

Employee Absenteeism in Johnson Control Automotive Limited Bidadi, Bangalore

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Abstract: At present the business environment is changing very fast with economic performance and achieving international competitiveness. The main Moto of the organizations with respected to the employee's attendance at work is to improve productivity and organizational commitment. New industries creating the environment with arise, restructuring, enterprise bargaining, development of the employee and improving the employment conditions. The research was conducted in Johnson Control Automotive Limited Bidadi, Bangalore to find the absenteeism rate in the organization

Index Terms: Human resource, human resource policies, absenteeism.

I. INTRODUCTION

Employees are assets to the organization but at present market environment, employees are keep changing their jobs and not loyal to the organization. Employee's attendance was isolation for their work place and organizations are keep tract on their turnover and employee's compensation claims rates and industrial disputations.

$$\text{Employee Absenteeism} = \frac{\text{No. of employees at the beginning of the year} * 100}{\text{No. of employees at the end of the year}}$$

CATEGORIES OF ABSENTENTEES:

Employees can be divided into 3 groups in accordance with number of attendance they put in each month.

1. Chronic Absentees,
2. Regular Employees.
3. Extremely regular Employees.

II. REVIEW OF LITERATURE

According to James B. Avey, Jaime L. Patera, Bradly J. West (2006) stated there is the positive psychological capital on the employee absenteeism. The research was conduct in the field of high tech manufacturing firm and also demonstrates with the positive psychological capital and reduces the levels of both involuntary and voluntary absenteeism.

According to Aldana, Steven G, PRonk, Nicolaas P (2001) stated the health promotion programs can modifiable with health risks and employee absenteeism. The literature

Revised Manuscript Received on July 05, 2019.

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demonstrates about the health risks and failures of the employee's interest to participate in the fitness and health promotion programs with is associate with the employee absenteeism.

III. STATEMENT OF THE PROBLEM

Absenteeism constitutes the considerable cost to the industries and even absent employee receives no pay at the time of absenteeism. Due to absenteeism, work schedules and work performance is decrease in the organization.

IV. OBJECTIVES OF THE STUDY

- (i) To study various determinants of Absenteeism.
- (ii) To suggest suitable recommendations to reduce Absenteeism.

V. RESEARCH METHODOLOGY

Sources of data\Primary Data: Questionnaires

Secondary Data:

1. Past records & files of the organization.
2. Journals, magazines etc...
3. Internet

There is formal design or structured questionnaire used in the study.

SAMPLE DESIGN

Sample Size: 100 & Convenience sampling is used

Tools of Analysis: Simple percentage method

The percentage method was used to get the percentages for the tabulated data by the calculated analysis and interpretation has done by the type of information, which is collected by me.

- Simple percentage=no of respondents / total no of respondents*100

❖ The number of each table and graph has been given and suited name was given to each table and graph .The Analysis was given the bottom of the page. The information of the page .The information is qualitative and it gives more meaning.

V. LIMITATIONS OF THE STUDY

The study is limited to the Johnson control automotive limited company employee only from Bidadi location near to Bangalore, Karnataka, India.

VI. DATA ANALYSIS

Table 1: Age of the respondents

S.No	AGE	%
1	18 TO 23	28%
2	24 TO 29	16%
3	30 TO 35	10%
4	36 TO 40	28%
5	40 AND ABOVE	18%
TOTAL		100%

ANALYSIS: 28% of the employees are aged between 18-23; Where 16% were aged between 24-29, 10% were aged between 30-35, 28% were aged between 36-40 and 18% of the respondents were aged above 40.

Table 2: Marital status

S.No	MARITAL STATUS	%
1	MARRIED	38%
2	UNMARRIED	62%
TOTAL		100%

ANALYSIS: 38% respondents were get married and remaining 62% employees were unmarried.

Table 3: Type of family

S.No	TYPE OF FAMILY	%
1	JOINT FAMILY	18%
2	NEUCLEAR FAMILY	82%
TOTAL		100%

INFERENCE: 18% of respondent's employees are Joint family and remaining 82% of respondent's employees are from Nuclear family.

