

## A Study on Employee Low Productivity in Hyderabad Manufacturing Industry

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### Abstract

*The purpose of this empirical research is to better understand what factors contribute to absenteeism in Hyderabad, India's industrial sector. 100 workers from a variety of Hyderabad-based manufacturing firms served as the study's sample. An opinion poll was used to collect the data, and then expressive statistics and deterioration analysis were used to inspect the outcome the survey, which found that health problems, personal reasons, and job discontent were the most common causes of absenteeism in Hyderabad's industrial industry. Salary, work-life balance, and job security were also revealed to be significant contributors to employee absenteeism. The study concludes that to reduce absenteeism, manufacturing businesses in Hyderabad should take measures to enhance the quality of the work environment, expand rewards and incentives, and boost employee engagement. This research adds to the current literature on the topic of absenteeism in India's industrial industry and offers useful recommendations for managers and policymakers. To reduce absenteeism, there is an urgent need to improve the overall quality of the workplace, implement better rewards and incentives, and create increased employee involvement. The study not only adds to the current literature on absenteeism in India's industrial sector, but it also gives practical advice for managers and policymakers working to solve this important issue. The suggested improvements are intended to produce a more favorable workplace climate, resulting in a healthier and more productive staff.*

**Keywords:** Human resource, management, manufacturing sector, employee absenteeism, workplace environment

### INTRODUCTION

The Indian economy has a major challenge in the form of absenteeism. Absenteeism occurs when workers do not show up for their scheduled shifts in the studio. The policy will no longer cover employees who are absent from work due to a medical emergency, a holiday, a leave of absence approved by their employer, or a leave of absence approved by their supervisor. It is becoming increasingly problematic for businesses to have employees often miss work, especially those in large,

labor-intensive industries. It is a major obstacle that managers and executives must overcome [1]. They need to figure out how to reduce absenteeism, stemming from marijuana abuse among employees. If our absence can be reduced, it will help alleviate India's unemployment problem as well as its unusual absenteeism in industries. Without adding to our national debt, we can increase GDP. People's purchasing power decreases if they have not been able to cover primary and secondary demands in a timely and adequate manner due to absenteeism, which in turn causes a fall in gross national income. To help him shift his focus away from work, he must address challenges such as strained family

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relationships, low physical fitness, and both mental and physical exhaustion. As referenced in the examiner, "typical absenteeism" denotes the failure of an employee to report for work, notwithstanding the presence of assignments available for them. Utilizing the address recorded as your authorized departure location [2]. Unauthorized absences are those for which no documentation has been kept in advance of receiving approval from authority. There is no protection for pregnant women who are absent from work during a strike if they are terminated, even if they have earned time off or are on maternity leave, because of a strike [3].

## REVIEW OF LITERATURE

Organizational and Extra-Organizational Factors Affecting Stress, Employee Well-Being, and Absenteeism for Men and Women, "Journal of Business and Psychology, Volume 9, Reprinted (2009) [4]. The goal of this study is to examine the impact of different types of work and life stress on the mental and physical health of workers and, in turn, on absenteeism. Users reported higher levels of job-related stress, absenteeism, and negative psychological health [5]. While the dating habits of men and women were comparably similar, the data suggest that sexual activity mitigates the effects of stress on health and productivity [6]. In accordance with his findings, we were able to confirm and uncover a previous retrospective finding that classifying a patient as hypertensive led to increased absenteeism from work by observing hypertension in an industrial setting. We screened and referred a representative sample of the modern working population and found that 80% of them experience job stress and pressure that causes absenteeism. The goal of this newsletter is to review the literature on employee absenteeism as a form of withdrawal behavior other than turnover.

"Employee absenteeism at Iowa State University, United States." Research on the link between absenteeism and individual, psychological, and organizational factors is summarized, along with studies examining the psychometric properties of absence measures. Investigations that uncover the association between absenteeism and group of employee's turnover are tested in line with the unit of analysis studied in the investigations [7]. Programs designed to cut down on absenteeism in the workplace are also discussed. Researchers use a variety of indices to grade absenteeism, and this object focuses on the problems that have arisen in the literature because of the use of only a few indices.

