A STUDY ON ABSENTEEISM OF EMPLOYEES

By

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A PROJECT REPORT

Submitted to the

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for the award of the degree

Of

MASTER OF BUSINESS ADMINISTRATION

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Certificate

KCT Business School
Department of management studies
Kumaraguru College of Technology
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BONAFIDE CERTIFICATE

Certified that this project titled **'A STUDY ON ABSENTEEISM OF EMPLOYEES'** is the bonafide work of **Mr. S. Raj Kumar (Reg No: 71205631043)**, who carried out this research under my supervision. Certified further, that to the best of my knowledge the work reported herein does not from part of any other project report or dissertation on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Prof. V. S. Elamurugan

Project guide

Director

Evaluated and Viva Voce conducted on _____

Examiner 1

Examiner 2

GPM

GPM Engineering Pvt Ltd

No : 32, Amman Kulam Road, P.N.Palayam,Coimbatore - 641 037. E-mail : right_account@yahoo.co.in

Date : 13th June 07

CERTIFICATE

This is to certify that **Mr.S.RajKumar**, Final Year M.B.A student of K.C.T. Business School, Kumaraguru College of Technology, Coimbatore has done project work on the topic **"A Study on Labour Absenteeism with reference to GPM Engineering Pvt Ltd.,"** in HR Department of our organization during the period from January, 2007 to April, 2007.

During the above period, his performance, conduct and characted were found to be **GOOD.**

We wish all success in his career.

For GPM Engineering

VAITHEESWARAN
MANAGER - PERSONNEL

Declaration

DECLARATION

I hereby declare that this project entitled as "A Study on Absenteeism of Employees" in GPM Engineering Private Limited Coimbatore has been undertaken for academic purpose submitted to Anna University in partial fulfillment of the requirements for the award of the degree of Master of Business Administration. The project report is the record of the original work done by me under the guidance of Prof. V. S. Elamurugan during the academic year 2006-2007.

I also declare hereby, that the information given in this report is correct to best of my knowledge and belief.

Place: Coimbatore

Date : 1.6.07

[S.RAJ KUMAR]

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Abstract

EXECUTIVE SUMMARY (ABSTRACT)

The Project study on "**A Study on Absenteeism of Employees**" is carried out in GPM Engineering Private Limited ,Coimbatore City.

Labour absenteeism is understood to mean the more or less involuntary absence of employees from work for reasons which may be considered unavoidable on the part of the employee.However, in many organized sectors where the demand for labour has been effectively met, absenteeism bring about their own problems. In many cases, absenteeism is prevalent in PSUs and government owned organizations. Causes are many, and include unionism, lack of ownership and participation, availability of alternate employment, misuse of benefits and remuneration and sometimes, lack of effective management control.

Using a random sample of 100 employees from the GPM Engineering Pvt Ltd.,, the influence of profit sharing, share-option schemes and the perceived degree of employee participation in decision making on inter-firm labour absenteeism rates are investigated. After controlling for a number of firm-specific factors, suggested as theoretically appropriate in the extant literature, the key empirical results indicated that firms which had adopted sharing schemes appeared to experience significantly lower absenteeism rates than their non-sharing counterparts.

Overall, the research was indeed an enlightening process in terms of the abundant opportunities presented, rather than just an academic pursuit.

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Introduction

CHAPTER – 1

INTRODUCTION

1.1 BACKGROUND OF THE STUDY

Meaning

Employee's presence at work place during scheduled time is highly essential for the smooth running of the production process in the particular and the organization in general. Despite the significance of the employee presence, employee sometime fail to work place during the scheduled time, this is known as 'absenteeism'

Absenteeism means failure of a worker to report for work when he is scheduled to work. A worker is considered as scheduled to work when the employer has work available for him and worker is aware of it. When a worker does not report for work after obtaining prior permission it is not absenteeism. Absenteeism is unauthorized, avoidable and willful absence from duty. As such absence of a worker on account of strike or lock out or layoffs i.e. Involmentary absence is not considered absenteeism. Any worker who reports for duty even for a part of the day or shift is considered present.