Table 4: Numbers of children's

S.No	NO. OF CHILDREN	%
1	0 TO 1	10%
2	1 TO 2	15%
3	2 TO 3	8%
4	3 AND ABOVE	5%
TOTAL		100%

ANALYSIS: 38% respondent's employees are get married, 10% of the respondent's employees are having one child, 15% were having two children, 8% were having three children and 5% of the respondent's employees were having more than three children.

Table 5: Education qualifications

S.No	EDUCATION	PERCENTAGE
1	B.COM	27%
2	BBM	14%
3	BE	18%
4	MBA	8%
5	B. SC	13%
TOTAL		100%

ANALYSIS: 27% of the employees have been completed their B.com, 14% employees have been completed their BBM, more over 38% of the respondents employees have been completed their BE where 8% of the respondents employees have been completed their PG(MBA) and 13% of the respondents employees have been completed their B.Sc.

Table 6: Work experience

S.No	WORK EXPERIENCE	PERCENTAGE
1	0 TO 1	43%
2	2 TO 3	31%
3	4 TO 5	12%
4	5 AND ABOVE	14%
TOTAL		100%

ANALYSIS: 43% of the respondents employees has 0-1 year experience, 31% of the respondents employees has 2-3 years experience, 12% of the respondents employees has 4-5 years experience and 14% of the respondents employees has 5 and above years experience.

Table 7: Experience at present firm

S.No	EXPERIENCE	PERCENTAGE
1	0 TO 1	15%
2	2 TO 3	60%
3	4 TO 5	12%
4	5 AND ABOVE	20%
TOTAL		100%

ANALYSIS: 15% of the respondents are having only one year of work experience in the present plant, 60% of the respondents are having three years of work experience in the present plant, 12% of the respondents are having five years of work experience in the present plant, 20% of the respondents are having above five years of work experience in the present plant.

Table 8: Annual incomes

S.No	ANNUAL INCOME	%
1	100000 TO 120000	38%
2	120000 TO 220000	26%
3	220000 TO 320000	19%
4	320000 TO 420000	17%
TOTAL		100%

ANALYSIS: 38% of the respondents are getting from 100000Rs to 120000Rs of annual income, 26% of the respondents are getting from 120000Rs to 220000Rs, 19% of the respondents are getting from 220000Rs to 320000Rs and 17% of the respondents are getting from 320000Rs to 420000Rs of annual income.

Table 9: Distance from home

S.No	DISTANCE FROM HOME	%
1	10KMS TO 20KMS	30%
2	20KMS TO 30KMS	24%
3	30KMS TO 40KMS	20%
4	40KMS TO 50KMS	15%
5	50KMS AND ABOVE	17%
TOTAL		100%

ANALYSIS: 30% of the respondents are coming at distance from 10km to 20km, 24% of were coming from 20km to 30km., 20% of were coming from 30km to 40km, 15% were coming from 40km to 50km and 11% of the respondents are coming at distance from 50km and above.

Table 10: Absentees in a month

S.No	ABSENTEES	%
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1	NILL	38%
2	ONCE	27%
3	TWICE	18%
4	MORE THAN TWICE	17%
TOTAL		100%

ANALYSIS: 38% of the respondents are regular to the work, 27% of the respondents took leave only once, 18% of the respondents took leave for twice in a month and 17% of the respondents took leave for more than twice.

Table 11: satisfied with the job duties and responsibilities

S.NO	SATISFACTORY LEVELS	%
1	STRONGLY AGREE	15%
2	AGREE	17%
3	NEUTRAL	28%
4	DISAGREE	18%
5	STRONGLY DISAGREE	22%
TOTAL		100%

ANALYSIS: 32% of the respondents agreed, 28% Neutral, 22% were strongly disagreed, 18% were Disagreed, that they are satisfied with the job duties and responsibilities.

