

Labour turnover and absenteeism among the employees working in Pee Aaa Impex, Karur, Tamilnadu, South India

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Abstract

Labour turnover and absenteeism have long been a major cause of worry among the manufacturers. Labour turnover is the rate at which an employer gains and losses employees. It is an important and pervasive feature of the labour market. Absenteeism is a habitual pattern of absence from a duty or obligation. Johns and Nicholson (1982) persuasively argued that there are individual differences that may be related to the absence phenomenon. Morrell *et al.* (2004) tested voluntary turnover of nurses in the UK and found shocks play a role in many cases where people decide to leave. Campion (1991) cited in Tang suggests that the most important reason for voluntary turnover is higher wages or career opportunity. It is very important to reduce the rate of labour turnover and absenteeism for increasing industrial production. The objective of the study was to find out the factors involved in labour turn over and absenteeism and the effects in the organization. The study adopts descriptive research design. The study was conducted with special reference to PEE AAA Impex in Karur town by selecting 60 employees using simple random sampling method. In this study an attempt is made to find out the labour turn over and absenteeism among the employees and their effects on the organizational effectiveness.

Keywords: Labour turnover, labour market, Absenteeism

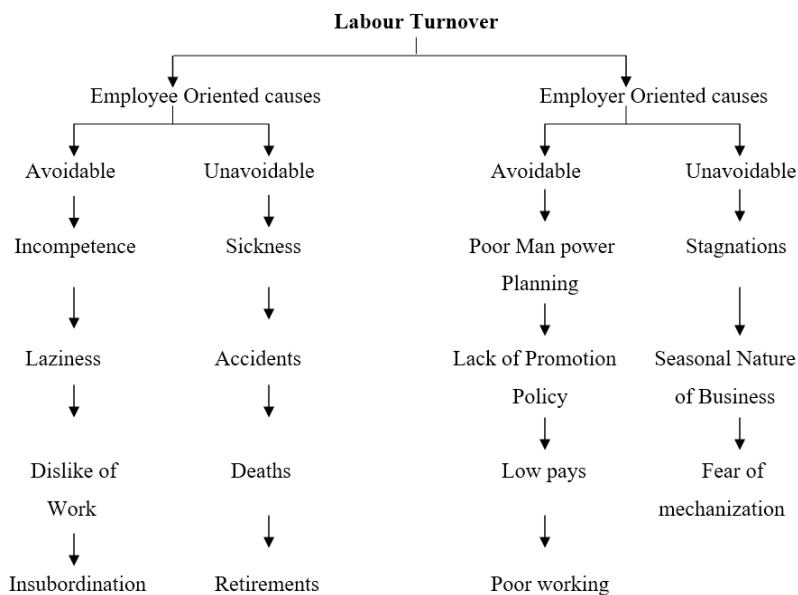
1. Introduction

The economic development of a country depends upon its industrial development. The pre-requisites for systematic development are the availability of adequate and reliable data on various aspects of industrial activities like inputs, outputs, wage bills, working days, absenteeism, labour turnover, earnings, employment, labour cost, bonus and welfare expenses, etc. It is very important to reduce the rate of labour turnover and absenteeism for increasing industrial production, as the production of industry largely depends upon the efficiency and experience of workers. The absenteeism can be measured at least in three ways such as total days lost, frequency of absences, and attitudinal or one day absences (Nicholson, Brown, & Chadwick-Jones, 1976). Michael John

Boella (2000) suggests that the major challenge in organization is addressing labour turnover and staff stability rates. The major factors that influence labour turnover such as the nature of the industry itself; the nature of individual units; the nature of individual managers; and the high proportion of workers.

Causes of Labour Turnover and Absenteeism

High turnover often means that employees are unhappy with the work or compensation, but it can also indicate unhealthy conditions, or that too few employees give unsatisfactory performance (due to unrealistic expectations, inappropriate processes or tools, or poor candidate screening).