"A Study of Absenteeism Among Class D Employees" was published in the Journal of the Academy of Hospital Administration between 2004 and 2006" [8]. Absenteeism has a significant impact on workplace productivity and is intricately connected to employee health, as well as and social habits of the individual. This index measures the psychological, physiological, and social well-being of an organization's employees. Absenteeism occurs when there is no plan in place to complete a task at a specified time during the workday. A voluntary absence is one that was unavoidable due to circumstances outside of the employee's control, such as illness, unforeseen circumstances, etc. Without fitness staff, it is impossible to carry out any health-related activity. Staff members at lower echelons in health and fitness centers play an integral role on each team. The fitness center is struggling to function without those workers.

According to A. Sukumar (2005) "A study on absenteeism in Ammaru Coimbatore smelters", absenteeism is detrimental to both employers and employees because it disrupts the normal work waft [9] in the factory, which leads to a drop in overall production, delays in executing orders, and the need to hire temporary workers to keep up with demand. These folks do not have a lot of schooling. Report on a Survey of Absenteeism at Ekansh Motors Maruti Udyog Ltd, Kaithal, India This investigation primarily focuses on examining the numerous causes of absenteeism in the automotive industry. Health problems, as well as those involving close friends and family, are by far the most common reasons for absences. The percentage of absences attributable to illness and disease is disproportionately high. Due to the pressure to become permanent, temporary buddies take fewer trips [10]. For workers, the major causes were an influx of paintings and competing demands. The primary cause of absenteeism in this workplace is people returning from vacations without having finished their work. The reasons for

employee absenteeism that were discovered in a 2007 study by the Academy of Management Studies, Dehradun titled "Employee absenteeism in medical institution sectors of Mumbai" include, but are not limited to, the following. Some locations have a more severe temperature problem, which has a knock-on effect of making workers feel exhausted and unmotivated. The issue of dirty restrooms is urgent [11]. The food quality could be terrible, and the problem of dirty plates could be a major problem. Rowdiness can hinder opportunities for socialization and personal development. According to the CBS Interactive community's "Reducing and managing absenteeism" from May 2, 2007, addressing rowdy behavior can contribute positively to creating a conducive environment for personal growth and social interaction. Absenteeism is a major and growing source of lost productivity in the workplace. Accidents cost American businesses approximately \$ 100 billion every year, and other forms of unplanned employee absence cost considerably more. To govern and reduce these costs, managers are increasingly turning to the field of absence control, which is based on a growing body of knowledge and experience. Reduced output is a direct result of absenteeism's impact on labor costs and, in turn, on the efficiency with which businesses run. For specific departments and during varying time periods (week, month, or year), absenteeism rates can be determined. The frequency fee represents the prevalence of absences and is often stated as the number of individual absences for each time. The frequency rate is the average number of days an employee works without being absent [12].

### **NEED FOR THE STUDY**

Absenteeism is a typical illustration of people avoiding their responsibilities. Absenteeism has long been perceived as a control problem, presented in monetary or quasi-economic terms, and an indicator of poor individual performance or a breach of an implicit agreement between an employee and an organization. Absenteeism is being studied more and more as a possible indicator of mental, medical, or social model in art. Many employees feel pushed to show up to work sick, perhaps spreading their illness to others [11]. This increases absenteeism and reduces productivity among those who show up to work while ill. Medical absences are typically excused by employers provided the employee provides supporting evidence from a doctor.

### **SCOPE OF THE STUDY**

Consistency in the workplace is crucial to any company's success. The purpose of the study is to determine the extent and root causes of employee absenteeism in a company. Looking at it can help you see problems and implement solutions that will lead to fewer hiccups and ultimately more growth for your business.

### **OBJECTIVES OF THE STUDY**

The objectives of the research are:

- To identify the reasons behind absenteeism, rate of absenteeism, operating conditions of personnel and principal causes for absenteeism.
- To ascertain workers' level of involvement in the decision-making process of their work places.
- To establish the general attitude of workers towards worker participation in management decision making.