Absenteeism is an industrial malady, a symptom of maladjustment and a deep-rooted problem resulting in labour turnover and creating the problem of industrial relation. It requires immediate attention but it is often conveniently ignored, unless it is taken care at the right time. It speaks like an epidemic creating disciplinary problems.

Definition

According to Labour Bureau, Simla defined the term, 'Absenteeism' as "the failure of a worker to reporter for work when he is scheduled to work", It also states that, "Absenteeism is the total man shift lost because of the absences as a percentage of the number of man shift scheduled to work"

According to Webster's Dictionary "Absenteeism is the practice or habit of being an 'absence' and an absentee is one who habitually stays away".

Types of Absenteeism

Absenteeism is of four types viz:

- Authorized Absenteeism
- Unauthorized Absenteeism
- Willful Absenteeism
- Absenteeism caused by circumstances beyond one's control

Measurement of absenteeism

The rate of absenteeism is defined as the percentage of mandays lost due to absence to the number of the mandays scheduled in a given time period

$$\text{Absenteeism} = \frac{\text{Number of mandays lost due to absence}}{\text{Number of mandays scheduled to work}}$$

Features of absenteeism

Research studies undertaken by different authors reveal the following features of absenteeism. The rate of absenteeism is the lowest on pay day; it increases considerably on the days following the payment of wages and bonus. Absenteeism is generally high among the workers below 25 years of age and those above 40 years of age. The rate of absenteeism varies from department to department within an organization. Generally, it is high in production department. Absenteeism in traditional industries is seasonal in character.

Causes of Absenteeism

- Maladjustment with factory condition
- Nature of work
- Social and religious ceremonies
- Unsatisfactory housing conditions
- Unhealthy working conditions
- Improper and Unrealistic personnel policies
- Industrial fatigue
- Accidents
- Alcoholism
- Absence of adequate welfare facilities
- Inadequate leave facilities
- Absence of transport facilities

Effects of absenteeism

Excessive absenteeism is harmful to both employees and workers in the following ways.

- Regular flow of work in the factory/office is disturbed.
- Orders cannot be executed in time as productions scheduled are upset or delayed.
- Overall production declines.
- There is considerable in increase in overtime bill.
- Quality of work suffers because casual workers employed to maintain work scheduled are not properly trained.
- Work pressure on employees who are present increases.
- Repairs and maintenance cost increase due to frequent breakdown of machinery by inexperienced workers.
- Incidence of industrial accidents increases.
- Workers lose wages for an authorized absence from duty.
- Reduction in earning increases indebtedness of workers.

Measures to control absenteeism

- Management interest
- Check at the time of selection
- Role of supervisors
- Poor hiring
- Good working condition
- Housing and transport facilities
- Safety programme
- Incentives
- Disciplinary action
- Employee counseling
- Proper records
- Regular leave provision

1.2 REVIEW OF LITERATURE

A. K. Sarkar (1954) conducted a study on absenteeism in jute mill in Calcutta. His aim was to find out the factor responsible for absenteeism. It was found that attachment to the land was the most predominant factor. Workers who were not provided housing accommodation by the management absent more often than those living in company quarters.

V. V. Patak (1959) conducted a study on industrial concern in Baroda. He conducted his study with 150 chronic absentees and his study reveals on factors responsible for absenteeism. They are temperature, fatigue, poor lighting, accident, occupational sickness, distance and lack of transport facilities and personal sickness.

A. Khan (1959) conducted a study on absenteeism in an indusrial Tin Bore manufacturing industries' in Bombay. He usual stratified random sampling method and found out the following responsible for absenteeism. They are socio- economic condition, Sick, religious festivals.

D K. Gupta (1960) conducted a study on absenteeism among labourers in two collieries. Through his study he identified the following causes for absenteeism namely illness, agricultural work, domestic reason and miscellaneous occupation.

P. C. Agarwal (1960) conducted a study on absenteeism among labourers in chemical and fertilizer industries. His aim was to find out the factors responsible for absenteeism and his study reveals the following factors lack of motivation environment.

Sinha (1961) found as many as twenty variables in relation to absenteeism under the following three heading in plant causes, personal factors, community or social causes.

