

An Analysis of Factors Contributing to Employee Absenteeism in Indian Workplaces

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Abstract: *Absenteeism has become a common occurrence in Indian industries. These are critical matters that necessitate immediate attention from both employers and employees. Absenteeism is a consistent pattern of neglecting a responsibility or obligation. It is an error to assume that absenteeism is perpetually the result of employees' attempts to avoid work or their sloth. This paper endeavors to emphasize a variety of absenteeism-related factors, including personal issues, poor work environments, occupational diseases, poor production planning (flow of work), poor working conditions and inadequate welfare conditions, insecurity in employment, lack of trained laborers, collective bargaining, rigid control systems, lack of supervisory support, lack of interest, and a lack of cohesive and cordial culture. This research also emphasizes the methods for reducing absenteeism among employees in the Indian industry*

Keywords: Employee motivation, Industry-specific absenteeism