

# A Study on Women Employees Absenteeism with Reference to IT Sector in Chennai

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## ABSTRACT

The characteristics of the IT industries in India and the nature of the work pose some unique challenges for professionals in the Industry. Absenteeism is one of the factors affecting optimum utilization of human resources the economic and social losses occurring from absenteeism cannot be determined accurately. It is difficult to make even an approximate estimate of such losses because so many factors are involved which do not lend themselves to accurate measurements. The personnel function is concerned with the Procurement, Development, Compensation, Integration and Maintenance of the personnel of an organization for the purpose of contribution towards the accomplishment of that organization's major objectives. The main objective of the study to find out the reason for absenteeism among the women employees of IT sector with reference in Chennai. Through this study of the researcher was able to understand, the reason of absenteeism particularly, work allotted to the respondents and satisfaction level of leave facilities etc.

**Keyword:** Absenteeism, Leave facility, IT sector

## INTRODUCTION

Absenteeism means the absence of an employee from work when he is scheduled to be present at in work place. Absenteeism is one of the great disasters faced by all the organizations in this modernized world which results in turnover. So the firm has to reinvest so many amounts. People not only used to leave the organizations due to the personal reasons, the main reason of Absenteeism not only indicates the physical presence it starts with the "Mental absence" of an individual so the firm has to take this as an important issue before initiating any remedial actions through that and along with the participative management. Thus absence may authorized or unauthorized willful or caused by circumstance beyond employee's control.

Absenteeism without genuine reason reflects of belonging and strictly speaking ought not be regarded as a disease, but more a symptom either of shoddy manpower planning which does not take into consideration working conditions and socio-cultural compulsion prevalent in society, or the presence of monotonous schedules at the work site leading to lowering of morale and motivation in the organization. A worker is considered as scheduled to work, when the employer has work available for him and worker is aware of it. A worker is to be treated as absent for purpose of these absenteeism statistics, even when he does not turn for work after obtaining prior

permission. Absence of a worker on account of strike or lay-off that is voluntary. Absenteeism is the practice or habit of being an absentee and an absentee is one who habitually stays away"

## OBJECTIVES OF THE STUDY

To study the absenteeism among the women employees of IT sector with reference in Chennai.

## REVIEW OF LITERATURE

The main objective of the study <sup>2</sup> is to explore the level of absenteeism. Statistical tool used in this were exploratory research design. Questionnaire was used to collect the primary data for research. The major findings of the research to overcome the absenteeism were to improve health and recreation facilities, to increase salary, to improve work environment and development of team spirit and management should pay the workers handsomely to avoid absenteeism in their work place.

The main aim of this paper<sup>5</sup> is to investigate the relationship between unemployment and worker's absenteeism at the individual level. Thus author investigate the relationship between worker's absences which act as a proxy for employee shirking and local unemployment rate. Author found a strong negative association between unemployment and absenteeism

rate, thus author found that a higher sick absenteeism is associated with a higher risk of becoming unemployed, suggesting that unemployment might play a role as workers' discipline device.

The research<sup>4</sup> examines multiple factors that may relate to teacher absenteeism, with a focus on contexts comparable to the Pacific Region. International research points to five themes to consider in relation to teacher absenteeism: pay structure, management, working conditions, community conditions, and social and cultural responsibilities. While variations exist based on different country contexts, this research review generates a collection of key factors that can guide the exploration of root causes of teacher absenteeism in the Pacific Region. Several policies and practices have been studied as potential remedies; however, they have shown varying levels of efficacy and success. Even among studies that did report a relationship to improved teacher attendance, application to the Pacific Region context can vary, depending on how similar the regions studied are to the Pacific Region.

## METHODOLOGY

Research methodology is a way to systematically solve the research problem. It is a systematic and objective process of identifying and formulating the problem by setting objective and method for collecting, editing, tabulating, evaluating, analyzing, interpreting and presenting the data in order to find the justified solution. Research methodology is a way to systematically solve the research problem.

**Research Design:** A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose<sup>1</sup>. It is a blueprint of the study. Descriptive research design was used in this study for analysis.

**Sampling Design:** The **Probability Sampling** design has been used in this study.

**Sampling Method:** In this study **SIMPLE RANDOM SAMPLING METHOD** is used. This is one of the methods of probability sampling.

