHRM,M.Phil,TNSET, Ph.D., Associates Professor, School of Business Administration is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE:

MOHAMED IMRAN SHERIFF.I

PLACE:

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 its successfully. I am grateful to them.*

*I convey my sincere thanks to **Dr. BHUVANESWARI G.**, Dean, School of Business Administration and **Dr. PALANI A.**, Head, School of Business Administration 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. JOHN PAUL M., Assistant Professor of the Department, School of Management** for his 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 Business Administration who were helpful in many ways for the completion of the project.

MOHAMED IMRAN SHERIFF.I

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ABSTRACT

Absenteeism in Indian industries has become usual phenomenon. It is a vital issue that requires immediate attention by both employers and employees. Absenteeism is a habitual pattern of absence from a duty or obligation. It's a mistake to think that absenteeism is always a product of laziness or employees who try to get out of work whenever they can. This paper attempts to spotlight various causes of absenteeism ranging from personal issues to poor work environment, occupational diseases, poor production planning (flow of work), bad working conditions and inadequate welfare conditions, lack of trained laborers, insecurity in employment, collective bargaining process, rigid control system, lack of supervisory support, lack of interest, lack of cohesive and cordial culture and so on. This research also highlights the ways to reduce the absenteeism of the employees in the Indian Industry.

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CHAPTER 1

INTRODUCTION

CHAPTER-1

INTRODUCTION

1.1 INTRODUCTION

Employee Absenteeism is referred to herein as failure of employees to report for work when they are scheduled to work. Employees who are away from work on recognized holidays, vacations, approved leaves of absence, or leaves of absence allowed for under the collective agreement provisions would not be included. Employee Absenteeism is a habitual pattern of absence from a duty or obligation. Traditionally, Employee 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 Employee absenteeism as an indicator of psychological, medical, or social adjustment to work.

THE CAUSES OF ABSENTEEISM

- > Serious accidents and illness
- > Low morale
- > Poor working conditions
- > Boredom on the job
- > Lack of job satisfaction
- > Inadequate leadership and poor supervision
- > Personal problems (financial, marital, substance abuse, childcare etc.)
- > Poor physical fitness
- > Transportation problems
- > inadequate nutrition

- > The existence of income protection plans (collective agreement provisions which continue income during periods of illness or accident)
- > Stress
- > Workload

TRENDS IN ABSENTEEISM

Recent surveys indicate the following trends in absenteeism.

- > The higher the rate of pay and the greater the length of service of the employee, the fewer the absences.
- > As an organization grows, there is a tendency towards higher rates of absenteeism.
- > Women are absent more frequently than men.
- > Single employees are absent more frequently than married employees.
- > Younger employees are absent more frequently than older employees but the latter are absent for longer periods of time.
- > Unionized.

THE COST OF ABSENTEEISM

Decrease in Productivity

- > Employees may be carrying an extra workload or supporting new or replacement staff.
- > Employees may be required to train and orientate new or replacement workers Staff.
- > Morale and employee service may suffer.

Financial Costs

- > Payment of overtime may result.
- > Cost of self-insured income protection plans must be borne plus the wage cost of replacement employees.

1.2 INDUSTRY PROFILE

Information Technology (It) Industry in India has played a key role in putting India on the global map. IT industry in India has been one of the most significant growth contributors for the Indian economy. The industry has played a significant role in transforming India's image from a slow moving bureaucratic economy to a land of innovative entrepreneurs and a global player in providing world class technology solutions and business services. The industry has helped India transform from a rural and agriculture-based economy to a knowledge based economy.

Information Technology has made possible information access at gigabit speeds. It has made tremendous impact on the lives of millions of people who are poor, marginalized and living in rural and far flung topographies. Internet has made revolutionary changes with possibilities of e-government measures like e-health, e- education, e-agriculture, etc. Today, whether its filing Income Tax returns or applying for passports online or railway e-ticketing, it just need few clicks of the mouse. India's IT potential is on a steady march towards global competitiveness, improving defense capabilities and meeting up energy and environmental challenges amongst others. IT-Its sector in India, with the main focus on increasing technology adoption, and developing new delivery platforms, has aggregated revenues of USD 88.1 billion in FY2011, while generating direct employment for over 2.5 million people. Out of 88.1 billion, export revenues (including Hardware) has reached USD 59.4 billion in FY2011 while domestic revenues (including Hardware) of about USD 28.8 billion.

1.3 OBJECTIVES OF THE STUDY

To find out the Socio – Economic background of absenteeism.

To find out how far personal factors are responsible for absenteeism.

To find out how far financial background of workers is responsible for absenteeism. To the out the influence of other factors which are responsible for absenteeism.

To find out the rate of absenteeism among workers with reference to those factors of absenteeism that is controllable by the management.

1.4 Need for the Study

The scope of this paper will be confined to companies, sources and publications within the Chennai city. This issue does not require the inclusion of additional . This paper will consider the various types of absenteeism, motivation for such absenteeism and corrective actions designed to reduce such actions in the future.

1.5 SCOPE OF THE STUDY

The scope of this paper will be confined to companies, sources and publications within the Chennai city. This issue does not require the inclusion of additional . This paper will consider the various types of absenteeism, motivation for such absenteeism and corrective actions designed to reduce such actions in the future.

CHAPTER 2

REVIEW OF LITERATURE

CHAPTER 2

REVIEW OF LITERATURE

2.1 REVIEW OF LITERATURE

1. **Ernest B. Akyeampong** has written a research paper **Trends and seasonality in Absenteeism**. In this paper the author focus 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 the winter months (December to February) and a trough during the summer (June to August). The high incidence in winter is likely related to the prevalence of communicable diseases at that time, especially colds and influenza. The low incidence during the summer may be partly because many employees take their vacation during these months. Because of survey design, those who fall ill during vacation will likely report „vacation “ rather than „sickness or disability “ as the main reason for being away from work. Compared with the annual average, part-week absences are roughly 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.

2. **Maria José Romero and Young-Sun Lee** has written a research paper **A National Portrait of Chronic Absenteeism in the Early Grades**. In this paper he focused on the following points:

- (i) How widespread is the Problem of Early Absenteeism?
- (ii) Does Family Incomes Impact Early Absenteeism?
- (iii) What is the Impact of Early Absenteeism on Academic Achievement?

