

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

I. INTRODUCTION

Unauthorized absence from the workplace is referred to as employee absenteeism. "Absenteeism is the practice or habit of being absent, and an absentee is one who habitually stays away," as stated in Webster's Dictionary. It is referred to as the failure of employees to report for work on the scheduled day. In order for a department to accomplish its objectives and targets, it is imperative that employees maintain a satisfactory level of attendance at work. Employee absenteeism results in work delays, backlogs, and pile-ups. An employee's absence from work is indicative of tension that results in work exhaustion.

OBJECTIVES:

- To investigate the factors that contribute to employee absenteeism in India.
- To propose a variety of strategies for reducing employee absenteeism within the organization.

II. RESEARCH METHODOLOGY

The secondary data is the sole foundation of the current paper. The present paper has utilized a variety of sources, including reference books, journals, periodicals, and websites.

III. CAUSES OF EMPLOYEE ABSENTEEISM

Organisational Factors:

The following organizational factors are responsible for absenteeism:

A high incidence of absenteeism is observed in industries that suffer from monotony. Absenteeism is elevated by leniency toward absenteeism. By employing transitory or transient laborers, certain organizations implement the badli system of employment. Consequently, these organizations experience elevated absenteeism rates. High absenteeism is also a consequence of the militant attitudes of trade unions, as workers become irritated by these attitudes. Employees may refrain from reporting to work due to stressful meetings, presentations, and responsibilities. When employees who prioritize flexibility are unable to organize their schedules in a manner that is convenient for them, they are inclined to revolt. These employees may respond by intentionally arriving late or misusing breaks.

Environmental Factors :

The high incidence of absenteeism in the country is attributed to a variety of environmental factors, particularly its socio-economic and religious-cultural factors. India is one of the countries with the lowest number of working days. In the following ways, excessive absenteeism is caused by a variety of environmental factors in the country:

Socio-Economic Factors:**Following socio-economic factors are responsible for workers absence:**

Workers in India are unable to establish an affective connection with their workplace as a result of the migratory nature of the labor force, which accounts for their high level of absenteeism. In general, workers reside in unsanitary and economically deplorable conditions. They are absent due to their lack of commitment to their employment, which is a result of these conditions. In general, workers have a greater quantity of dependent offspring. They frequently experience illness, which leads to absenteeism, in conjunction with unsanitary living conditions.

Religious-Cultural Factors:

The Indian population is composed of a variety of cultural and religious groups, each of which has its own religious festivals, customs, and traditions. The celebration of these festivals frequently necessitates a significant amount of time. It has been noted that the absenteeism rate is quite high during these festivals. Although religious festivals such as Holi, Diwali, Dushahara, ID, and Christmas have a national impact, there are numerous religious festivals that occur at the state level. For example, Ganesh Puja in Maharashtra, Durga Puja in West Bengal, Onam in Kerala, and Pongal in Tamil Nadu. Due to these festivals, employees frequently fail to report to their places of employment.

Personal Factors:

Absenteeism is influenced by a variety of personal factors, in addition to environmental and organizational factors. The following are the more prevalent personal causes:

The absence rate is higher among unskilled and youthful workers due to their personal issues. Absenteeism is more prevalent among female employees due to their significant personal and familial struggles. Workers who are alcoholics and substance addicts exhibit a higher incidence of absenteeism. Absenteeism is a consequence of labor debt. Some employees are chronically absent due to their personality traits or other issues.

IV. DISTINCT WAYS TO REDUCE EMPLOYEES ABSENTEEISM AT WORKPLACE

Cultivate a Congenial work environment and a high level of collaboration. Be vigilant for any issues that may impact the attendance or performance of employees. Foster open and reciprocal communication among employees, supervisors, and managers. Encourage employees to express their apprehensions in order to ensure that their perceptions of the workplace are unambiguous. Collaborate with union representatives to facilitate attendance management. It is an exceptional method to not only hear employee perceptions and concerns but also to communicate organizational objectives through regularly scheduled department meetings. An employee's attendance at work can be significantly impacted by their positive interactions with their superior, which can also have a significant impact on their attitudes toward their work and their colleagues. Increased transparency and accountability among executives. Assure each employee that their attendance is valued, that they are a valuable member of the "team," and that they play a significant role in the organization. Become acquainted with the community programs that employees participate in and offer support as necessary. Foster a sense of awareness, commitment, and engagement among all staff members. Establish a comprehensive and collaborative continuous improvement program that is implemented throughout the organization. It is imperative that employees receive training to enhance their proficiency and modify their dispositions toward their occupations. Absenteeism can be mitigated through the implementation of a variety of measures, including lodging in close proximity to the workplace, educational facilities, and amenities for their children. By implementing an appropriate recruitment and selection process, it is possible to mitigate the extent of absenteeism by eliminating candidates who are susceptible to chronic absenteeism.

V. CONCLUSION

The management of Indian industries must address the issue of absenteeism by concentrating on all of the significant factors identified in the study. Occasionally, intervention and training programs, such as welfare training programs, sponsorship for education, and improved amenities and facilities, could yield more favorable outcomes in terms of reducing employee absenteeism. Absenteeism can have a detrimental effect on an organization's development if it becomes excessive. Therefore, it is evident that individuals are the organization's most valuable assets, and absenteeism is the act of being absent. Consequently, Indian industries must address this issue in order to achieve success.

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