**Sample Size:** The sample size chosen for the study is 150.

## RESULT AND DISCUSSIONS

**Table 1: Marital Status**

Marital Status	No. of Respondents	Percentage
Single	54	36
Married	96	64
Total	150	100

Source: Primary Data

As observed in table 1. 36 per cent of the respondents are Single 64 per cent of the respondents are married out of the 150 respondents.

**Table 2: Work Life Balance**

Opinion	No. of Respondents	Percentage
Highly Satisfied	10	7
Satisfied	21	14
Neutral	82	55
Dissatisfied	22	14
Highly Dissatisfied	15	10
Total	150	100

Source: Primary Data

From the above table 2. it is inferred that 55 per cent of the respondents are neither satisfied nor dissatisfied with their work life balance, 24 per cent of the respondents are dissatisfied with their work life balance. 21 per cent of the respondents are highly satisfied with their work life balance.

**Table 3: Work Stress**

Opinion	No. of Respondents	Percentage
Heavy	51	34
Moderate	51	34
Difficult	0	0
Less	48	32
Total	150	100

Source: Primary Data

From the table 3. It is observed that 68 per cent of the respondents feel that the work stress is high and 32 per cent of the respondents feel low stress.

**Table 4: Reason for Absence**

Opinion	No. of Respondents	Percentage
Family Reason	55	37
Health	35	23
Social Life	10	7
Working Condition	50	33
Total	150	100

Source: Primary Data

It is inferred from the table 4. that 37 per cent of the respondents are absent because of family reasons, 33 per cent of the respondents are absent due to working condition, 23 per cent of the respondents are absent because of health condition and 7 per cent of the respondents are absent due to social life.

**Table 5: Rating on Factors**

Opinion	Excellent	Very Good	Good	Poor	Very Poor
Working condition	65	85	-	-	-
Work life balance	99	34	17	-	-
Health issues	100	33	17	-	-
Motivation	83	33	17	17	-
Salary Pay	49	33	68	-	-

Source: Primary Data

**Table 6: Weighted Average**

Sl. No.	Reason	Weighted Average
1.	Working Condition	44.33
2.	Work life balance	45.46
3.	Health issues	45.53
4.	Motivation	42.13
5.	Salary Pay	38.73

Source: Primary data

From the study it is clear that 66 percent of the employees feel workspace condition in work place was excellent and 23 percent of the employees feel very good with the workspace condition of the workplace remaining 11 percent employees feel it is good.

The results of this study also showed that 56 percent of the employees are satisfied with the pay structure whereas 22 percent of the employees feel that pay structure in workplace was neither satisfied nor dissatisfied and rest 22 percent of the respondents are highly satisfied with the pay.

**INFERENCE**

From the rating on factors as in table 5, weighted average was calculated based on data collected. As in weighted average method in table 6. work life balance is the non-satisfactory factor and working condition and Health issues are the major factor leads to absenteeism of female employees.

**Major Findings:** The study reveals that 45 percent of the employees feel that there is an excellent ventilation facility and 55 percent feels very good of the ventilation facilities.

Thus researcher finds that 67 percent of the employees feel lighting facilities in work place was excellent and 22 percent of the employees feel very good with the lighting facilities of the workplace rest 11 percent employees feel it is good.

It's found that 66 percent of the employees are satisfied with the leave facility that is been provided by the company remaining 34 percent of the employees feel neutral on the leave facility been provided by the company.

**Suggestions:** The organization can take necessary steps to provide work life balance programs to their employees which will reduce the absenteeism.

The organization can flexible timings for female employee like work at home, five days perweek.

Thus organization must motivate the employees and provide congenial atmosphere for the better result to withstand the intolerable work load. Workplace has to be meaningful to cope up with the symptoms caused by work overload, stress and strain and facilitate the employee to succeed in achieving the targets.<sup>3</sup>

In order to minimize the rate of absenteeism the company should take care of employee's health. This will result in maximizing the profit and will use to know the individual employee grievances regarding the health of their own.

To conclude, thus organization should motivate the employee by monetary and non monetary awards for those who are completed 100% attendance. This monetary award will boost up the employee to maintain regular attendance to achieve the monetary benefit.

### CONCLUSION

The management must first have a positive attitude towards absenteeism. Even though it possible to eliminate absenteeism completely. The provision of various facilities to reduce absenteeism bound to involve substantial financial commitment for the management. The major causes for absenteeism in the organization are the activities and policies of the organization. So absenteeism invisible but proves fatal for the industry. So reduction in absenteeism will helpful in improving the productivity

**Ethical clearance:** Nil

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**Conflict of Interest:** Nil

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