

## CAUSES OF EMPLOYEES ABSENTEEISM IN TAMIL NADU STATE TRANSPORT CORPORATION IN KUMBAKONAM LIMITED AT NAGAPATTINAM REGION.

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**Abstract:** *Absenteeism is not a novel concept in Indian industries. It manifests an employee's decision not to report to work when management has scheduled their presence. Numerous study papers indicate that absenteeism has increased dramatically in some industrial sectors. Absenteeism is caused by a variety of factors, including sickness, accidents, occupational diseases, poor production planning (workflow), poor working conditions and insufficient welfare benefits, a shortage of trained labourers, job insecurity, collective bargaining, a rigid control system, a lack of supervisory support, a lack of interest, and a lack of a cohesive and cordial culture. Absenteeism is neither acceptable for businesses nor beneficial for employees. This study aims to ascertain the factors contributing to employee absenteeism at Tamil Nadu State Transport Corporation Kumbakonam Limited in the Nagapattinam region. The study's finding specifies that the factors that cause absenteeism among employees are lack of welfare measures, shift basis-drawback, lack of motivation, lack of salary, the pressure of higher officials, occupational stress, and adequate leave facilities. The study suggested that to reduce absenteeism, the corporation should provide leave to employees adopt strategies to motivate employees and improve the relationship among employees.*

**Keywords:** *Employees, Absenteeism.*

### INTRODUCTION:

Today, absenteeism is a serious problem impacting discipline and production in the Tamil Nadu State Transport Corporation Kumbakonam limited Nagapattinam Region. It is a significant socio-psychological issue across all businesses. Absenteeism is not a new occurrence in Indian organisations. Absenteeism is a significant issue for the government since it results in significant expense and productivity loss. Employee absenteeism has a detrimental effect on production, morale, and performance. Additionally, employing manual procedures to collect, compute, and aggregate absence and leave-related information might result in enormous, unexpected expenses, jeopardising the economic viability of Tamil Nadu State Transport Corporation, Kumbakonam Limited Nagapattinam Region. Employee motivation, cooperation, and other methods of

increasing employee pleasure and job satisfaction have minimised employee absenteeism and boosted organisational performance. Despite widespread knowledge of absenteeism's detrimental influence on overall productivity and performance, absenteeism continues to be a problem in public sector organisations. Though many efforts have been taken in order to eliminate absenteeism permanently arrived. Public sector organisations also undergo another challenge in lateness to work. Lateness in TNSTC Kumbakonam Limited affects the organisation's economic and psychological output. Thus, it is imperative to control and minimise it. Reduction of absenteeism is beneficial not only to the organisation but also to the nation as a whole. Absenteeism leads to a reduction in person-hours, resulting in a lack of services to the public, and this underlines the importance of the need for employees to be present.

### **STATEMENT OF THE PROBLEM**

Absenteeism is a universal problem in any industry. The rate of absenteeism has been relatively higher in India. The present study has been conducted in TNSTC Kumbakonam limited Nagapattinam region. Furthermore, the researcher has identified the reasons such as lack of welfare measures, Shift basis-drawback, lack of motivation, lack of salary, the pressure of higher officials, occupational stress and inadequate leave facilities and tries to find out suggestions to reduce absenteeism.

### **OBJECTIVE OF THE STUDY:**

1. To identify the causes of employees absenteeism in TNSTC Kumbakonam Limited Nagapattinam Region.
2. To suggest suitable measures for reducing absenteeism in the study area based on the study's findings.

## **TESTING OF THE HYPOTHESIS**

H<sub>01</sub>: There is no significant difference between the cadre of the employees and causes of employees absenteeism.

## **RESEARCH METHODOLOGY**

The present research is about a study on the causes of employee absenteeism in Tamilnadu State Transport Corporation, Kumbakonam Ltd at Nagapattinam Region, based on specific objectives as explained above. In the light of these objectives, the scope of the study has been restricted, and investigations techniques to be adopted, tools to be used, interview schedule design, selection of design, and the pattern of analysis followed have been determined. It is an analytical one based on primary and secondary data.

## **METHODS OF DATA COLLECTION**

The present study is based on both primary and secondary data was used.

### **PRIMARY DATA**

For collecting the primary data using a well-framed interview schedule was designed to elicit necessary data and details from the administrative staff, conductors, drivers' and technical staff members of TNSCTC Kumbakonam Limited Nagapattinam Region.

### **SECONDARY DATA**

The secondary data were collected from journals, web portals, and Tamil Nadu State Transport Corporation Kumbakonam Limited records.

### **SAMPLING DESIGN**

Yamane, sampling size formula, applied to decide sample size scientifically sample size formula provided by Yamane is where

$$n = N \frac{N}{1+N(e)^2}$$

n = Corrected sample size

N = Population size

E = Margin of error

Yamane sample size calculation for finite populations

Population-3163

$$\text{Sample size} = \frac{3163}{1+3163(0.05)^2}$$

n = 355 Sample size.

