
REASON FOR EMPLOYEE ABSENTEEISM IN A COMPANY

1. Dr.E.Rajeswari, Assistant Professor in Commerce, Karpagam Academy of Higher Education, Coimbatore. rajiguna84@gmail.com
2. Dr.D.Mary Prema, Assistant Professor in Commerce, Sri Ramakrishna College of Arts and Science for Women, Coimbatore. dmprema280@gmail.com
3. Mrs.S.Babitha, Assistant Professor in Commerce, Arulmigu Palaniandavar Arts College for Women, Palani, yesbabithavikash@gmail.com
4. Mrs.N.Omshanmugapriya, Assistant Professor in Commerce, Arulmigu Palaniandavar Arts College for Women, Palani, ompriyanages1793@gmail.com

Abstract:

This research project reason for Employee Absenteeism in Sree Krishna Build Tech Pvt Ltd investigates the specific factors influencing employee absenteeism within the context of the construction industry. The principal objective is to ascertain the underlying factors contributing to employee absenteeism at Sree Krishna Build Tech and investigate the consequent consequences for both individual job satisfaction and organizational productivity. With a focus on the particular dynamics of the construction industry, the study combines surveys and interviews in a mixed-methods approach. While surveys collect quantitative data on the most common reasons for employee absence, interviews offer a qualitative insight of the organizational and personal repercussions faced by Sree Krishna Build Tech personnel. According to preliminary research, industry-specific issues such as demanding work schedules, health and safety concerns, and hard work environments are major causes of absenteeism. The study also investigates the effects of absenteeism on team dynamics, project schedules, and overall workplace productivity.

Key words: Employee, Absenteeism, Productivity, Causes, Consequences, etc

INTRODUCTION:

There are a number of reasons why employees could be absent from work, and these reasons can have a big impact on the productivity of the entire firm as well as on the lives of individual workers. Health problems are a major contributor, since workers who experience problems with their physical or mental well-being may find it challenging to regularly show up for work. Absenteeism may also be caused by an unfavourable work environment that is marked by bad management, interpersonal problems, and a lack of job satisfaction. Employee disengagement results from a combination of work-life imbalance and job unhappiness, which intensify the issue. Absenteeism can also be caused by undesirable behaviors including substance misuse and family or personal problems. Employee absenteeism can stem from a multitude of factors and impact not only the company's overall productivity but also the personal lives of individual staff members.

Issues with health play a significant role because employees who struggle with their physical or mental health may find it difficult to attend work on a daily basis. Poor management, interpersonal issues, and a general lack of job satisfaction can all contribute to an undesirable work environment and absenteeism. A work-life balance that isn't balanced with job dissatisfaction leads to employee disengagement. In addition, unfavorable habits like substance abuse and interpersonal or familial issues might contribute to absenteeism.

The term "employee absenteeism" describes the situation in which workers miss work on a regular or frequent basis for reasons that may or may not be justified, such as illness, personal problems, or other unanticipated events. Organizations must comprehend the root causes and effects of employee absenteeism in order to successfully handle the problem and preserve a positive, productive work environment.

Statement of the Problem

The matter of employee absenteeism is a noteworthy obstacle to our organization's overall performance and effectiveness. A poor work-life balance, personal difficulties, health-related problems, and discontent with the work environment are some of the factors that contribute to absenteeism. Our everyday operations and long-term success are directly impacted by this persistent trend of absenteeism. We are facing a number of implications, including decreased productivity, more work for other staff members, a bad effect on team morale, financial pressure, possible harm to customer service, and the possibility of facing disciplinary action. For our business to succeed over the long term, it is imperative that we identify and address the underlying reasons of employee absenteeism. This calls for a deliberate, all-encompassing strategy to better workplace environments, boost employee engagement, and support the overall well-being of our workforce.

Objectives of the Study

To identify the reason for primary factors contributing to employee absenteeism.

Methodology

This study employed a descriptive survey design. The data is gathered using both primary and secondary sources. To collect primary data, a questionnaire is used. Trade magazines, journals, periodicals, and the internet were among the numerous sources from which secondary data was acquired. The study's sampling unit, the Coimbatore District, has been chosen. One hundred and fifty people were polled. Convenience sampling and the factor analysis tool have been chosen for the investigation.

Review of Literature

Amelia, A., and Solikhah, M. A. (2023) present a study on a web-based method for entering employee attendance into a resume at Syntax Corporation Indonesia. The research addresses the challenge of accurately and effectively managing attendance at the corporation. The developed information system aims to facilitate the tracking and recording of employee attendance, providing real-time data access through a user-friendly web interface. The study includes software development, needs analysis, system design, and implementation to ensure the effectiveness of the Employee Attendance Information System.