3. **Morten Nordberg and Knut Røed** has written a research paper **Absenteeism, Health Insurance, and Business Cycles**. In this he wants to evaluate how the economic environment affects worker absenteeism and he also isolate the causal effects of business cycle developments on work-resumption prospects for ongoing absence spells, by conditioning on the state of the business cycle at the moment of entry into sickness absence.

CHAPTER 3

RESEARCH METHODOLOGY

CHAPTER 3

RESEARCH METHODOLOGY

3.1 RESEARCH DESIGN

Research is the collecting, compilation, presentation, and interpretation of significant details or data as part of a systematic and in-depth study or search for any specific subject, or area of enquiry.

3.2 RESEARCH PROCESS

The first and most important phase in the research process is to define and select a research problem. A researcher should start by identifying the issue. Then he should formulate it in such a way that it is researchable. The research process can be divided into three parts for a more organized presentation: primary stages, secondary stages, and tertiary stages.

The primary stage includes

1. Observation
2. Interest
3. Formulating research problems
4. Documentation
5. Research designs

The secondary stage includes

1. Project planning
2. Data collection
3. Questionnaire preparation
4. Analysis of data
5. Testing of hypothesis
6. Interpretation
7. Questionnaire preparation.

3.3 TYPES OF RESEARCH:

DESCRIPTIVE RESEARCH

Descriptive research has been employed; it entails surveys and fact-finding inquiries of many types; the goal of descriptive research is to describe the current state of affairs.

PROJECT PLANNING

The first stage in initiating and supervising a research project is to plan it. It is one of a researcher's most significant responsibilities. This includes defining the researcher's aims and goals, as well as determining how to achieve them

3.4 DATA COLLECTION

One of the most crucial components of research is data collection. The information in research methodology must be accurate and relevant. There are two different types of data collection procedures.

PRIMARY DATA

In this study, the questionnaire approach was used as a data collection tool.

SECONDARY DATA

Secondary data refers to information that is already available, such as information that has been collected and examined by a prior researcher. The secondary data for the study was collected from articles, magazines and other sources.

Sample size :150

3.5 QUESTIONNAIRE PREPARATION

The basic requirement of any research study is the appropriate data which can be collected with the help of a questionnaire. It is simple to determine the level of involvement of so many employees in the firm using a questionnaire.

TYPE OF QUESTIONS

1. Linker's scaling question
2. Rank question
3. Satisfaction scale
4. Agreeability scale.

3.6 HYPOTHESIS TESTING

H₀-stands for "null hypothesis" (there is no significant relationship between the variables).

H₁ – Alternative hypothesis (there is significant relationship between the variables) After analyzing the data, hypothesis testing is done

The hypothesis will either be accepted or rejected as a result.

INFERENCE

The researcher arrives to a conclusion after stating his hypothesis. Inference can also be defined as the explanation of a hypothesis.

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

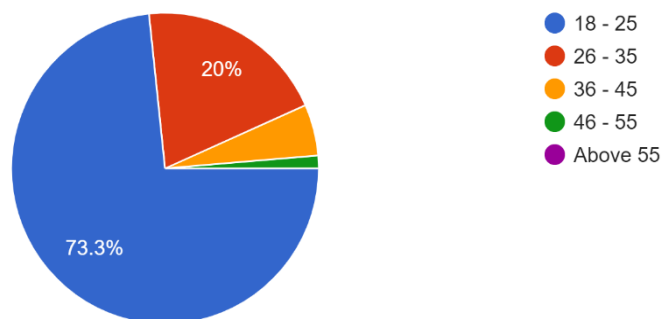
4.1 PERCENTAGE ANALYSIS

TABLE 1: AGE OF RESPONDENTS

OPTIONS	NO.OF. RESPONDENT	PERCENTAGE
18-25	110	73.3%
26-35	30	20%
36-45	8	5.3%
46-55	2	1.3%
55 ABOVE	NIL	NIL
TOTAL	150	100%

SOURCE: PRIMARY DATA

2. AGE
150 responses



INTERPRETATION

Majority of the respondents are belonging to age category of 18-25 (73.3%)

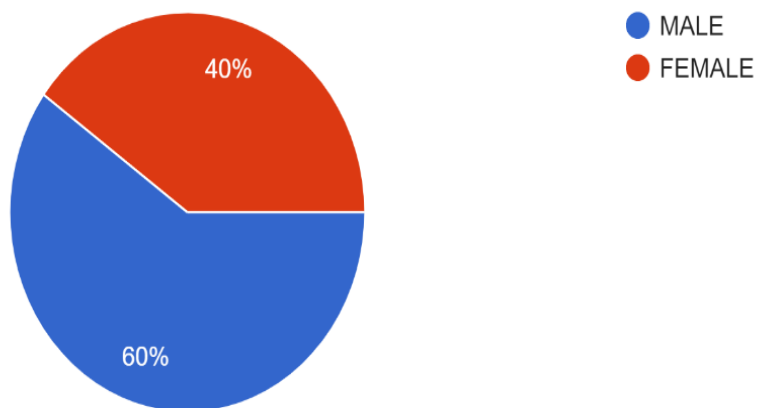
TABLE 2: GENDER OF THE RESPONDENTS

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
MALE	90	40%
FEMALE	60	60%
TOTAL	150	100%

SOURCE: PRIMARY DATA

3. GENDER

150 responses



INTERPRETATION

Majority of the respondents are belonging to category of male (60%)

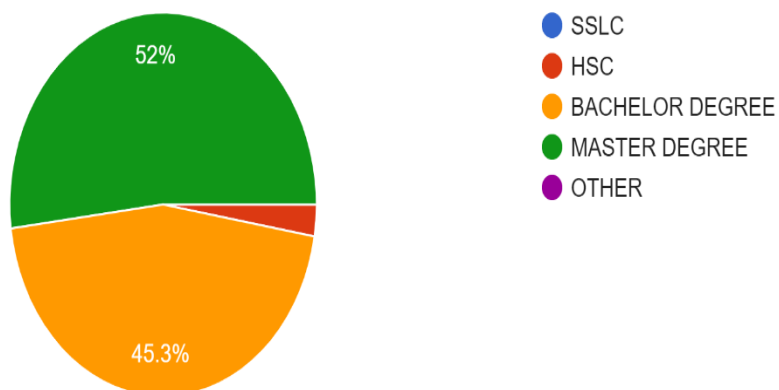
TABLE 3: EDUCATION QUALIFICATION

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
SSLC	NIL	0
HSC	4	2.7%
BACHELOR DEGREE	68	45.3%
MASTER DEGREE	78	52%
OTHER	NIL	0
TOTAL	150	100%