1.3 OBJECTIVES OF THE STUDY:

- To study the level of absenteeism among workers in the company
- To analyze and identify the cause of absenteeism
- To determine the nature and magnitude of the causes
- To study the impact of various factors like age, environment, technology and work situation, atc…., on absenteeism
- To identify the specific the measures to control the rate of absenteeism.

1.4 SCOPE OF THE STUDY:

A study on absenteeism among the workers has given insight into the various dimensional factors that influenced absenteeism there. Factors like distance traveled towards the working place, job related characteristics, possibility of getting leave, type of leave availed most, requirement of long absence, recognition from superiors, helpful co-workers, opportunities for advancement, active participation in trade union, met any accident while working, health condition of employee and his/her family, helping children, in studies, attitude towards the company, study was done in order to understand the most dominant factor influencing absenteeism.

1.5 METHODOLOGY:

1.5.1 Nature of data :

In tune with the objectives of the study both primary and secondary data is using for the study.

1.5.2 Selection of the study area:

The area selected for the study is in GPM Engineering PVT.

1.5.3 Method of data collection:

The investigators have collecting data by administering a structured questionnaire. The study is based on both primary and secondary data. The primary data collecting through a well structured questionnaire having 22 questions. The secondary data is collecting from books journals, and also downloaded from the internet.

1.5.4 Tools of analysis:

(a) Simple percentage analysis.

(b) Chi-square analysis.

(a) Simple percentage analysis.

The normal data collected and converted in to simple percentage.

(b) Chi-square.

The Chi-square test is one of the simplest and most widely used non-parametric test in statistical method. The Chi-square test describes the magnitude of the discrepancy between expected value and observed value. When the calculation Chi-square value is greater then the table value, the null value hypothesis is rejected, leading to acceptance of the alternate hypothesis.

1.6 LIMITATIONS OF THE STUDY:

- The study is applicable to the GPM Company. Hence this study is not applicable to other company.

- It covers only very short period of study.

1.7 CHAPTER SCHEME:

CHAPTER 1:

This chapter describes the background of the study, review of literature, objective of the study, scope of the problem and methodology used for the study.

CHAPTER 2:

This chapter describes the history of the organization, the objective of the organization, product profile, company profile, along with the core business of the organization.

CHAPTER 3:

This chapter describes the overall percepts of automobile industries prevailing in western countries and current scenario in India.

CHAPTER 4:

This chapter describes methodology of collecting data and use of various statistical tools that were used for the analysis.

CHAPTER 5:

This chapter deals with the conclusion and suggestions of the study.

Organizational Profile

CHAPTER – 2

ORGANIZATIONAL PROFILE

2.1 HISTORY OF THE ORGANIZATION:

GPM limited was established in 1988 at Coimbatore, Tamil Nadu, India, and commenced manufacturing operations in 1990 in the precision engineering field of Automotive Instruments. Fully integrated division is same complex spread over an area of 17,500 sq.m with build up area 10000 sq.m. Plant II at Ariyalur near Trichy, India, was established in 1996 to cater to the needs of the OEM customers. Over 250 strong workforces of technically qualified engineers, supervisors, tool makers, etc.

Advanced technology to meet demanding quality standards.Excellence in customer focus and service. Caters to wide variety of industries including automobile, auto ancillary, textile machinery, Consumer durables, auto electrical, etc. Major establish exporters to US and European Countries. Modern Machinery and Infrastructure of international standards.

GPM's broad-based and rich technical expertise not only aims to achieve international standards, but also provides engineering solutions to suit customised requirements.

The R&D Center provides strong support base towards new product development, improvement in the existing products, quality enhancement and technology up gradation to suit the products to changing needs and preferences of customers. Sustained and continuous efforts are on for increasing productivity. Continuous cost-effective programs are carried out through value analysis and value engineering techniques.

2.2 PRODUCT PROFILE:

Computer Aided Designing: Staffed by 152 dedicated engineers & technical assistants and 100 operators, Pricol possesses state-of-the-art facilities of Computer Aided Design (CAD) with 55 Auto CAD stations, 1 SDRC and 10 Pro E CAD stations for 3D Modeling.

Windchill: Web-enabled Collaborative Product Commerce (CPC) software (66 user license) is deployed to effectively practice. Concurrent Engineering resulting in reduction of product development lead time and right first time products.