Naik, B. S., Sarma, M. P. G., & Krishna, B. J. (2023) ^[2] An analytical investigation into employee absenteeism at work, with particular reference to Bangalore's WIPRO Technologies Ltd. This study paper seeks to determine the extent of employee absenteeism, as well as the employees' opinions of the working environment at Wipro Technologies in Bangalore and their level of job satisfaction and job security. This study combines qualitative and quantitative approaches in a descriptive research design.

Løkke, A. K. (2022) ^[3] A qualitative analysis of leadership's impact on worker absenteeism. This paper's goal is to give a summary of the empirical research conducted over the past 50 years about the impact of leaders on employee absenteeism. Additionally, by determining what remains unexplored in

regards to topics like leadership principles, absenteeism measurements, methodology, and study contexts relevant to individual countries, the goal is to guide future management research.

Lauterbach, A. S., and Kunze, F. (2023) conducted a quasi-experimental study exploring the effects of transitioning from cellular offices to activity-based flexible offices (A-FOs) on employee absenteeism. Drawing on privacy theory, the hypothesis was that the shift to A-FOs would lead to an increase in employee absenteeism.

Imran, M., Ali, L., & Khan, M. T. (2022) ^[5] Supervisor support has a moderating effect on workplace absenteeism among employees. The study's main focus is on employee absenteeism at Dera Ismail Khan Bank. The results of this study indicate that supervisor assistance considerably moderates the association between working conditions and absenteeism. The development or application of a range of strategies to address employee absenteeism is therefore encouraged by more analysis and the study's conclusions, which could eventually result in an improvement in the standard of the working conditions for employees.

LIMITATIONS OF THE STUDY

The reasons for and effects of absenteeism might range greatly between various organizations, sectors, and cultural contexts. Consequently, extrapolating results from a single study to other settings may prove challenging. Employee self-reported data is the basis for many absence studies. In order to collect data at a single point in time, certain research may use a cross-sectional design. Because of this, it is more difficult to identify causes and comprehend the dynamic character of absence over time. Absenteeism may be impacted by external variables including changes in the economy, business trends, or organizational structures. It may be difficult for researchers to distinguish the precise causes and effects of absenteeism due to their limited control over these outside factors.

Subjective assessments are frequently used to determine the effects of absence, such as how it affects team dynamics or productivity. Regarding the importance and seriousness of these repercussions, different stakeholders could have differing opinions. Some studies might only look at the immediate repercussions of absenteeism, ignoring possible long-term impacts on worker satisfaction, advancement in the workforce, and organizational effectiveness. Employee absenteeism may be influenced by a wide range of personal, external, and organizational factors. Understanding the complex and challenging interactions between these elements can be challenging.

DATA ANALYSIS AND INTERPRETATION

ANALYSIS OF FACTORS

The term "analysis of factors" refers to a group of techniques that reduce the number of variables to a smaller number of factors that more easily and affordably represent the bulk of the original data. This is accomplished by analyzing the correlations that exist between the variables. In spite of the fact that the results of a component analysis might be interpreted in a subjective manner, the procedure typically results in an understanding of relevant psychographic traits and makes efficient use of the resources that are spent on data collecting. The subjective component of factor analysis can be eliminated by randomly splitting the sample into two parts and then deleting the factors from each of those sections separately. A reliable or consistent analysis is considered to be one that contains components that are similar to one another.

TABLE – 1

**KMO AND BARTLETT'S TEST FOR FACTORS RELATED TO REASON FOR
EMPLOYEE ABSENTIESM IN A COMPANY**

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.840
Bartlett's Test of Sphericity Approx. Chi-Square	1034.695
df	253
Sig.	.000

**p<0.01 S-Significant

Bartlett's Test of Sphericity and the Kaiser-Meyer-Olkin Measure of Sampling Adequacy (KMO) were utilised to assess the statistical significance of the association between the variables in the previous table. The Kaiser-Meyer-Olkin Measure of Sampling Adequacy test statistics result is 0.840, meaning that the factor analysis for the chosen variable is of good or acceptable quality for the provided data. Considering the test statistics value and the associated significance level, the Bartlett's test of sphericity is utilised to determine the statistical significance of the data. It demonstrates a strong correlation between the variables.

	Component			
	1	2	3	4
transparent communication	.848			
access to healthcare benefits	.786			
flexible work hours	.686			
recognition and rewards	.670			
commute distance to work	.578			
Opportunities for career advancement	.562			
supportive leadership	.560			
lack of feedback mechanisms		.788		
on-site childcare facilities		.714		
regular team-building activities		.689		
workplace safety measures		.682		
positive organizational culture		.669		
job satisfaction			.833	
job security			.747	
competitive salary			.690	
compensation			.626	
high employee turnover			.555	
workplace diversity			.520	
poor management				.869
lack of training opportunities				.803
work-related stress				.686
Total	10.982	2.174	1.35	1.227
% of Variance	47.746	9.45	5.872	5.335
Cumulative %	47.746	57.197	63.068	68.404

It seems you've provided a rotated component matrix with factor loadings for various factors related to employee Absenteeism in Sree Krishna Constructions Pvt Ltd . The matrix displays the relationship between each factor and the identified components (1,2,3 and 4). The higher the loading for a factor on a component, the stronger the relationship.