SOURCE: PRIMARY DATA

4. EDUCATION QUALIFICATION

150 responses



INTERPRETATION:

Majority of the respondents are belonging to educational qualification of master degree category (52%)

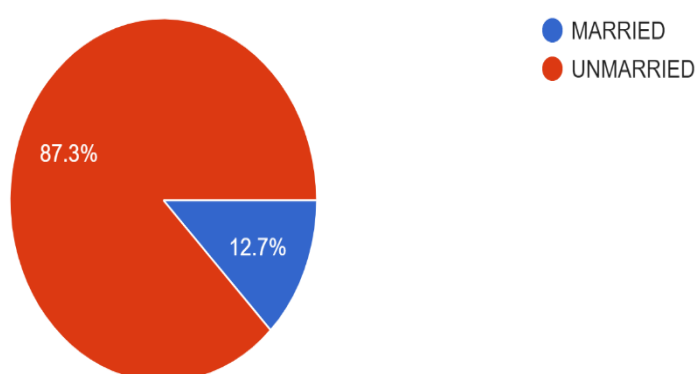
TABLE 4: MARITAL STATUS

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
MARRIED	19	12.7%
UNMARRIED	131	87.3%
TOTAL	150	100%

SOURCE: PRIMARY DATA

5. MARITAL STATUS

150 responses



INTERPRETATION

Majority of the respondents are belonging to unmarried category (87.3%)

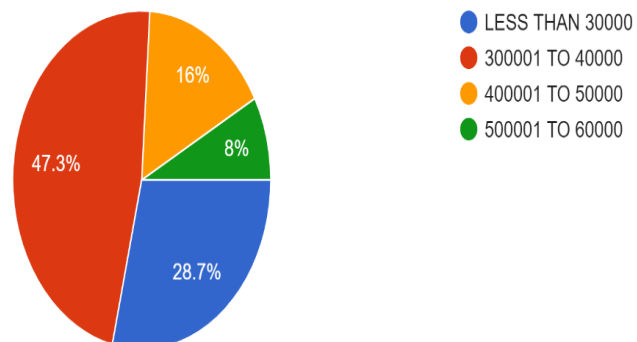
TABLE 5: INCOME

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
LESS THAN 30000	43	28.7%
300001 TO 40000	71	47.3%
400001 TO 50000	24	16%
500001 TO 60000	12	8%
TOTAL	150	100%

SOURCE: PRIMARY DATA

7. INCOME

150 responses



INTERPRETATION

Majority of the respondents are belonging to 300001 to 40000 category (47.3%)

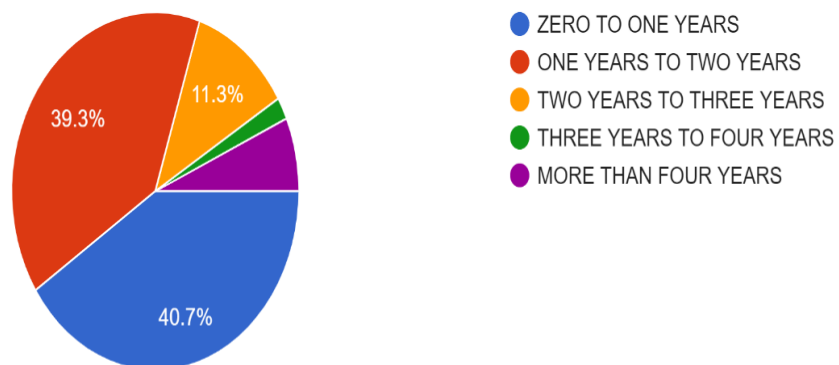
**TABLE 6: FOR HOW MANY YEARS YOU ARE
WORKING IN IT SECTOR**

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
ZERO TO ONE YEARS	61	40.7%
ONE YEARS TO TWO YEARS	59	39.3%
TWO YEARS TO THREE YEARS	17	11.3%
THREE YEARS TO FOUR YEARS	3	2%
MORE THAN FOUR YEARS	10	6.7%
TOTAL	150	100%

SOURCE: PRIMARY DATA

8. FOR HOW MANY YEARS YOU ARE WORKING IN IT SECTOR?

150 responses



INTERPRETATION:

Majority of the respondents are belonging to zero to one year's category (40.7%)

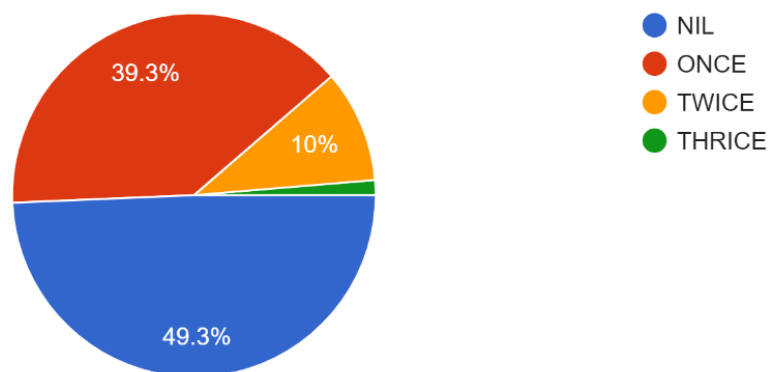
TABLE 7: HOW OFTEN YOU REMAIN ABSENT IN A MONTH

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
NIL	74	49.3%
ONCE	59	39.3%
TWICE	15	10%
THRICE	2	1.3%
TOTAL	150	100%

SOURCE: PRIMARY DATA

9. HOW OFTEN YOU REMAIN ABSENT IN A MONTH?

150 responses



INTERPRETATION

Majority of the respondents are belonging to NIL category (49.3%)

