



Employee Absenteeism in Education Sector of Assam—A Study Based on Employees of Private Colleges of Jorhat District

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ABSTRACT

Absenteeism is the failure of a worker to report for work when he is scheduled to work. Absenteeism affects adversely both the employees and employers and give rise to many industrial, labour and social problems. With the aim of identifying the causes and effects of employee absenteeism the present study has been carried on. The study is based on employees of private colleges of Jorhat District, Assam. The researcher has used both primary and secondary method of data collection. The study is a descriptive study with sample size 60. The researcher has used convenient sampling method. Finally the researcher has attempted to give some suggestions to reduce the absenteeism in the respective organization.

KEYWORDS

Employee, Absenteeism, Private, Colleges, Organisation.

Introduction:

Absenteeism is the failure of a worker to report for work when he is scheduled to work. Absenteeism is one of the factors affecting optimum utilization of human resources. It is an industrial malady affecting productivity, profits, investments and absentee workers themselves. As such, increasing rate of absence adds very considerably to the cost of industry and hampers industrial progress. The absence of a few workmen is an imposition on others, affects work scheduling and adds to costs that push the price of absenteeism far beyond one day's salary.

The economic and social losses occurring from absenteeism cannot be determined accurately.

According to Seligman : "Absenteeism is time lost in industrial establishments by avoidable or unavoidable absence of employees".

Prof. Ankalikr defined absenteeism as, " unauthorized absence of the worker from his job."

Prof. K.G. Fenelon defined absenteeism as the " absence of worker when work is available."

Kinds of Absenteeism:

1. Escapist Absentee
2. Immature Absentee
3. Chronic Absentee
4. Casual absentee
5. Seasonal absentee

Causes of Absenteeism

The causes can be divided into personal causes and organisation causes. The personal cause includes indebtedness, sickness and family problems on which the organization has very little control. Organizational causes include the following

- Unsuitable working conditions
- Unfavorable mental attitude arising out of boredom discontent with wages, resentment against supervisors.
- Lack of provision for general welfare.
- Inadequate medical facilities
- Increased psychological distance between management and workers, specifically friction with supervisors.

Review of literature:

Rao V, Rani S.S (2012) conducted a study on employee absenteeism in Sundaram Brake Lining Ltd, Chennai with the aim of identifying the reasons for absenteeism and its effects on productivity. The study focused on factors for absenteeism like

quality of work life, policies regarding promotion, incentives, benefits etc.

Khare S, Chaudhary V.K, (2013) conducted a study on employee absenteeism in iron ore mines in Jabalpur, with the aim of identifying various habits of workers which are responsible for absenteeism. The outcome of the research shows that absenteeism affects the efficiency, productivity and disciplines of the organization.

Saritha S.(2013) conducted a study on employee absenteeism on Sagar Sugars and Allied Products Ltd, Chittoor(A.P) with the aim of identifying various reasons that leads to absenteeism and effects of such absenteeism. The study concluded that a combination of incentives and penalties with the primary emphasis on motivational incentives is the most effective approach to reducing absenteeism.

C. Swarnalata and G. Sureshkrishna (2013) conducted a study on absenteeism among employee in Automatic Industrie in India. The study reveals that absenteeism is threat to the organization as it reduces the employee satisfaction.

Leblebici. D,(2012) conducted a study on impact of workplace quality on employees productivity. The study was conducted in a foreign private bank in Turkey. The study reveals that employees dissatisfaction with the physical conditions of the workplace leads to absenteeism in the organization.

Rationality of the Study:

- The study will help the management to understand the reasons for employee absenteeism in their organizations.
- This study will help the management to formulate plans and policies to reduce the employee absenteeism in their respective organization.
- This study will help the employees to present their opinion about the organization.

Scope of the Study:

- The present study has been carried on with the employees of private junior colleges.
- The present study is confined to Jorhat District, Assam.
- The study covers only teaching staff.

Objectives of the study

- To identify the causes of employee absenteeism in the study area.
- To identify the effects of employee absenteeism
- To suggest the ways of reducing employee absenteeism in the concerned area.

Research Questions:

- Why does employee absenteeism occur in an organization?
- In what way an organization suffer due to employee absenteeism?