## SAMPLING TECHNIQUE

In the study, the Proportionate Stratified Random Sampling technique is applied to select the respondents in the Tamil Nadu State Transport Corporation Kumbakonam Ltd at Nagapattinam Region.

## STATISTICAL TOOLS USED

This research proposed to use SPSS Version 20. for processing the following tools. Percentage Analysis was used to analyse data related to Personal details; Descriptive Statistics were presented to analyse data related to employees' perceptions, and one-way ANOVA was used to test the formulated hypothesis.

## DATA ANALYSES AND INTERPRETATION

TABLE 1

One way ANOVA for Cadre of the employees and Causes of the absenteeism

Variables	The cadre of the employees	N	Mean	SD	Std. Error	F	Sig.
Lack of welfare measures	Administrative staff	36	2.19	1.037	0.173	68.975	0.031*
	Conductor	120	3.95	0.646	0.059		
	Driver	135	4.01	0.605	0.052		

	Technical staff	64	3.89	0.758	0.095		
	Total	355	3.78	0.880	0.047		
Shift basis-drawback	Administrative staff	36	2.44	0.773	0.129	90.234	0.188
	Conductor	120	4.28	0.582	0.053		
	Driver	135	4.16	0.455	0.039		
	Technical staff	64	4.20	0.694	0.087		
	Total	355	4.03	0.791	0.042		
Lack of motivation	Administrative staff	36	2.03	0.736	0.123	85.894	0.169
	Conductor	120	4.11	0.719	0.066		
	Driver	135	4.13	0.731	0.063		
	Technical staff	64	3.95	0.765	0.096		
	Total	355	3.88	0.962	0.051		
Lack of salary	Administrative staff	36	2.33	1.095	0.183	25.641	0.003*
	Conductor	120	3.63	1.046	0.095		
	Driver	135	3.78	0.750	0.065		
	Technical staff	64	3.42	0.730	0.091		
	Total	355	3.52	0.984	0.052		
Pressure of higher officials	Administrative staff	36	1.81	0.624	0.104	58.323	0.024*
	Conductor	120	4.23	0.704	0.064		
	Driver	135	3.73	0.988	0.085		
	Technical staff	64	3.81	1.402	0.175		
	Total	355	3.72	1.177	0.062		
Occupational stress	Administrative staff	36	1.94	0.893	0.149	71.077	0.048*
	Conductor	120	4.24	0.710	0.065		
	Driver	135	3.47	0.968	0.083		
	Technical staff	64	3.92	0.822	0.103		
	Total	355	3.66	1.078	0.057		
In adequate of leave facilities	Administrative staff	36	2.11	0.667	0.111	67.187	0.036*
	Conductor	120	4.19	0.652	0.060		
	Driver	135	4.00	0.611	0.053		
	Technical staff	64	3.58	1.319	0.165		
	Total	355	3.80	1.002	0.053		

**Source:** Computed from Primary data

The calculated F values of 68.975, 25.641, 58.323, 71.077 and 67.187 for lack of welfare measures, lack of interest in work, the pressure of higher officials, occupational stress and inadequate leave facilities are significant five per cent level, and there is a difference among the

cadre of the employees. Therefore, the null hypothesis is rejected. However, the F values of 90.234 and 85.894 for the shift basis-drawback and lack of motivation have not been significant. Hence, the stated null hypothesis is accepted.

### **FINDINGS OF THE STUDY**

1. The finding shows that maximum variables are significant and rejected the null hypothesis. Additionally, the mean values displayed that the respondents with the shift basis-drawback scored a higher mean value of 4.03 and the lowest mean value of 3.52 was obtained by respondents with a lack of interest in work.

### **SUGGESTIONS OF THE STUDY**

1. The corporation may provide leave to workers on a need-to-know basis.
2. The firm may implement tactics aimed at increasing employee job satisfaction.
3. The firm may strengthen the interaction between employees and bosses.
4. The company may use methods to foster greater understanding among personnel.
5. The firm may deploy motivational tactics.
6. The firm may use tactics to increase job rotation and enrichment.
7. The firm may implement efforts to increase employee knowledge of absenteeism.
8. The corporation may use initiatives to alleviate work-related stress.
9. The organisation's welfare facilities must be improved, and monetary advantages must be provided to employees in order to reduce absenteeism.

### **CONCLUSION**

Absenteeism is an unavoidable menace that most organisations have to bear with and it has to be managed. One cannot prepare a foolproof successful formula to eradicate this problem once and for all. Absenteeism ranging between five to ten per cent is a common phenomenon in most industries. Employees remain absent from their work because of various factors; after all

they are also human beings. The causation of the feelings of monotony towards work is a big challenge and the management should take appropriate measures like sending employees on holidays, tours etc. The practice of job rotation and multi-tasking strategies also minimises the feeling of inertia. In this study, the employees' labour welfare measures are also not attractive. Managers should pay their workers handsomely to motivate them to certain levels. Even though money is not the sole factor influencing employees' work behaviour, it can certainly boost their morale towards work. Thus, it concluded that the present study on causes of employees absenteeism had put some brightness on reducing absenteeism in the study region.

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