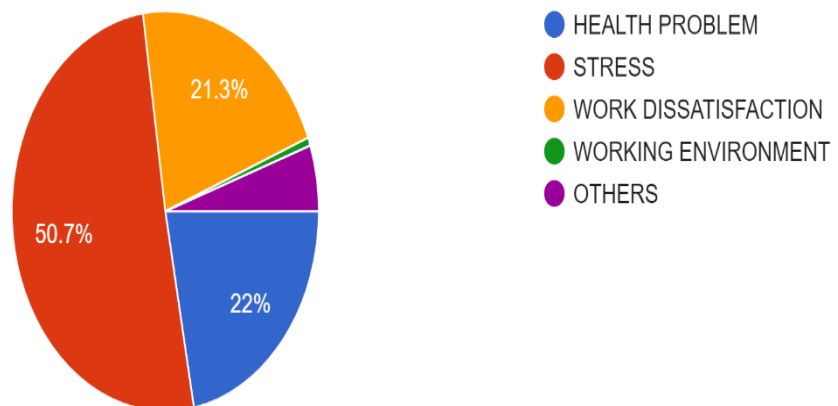
TABLE 8: ACCORDING TO YOU WHAT IS THE MAIN REASONS FOR EMPLOYEES ABSENT

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
HEALTH PROBLEM	33	22%
STRESS	76	50.7%
WORK DISSATISFACTION	32	21.3%
WORKING ENVIRONMENT	1	0.7%
OTHERS	8	5.3%
TOTAL	150	100%

SOURCE: PRIMARY DATA

10. ACCORDING TO YOU WHAT IS THE MAIN REASONS FOR EMPLOYEES ABSENT?

150 responses



INTERPRETATION:

Majority of the respondents are belonging to stress category (50.7%)

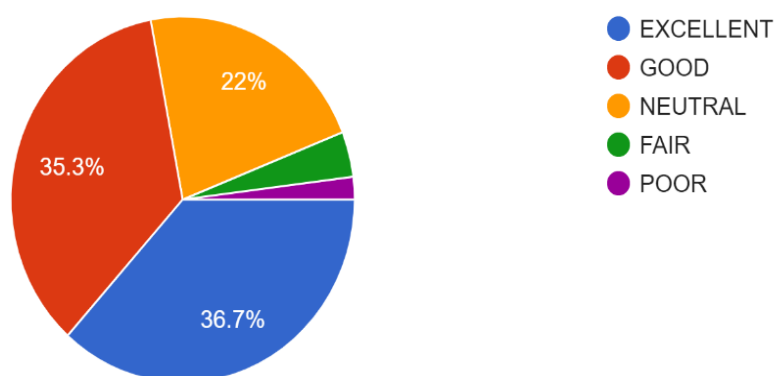
**TABLE 9: YOUR VIEWS REGARDING THE PRESENT
ABSENTEEISM IN IT SECTOR**

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
EXCELLENT	55	36.7%
GOOD	53	35.3%
NEUTRAL	33	22%
FAIR	6	4%
POOR	3	2%
TOTAL	150	100%

SOURCE: PRIMARY DATA

11. YOUR VIEWS REGARDING THE PRESENT ABSENTEEISM IN IT SECTOR?

150 responses



INTERPRETATION:

Majority of the respondents are belonging to excellent category (36.7%).

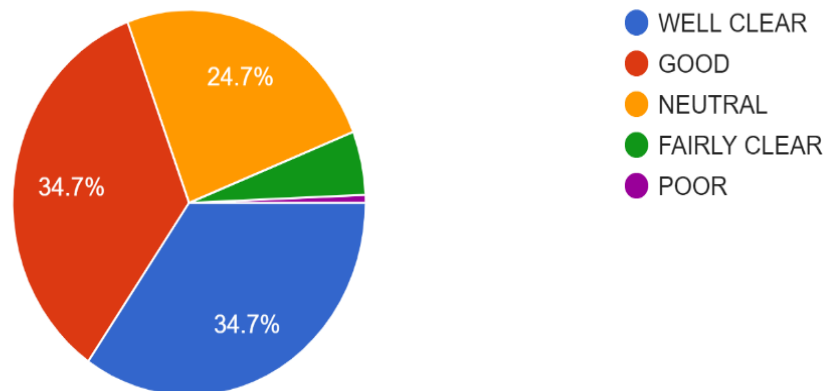
TABLE 10: ARE YOU CLEAR ABOUT YOUR WORK/JOB RESPONSIBILITIES

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
WELL CLEAR	52	34.7%
GOOD	52	34.7%
NEUTRAL	37	24.7%
FAIRLY CLEAR	8	5.3%
POOR	1	0.7%
TOTAL	150	100%

SOURCE: PRIMARY DATA

12. ARE YOU CLEAR ABOUT YOUR WORK / JOB RESPONSIBILITIES?

150 responses



INTERPRETATION:

Majority of the respondents are belonging to well clear and good category (34.7%)

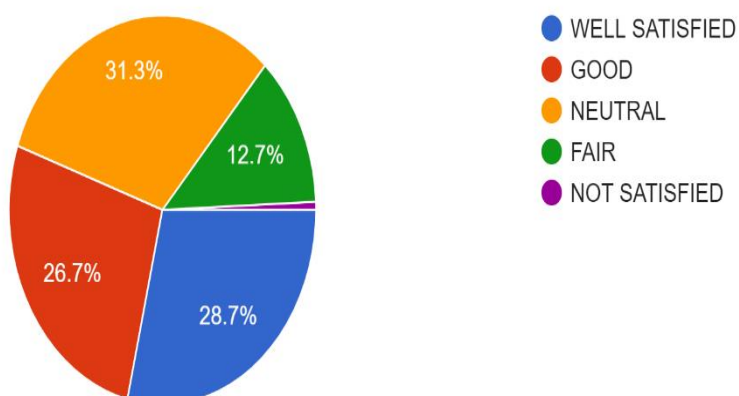
TABLE 11: ARE YOU SATISFIED WITH YOUR WORK

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
WELL SATISFIED	43	28.7%
GOOD	40	26.7%
NEUTRAL	47	31.3%
FAIR	19	12.7%
NOT SATISFIED	1	0.7%
TOTAL	150	100%

SOURCE: PRIMARY DATA

13. ARE YOU SATISFIED WITH YOUR WORK?

150 responses



INTERPRETATION

Majority of the respondents are belonging to neutral category (31.3%)

