

A STUDY ON ABSENTEEISM WITH REGARD TO TALENT PURSUITS

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Abstract

Absenteeism is a severe issue at work and is costly for both companies and individuals due to its erratic nature. To enable a department to meet its goals and objectives, there must be a high level of staff attendance at work. Due to the productivity loss that arises from absenteeism and the expense of sick leave benefits or other benefits that are provided as compensation for no work, absenteeism causes financial losses. Absenteeism lowers an employee's degree of job satisfaction and unease about his position within the company. Most studies have come to an end. Absence is a complicated variable that is influenced by a variety of factors on both a personal and an organizational level. The article focuses on employee absenteeism as a threat to the organization since it lowers employee happiness and explores strategies for managing it in the service industry, with particular reference to Talent Pursuits in Chennai, in order to increase productivity.

Key words: Absenteeism, employee satisfaction, productivity, job satisfaction, attendance.

Introduction

Absenteeism is a significant issue at work and is costly for both companies and individuals due to its erratic nature. In order for a department to fulfill its goals and aims, personnel must be present at work on a regular basis. The absence of an employee from work is known as employee absenteeism. It is a significant issue that today's employers generally deal with. When workers aren't present at work, the work suffers as a result. Employee absenteeism at work causes backlogs, piles of work, and delays in production.

Objectives of the study

- To study the level of absenteeism with regards to Talent pursuit.
- To explore the various variables such as personal and professional factors this leads to absenteeism among employees.
- To evaluate the internal and external reasons affecting the absenteeism in the organization.
- To measure the absenteeism rate with respect to demographic profiles of employees.
- To find out the possible ways to reduce the rate of absenteeism.

To suggest distinct measures this may assist Talent Pursuits to manage absenteeism among the employees

Industry profile

Chennai-based Talent Pursuits has been in business since 2013. With a subtext of finding future leaders, it concentrates on hiring mid management. We are confident in the skills and knowledge we have developed over the years working in a variety of exciting and specialized professions. We have carved out a position for ourselves in the manufacturing, retail, e-commerce, apparel, and BFSI spaces over the past few years. Avantha Group, Biocon, CRISIL, Citibank, and Latent View Analytics are among the clients on the list. Talent Pursuits is a provider of HR services to a range of businesses in industries like manufacturing and health. Regular temporary workforce and internal services are among the available offerings. They provide recruitment, training, performance management, and payroll administration.

Review of Literature

- **Shen, Li, and Wu (2021)** review the literature on the relationship between organizational culture and absenteeism, finding that supportive cultures may reduce absenteeism rates.
- **Lu and Kao (2020)** examine the impact of job characteristics on absenteeism, finding that work-family conflict mediates the relationship, while job insecurity moderates it.
- **Cikrikci, Yildirim, and Kilic (2019)** highlight the role of workplace friendships in reducing

absenteeism and turnover, suggesting that organizations may benefit from fostering social connections among employees.

• **Farh, Hackett, and Liang (2019)** explore the role of job embeddedness in predicting employee absenteeism over time, finding that higher levels of job embeddedness are associated with lower absenteeism rates.

• **Wang and Chiang (2019)** examine the role of leader-member exchange in predicting absenteeism, finding that work engagement mediates the relationship.

Research Methodology

Descriptive research A study that uses descriptive research aims to accurately represent its subjects.

Quantitative design was used to process data which could be quantified and was numeric in nature. Foreexample, the respondent age, income.

Qualitative research was also applied in order to describe current conditions or to investigate relationships, including effects relationships. In addition, it helped in answering questions concerning the current state of the subject under study.

Sampling design

In this study, intentional sampling or non-probability sampling was used to select respondents from the population. Using this technique, the study gave only eligible participants a chance by choosing from each unit of the study population.

Data collection

- **Primary Data** – Questionnaire given to 150 respondents
- **Secondary Data** – Websites and online journals, Published reports & Review of literature from published articles.

Research hypothesis

H0: There is no significant relationship between age and how many days they take leave.

H1: There is significant relationship between age and how many days they take leave.

Tools for analysis

A **chi-squared test** (symbolically represented as χ^2) is basically a data analysis based on data collected from a random sample of variables. Typically, it involves a contrast between two sets of statistical data. Karl Pearson developed this test in 1900 for the analysis and distribution of categorical data. As a result, Pearson's chi-squared test was cited.

