

An Empirical Study on Reasons for Employee Absenteeism in Manufacturing Industries, Hyderabad

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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. One hundred workers from a variety of Hyderabad-based manufacturing firms served as the study's sample. A questionnaire was used to collect the data, and then descriptive statistics and regression analysis were used to examine the results. The survey 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.

Keywords: Human resource, management, manufacturing sector, absenteeism, work-life balance

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. They need to figure out how to reduce absenteeism. The primary reason for employee absence is caused by marijuana abuse. 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. In order to get him to forget about work again, he has to cope with issues like awful family harmony, poor fitness, intellectual, and physical exhaustion. As used in the examiner, "typical absenteeism" refers to an employee's failure to report for work despite the availability of assignments for him to do. Using the address that has been recorded as your authorized departure location. Unauthorized absences are those for which

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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.

REVIEW OF LITERATURE

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 [1]. 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. The resulting model from this study ended up being more difficult for women to use than it was for men. "Increase in absenteeism after detection and labeling of hypertensive sufferers," by R. Brian Haynes, David L. Sackett, D. Wayne Taylor, Edward S. Gibson, and Arnold L. Johnson, appeared in *The New England Journal of Medicine* on October 5, 2009 [2]. According to them, 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 [3]. 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 employees turnover are tested in line with the unit of analysis studied in the investigations. Programs designed to cut down on absenteeism in the workplace are also discussed [4]. Researchers use a variety of indices to grade absenteeism, and this object focuses on the problems that have arisen in the literature as a result of the use of only a few indices. Mohan Lal and Jaydeb Biswas's "A Study of Absenteeism Among Class D Employees" appeared in the *Journal of the Academy of Hospital Administration* in 2004–2006 [5]. Absenteeism has a significant impact on workplace productivity and is intricately connected to employee health, as well as the 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 [6]. A voluntary absence is one that was unavoidable due to circumstances outside of the employee's control, such as illness, unforeseen circumstances, and so on. 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 study on absenteeism in Ammaru Coimbatore smelters" [7], absenteeism is detrimental to both employers and employees because it disrupts the normal work waft 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 [8]. These folks don't have a lot of schooling. Report on a survey of absenteeism at "Ekansh Motors Maruti Udyog ltd" in Kaithal, India. Examining the numerous causes of absenteeism in the automotive industry is the primary focus of this investigation. Health problems, as well as those involving close friends and family, are by far the most common reasons for absences [9]. The percentage of absences attributable to illness and disease is disproportionately high. Due to the pressure to become permanent, temporary buddies take fewer trips. 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. The food quality could be terrible, and the problem of dirty plates could be a major problem. Opinions on crowding and opportunities for socialization and personal development. With the help of the CBS interactive community's "Reducing and managing absenteeism" (from May

2, 2007), 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. Researchers Picoars and Payers published “A Research Study on Employee Absenteeism in the Industrial Sector” on October 14, 2009. Because of the interrelated nature of today’s workplace, Picoars and Payers argue that the unexpected absence of even a single worker can throw the entire operation into disarray. 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 rate 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 [10].

Need of 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. 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 objective of the research to identify the reasons behind absenteeism, rate of absenteeism, operating conditions of personnel and principle causes for absenteeism.

Data Analysis

Interpretation (Table 1)

The desk and Table 1 show that 60% of the respondents are guys and 40% are ladies. The researcher interprets that most people of respondents are men compared with female employees.

Table 1. Gender of the respondents.

Gender	Numberof respondents	Percentage
Male	60	60
Female	40	40
Total	100	100

Interpretation (Table 2)

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 older than 40 years. The researcher interprets that the majority of the respondents are in the age group of 20 to 25 years, indicating that the business enterprise employs young employees than the skilled ones.

Table 2. 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	8	8
Total	100	100

Interpretation (Table 3)

56% of the monthly earnings of personnel is between 2,600 and 2,800 rupees, 24% is between 2,800 and 3,000 rupees, 14% is between 3,000 and 3,200, and 6% is above 3,500 rupees. Here, the researcher interprets that the majority of the respondents come from the bottom earnings degree (Table 3).

Table 3. Employee monthly income.