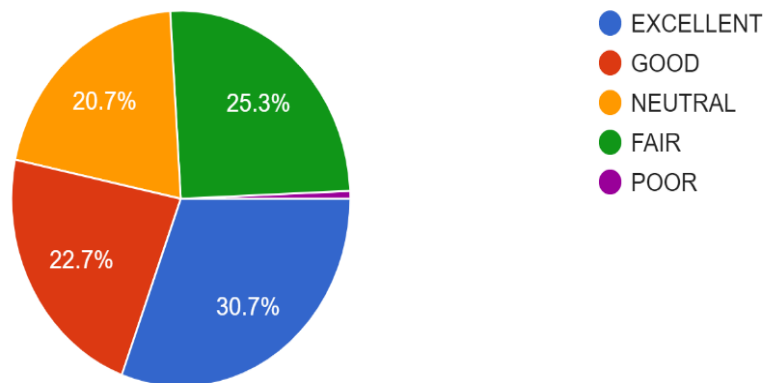
TABLE 12: YOUR VIEWS REGARDING THE WORKING ENVIRONMENT IN IT SECTOR

OPTIONS	NO OF RESPONDENTS	PERCENTAGE
EXCELLENT	46	30.7%
GOOD	34	22.7%
NEUTRAL	31	20.7%
FAIR	38	25.3%
POOR	1	0.7%
TOTAL	150	100%

SOURCE: PRIMARY DATA

14. YOUR VIEWS REGARDING THE WORKING ENVIRONMENT IN IT SECTOR?

150 responses



INTERPRETATION:

Majority of the respondents are belonging to excellent category (30.7%)

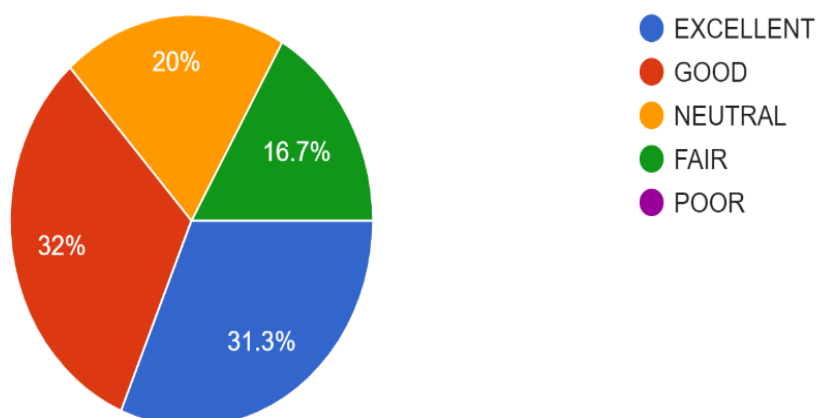
TABLE 13: YOUR SUPERIORS BEHAVIOR TOWARDS YOUR PROBLEM

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
EXCELLENT	47	31.3%
GOOD	48	32%
NEUTRAL	30	20%
FAIR	25	16.7%
POOR	NIL	NIL
TOTAL	150	100%

SOURCE: PRIMARY DATA

15. YOUR SUPERIOR'S BEHAVIOR TOWARDS YOUR PROBLEM?

150 responses



INTERPRETATION:

Majority of the respondents are belonging to good category (30%)

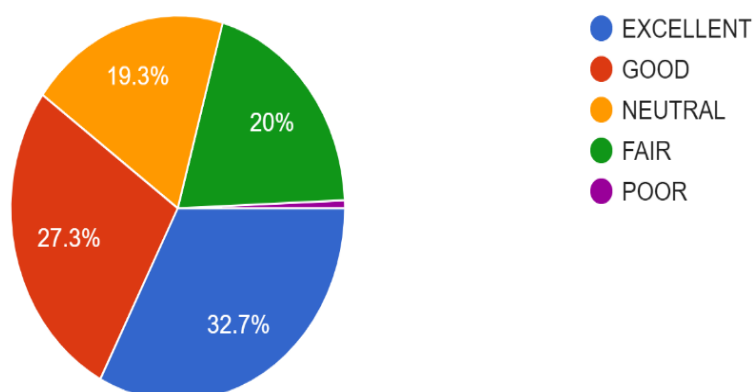
**TABLE 14: YOUR VIEWS REGARDING THE FACILITIES
PROVIDED TO YOU IN IT SECTOR**

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
EXCELLENT	49	32.7%
GOOD	41	27.3%
NEUTRAL	29	19.3%
FAIR	30	20%
POOR	1	0.7%
TOTAL	150	100%

SOURCE: PRIMARY DATA

16. YOUR VIEWS REGARDING THE FACILITIES PROVIDED TO YOU IN IT SECTOR?

150 responses



INTERPRETATION:

Majority of the respondents are belonging to excellent category (32.7%)

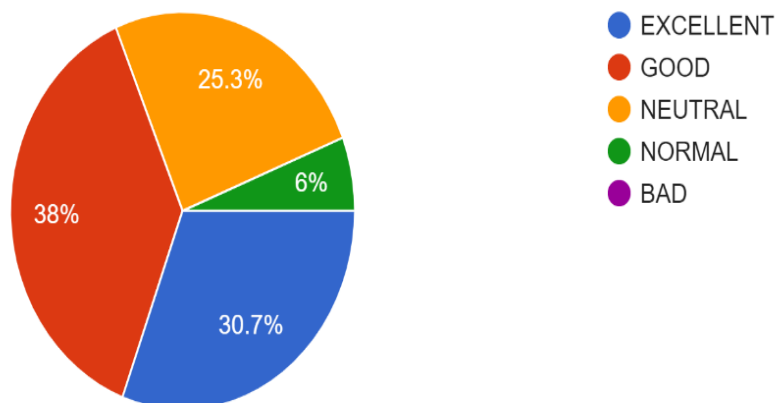
**TABLE 15: HOW DO YOU FEEL ABOUT YOUR RELATIONSHIP
WITH CO-WORKERS**

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
EXCELLENT	46	30.7%
GOOD	57	38%
NEUTRAL	38	25.3%
NORMAL	9	6%
BAD	NIL	NIL
TOTAL	150	100%

SOURCE: PRIMARY DATA

17. HOW DO YOU FEEL ABOUT YOUR RELATIONSHIP WITH CO-WORKERS?

150 responses



INTERPRETATION:

Majority of the respondents are belonging to good category (38%)