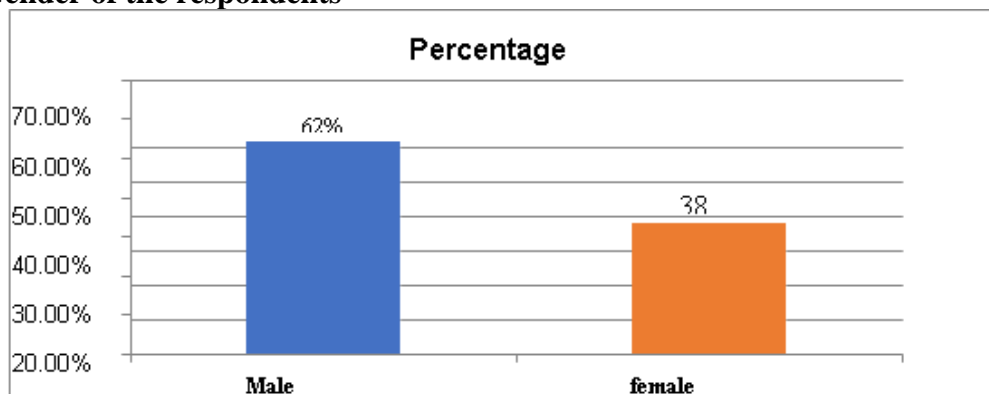
Results and Discussion

Percentage analysis

Table 1: Gender of respondents

Gender	No. of Respondents	Percentage
Male	93	62
Female	57	38
Total	150	100

Chart 1: Gender of the respondents



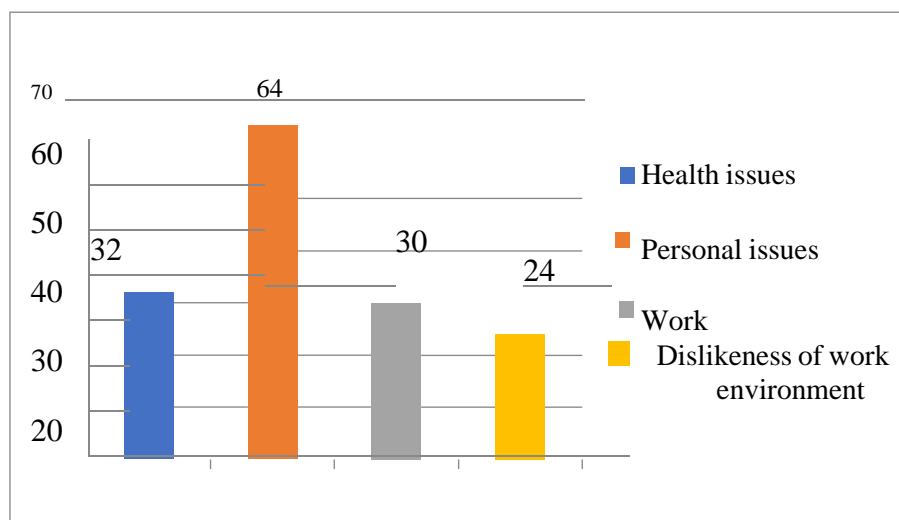
Interpretation

From the above table it is interpreted that the number of male respondents is 62% and female respondent is 38%

Table 2: Identification of reason on absenteeism

Response	Number of responses	Percentage %
Health issues	32	21
Personal issues	64	43
Work stress	30	20
Dislikeness of work environment	24	16
Total	150	100

Chart 2: Identification of reason on absenteeism



Interpretation:

- 21% of the respondents responded health issues.
- 43% of the respondents responded personal issues.
- 20% of the respondents responded work stress.
- 16% of the respondents responded dislikeness of work environment.

Statistical analysis

Chi-Square

H0: There is no significant association between the age and how many days they take leave

H1: There is significant association between the age and how many days they take leave

Table 3: Association between the age of the respondents and how many days they take leave.

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.362 ^a	4	.670
Likelihood Ratio	3.488	4	.480
Linear-by-Linear Association	.161	1	.688
N of Valid Cases	150		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is .38.

Interpretation:

The result in the above table shows that there is no significant association between the age of the respondents and how many days they take leave as $p = 0.670$ which is more than 0.05. This finding doesn't support the hypothesis and so there is no significant association between the age of the respondents and how many days they take leave. Hence, we fail to reject the null hypothesis.

Findings

- From the above table it is interpreted that the number of male respondents is 62% and female respondents is 38%.
- 31% of the sample responded nil absence in a month. 20% of the sample responded once per month. 21% of the respondents responded twice and 27% responded more than twice per month.
- 39% of the respondents sometimes inform to the superior.
- 36% of the sample find night shift as difficult.
- 48% of the sample says there is sometimes action against absenteeism.
- 32% of the respondents are fairly satisfied with the wages.
- 40% of the sample will get wage cut in some cases.
- 21% of the sample is absent due to health issues, 43% has personal issues, 20% of the respondents are absent due to work stress and 16% of them are absent due to the dislikeliness of work environment.
- 33% of the sample is clear about their job responsibilities.
- 32% of the samples are satisfied with their job, 25% of the respondents are fairly satisfied with their jobs.
- 43% of the sample sometimes gets appreciation for the work done.
- 19% of the sample finds the work environment excellent, 41% of the sample finds the work environment as good, 24% of the respondents finds the work environment poor and 16% find it as very poor.
- 24% of the sample find bored often at work, 32% of the sample finds work bored sometimes, 29% of the sample find bored rarely at work and 15% are not bored.
- 23% of the sample is having excellent relationship with their superior and co-workers, 35% of the sample is having good relationship with their superior and co-workers.
- 23% of the sample's superior has excellent behaviour towards their problems, 48% of the sample's superior has good behaviour towards their problems, 20% of the sample's superior has fair behaviour towards their problems, and 9% of the sample's superior has poor behaviour towards their problems.
- There is no significant association between the age of respondents and how many days they take leave. Therefore, accept H_0 .

Suggestions & recommendations

There is a need for proper regularization of leave policies, improved relations between employees and employers, and greater coordination. Establish a clear attendance policy and expectations in writing. Communicate the regulations and include them in your absence and disciplinary code. Reducing absenteeism requires a good working environment. Flexible time can be introduced for better productivity.

Limitations of study

- The study is confined to medium scale industry only.
- The study is based upon the HR Service Industry and work towards HR Services.
- Due to shortage of time and other constraints, the study has been limited to 150 respondents only.
- The data collected for the research is fully on primary data given by the respondents. There is chance for personal bias. So, the accuracy may not be true.

Conclusion

Absenteeism is to some extent acceptable, but some full-time or part-time workers elect to skip work, which lowers productivity, efficiency, and staff morale. It is the purposeful absence from work without a justifiable excuse. Employees of a corporation experience external mobility at varying

rates throughout a certain time frame. External career is another name for it. There are numerous ways absenteeism negatively affects an organisation, hence various measures are tried to reduce and control it.

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