Research Methodology:

Research Design:

The study is descriptive in nature.

Sampling Size:

The study has been carried out with 60 employees from different private colleges of Jorhat District, Assam.

Sampling Technique:

The researcher has adopted convenient sampling method.

Data Collection Method:

Data has been collected by applying both secondary and pri-

mary method of data collection. Secondary data has been utilized to find out the theoretical information and consists of books, published journals and the internet.

Primary data has been collected by using structured questionnaire. The questionnaire consists of both :

- Open ended questions
- Closed ended questions

A five-point likert scale survey instrument was used to measure absenteeism ranging from 1(strongly disagree) to 5(strongly agree).

Technique of Analysis:

To analyse and interpret the data so collected, the researcher has adopted the Mathematical tools for the study like Percentage.

TABLE 1.3 : ANALYSIS OF EMPLOYEE ABSENTEEISM											
SL. NO.	VARIABLES	SD		D		N		A		SA	
		Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%
1	Poor working condition			10	16.67			18	30	32	53.33
2	Lack of cooperation & respect	11	18.33	17	28.33			11	18.33	21	35
3	Lack of open communication	27	45	12	20	7	11.67	3	5	11	18.33
4	Inappropriate team environment							37	61.67	23	38.33
5	Lack of knowledge of fellow employees			19	31.67	16	26.67	4	6.67	21	35
6	Bad weather	38	63.33			12	20	10	16.67		
7	Lack of transportation	21	35	17	28.33			22	36.67		
8	Search for another job							13	21.67	47	78.33
9	Having personal business	32	53.33	11	18.33			17	28.33		
10	Inadequate Salary							15	25	45	75
11	Stress in the workplace			10	16.67			23	38.33	27	45
12	Not standard as competitors			11	18.33	18	30	31	51.67		

Findings Based on First objective: Factors Causing employee Absenteeism

- Majority of the respondents(78.33%) strongly agree that absenteeism occur in the organisation due to searching for a new job.
- Majority of the respondents(75%) strongly agree that inadequate salary provided by the management is the another cause of employee absenteeism in the study area.
- 61.67% of the respondents agreed that due to inappropriate team environment employee remain absent in the working place.
- 51.67% of the respondents agreed that not having standard employer branding as compared to competitors is the cause of employee absenteeism.
- 45% of the respondents strongly agreed that stress in the workplace is the another cause of employee absenteeism.
- 53.33% of the respondents strongly disagreed about the effect of having personal business on their absenteeism in the organisation while 28.33% of the respondents agreed that having personal business affect on their absenteeism in the working place.
- 35% of the respondents are strongly agreed that lack of knowledge of their fellow employee affects on their absenteeism.

- 45% of the respondents strongly disagree about the effect of open communication on their absenteeism in the organisation.

Findings Based on Second Objective: Effect of Employee Absenteeism

- 75% of the respondents strongly agree that employee absenteeism creates a negative impact on the other employees.
- 61.67% of the respondents agreed that employee absenteeism increase afraidness to to face management again.
- Majority of the respondents (51.67%) agreed that employee absenteeism loosen the team effort in the organisation.
- Majority of the respondents (63.33%) agreed that there is a possibility of employee turnover due to employee absenteeism.
- 38.33% of the respondents strongly disagreed that employee absenteeism leads to wastage of time to complete a task while 25% of the respondents agreed on the fact.
- 55% of the respondents agreed that employee absenteeism leads to dissatisfaction towards work.

Suggestions:

- The management should provide such a pay package to

its employees which is at par or more than its competitors.

- The management should try to reduce the stress in the workplace either by allotting proper time to complete the work or by reducing the employees work assignments.
- The management should try to maintain the industry standard either by maintaining available infrastructure or by maintaining quality standard or in other way to match the level of competitors.
- The management should try to improve the team environment in the organisation.
- The management should try to improve the working conditions by providing the necessary requirements in the workplace.

Conclusions:

The present study concluded that factors like inadequate salary, not standard employer brand, stress in the workplace, search of a new job, inappropriate team environment, poor working conditions highly affect and contributes in the absenteeism of employee in the organisation. The management, if they follow the suggested ways as stated in the study, can reduce the rate of employee absenteeism in their organisation.

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