Table 12: Satisfied with my job

S.NO	SATISFACTORY LEVELS	%
1	STRONGLY AGREE	13%
2	AGREE	25%
3	NEUTRAL	50%
4	DISAGREE	12%
5	STRONGLY DISAGREE	4%
TOTAL		100%

ANALYSIS: 13% of the respondents strongly agreed that they are satisfied with their job, 25% agreed, 50% are neutral, 12% disagreed and 4% strongly disagreed.

Table 13: Satisfied with the working hours.

S.NO	SATISFACTORY LEVELS	%
1	STRONGLY AGREE	12%
2	AGREE	24%
3	NEUTRAL	48%
4	DISAGREE	12%
5	STRONGLY DISAGREE	4%
TOTAL		100%

ANALYSIS: 12% of the respondents strongly agreed that they are satisfied with the working hours, 24% of respondents agreed, 48% of the respondents are neutral, 12% disagree and 04% were strongly disagreed.

Table 14: Satisfied with the Transportation facility

S.NO	SATISFACTORY LEVELS	%
1	STRONGLY AGREE	8%
2	AGREE	28%
3	NEUTRAL	30%
4	DISAGREE	24%
5	STRONGLY DISAGREE	10%
TOTAL		100%

ANALYSIS: 08% of the respondents strongly agreed that they are satisfied with the transport facility, 28% of respondents agreed, 30% of the respondents are neutral, 24% disagree and 10% were strongly disagreed.

Table 15: Satisfied with the Pay(salary)

S.NO	SATISFACTORY LEVELS	%
1	STRONGLY AGREE	08%
2	AGREE	28%
3	NEUTRAL	30%
4	DISAGREE	24%
5	STRONGLY DISAGREE	10%
TOTAL		100%

ANALYSIS: 8% of the respondents strongly agreed that they are satisfied with the pay, 28% of respondents agreed, 30% of the respondents are neutral, 24% disagree and 10% were strongly disagreed.

Table 16: Satisfied with the Welfare Facilities

S.NO	SATISFACTORY LEVELS	%
1	STRONGLY AGREE	15%
2	AGREE	29%
3	NEUTRAL	45%
4	DISAGREE	4%
5	STRONGLY DISAGREE	7%
TOTAL		100%

ANALYSIS: 15% of the respondents strongly agreed that they are satisfied with the welfare facilities, 29% of respondents agreed, 45% of the respondents are neutral, 04% disagree and 07% were strongly disagreed.

Table 17: Have good relationship with my Coworkers

S. NO	SATISFACTORY LEVELS	%
1	STRONGLY AGREE	10%
2	AGREE	13%
3	NEUTRAL	72%
4	DISAGREE	3%
5	STRONGLY DISAGREE	2%
TOTAL		100%

ANALYSIS: 10% of the respondents strongly agreed that they are satisfied in having good relationship with their coworkers, 13% of respondents agreed, 72% of the respondents are neutral, 03% disagree and 02% were strongly disagreed.

Table 18: Have good relationship with my Supervisors

S.NO	SATISFACTORY LEVELS	%
1	STRONGLY AGREE	12%
2	AGREE	25%
3	NEUTRAL	48%
4	DISAGREE	7%
5	STRONGLY DISAGREE	8%
TOTAL		100%

ANALYSIS: 12% of the respondents strongly agreed that they are satisfied in having good relationship with their superiors, 25% of respondents agreed, 48% of the respondents are neutral, 07% disagree and 08% were strongly disagreed.

Table 19: my superiors handles all my problems.



S.NO	SATISFACTORY LEVELS	%
1	STRONGLY AGREE	25%
2	AGREE	18%
3	NEUTRAL	20%
4	DISAGREE	21%
5	STRONGLY DISAGREE	16%
TOTAL		100%

ANALYSIS: 25% of the respondents are strongly agreed that their superiors handles all the problems, 18% of respondents agreed, 20% of the respondents are neutral, 21% disagree and 16% were strongly disagreed.