Comprehensive Product Data Management (PDM)

Efficient Project Management and Control

Engineering Change Management

Sourcing Factor leading to optimal standardization

Prototyping: An exclusive Prototyping Shop equipped with Stratasys Rapid Prototyping (RPT) Machine for accelerated product development.

Product Testing: The products under development are tested thoroughly for fit, function, safety, compliance to statutory and regulatory requirements. A few testing equipments are:

- Environment Test Equipment ,Endurance Test Equipment, Vibration Test Equipment
- Cross-functional teams to induct quality into the product right from concept.
- High degree of co-ordination between R&D and Manufacturing Engineering teams to evolve process-driven designs.
- A full-fledged sample making cell for fabricating the parts, tools and prototype samples to lessen the design-to-development cycle time.
- The designs are verified and validated by intensive application of various techniques like FMEA, GD&T, DFA, DFM, DOE, etc.
- A government-recognized R&D with US $ 3 million test facilities endorses all new products before launch.
- The products are tested to customer-specific standards, Pricol Standards, Indian Standards and International Standards like SAE, DIN and JIS.
- Unique Product Library with products from around the globe provides the best

2.3 QUALITY SYSTEM AND QUALITY POLICY:

Our policy is to provide products and services to achieve total customer satisfaction through continual improvement of processes and systems by optimal utilization of resources. We will ensure safe working system to protect environment and maintain team work across all functions and levels.

Quality Objectives

•	To achieve total customer satisfaction by ensuring defect - free Supplies Consistency.
•	To adhere to all agreed purchase requirements with customers by way of better, faster & economical terms.
•	To source materials only from approved & reputed vendors constantly rated for better performance standards.
•	To maintain equipments to ensure availability at all times & to upgrade them in line with technology & review of requirements.
•	To motivate & train employees to orient towards meeting emerging customer requirements.
•	To maintain environment pollution-free and provide for safe working conditions.
•	To adopt business ethics and conform to statutory & legal requirements in all business deals.

Macro and Micro Analysis

CHAPTER – 3

MACRO AND MICRO ANALYSIS

MACRO:

The automotive industry is at a crossroad. Original equipment manufacturers (OEMs) and suppliers are expected to operate on slimmer margins and maintain profitability while meeting and exceeding the growing needs of customers. Innovation, flexibility, fast reaction and quality of product will be required to survive in this industry. Unless companies invest in technology or invest in making their product global, they will not survive.

From its initial stages in the 1940s till today, the auto ancillary industry in India has undergone many ups and downs as well. In the beginning there were only a small number of players who acquired assured business. Enter Maruti. The industry showed a spurt in growth and it was during this time that Indian auto components began to be exported as well. The auto ancillary industry witnessed huge capacity expansions and modernization initiatives in the post liberalization period with the entry of foreign automobile manufacturers ranging from Ford to General Motors. The tough competitive scenario saw a lot of consolidation in the industry and it still continues unabated.

The Rs.127bn worth domestic auto ancillary industry is highly fragmented, with hardly any global scale capacities. Capital costs for production of most components is not steep and technology though a key factor, is relatively stable. In the price conscious replacement market, small scale unorganized sector is well entrenched, despite its low quality. OEMs are mainly catered to by organized sector. The industry prospects are again linked to the domestic auto sector including replacement market.

The forging industry is pyramidal in structure. This simply means that as the establishment size reduces, the number goes up. The structure reveals four broad segments viz large, medium, small, and tiny. Thus, while the large sector consists of a mere nine units, the medium sector consists of 31. The small sector has close to 250 units.

This structure indicates maximum competition and the lowest margins for the units in the small and tiny sector, which are typically involved in making small sized

characterized by fragmented capacities. The unorganized sector has major presence in open die forging segment, which has lower capital costs, while organized players dominate the closed die-forging segment. Business is raw material intensive and involves low value addition. It is also working capital intensive. Prospects for forgings industry depend on major user industries viz automobiles and capital goods.

But then this scenario is not alien to our growing economy. Every organization is challenged with managing the rapid evolution of the business and technology environment against the constraints of resources and time. In order to remain successful, organizations need to close the gaps that have conventionally restricted identifying, evaluating and implementing new business solutions.

