



A Study On Employee Absenteeism With Special Reference To Fourrts India Laboratories Pvt Limited

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ABSTRACT

The "A Study on Employee Absenteeism" project, carried out by Fourrt's India Labs Pvt Limited, seeks out various research on man-hour absenteeism and offers suggestions for lowering absenteeism. The goals of this study are to analyse overall attendance data and determine absenteeism rates, to increase employee productivity by cutting down on absences, to identify the major causes of absences in a given department, to suggest management strategies to cut down on absences, to identify the causes of both avoidable and unavoidable absences, and to learn about the different facilities and employee welfare programmes available. The Secondary objectives are to trace out personal and professional causes of absenteeism, to identify the variables that reduce the rate of Absenteeism, to suggest some possible recommendations to reduce the absenteeism in Fourrts India Laboratories Pvt Limited, Chennai, to suggest some remedial changes to reduce absenteeism and to find out employee involvement in Fourrts India Laboratories Pvt Limited. The research design employed in this study is descriptive research. In this study probability simple random sampling was adopted. Data collected through with the help of questionnaire, each question in the questionnaire must satisfy the objective of the study. Data collected from the primary sources are statistically analyzed through simple percentage method, Percentage Analysis, Chi square Analysis and correlation Analysis. Hence the major findings of the study are the Employee absenteeism such as salary, increment, promotion, recognition, appreciation as a significant relation on the employee's performance at organisation

INTRODUCTION

Workers' presence at the work place during the schedule time is largely essential for the smooth handling of the product process and the association in general. Despite the significance of presence, workers eventually fail to report to the work place during the listed time, which is known as "Absenteeism". Absenteeism is of four types they are Authorized Absenteeism, Unauthorized Absenteeism, Wilful Absenteeism, Absenteeism caused by circumstances beyond one's control. This Absenteeism results in product losses because, due to Absenteeism, workers bring increases and therefore effectiveness of operations is affected. Attendance records should be reviewed regularly to be sure that a hand's sick- leave days are inordinate compared to other employees. However, this can be verified through reviewing the attendance records, if an administrator suspects that an hand is exorbitantly absent. This first meeting should be used to bring enterprises regarding attendance to the hand's attention. It is also an occasion to bandy with the hand, in some

depth, the causes of his or her attendance problem and possible way he or she can take to remedy or control the absences. hear precisely to the hand's responses.

REVIEW OF LITERATURE

1) **A. kamalakannan, Dr. v.p matheswaran (2020)** analyse Employee Absenteeism is an employee from work weather reporting or none reporting his duty on that day also considering as a leave. It's a major problem faced by almost all employers of today industries. Some of these may uncontrollable factors like sickness, emergency, accidents etc. Employee absenteeism leads to financial leave, earning leave are benefits paid as wages for no work. If employee absences may with permission or without work over time.

2) **Dr.C.K.Gomthy et al (2022)** Conflicts Absenteeism is a primary assignment for any business enterprise within the modern aggressive global. Cutting absenteeism enables companies attain their goals and will increase productivity. This study highlights the predominant roots of absenteeism inside the production division of a garment industry below numerous magnitudes, which have an effect on on absenteeism like work surroundings, organizational lifestyle, relation and co-operation, repayment and rewards, centers, task satisfactory and safety, and well-known elements. The Study enables to pick out reasons for worker absenteeism in manufacturing department.

3) **Harriet Mukwevho(2020)** report that absenteeism is an occurrence that can have a significant negative impact on optimising HR in South African hotels in the Gauteng Province. The objective of this study is to identify the factors that contribute to employee absenteeism, as well as describing the hotel employers' perceptions of employee absenteeism. A quantitative research approach was followed in this study

4) **Maila, Martin and Chipps (2020)**, describe that when employees experience a heavy workload due to minimum staff levels it is detrimental to both the physical and mental health of employees and it contributes to higher absenteeism rates.

5) **Mashaba and Maile (2019)**, describes that poor working conditions are a major contributory factor to absenteeism. Working conditions such as working hours, remuneration, health and safety, in the hotel determine the employees' quality of work life

OBJECTIVE OF THE STUDY

- To analyze the master attendance and to find the rate of absenteeism.
- To improve the productivity of employees by reducing absenteeism.
- To find the reason for major absenteeism in particular department.
- To suggest controlling tools to reduce absenteeism.
- To find out the reason for avoidable and unavoidable absenteeism.