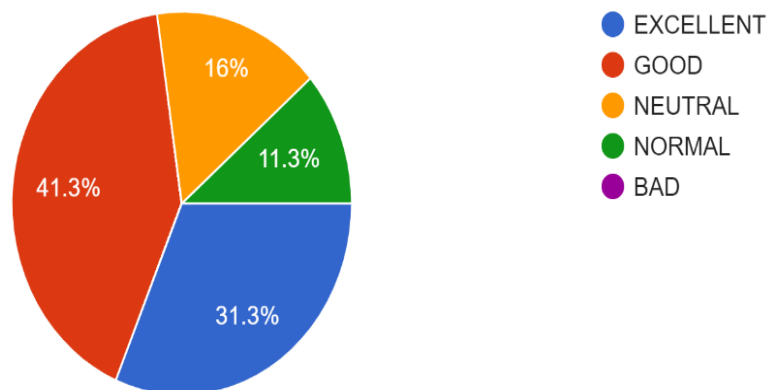
**TABLE 16: HOW DO YOU FEEL ABOUT YOUR RELATIONSHIP
WITH SUPERVISORS**

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
EXCELLENT	47	31.3%
GOOD	62	41.3%
NEUTRAL	24	16%
NORMAL	17	11.3%
BAD	NIL	NIL
TOTAL	150	100%

SOURCE: PRIMARY DATA

18. HOW DO YOU FEEL ABOUT YOUR RELATIONSHIP WITH SUPERVISORS?

150 responses



INTERPRETATION:

Majority of the respondents are belonging to good category (41.3%)

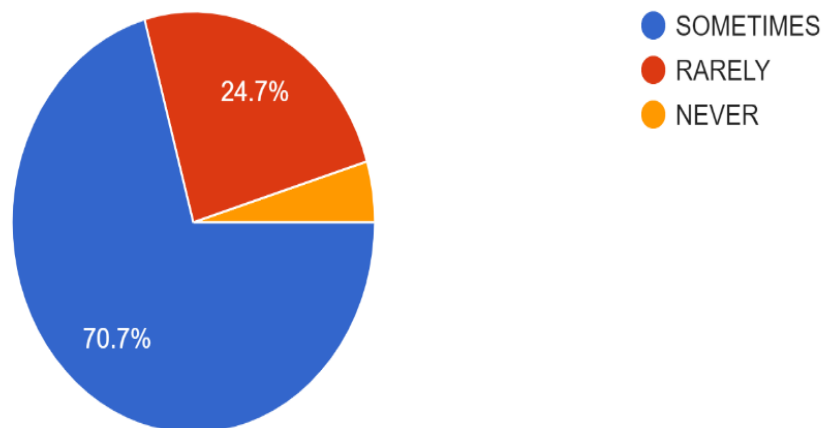
TABLE 17: DO YOU TAKE LEAVE WITH PRIOR PERMISSION

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
SOMETIMES	106	70.7%
RARELY	37	24.7%
NEVER	7	4.7%
TOTAL	150	100%

SOURCE: PRIMARY DATA

19. DO YOU TAKE LEAVE WITH PRIOR PERMISSION?

150 responses



INTERPRETATION:

Majority of the respondents are belonging to sometimes category (70.7%)

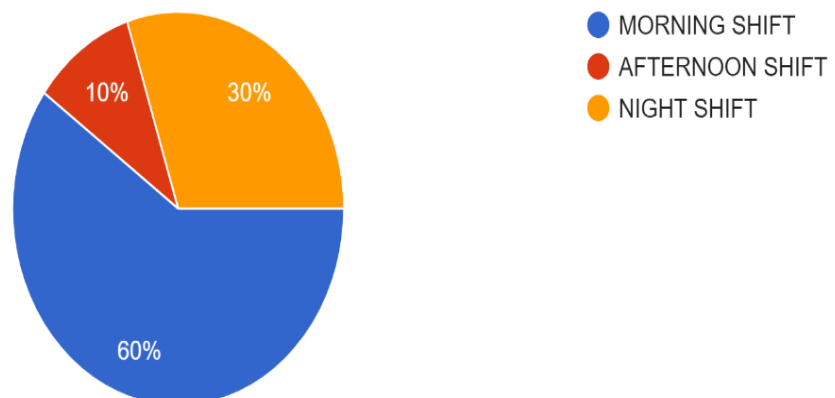
TABLE 18: WHICH SHIFT YOU USUALLY AVAIL MORE LEAVE

OPTIONS	NO OF RESPONDENTS	PERCENTAGE
MORNING SHIFT	90	60%
AFTERNOON SHIFT	15	10%
NIGHT SHIFT	45	30%
TOTAL	150	100%

SOURCE: PRIMARY DATA

20. WHICH SHIFT YOU USUALLY AVAIL MORE LEAVE?

150 responses



INTERPRETATION:

Majority of the respondents are belonging to morning shift category (60%)

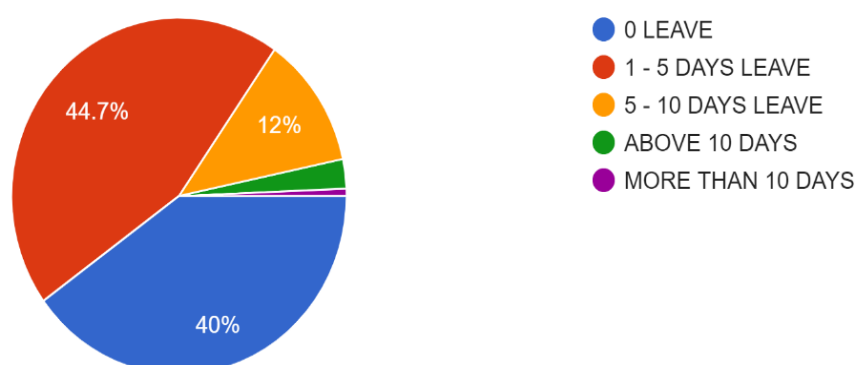
**TABLE 19: HOW MANY DAYS DO YOU USUALLY TAKE
LEAVE PER MONTH**

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
0 LEAVE	60	40%
1-5 DAYS LEAVE	67	44.7%
5-10 DAYS LEAVE	18	12%
ABOVE 10 DAYS	4	2.7%
MORE THAN 10 DAYS	1	0.7%
TOTAL	150	100%

SOURCE: PRIMARY DATA

21. HOW MANY DAYS DO YOU USUALLY TAKE LEAVE PER MONTH?

150 responses



INTERPRETATION:

Majority of the respondents are belonging to 1-5 days leave category (44.7%)

