

A Study On Absenteeism Among Workers At Textile Garment Manufacturing Industries In Coimbatore District

***Nithya Arun Karthik**

Abstract

Recent situation created monumental changes on the overall world that created the countries extremely specializing in quality merchandise and repair. Easing of our Indian economy causes vast changes within the company sector. Therefore organization sought to enhance their work strategies, norms, technical and managerial skills.

Nowadays organizations face variety of issues, which can cause a serious loss to the corporate. Absenteeism is one such space that acts as a serious issue to any or all the organization. Absenteeism isn't new phenomenon to the Indian Industries. Thus heap of efforts needs to be taken to seek out the explanations for the absenteeism and may establish the measures to cut back a similar.

This report is meant to grasp the precise image of absenteeism in a Private Textile and Garment industry through observations and records. A trial has been created to seek out an in depth image of the organization.

Keywords: Organization, Absenteeism, Private textile and garment industry.

Introduction

After china India stands the second largest position in Textile and clothes production and third largest producer in cotton. In Indian economy the textile and garment industry accounted 14% of production and 16 % of exportation on 2005. Textile and Garment industry covers the production of raw materials like cotton, jute, wool, silk, spun yarn and extensive range of finished products unit were created.

India accounts for concerning 12% - textile fiber and yarns production within the world. 23% - Spindle capability within the world, 61% - Highest loom capability together with hand looms.

About The Industry

The Royal Classic Groups (RCG) began in 1991 as an exporter and gradually grew into an Rs.425 crore textile giant with two brands under it wings through its 100% vertical integration state-of-the-art in-house production. In February 2001, the company launched its maiden T-shirt brand Classic Polo, making its foray into the domestic market. Classic Polo became the most preferred brand for Tees in a short while in the southern and western markets posing a tough competition to the leaders in north and west. Within a short time, this brand figured among the top five casual t-shirt brands in India. RCG acquired Smash, another T-shirt brand, in September 2004 and launched its exclusive premium men's intimate wear under the brand name Smash in April 2005.

Classic Polo was awarded as the brand for the year 2005-06 for men's casuals. Although, Classic Polo is primarily a T-shirt brand, the range also offers a complete lifestyle/wardrobe like exclusive T-shirts, shirts, trousers, denims, sweaters, jackets, loungewear's etc.,

Need For the Study

The study focuses on however absenteeism affects the corporate productivity and a way to overcome that. Absenteeism is a major problem for the management as a result of it affects financial half and work schedules and plans. Quality of product may be a high concern to the management, to form up the work management attempt to choose overtime, and lots of fringe edges need to be planned.

Objectives of the Study

1. To identify the rate of absenteeism.
2. To identify and reduce the factors influencing absenteeism.
3. To know about the working environment existing in the market.
4. Automation of work should be improved to overcome Absenteeism.

Limitations

1. The sample taken is merely 5% of the total population; therefore the views of the interviewed employees cannot be attributed to the complete population.
2. Some respondents were reluctant to answer sure queries that warrant their personal information's.
3. There may be a risk of bias from a number of the respondents against whom strict disciplinary actions for absenteeism had been taken.
4. The employees were busy with their work thus they may not provide enough time for the interview.

Research Methodology

Population

The employees of 15 textile garment manufacturing industries in Coimbatore district of Tamilnadu. The data for the study are collected through the primary as well as secondary sources. Underneath primary method, information are collected by conducting series of discussions with managers and employees. A structure schedule has been prepared and interviewed and discussed with the employees within the company.

Sample size

A sample size of a 500 employees were elite for the study.

Research Design:

It is nothing but setting a sequence for the collection of data's that aims to unite significance to the research .It is a blue print of the study, here descriptive research design was used for analysis.

Sample Design:

Non-Probabilistic sampling method & convenient sampling was used in this study.

Methods of Data Collection:

In this study primary data was collected with the help of structured questionnaire, which covers the entire objectives of the study and with the help of magazines and booklets secondary data was collected.

Analysis tools

During this study appropriate mathematical and Statistical tools are used for analyzing the Data.

Findings and Discussions

1. The data was analyzed using simple percentage method and Chi square test to find out the rate of absenteeism in Textile garment manufacturing industry.
2. The result indicates that absenteeism rate is high, which is caused in the main because of unaffordable work load, over time work, compensation policy, personal growth and development of people, which is able to have an effect on the productivity and turnover of the corporate, however the operating settings prevailed in the organization were good.