METHODOLOGY

RESEARCH DESIGN

Research design is a detailed outline of how an investigation will take place. It will typically include how data will be collected, what instruments will be employed, how the instruments will be used and the intended means for analyzing data collected.

SOURCE OF DATA

Primary data

Data collected through with the help of questionnaire, each question in the questionnaire must satisfy the objective of the study.

HYPOTHESIS:

H0: There is a significance difference between the employee leave affecting by their company output and the satisfaction level of employee towards work load.

H1: There is no significance difference between the employee leave affecting by their company output and the satisfaction level of employee towards work load

H0: There is positive relationship between the procedure for taking leave in an organization and reason for taking leave.

H1: There is negative relationship between the procedure for taking leave in an organization and reason for taking leave

LIMITATIONS OF STUDY

- The act of limiting, the state or condition being limited, as the limitation of authority was approved by the council That which limits; a restriction; a qualification; a restraining condition, defining circumstance, or qualifying conception; as, limitations of thought
- The Study was limited by the data only from the respondent of personal administration, Marketing and HR Department in Cert

DATA ANALYSIS

CHI-SQUARE ANALYSIS

Chi-square is the sum of the squared difference observed (*o*) and the expected (*e*) data (or the deviation, *d*), divided by the expected data in all possible categories.

Null hypothesis (Ho):

There is no relationship between the age and education level.

Alternate hypothesis (H1):

There is the relationship between the age and education level.

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	173.444 ^a	6	.000
Likelihood Ratio	207.442	6	.000
Linear-by-Linear Association	125.269	1	.000
N of Valid Cases	130		

a. 2 cells (16.7%) have expected count less than 5. The minimum expected count is 3.20.

INFERENCE:

Since the calculated value is greater than the tabulated value, we accept the alternate hypothesis and hence there is a relationship between the age and education level.

SUMMARY OF FINDINGS

1. 53% of the respondents belong to the age group of 36-45.
2. 44% of the respondents belong to the education level are engineering graduates.
3. 26% of the respondents working hour are dissatisfied to employee.
4. 40% of the respondents are dissatisfied with the supervisor.
5. 78% of the respondents of employees absenteeism will affect the company output.
6. 78% of the respondents are giving letter and taking a leave.
7. 40% of the respondents of employees are absent due to health problems.
8. 46% of the respondents of the employees are absent due to transportation problem.
9. 62% of the respondents are neutral.
10. 58% of the respondents are rest pause.
11. 62% of the respondents are need counselling in the company.
12. 42% of the respondents are prefer weekly shift.
13. 50% of the respondents need additional leave and 50% of the respondents they did not need additional leave.
14. 60% of the respondents are need the transportation facilities.
15. 78% of the respondents diseases are affected to employees are none.
16. 58% of the employees are motivated with the incentives.

REFERENCE

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CONCLUSION

The study is carried out to determine the level of employee's absenteeism in Fourrts India Laboratories Pvt Limited ,Chennai. Even though company is providing sufficient facilities to the employee's to an extent. The company may provide some more facilities like medical facilities, transport facilities and welfare actives which would reduce absenteeism and enhance the employees to work more efficiently and effectively for achieving the organizational objectives. Good health is the primary goal of any individual, society or the nation as a whole. Fourrts was founded in 1977 with a strong commitment to society to deliver quality health care. Fourrts with its impressive standing in the Pharma industry for over 40 years is committed to excellence in health care. Fourrts is an Ethical, Transparent, Spirited, and vibrant organization with a progressive outlook. The dedicated approach of Fourrts has made available a range of innovative, value added, evidence based products for ailing patients . Fourrts products have found immediate acceptance by practicing doctors both in India and overseas. At present Fourrts products are available all over India and in over 50 countries around the world. Today Fourrts is rated as one of the fastest growing pharmaceutical companies in India. Fourrts is backed by a dedicated and well trained professional team of over 2500 professionals