### **DATA ANALYSIS**

#### **Interpretation**

The Table 1 show that 60% of the respondents are guys and 40% are ladies. The research reinterprets that most people of respondents share men compared to female employees.

**Table 1.** Showing Gender of the respondents.

<b>Gender</b>	<b>Number of Respondents</b>	<b>Percentage</b>
Male	60	60%
Female	40	40%
Total	100	100%

The Table 2 indicates that 48% of respondents are between 20 and 25 years old, 32% are between 25 and 30 years old, 12% are between 30 and 35 years old, and 8% are over 40 years old. Their search results indicate that the Majority of their respondents is in the age group of 20 to 25 years, indicating that the business enterprise employs more unskilled workers than skilled ones.

The Table 3 and indicates that 56% of the monthly earnings of personnel is among Rs. 2600–2800, 24% is among Rs. 2800–3000, 14% is among Rs. 3000–3200 and 6% is above Rs. 3,500 within the employer. The researcher interprets that the majority of their spending comes from the lowest earnings bracket.

The Table 4 indicates the marital repute of the workers inside the company. Unmarried personnel are 64%, married personnel are 36% and none to be replied is a widower within the business enterprise. The researcher interprets that maximum of the respondents are single individuals because they have likely completed their education and joined the workforce.

The Table 5 shows the work environment of the personnel. 76% of the personnel felt that the paintings' surroundings are suitable, 24% of the employees felt quality, and none felt that the surroundings are horrific. Most of the employees are happy with the environment furnished by means of industries.

**Table 2.** Table showing the Age of the respondents.

Age in years	Number of respondents	Percentage
20–25	48	48%
25–30	32	32%
30–35	12	12%
40 and above	8	8%
TOTAL	100	100%

**Table 3.** Table showing employee monthly income.

Monthly income (Rs.)	Number of respondents	Percentage (%)
2600–2800	56	56
2800–3000	24	24
3000–3200	14	14
3500 and above	6	6
TOTAL	100	100

**Table 4.** Table showing employees' marital status.

Marital status	Number of respondents	Percentage
Unmarried	64	64
Married	36	36
Widower	0	0
TOTAL	100	100

**Table 5.** Table showing working environment of employees.

Working environment	Number of respondents	Percentage
Good	76	76
Satisfactory	24	24
Bad	0	0
Total	100	100

The Table 6 suggests that personnel adhere to painting over time, while 70% of employees have no specific opinion. The majority of workers do not agree with the practice of painting over time in the enterprise.

The Table 7 indicate that 58% of employees pleased with working overtime for 1 h. 32% of employees are satisfied with operating over the years for 2 h. 8% of personnel are happy with working on time for 3 hours, and the top 2% of personnel are content with working on time for more than 3 hours. Most of the employees are willing to work overtime for 1 hour.

The Table 8 above indicate that 20% of employees completely agree, 36% of employees agree, and 44% of personnel are dissatisfied with the centers provided by the employer. Most of the personnel do not trust the wellness centers provided within the company.

Table 9 depicts responses from 50 respondents. Among them, 26% fully agree that the charges presented are aggressive, while 56% agree that the profits are reasonably aggressive. Additionally, 12% of individuals reserved their feedback, and 6% of personnel disagreed. The majority of those surveyed indicated agreement with the moderation presented by the company.

**Table 6.** Table showing work overtime.

Work overtime	Number of respondents	Percentage
Yes	30	30
No	70	70
Total	100	100

**Table 7.** Table showing employee average work overtime.

Average work overtime	Number of respondents	Percentage
1 h	58	58
2 h	32	32
3 h	8	8
More than 3 h	2	2
Total	100	100

**Table 8.** Table showing adequate welfare facilities provided by employees.

Adequate welfare facilities provided	Number of respondents	Percentage
Strongly agree	20	20
Agree	36	36
Disagree	44	44
Total	100	100

**Table 9.** Table showing opinions on the competitiveness of the pay offered by the company.

Opinion	Number of respondents	Percentage
Strongly Agree	26	26
Agree	56	56
No comments	12	12
Disagree	6	6
Total	100	100

The data in Table 10 reveals that 56% of personnel take sick leave. Only 4% of employees take leave due to a loss of interest in work, and a mere 2% cite poor working conditions as the reason for their absence. Additionally, 12% of personnel take long-term leave for personal reasons, while 26% take leave for other personal matters. It's noteworthy that the majority of employees opt for sick leave.