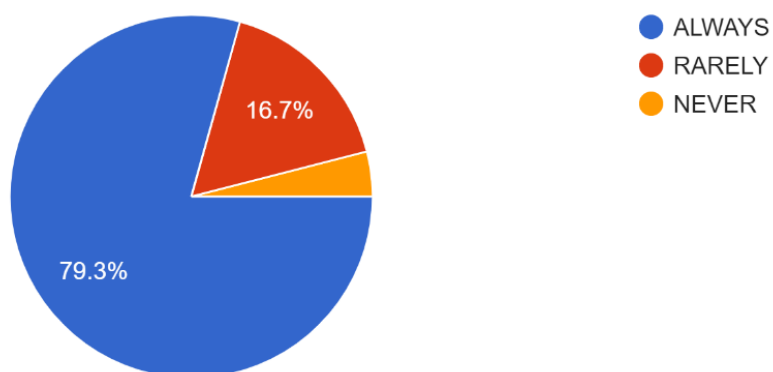
**TABLE 20: ARE YOU ENCOURAGED TO SUGGEST
NEW IDEAS**

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
ALWAYS	119	79.3%
RARELY	25	16.7%
NEVER	6	4%
TOTAL	150	100%

SOURCE: PRIMARY DATA

22. ARE YOU ENCOURAGED TO SUGGEST NEW IDEAS?

150 responses



INTERPRETATION:

Majority of the respondents are belonging to always category (79.3%)

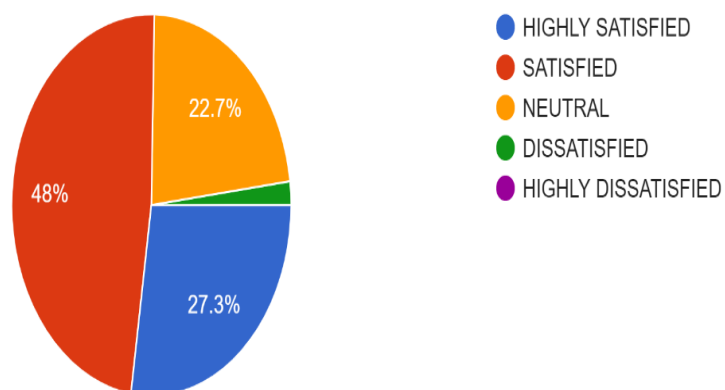
**TABLE 21: ARE YOU SATISFY WITH MANAGEMENT
RESPONSE TOWARDS SOLVING EMPLOYEE PROBLEM**

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	41	27.3%
SATISFIED	72	48%
NEUTRAL	34	22.7%
DISSATISFIED	3	2%
HIGHLY DISSATISFIED	NIL	NIL
TOTAL	150	150

SOURCE: PRIMARY DATA

23. ARE YOU SATISFY WITH MANAGEMENT RESPONSE TOWARDS SOLVING EMPLOYEE PROBLEM?

150 responses



INTERPRETATION:

Majority of the respondents are belonging to satisfied category (48%)

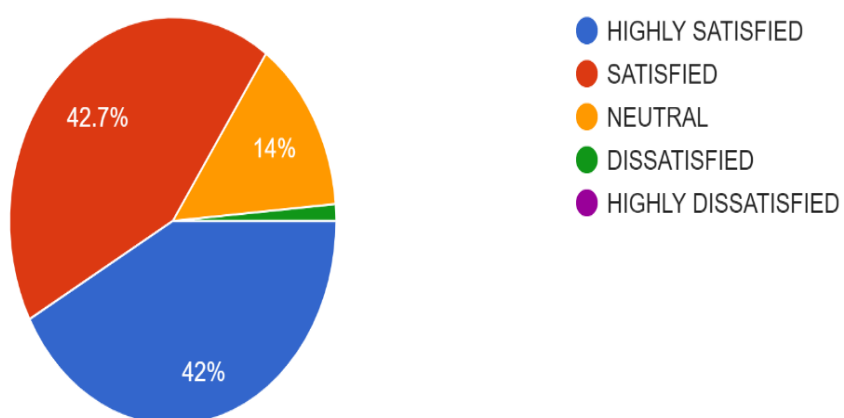
**TABLE 22: ARE YOU SATISFY WITH WORKING HOUR IN
YOUR ORGANIZATION**

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	63	42%
SATISFIED	64	42.7%
NEUTRAL	21	14%
DISSATISFIED	2	1.3%
HIGHLY DISSATISFIED	NIL	NIL
TOTAL	150	100%

SOURCE: PRIMARY DATA

24. ARE YOU SATISFY WITH WORKINHG HOUR IN YOUR ORGANIZATION?

150 responses



INTERPRETATION:

Majority of the respondents are belonging to satisfied category (42.7%)

4.2 One Sample t test

One-Sample Statistics				
	N	Mean	Std. Deviation	Std. Error Mean
age	150	1.33	.620	.051
absenteeism	150	2.00	.969	.079

One-Sample Test						
Test Value = 0						
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
age	26.325	149	.000	1.333	1.23	1.43
absenteeism	25.270	149	.000	2.000	1.84	2.16

4.3 Anova

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
environment	Between Groups	1.344	1	1.344	.950	.331
	Within Groups	209.350	148	1.415		
	Total	210.693	149			
leavepm	Between Groups	.116	1	.116	.183	.670
	Within Groups	93.758	148	.633		
	Total	93.873	149			

4.4 Chi-Square

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
education * suggestion	150	99.3%	1	0.7%	151	100.0%

education * suggestion Crosstabulation

		suggestion			Total
		1	2	3	
education 1	Count	64	10	4	78
	Expected Count	61.9	12.5	3.6	78.0
2	Count	54	11	3	68
	Expected Count	53.9	10.9	3.2	68.0
3	Count	1	3	0	4
	Expected Count	3.2	.6	.2	4.0
Total	Count	119	24	7	150
	Expected Count	119.0	24.0	7.0	150.0

Chi-Square Tests

	Value	df	Asymptotic Significance (2- sided)
Pearson Chi-Square	10.990 ^a	4	.027
Likelihood Ratio	7.606	4	.107
Linear-by-Linear Association	1.085	1	.298

N of Valid Cases 150

a. 5 cells (55.6%) have expected count less than 5. The minimum expected count is .19.