3. The workers were expressed neutral opinion towards the promotion policy of the corporate.
4. The workers felt that they were recognized for his or her performance and potentials in terms of Oral Appreciation solely. However the workers within the business were expecting some financial edges as appreciation, which is able to encourage them to consecutive level.

Suggestions and Recommendations

The management ought to take the subsequent measures to reduce the rate of absenteeism.

1. Encouraging Employee Assistance Program.
2. Employee recognition should be advised always to reduce absenteeism.
3. Implementing Incentive schemes- To avoid superfluous absenteeism they will set up for Incentives. Incentives like 2 hours of bonus buy monthly for 100% attendance.
4. Employee promotion has to be given for their best performance.
5. Delegation of Work should be planning to avoid over load: Management ought to properly delegate the work, disinterestedly and may have a listing like job card to find out out the work load of all employees.
6. Proper medical assistance should be provided.
7. Training programs should be conducted to improve the growth of the employee and the company.
8. Quality of work life of each and every employee should be improved.
9. Policies and Procedures: The Policies and Procedures of the Management ought to be in an exceedingly clear manner, which is able to provide a clear image to any or all staff all told aspects.
10. Make the employees to feel the job is secured and stress free.
11. Automation of maximum work should be an alternate solution for employee absenteeism and attrition.

References

1. Kothari C R, Research Methodology, Methods and Techniques,(2nd ed; New Delhi: Viswa Prakasham, 1996).
2. VSP Rao, Human Resources Management, Text and Cases, (2nd ed; Excel Books, 2007).
3. Aswathappa, Human Resources Development.
4. Dr. S.P. Gupta, Statistical Methods,(Sultan Chand & Sons, New Delhi,2001).
5. Industrial Relation, Trade Union and Labour Legislation-2009, P.R.N Sinha.
6. Dynamics of Industrial Relations-2008, C.B Mamoria.
7. B.D.Singh "Industrial Relations"Excel Books 2008.
8. Dr K S Anandram "Cases in Personnel Management Industrial Relations and Trade Relations" Everest, 2012.
9. An Indispensable Guide for Managers and Human resources Professionals.- Shawn A. Smith and Rebecca A. Mazin.

Appendix

Table 1: Extent of personal growth and Development of employees

Levels	Respondents	Percentage
Very High	0	0
High	285	57%
Neither high nor low	137	27%
Low	78	16%
Very low	0	0%
Total	500	100

Table 2: Employee Recognition

Opinion	No. of Respondents	Percentage
Always	317.00	63%
Sometimes	85.00	17%
Rarely	45.00	9%
Never	37.00	7%
Not sure	16.00	3%
Total	500.00	100.00

Table 3: Communication of Company Policies and Procedures

Levels	Respondents	Percentage
Strongly agree	249	50%
Somewhat agree	168	34%
Neutral	83	17%
Strongly disagree	0	0%
Somewhat disagree	0	0%
Total	500	100

Table 4: Compensation package and other incentives to the employees

Levels	Respondents	Percentage
Very Satisfied	32	6%
Satisfied	103	21%
Neutral	325	65%
Dissatisfied	23	5%
Very Dissatisfied	17	3%
Total	500	100

Table 5: Available resources to perform the work

Levels	Respondents	Percentage
Highly adequate	22	4%
Adequate	331	66%
Neutral	123	25%
Less than Adequate	16	3%
Highly less Adequate	8	2%
Total	500	100

Table 6: Relationship between Employer and Employee

Levels	Respondents	Percentage
Excellent	125	25%
Very Good	160	32%
Neutral	172	34%
Poor	27	5%
Very Poor	16	3%
Total	500	100

Table 7: Relationship between Peer and Subordinate

Levels	Respondents	Percentage
Excellent	0	0%
Very Good	319	64%
Neutral	115	23%
Poor	66	13%
Very Poor	0	0%
Total	500	100

Table 8: Working Environment prevailing in the organization

Levels	Respondents	Percentage
Very Satisfied	0	0
Satisfied	198	40%
Neutral	167	33%
Dissatisfied	97	19%
Very Dissatisfied	38	8%
Total	500	100

Table 9: Opinion about the Existing Training need Identification

Levels	Respondents	Percentage
Very Satisfied	0	0
Satisfied	294	59%
Neutral	138	28%
Dissatisfied	48	10%
Very Dissatisfied	20	4%
Total	500	100

Table 10: Proper Delegation of work may reduce the stress and over load

Levels	Respondents	Percentage
Highly Accepted	0	0
Accepted	150	30%
Moderate	286	57%
Not Accepted	64	13%
Highly not Accepted	0	0%
Total	500	100