The Table 11 suggests that 8% of respondents experience that a terrific operating environment motivates personnel, 12% of respondents say that running situations is the component which could inspire them. The recognition of work furnished by employees is 24%. Incentives/income boom had a good reaction up to 54%. 2% of respondents feel that future potentialities motivate employees. Most employees who resume incentives based solely on pay-for-performance increases show a need for economic support.

The Table 12 shows that 70% of individuals fully agree that the corporation has taken fitness and safety measures. 26% agree that the enterprise has taken health and safety measures. 4% of the contributors do no longer agree that the organization has taken health and safety measures. The majority of those surveyed accepted that as true. They strongly trust the health and safety measures supplied by the enterprise.

Table 13 reveals that non-public department licenses are as high as 42%. It is followed via home problems that occupy 32% of the personnel who depart. Visiting location for private work 22% and most effective 4% of personnel take leave due to a lack of coordination among colleagues. Most respondents agree with that the absences occur due to attending weddings and other functions.

**Table 10.** Table showing the reason to take leave.

Reason to take leave	Number of respondents	Percentage
Sick leave	56	56
Lack of interest in job	4	4
Poor working condition	2	2
Long working hours	12	12
Personal reasons	26	26
Total	100	100

**Table 11.** Table showing Factors to Motivate Employees regularly.

Motivating Factors	Number of respondents	Percentage
Good employee relationship	8	8
Working condition	12	12
Prospects	2	2
Job responsibility	24	24
Incentives/wage hike	54	54
Total	100	100

**Table 12.** Table showing Employee's knowledge about the health and safety measures of the company.

Opinion	Number of respondents	Percentage
Strongly agree	70	70
Agree	26	26
Disagree	4	4
Total	100	100

**Table 13.** Table showing employee’s absence on personal reasons.

Reasons for leave	Number of respondents	Percentage
Attending marriage and other function	42	42
Visiting Places	22	22
Domestic Problem	32	32
Lack of coordination among colleagues	4	4
TOTAL	100	100

**Table 14.** Table showing method of control of absenteeism.

Control of Absenteeism	Number of respondents	Percentage
Change in management style	6	6
Changing in working Condition (Job Rotation)	8	8
Incentives/wage hike	50	50
Develop attendance policy	4	4
Transportation facility	12	12
Encouragement	14	14
Individual Attention	6	6
TOTAL	100	100

**Table 15.** Table showing opportunity for personality development of employee.

Opinion	Number of respondents	Percentage
Very good	12	12
Good	66	66
Average	22	22
Total	100	100

The Table 14 suggests that offering incentives in reputation of work is scored better in the career, amounting to 50%. Stimulus apart from profit tracking also counts to 14%. The transportation problem might also need attention, which is 12% and other respondents feel that by using giving significance to individual interest, assistance regulation share developed, modifications in running conditions and control style with a percent of 6, 4, 8 and 6% respectively. Most employees want monetary help, higher transportation facilities, and a terrific running environment to control their irregularities.

Table 15 shows among each 100 respondents, 22% of the participants accept as true that they have a mean degree of possibility for the improvement of their persona inside the business enterprise. 66% say they find a true opportunity to increase their personality. 12% feel that they have very good possibilities for their development. Most of the personnel discover desirable possibilities inside the enterprise for the improvement of their persona.

## CONCLUSION

Absenteeism is the percentage of scheduled man hours that were not worked due to employee absences. Several fees, such as an absenteeism fee, are factored in to arrive at this total, a frequency price, and a severity rate. Numerous efforts are made to manage and reduce absenteeism because of the many ways in which it affects the business. Employee turnover occurs because of the scenario within the professional growth of both individuals and the firm. The market value of a company's employees at the end of a given time period is immutable. It is often referred to as "the outside profession". Therefore, the internal and external staff exchange is significantly greater.

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