According to the Labour Investigation Committee (1946), there were many reasons that caused the absenteeism of the industrial workers. The Commission pointed out many factors which caused the absenteeism in Indian industries. These factors includes sickness and low vitality, means of transport, hours of work, nightshift, rural exodus, accident, social and religious function, drinking and amusement, after pay-day and the nature of work

Measurement of Labour Turn over

The three measurement of labour turnover are:

a) Separation Method

$$\text{Labour turnover} = \frac{\text{Number of separations in a period} \times 100}{\text{Average number of workers in the period}}$$

b) Replacement method

$$\text{Labour turnover} = \frac{\text{Number of replacements in a period} \times 100}{\text{Average number of workers in the period}}$$

c) Flux method

$$\text{Labour turnover} = \frac{\frac{1}{2} (\text{Number of separations} + \text{Number of replacements}) \times 100}{\text{Average number of workers}}$$

Measurement of Absenteeism

$$\text{Absence rate} = \frac{\text{No. of man days lost} \times 100}{\text{No. of man days planned to work}}$$

Aim

To Study on the labour turn over and absenteeism among the employees with special reference to PEE AAA Impex, Karur

Objectives

- To study the demographic profile of the employees
- To study on the labour turn over and absenteeism among the employees
- To suggest suitable social work interventions for the prevention of on the labour turn over and absenteeism

Research design

A research design is a plan or scheme to carry out action in an orderly way. Descriptive Research Design is concerned with describing the characteristics of a particular individual or a group .The researcher in this study describes about labour turnover and absenteeism. Thus the researcher adopted the Descriptive Research Design for this study.

Sampling procedure

The process of drawing a sample from a larger population is sampling. The researcher adopted Probability sampling in which simple random sampling was used to collect the data of 60 employees among 203 employees in PEE AAA Impex, Karur

Tools of Data Collection

The researcher employed a self-structured interview schedule to collect the details about labour turn over and absenteeism among the employees.

Findings

- Majority 32% of the respondents were in the age group of 21-30 years.
- Majority 77% of the respondents were male and 23% of the respondents were female.
- Most of the respondents (65%) were married and 35% of the respondents were unmarried.
- 37% of the respondents have 3-5 years of experience
- Majority 35% of respondents fall under the income level of Rs.10000-15000
- It is inferred that 35% of the respondents were satisfied with their job involvement
- Majority 35% of the respondents were neutral in their level of satisfaction about welfare facilities provided by the organization.
- Major 28% of respondents responded working condition is satisfactory.
- Nearly half 40% of the respondents are neutral with regard leave facilities
- One fourth of the respondents 25% took leave due to lack of interest in their job
- Most of the respondents (35%) are neutral with regard to the Ventilation and lighting condition at the workplace
- Majority 26% of the respondents were satisfied on organizational labour policies
- Most of the respondents (35%) are neutral in their opinion with regard to the company canteen and drinking facilities
- Majority 32% of respondents are neutral with regard to the company’s reward and incentives
- Most of the respondents (32%) are neutral with regard to the company’s working environment
- Majority 36% of respondents are satisfied with the bonus scheme and allowances
- Majority 34% of respondents are neutrally satisfied in the retirement’s benefits
- Majority 30% of respondents are neutrally satisfied in the work area cleanliness
- It was found that there was a significant association between age and the level of absenteeism
- It was found that there was no significant association between experience and the level of labour turnover.

Social Work Intervention

- To promote better working conditions for the employees with proper lighting and ventilation
- The organization has to promote retention strategies by knowing the minds of the employees in the organization
- To organize exit interviews for the employees who relieve from organization so as to prevent further attrition
- To provide counseling for the regular absentees and to promote relief measures based on the identification of the problems.
- To promote extra mural welfare facilities to retain the employees

Conclusion

Labour turn over and absenteeism hinders the production output as well as the work culture of the organization. Labour welfare and safety measures also contribute to the attrition among the employees in the organization. From the study it

could be found that an average level of satisfaction was shown by the workers towards labour welfare measures, safety measures and job satisfaction. To prevent labour turn over and absenteeism in the organization in future it is necessary to provide the workers with better labour welfare measures and safe working condition. The management should think of introducing job rotation to make the job more interesting thus breaking the work monotony.

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