Here's an interpretation of the rotated component matrix:

Component 1:

- 1) Transparent communication
- 2) Access to healthcare benefits
- 3) Flexible work hours
- 4) Recognition and rewards
- 5) Commute distance to work
- 6) Opportunities for career advancement
- 7) Supportive leadership

Component 2:

- 8) Lack of feedback mechanisms
- 9) On-site childcare facilities
- 10) Regular team-building activities
- 11) Workplace safety measures
- 12) Positive organizational culture

Component 3:

- 13) Job satisfaction
- 14) Job security
- 15) Competitive salary
- 16) Compensation
- 17) High employee turnover
- 18) Workplace diversity

Component 4:

- 19) Poor management
- 20) Lack of training opportunities
- 21) Work-related stress

Eigenvalues represent the amount of variance explained by each component. In this case, Component 1 explains **47.746%** of the variance, and Component 2 explains an additional **9.45%**. The cumulative percentage indicates that both components together explain 55.097% of the total variance in consumer problems related to the diffusion of mall culture. This analysis suggests that Component 1 is associated with factors like job insecurity, cultural homogenization, social isolation, and public health concerns, while Component 2 is related to issues like counter availability, waiting times, product availability, and staff support. The interpretation of these components may help in understanding and addressing consumer concerns in the context of mall culture diffusion.

SUGGESTION

1. Evaluate how excessive overtime affects worker absenteeism, and think about putting work-life balance and task management strategies into place to lessen the need for overtime. To reduce the detrimental effects of overtime on employee absenteeism, track and control the

number of overtime hours worked. Put mechanisms in place to encourage work-life balance and lessen the need for unnecessary overtime.

2. Analyze the reasons for personal and health- related leave to identify any underlying issues that may contribute to employee absenteeism. Develop strategies to address these issues and promote employee well-being. Focus on addressing the primary factors identified through factor analysis, such as transparent communication, access to healthcare benefits, and flexible work hours, to improve employee satisfaction and reduce absenteeism.
3. Assess the efficiency of the current system for tracking absenteeism and think about introducing further steps, including proactive absence management programs, to further lower absenteeism rates. To further lower absenteeism rates, consider introducing other measures, such as employee engagement campaigns, and regularly assess the efficacy of the absenteeism tracking system.
4. Evaluate the impact of HR management and monitoring strategies on absenteeism rates. Determine opportunities for development and put plans into action to improve absence control procedures. Take steps to address the variables that have been identified, including work-related stress, inadequate management, a lack of training opportunities, and a lack of feedback systems, in order to reduce their impact on employee absenteeism.

CONCLUSION:

Finally, this study examined the reasons behind and effects of Sree Krishna Build and Tech Pvt Ltd. employee absenteeism. After a careful examination of the data, important trends surfaced that provided insight into the causes of absenteeism and its wider effects. The results offer significant perspectives for organizational tactics and worker welfare. This research offers a basis for tackling absenteeism issues and promoting a healthy work environment, despite its inherent limitations. As the study draws to a close, it emphasizes how critical it is to continue working to reduce absenteeism and its effects in order to improve organizational performance and the general working environment for Sree Krishna Build and Tech Pvt Ltd personnel.

REFERENCE:

1. Amelia, A., & Solikhah, M. A. (2023). Web-Based Employee Attendance Information System on CV. Syntax Corporation Indonesia. *Jurnal Indonesia Sosial Teknologi*, 4(12), 2436-2442.
2. Naik, B. S., Sarma, M. P. G., & Krishna, B. J. (2023). An analytical study on Employee Absenteeism in the workplace with reference to WIPRO Technologies Limited, Bangalore. *Management Research*, 10(3), 33-41.
3. Løkke, A. K. (2022). Leadership and its influence on employee absenteeism: a qualitative review. *Management Decision*, 60(11), 2990-3018.
4. Moser, S., Reinwald, M., & Kunze, F. (2023). Does my leader care about my subgroup? A multilevel model of team faultlines, LMX quality, and employee absenteeism. *European Journal of Work and Organizational Psychology*, 32(2), 234- 244.
5. Lauterbach, A. S., & Kunze, F. (2023). A Quasi-Experimental Exploration of Activity-Based Flexible Office Design and Demographic Differences in Employee Absenteeism. *Environment and Behavior*, 55(1-2), 47-73.



6. Imran, M., Ali, L., & Khan, M. T. (2022). Factors Affecting Employee Absenteeism at Workplace: Moderating Effect of Supervisor Support. *Open Access Organization and Management Review*, 1(1), 54-66.