Monthly income	Number of respondents	Percentage
2600–2800	56	56
2800–3000	24	24
3000–3200	14	14
3500 and above	6	6
Total	100	100

Interpretation (Table 4)

Table 4 indicates the marital status of the worker inside the company. Unmarried personnel are 64%, married personnel are 36%, and none replied as a widower within the business enterprise. The researcher interprets that maximum of the respondents are single humans because they have simply completed their education and joined work.

Table 4. Marital status of the employees.

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

Interpretation (Table 5)

The desk shows the work environment of the personnel. 76% of the personnel felt that the painting surroundings were right, 24% felt that quality and non felt that the surroundings were quality, and none felt that the surroundings were horrific. Overall, most of the employees are happy with the environment furnished by means of the industries (Table 5).

Table 5. Working environment to employees.

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

Interpretation (Table 6)

Table 6 demonstrates that overtime, people have desired paintings. 70% of employees have no opinion, whereas 30% of employees follow the rules as they have been written. Most employees in businesses no longer adhere to work for a period of time.

Table 6. Work overtime.

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

Interpretation (Table 7)

Table 7 indicates that 58% of employees are glad about running overtime for 1 hour, 32% of employees are satisfied with operating through the years for two hours, 8% of personnel are glad about operating overtime for 3 hours, and 2% of personnel are happy with operating overtime for greater than 3 hours. Most of the employees are prepared to work overtime for 1 hour.

Table 7. Employees' average work overtime.

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

Interpretation (Table 8)

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

Table 8. Adequate welfare facilities provided to employees.

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

Interpretation (Table 9)

100 of the 50 respondents, 26% of the individuals fully agree that the charge presented is aggressive. And 56% agree that the profits are reasonably aggressive. However, 12% of individuals kept their feedback reserved. Also, 6% of personnel do not agree with this. The majority of these surveyed agree that there remuneration presented by the company is aggressive (Table 9).

Table 9. The pay offered in the company is competitive.

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

Interpretation (Table 10)

Table 10 indicates that 56% of personnel take sick leave, 4% of personnel take leave for loss of interest in work, most effective 2% of employees take leave because of poor running conditions, 12% of personnel take lengthy-term period leave, and 26% of employees are on leave for personal reasons. Most employees take sick leaves.

Table 10. 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

Interpretation (Table 11)

Table 11 suggests that 8% of respondents experience that a terrific operating environment motivates personnel, and 12% of respondents say that running situations are the component that could inspire them. The recognition of work furnished by employees is 24%. Incentives and income boom had a good reaction up to 54%. Also, 2% of respondents feel that future potential motivates employees. Most employees, as some incentives-based total pay or performance increases show, need economic help.

Table 11. Factors to motivate employees' regularity.

Motivate 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

Interpretation (Table 12)

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

Table 12. Employees' 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

Interpretation (Table 13)

Table 13 shows that non-public depart licenses are as excessive as 42%. It is followed via home problems that occupy 32% of the personnel who take leave. Visiting location for private work 22% and

most effective 4% of personnel take go away because of loss of coordination among colleagues. Most respondents agree with that the absence on leave to wait marriage and different functions.

Table 13. Employees' 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

Interpretation (Table 14)

Table 14 suggests that offering incentives in reputation of work is scored better in the career those quantities to 50%. Stimulus apart from profit tracking also counts up 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 regulations are 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, a terrific running environment to control the irregularities.

Table 14. 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/wagehike	50	50
Develop attendance policy	4	4
Transportation facility	12	12
Encouragement	14	14
Individual attention	6	6
Total	100	100

Interpretation (Table 15)

22% of the participants accept as true that they have a high degree of possibility for the improvement of their personality inside the business enterprise. Indeed, 66% say they find a true opportunity to increase their personality. However, 12% feel that they have every good possibilities for their development. Most of the personnel discover desirable possibilities inside the enterprise for the improvement of their personality (Table 15).

Table 15. Opportunity of personality development for employees.

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

CONCLUSION

Absenteeism is the percentage of scheduled man hours that were not worked due to employee absence. Several fees are factored in to get at this total, such as an absenteeism fee, 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 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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