One sure shot method of making this work would be to first recognize and then execute a sound supply chain management system in the organization. Supply chain management is big business among auto manufacturers and their suppliers globally. And no wonder; a properly functioning supply chain can make all the difference in an industry where margins are growing ever tighter.

A tight level of process integration between customer relationship management and supply chain management is critical to carry out business models effectively. In short, real-time collaboration among suppliers, OEMs, dealers and customers is essential.

Realising the need for streamlining their business processes, gpm–a leader in the Indian auto ancillary industry has put in place their supply chain management practices. They introduced an enterprise resource planning solution but nevertheless continued to face certain business challenges due to proliferation of product varieties which in turn posed planning complexities, frequent demand fluctuations, high inventory levels due to lack of real time planning and poor visibility of customer order status.

Regardless of what industry one is in, coping up with changes in demand is always a challenge in the supply management. And what's necessary in every instance is to figure out how to solve them and manage the business practices that usually follow. Hence, the need of a better tool and system and gpm resorted advanced planning systems. The solutions provider brought in ease of planning, capability to re-plan dynamically, capability to synchronize planning seamlessly, high reliability in

GPM is now witnessing steady business growth as the effective SCM solutions have helped drill deep to analyze the root cause of planning problems.

The breakthrough in supply chain management is really about figuring out where to pick up products, how to coordinate information around that activity, and how to fit it in a way that meets the individual customer's requirements.

According to estimates, the market for 'heat and eat' meals has grown by over 20 per cent in 2005, albeit on a small base of Rs. 70 crore-100 crore. It's the fastest growing and, by far, the smallest part of the Rs 8,290-crore (2004-05) food and beverage market. So, every food firm worth its palak paneer is jumping in.

Ten years ago, there were only specialized players like Tasty Bite and MTR. Today, there are at least 30 companies with ready-to-eat brands, of which about half sell locally. These include ITC, HLL, Godrej as well as exporters like the Chatha Group, Satnam Overseas and Britte. Cavinkare, too, is eyeing this segment and is scouting for an acquisition.

Also in 2002, the city's auto-component industry, realizing that being local doesn't help, went in for exports in a big way. Pricol, for instance, has seen exports grow from Rs 22 crore in 2000 to around Rs 60 crore in 2006.

Says G. Ranganathan, CEO, Rover Components, an auto ancillary firm: "For many companies, the share of exports (in total revenues) has gone up from 10 per cent to 25 per cent."

In fact, for SACL, another auto-component maker, exports already account for a third of its turnover of Rs 130 crore. The company expects that to grow to around half of the topline by the end of this year and, ultimately, to about 60 per cent of revenues. Says M. Manickam, managing director, SACL: "Though the risks are higher, the margins are better in exports." Last year, exports accounted for Rs 350 crore of the Rs 2,500 crore revenues of Coimbatore's auto-component industry. And for the current fiscal, CII, Coimbatore has set targets of Rs 3,300 crore in production and Rs 425 crore in exports. Together these 10 companies (see 'Billions In The Bag') have combined sales of over Rs 18,500 crore from the infrastructure construction business, which could easily double to Rs 40,000 crore in two to three years. What's more, they have a combined order book of a staggering Rs 69,624 crore. At this very

These include the Bangalore, Hyderabad and Delhi airports; big parts of the ambitious metro programmes in four cities; the Bandra-Worli Sea Link and hundreds of kilometres of roads; the Kakinada port and gateway terminals at JNPT (Jawarhalal Nehru Port Trust) in Mumbai; the Kudankulam Nuclear Power Project in Tamil Nadu; the GSLV Mark-III space launch complex in Sriharikota (and even a cricket stadium for the World Cup in the West Indies!).

Most of these companies started off as small contractors. Till the mid-1990s, many had sales of less than Rs 100 crore. (L&T and Jaiprakash were the only big exceptions.) Some like HCC, Simplex, Gammon and Patel have been around for as long as five to eight decades. Over time, they have developed the expertise to build large and complex projects. Now, many are graduating from being mere contractors to full-fledged infrastructure developers, investing thousands of crores.