Table 20: Satisfied with the Leave facility

S.NO	SATISFACTORY LEVELS	%
1	STRONGLY AGREE	12%
2	AGREE	10%
3	NEUTRAL	65%
4	DISAGREE	9%
5	STRONGLY DISAGREE	4%
TOTAL		100%

ANALYSIS: 12% of the respondents are strongly agreed that they are satisfied with the leave facility, 10% of respondents agreed, 65% of the respondents are neutral, 09% disagree and 04% were strongly disagreed.

Table 21: Satisfied with the Allowances

S.NO	SATISFACTORY LEVELS	%
1	STRONGLY AGREE	10%
2	AGREE	38%
3	NEUTRAL	48%
4	DISAGREE	1%
5	STRONGLY DISAGREE	3%
TOTAL		100%

ANALYSIS: 10% of the respondents are strongly agreed that they are satisfied with the allowances, 38% of respondents agreed, 48% of the respondents are neutral, 1% disagree and 3% were strongly disagreed.

Table 22: Satisfied with the Working conditions

S.NO	SATISFACTORY LEVELS	%
1	STRONGLY AGREE	14%
2	AGREE	17%
3	NEUTRAL	35%
4	DISAGREE	12%
5	STRONGLY DISAGREE	22%
TOTAL		100%

ANALYSIS: 14% of the respondents are strongly agreed that they are satisfied with the working conditions, 17% of respondents agreed, 35% of the respondents are neutral, 12% disagree and 22% were strongly disagreed.

Table 23: not overloaded with work

S.NO	SATISFACTORY LEVELS	%
1	STRONGLY AGREE	7%
2	AGREE	23%
3	NEUTRAL	57%
4	DISAGREE	10%
5	STRONGLY DISAGREE	3%
TOTAL		100%

ANALYSIS: 07% of the respondents are strongly agreed that they are not overloaded with the work, 23% of respondents agreed, 57% of the respondents are neutral, 10% disagree and 03% were strongly disagreed.

Table 24: Satisfied with the Safety measures

S.NO	SATISFACTORY LEVELS	%
1	STRONGLY AGREE	13%
2	AGREE	1%
3	NEUTRAL	86%
4	DISAGREE	00%
5	STRONGLY DISAGREE	00%
TOTAL		100%

ANALYSIS: 13% of the respondents are strongly agreed that they are satisfied with the safety measures, 1% of respondents agreed, 86% of the respondents are neutral, 0% disagree and 0% were strongly disagreed.

Table 25: Reasons for absenteeism

S.NO	REASONS	%
1	HEALTH PROBLEMS	28%
2	PERSONAL PROBLEMS	10%
3	STRESS	15%
4	WORK DISSATISFACTION	28%
5	WORKING ENVIRONMENT	5%
6	RESPONSIBILITIES	8%
7	OTHERS	6%
TOTAL		100%

ANALYSIS: 28% of the workers remain absent due to the health problem and work dissatisfaction of themselves. Whereas 10% of the workers remain absent due to the personal problems, whereas 15% of workers are work stress problems, whereas 8% of workers are responsibilities problems, whereas 5% of workers are working environment problems and others 5% workers are other problems. Majority of workers remain absent because of health problem and work dissatisfaction problem.

Table 26: I am Healthy

S. NO	REASONS	%
1	YES	87%
2	IF NO	-
	1.BLOOD PRESSURE	7%
	2.GASTIC PROBLEM	2%
	3.CHRONIC DISEASE	1%
	4.HEARING PROBLEMS	1%
	5.OTHERS	2%
TOTAL		100%

ANALYSIS: 87% of the respondents said yes, 13% of the respondents said No, among them 7% of the respondents have BP, 2% of the respondents have gastric problem, 1% of the respondents have chronic disease, 1% have Hearing problem and 2% have other problems.

Table 27: I am a member of a religious committees



S.NO	SATISFACTORY LEVELS	%
1	STRONGLY AGREE	22%
2	AGREE	43%
3	NEUTRAL	23%
4	DISAGREE	10%
5	STRONGLY DISAGREE	2%
TOTAL		100%

ANALYSIS: 22% of the respondents are strongly agreed that they are involved as a member of a religious committees, 43% of respondents agreed, 23% of the respondents are neutral, 10% disagree and 2% were strongly disagreed.