CHAPTER 5

FINDINGS, LIMITATIONS, SUGGESTIONS & CONCLUSION

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FINDINGS, LIMITATIONS, SUGGESTIONS & CONCLUSION

5.1 FINDINGS

- Majority of the respondents are belonging to age category of 18-25 (73.3%)
- Majority of the respondents are belonging to category of male (60%)
- Majority of the respondents are belonging to educational qualification of master degree category (52%)
- Majority of the respondents are belonging to unmarried category (87.3%)
- Majority of the respondents are belonging to 300001 to 40000 category (47.3%)
- Majority of the respondents are belonging to zero to one year's category (40.7%)
- Majority of the respondents are belonging to NIL category (49.3%)
- Majority of the respondents are belonging to stress category (50.7%)
- Majority of the respondents are belonging to excellent category (36.7%)
- Majority of the respondents are belonging to well clear and good category (34.7%)

- Majority of the respondents are belonging to neutral category (31.3%)
- Majority of the respondents are belonging to excellent category (30.7%)
- Majority of the respondents are belonging to good category (30%)
- Majority of the respondents are belonging to excellent category (32.7%)
- Majority of the respondents are belonging to good category (38%)
- Majority of the respondents are belonging to good category (41.3%)
- Majority of the respondents are belonging to sometimes category (70.7%)
- Majority of the respondents are belonging to morning shift category (60%)
- Majority of the respondents are belonging to 1-5 days leave category (44.7%)
- Majority of the respondents are belonging to always category (79.3%)
- Majority of the respondents are belonging to satisfied category (48%)
- Majority of the respondents are belonging to satisfied category (42.7%)

5.2 Limitations of the study

1. As it was not possible to visit each department the true picture of working condition could not be judged.
2. The workers were busy with their work therefore they could not give enough time for the interview.
3. The personal biases of the respondents might have entered into their response. Some of the respondents give no answer to the questions which may affect the analysis.
4. Respondents were reluctant to disclose complete and correct information because of a small period of time only small sample had to be considered which doesn't actually reflect and accurate and intact picture.

5.3 SUGGESTIONS

- 1) Provide Incentives: An incentive provides an employee with a boost to their motivation and avoid unnecessary absenteeism. Incentives like two hours of bonus pay for every month of effect attendance can improve a lot.
- 2) Employee Assistance Program: If you confront an employee about his or her frequent absenteeism and you find out that it is due to personal problems refer them to EAP.
- 3) Sickness Reporting: Tell employees that they must phone in as early as possible to advise why they are unable to make it to work and when they expect to return.
- 4) Return to Work Interview- When an employee returns to work then ensure that they have a "return to work interview".

5.4 CONCLUSION

Absenteeism has become a major problem in most of the Indian industries. Today while talking about the future course of action Indian industries will have to take into consideration that to get competitive edge over this rival, they have to sustain five things.

They are: -

- Increased productivity.
- Improve quality.
- Innovation in the market.
- A deep understanding of a customer needs.
- Delivery of world class service and activities.

Absenteeism can be reduced to a great extent if the management takes initiative in making the workers feel responsible towards their job. Though their main focus is behind the punctual employee is their financial motive. A deep sense of loyalty can be achieved from the workers. Management theory provides scientific technique to deal with various problems. Absenteeism is the universal problem and every organization should strive to tackle the problem for future development.

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ANNEXURE

QUESTIONNAIRE

The goal of this survey is to learn more about their importance and the challenges that medium-sized businesses encounter when it comes to implementing green supply chain management. Please carefully read the questions and respond by selecting the one that best expresses your viewpoint. It's important to remember that there are no right or incorrect solutions. We're just interested in hearing what you have to say. Your responses will be kept private and anonymous. Thank you so much for taking the time to read this. Your assistance is greatly appreciated

1. NAME:
2. AGE:
 - A) BELOW 20
 - B) 21-30 YEARS
 - C) 31-40 YEARS
 - D) 41-50 YEARS
 - E) ABOVE 50 YEARS
3. MARITAL STATUS:
 - A) SINGLE
 - B) MARRIED
4. GENDER:
 - A) MALE
 - B) FEMALE
5. PLACE/LOCATION:
6. EDUCATION:
 - A) SSLC
 - B) HSC
 - C) GRADUATE
 - D) POST GRADUATE

7. INCOME:
- A) LESS THAN 30000
 - B) 30001 TO 40000
 - C) 400001 TO 50000
 - D) 500001 TO 60000
 - E) 61000 ABOVE
8. For how many years you are working in IT sector?
- A) Zero to one years
 - B) One years to two years
 - C) Two years to three years
 - D) More than three years
9. How often you remain absent in a month?
- A) Nil
 - B) Once
 - C) Twice
 - D) Thrice
10. According to you what is the main reason for employees absent?
- (a) Health problem / domestic reasons
 - (b) Stress
 - (c) Work dissatisfaction
 - (d) Working environment
 - (e) Others
11. Your views regarding the present Absenteeism in IT Sector?
- (a) Excellent
 - (b) Good
 - (c) neutral
 - (d) Fair
 - (e) Don't know

12) Are you clear about your work / job responsibilities?

- (a) Well clear
- (b) Good
- (c) neutral
- (d) Fairly clear
- (e) Don't know

13) Are you satisfied with your work?

- (a) Well satisfied
- (b) Good
- (c) neutral
- (d) Fair
- (e) Not satisfied

14) Your views regarding the working environment in IT sector?

- a) Excellent
- b) Good
- c) Neutral
- d) Fair
- e) Poor

15) Your superior's behavior towards your problems?

- (a) Excellent
- (b) Good
- (c) neutral
- (d) Fair
- (e) Poor

16) Your views regarding the facilities provided to you in IT sectors?

- (a) Excellent
- (b) Good
- (c) neutral
- (d) Fair

(e) Poor

17) How do you feel about your relationship with your co-workers?

(a) Excellent

(b) Good

(c) neutral

(d) normal

(e) bad

18) How do you feel about your relationship with your supervisor?

(a) excellent

(b) good

(c) neutral

(d) normal

(e) bad

19) Do you take leave with prior permission?

a. sometimes

b. rarely

c. never

20) which shift you usually avail more leave?

(a) morning shift

(b) afternoon shift

(c) Night shift

- 21) How many days do you usually take leave per month?**
- (a) 0 leave
 - (b) 1-5 days leave
 - (c) 5-10 days leave
 - (d) Above 10 days leave
 - (e) More than 20 days leave
- 22) Are you encouraged to suggest new ideas?**
- (a) Always
 - (b) Rarely
 - (c) Never
- 23) Are you satisfy with management response towards solving employee Problem?**
- (a) Highly satisfied
 - (b) Satisfied
 - (c) neutral
 - (d) Dissatisfied
 - (e) Highly dissatisfied
- 24) Are you satisfy with working hour in your organization?**
- a) highly satisfied
 - b) Satisfied
 - c) neutral
 - (d). dissatisfied
 - (e). highly dissatisfied