Three broad business models have emerged. The first are the pure-play construction companies. They only build; they neither own nor operate the infrastructure. These include HCC and Simplex. Second, a few companies have graduated from pure construction into ownership and operation of infrastructure. The big names here are L&T and Gammon. Third, a few corporates with deep pockets and without too much construction experience are directly getting into infrastructure development.

Grandhi Mallikarjuna Rao, chairman of the Rs 1,400-crore GMR Group, is perhaps the most daring in the third category. Between 2000 and 2002, he raised Rs 1,000 crore by selling his businesses in banking, insurance, IT and brewery, and pumped it all into infrastructure development. He was the first to stay away from the less risky construction business, and focus on the pure infrastructure development model instead. He went after the really big projects like the Delhi and Hyderabad airports. In just a few years, he has invested in 12 projects with a capital outlay of Rs 12,200 crore — Rs 3,500 crore of which has already been implemented.

If Bombay were a boxer, he may or may not be the champion. But you could never knock him out. He would go down to the mat once in a while, but would pick himself up every time, not by the count of 10, but immediately.

I was in Bombay during the 1993 bombing. And I was in the US during 9/11. Granted 9/11 was a much bigger act of terrorism - both in death toll as well as how telling the blow was, which is how a terrorist would look at it. 9/11 caused the American psyche a trauma from which it will not recover for a generation. Bombay moved on in a matter of months. And the same will happen this time.

The question is why? Why does Bombay (or maybe this is an India thing) have such a short memory for great tragedies? Is it because people don't have choices so they have to settle with it? As in, they have to take the train if they have to go to work so what's the point of fearing it. Or is it because accidents and acts of terror are so commonplace that you get inured to the idea? I am told, Israel is a bit like that. It may be so. But I think there is also a little bit of another thing - Mumbaikars don't look back. Jo ho gaya so ho gaya. The past holds nothing for them. The future is where its at. The future is when the stock market will break all records. The future is when Sachin Tendulkar will help India win the World Cup. The future is when Amitabh Bachchan will make his greatest movie. They approach the future with the bright,shiny eyes of optimism. And that makes enduring the past that much easier.The Indian auto component sector is on a high growth trajectory and is passing through a period of rapid transformation.

The industry witnessed a compounded annual growth rate of 20 per cent between 2000 and 2005 and was worth over $10 billion in 2005. It is expected to nearly double every four years to $18.7 billion in 2009 and reach $40 billion by 2014, with an estimated CAGR of 17 per cent during 2005 2014, according to McKinsey-ACMA (Auto-motive Component Manufacturers Association).

The Indian component industry is poised to grow its exports of $1.8 billion in 2004-05 to $5.9 billion in 2008-09 and $25 billion by 2014 with a projected CAGR of 34 per cent. Exports have been growing at a CAGR of 25 per cent over the last five years. According to ACMA, more than 36 per cent of Indian auto component exports head for Europe and about 26 per cent are to North America.

According to R Dinesh, executive director, TVS Logistics, there is a growing global focus on supply chain especially with the auto component industry expected to increase its exports from 19 per cent in 2004-05 to 30 per cent in 2006-07 due to increase in demand of casting in European and Japanese automotive markets.

The statistics further reveal that the industry is dominated by around 500 key players, which contribute more than 85 per cent of India's production. The industry has very deep forward and backward linkages with almost every other engineering manufacturing sector of the economy. It supports industries like automobiles, machine tools, steel, aluminum, rubber, plastics, electrical, electronics, forgings and machining.

Micro:

The Indian automotive and ancillary manufacturing saga has a strong southern flavour, particularly of Tamil Nadu (TN). While Karnataka has an established auto cluster and Andhra Pradesh is keen participate in the auto growth story, TN has established itself as one of the leading automotive centres in the country and its position has only become stronger with the entry of global auto players. It has earned the title 'Detroit of South East Asia.'

With over 100 key players in the world's automobile industry located in Chennai, TN holds 35 per cent of auto components installed capacity. TN accounts for about $240 million worth exports that represents 27.5 per cent of India's total exports.

The auto component industry of the state has witnessed an investment of about $800 million in recent years, according to Arcot N Veerasamy, minister for electricity, government of Tamil Nadu.