Table 28: I am a member of a social service organizations

S.NO	SATISFACTORY LEVELS	%
1	STRONGLY AGREE	20%
2	AGREE	17%
3	NEUTRAL	53%
4	DISAGREE	6%
5	STRONGLY DISAGREE	4%
TOTAL		100%

ANALYSIS: 20% of the respondents are strongly agreed that they are involved as a member of a social service organization, 17% of respondents agreed, 53% of the respondents are neutral, 06% disagree and 04% were strongly disagreed.

Table 29: I have more family responsibilities

S.NO	SATISFACTORY LEVELS	%
1	STRONGLY AGREE	15%
2	AGREE	42%
3	NEUTRAL	12%
4	DISAGREE	20%
5	STRONGLY DISAGREE	11%
TOTAL		100%

ANALYSIS: 15% of the respondents are strongly agreed that they have more family responsibilities, 42% of respondents agreed, 12% of the respondents are neutral, 20% disagree and 11% were strongly disagreed.

Table 30: I am involved in politics

S. NO	SATISFACTORY LEVELS	%
1	STRONGLY AGREE	17%
2	AGREE	23%
3	NEUTRAL	25%
4	DISAGREE	17%
5	STRONGLY DISAGREE	18%
TOTAL		100%

ANALYSIS: 17% of the respondents are strongly agreed that they are involved in politics, 23% of respondents agreed, 25% of the respondents are neutral, 17% disagree and 18% were strongly disagreed.

Table 31: I am involved in trade unions

S. NO	SATISFACTORY LEVELS	%
1	STRONGLY AGREE	10%
2	AGREE	63%
3	NEUTRAL	10%
4	DISAGREE	12%
5	STRONGLY DISAGREE	5%
TOTAL		100%

ANALYSIS: 10% of the respondents are strongly agreed that they are involved in trade unions, 63% of respondents agreed, 10% of the respondents are neutral, 12% disagree and 5% were strongly disagreed.

VIII. FINDINGS

The responses it is found that,

- ❖ 38% of workers are married and among these married people absenteeism is more due to their personal problem and family problems. So these workers cannot concentrate on their professional life
- ❖ Job satisfaction of employees 25% employees are satisfaction with work and job dissatisfaction of employee's jobs 17% experience due to coordinate with supervisors.
- ❖ Duties and responsibility of employees 28% neutral, strongly disagree of duties and responsibly of employees 22%.
- ❖ 66% of the workers doesn't have own house. Those who are staying in rented house.
- ❖ 34% of the workers are not satisfied with their salary what they are actually drawing.
- ❖ The workers of 34% workers who feel it is heavy remain absent on the job due to tiredness, fatigue, etc.
- ❖ 13% of the workers remain absent due to the health problem of themselves.
- ❖ 18% of employee remains absent due to same nature of job which is repeated in nature. (ii) Where as 17% of workers remain absent due to continue work. (iii) 38% of workers remain absent against the use of punitive measures such as issue memo and charge sheet. (iv) 27% of the workers remain absent due to repent for act of absent.
- ❖ 10% of the workers are not satisfied with their salary what they are actually drawing.
- ❖ In the rented house respondents have faced more problems like electricity failure, water scarcity, and ventilation problem and congested housed. Due to these problems workers often keep changing the house, this makes them to remain absent from the job.

IX. SUGGESTIONS & CONCLUSION

- ❖ Hygienic conditions should be maintained in the canteen because employees are having shifts; due to this it becomes difficult for them to bring the food from home every time.
- ❖ Transportation facilities should be made convenient to the workers who are far away from the working environment. Organization should also make the alternative arrangement with regard to



transportation facility to workers during rainy season.

- ❖ Absenteeism among the employees due to social and religious functions can be avoided by providing recreational facilities to their employees.
- ❖ The organization has to laid down the procedure for understanding the job satisfaction level among employees, so with this it can use the motivational factors which are working behind each employee.
- ❖ Workers can be rotated from one job to another job to overcome boredom and monotony.

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