The share of TN in the Indian automotive industry is estimated to be 25 per cent with an estimated annual output of up to $3.5 billion. The state presently accounts for 35 per cent of the automobile components production, 21 per cent of the passenger car production and 33 per cent the commercial vehicle production.

Historically, it has been the home to some of the leading OEMs and auto component manufacturers like Ashok Leyland, TVS group, Rane Group and Amalgamations group. The entry of global auto majors like Ford, Hyundai and Mitsubishi with their supplier base has reinforced state's image as a leader.

With a turnover of close to $3 billion, the 94-year-old TVS group is the leading supplier of automotive components and exports around a third of its output. The key component manufacturers of the group are Sundram Fasteners, Wheels India, Sundaram Clayton, Sundaram Brake Linings, Lucas-TVS, Brakes India and Axles

Rane Group is also another major player with a group turnover of Rs 1,350 crore. Rane group is looking at a turnover target of Rs 2,500 crore by 2011 when exports are expected to contribute about 20 per cent to the topline.

As per a recent CII survey automotive and auto components industry in TN has witnessed a growth rate of up to 20 per cent during April-September in 2006 compared to previous period.

Automotive manufacturing in TN has several inherent strengths that include availability of skilled manpower, a good work ethic and manufacturing culture, and a general reputation for quality in manufactured goods. Its geographical location to service ASEAN markets region also makes TN unique.

TN has over 230 engineering colleges and the annual turnout of graduates in the state is over 79,000 accounting for a large portion of India's output. Besides, the state produces 58,500 diploma holders from polytechnics.

Over 100 large companies in the auto and ancillary industry are based in the state, maintaining highest production norm by implementing internationally recognised quality standards like TPM (total productivity management), TQM (total quality management), Kaizan, SGA (small group activity), among others.

The state has the highest number of prestigious Deming Award winners for maintaining quality in the auto component industry.

For instance, Sundaram Clayton, bagged the coveted Deming in 1999 for the first time in India. Similarly, another TVS group company, Sundram Fasteners has won a General Motors 'Supplier of the Year'" award five times. Since then, several companies have joined the fray.

The automotive industry in TN is concentrated around Chennai, Madurai, Coimbatore and Hosur.

Amongst auto components, the state is one the leading manufacturers if high quality electrical, braking/suspension parts and engine parts and these products, which enjoy a reputation of quality and reliability, are being exported to a number of global OEMs.

The Indian component industry has emerged as an outsourcing hub for auto parts for international companies such as Ford, General Motors, Daimler Chrysler, Fiat, Volkswagen, and Toyota.

Bullish on the growth potential, Hyundai Motor is planning a major expansion programme involving an investment of up to Rs 2,300 crore to set up a second car production facility to scale up its capacity to four lakh passenger cars per annum in two years from the present 2.5 lakh unit.

While a few other domestic players and international players are also looking at the possibilities to put up their manufacturing unit in the state, Malaysia's Naza Motor Corporation plans to invest $150 million to set up a car assembly unit at Sriperumbudur, the manufacturing hub of TN and the company expected to sign a memorandum of understanding with the TN government in the next few weeks.

Shaktikanta Das, secretary – industries, Government of Tamil Nadu points out there is a huge potential to improve the logistics infrastructure of the state for the auto components industry by linking the components manufacturing hubs of Madurai, Hosur and Coimbatore to Chennai.

To be sure, auto component industry is one of the key sectors in Karnataka, which is also the hub of some leading automobile companies. Out of the total 201 listed auto ancillary firms in India, 10 are based in Karnataka. The state possesses a vibrant auto industry with investments of over Rs. 2,924 crore and annual turnovers of Rs. 2,000 crore, according to a CII industry monitor report.

The automobile sector's contribution to the central excise department of the Karnataka was Rs 3,896 crore during the first half of 2004-05, a 31 per cent growth over the same period previous year.

Role of SMEs

SMEs in the auto component sector are among the fastest growing and form the Tier-3 and Tier-4 of the automotive supply chain. The SME segment is undergoing a major restructuring and a number companies are expected to move up in the value chain, on the back growing demand.

C Sivakumar, CEO, Prabha Engineers – which is Chennai-based, Rs 54-crore, Tier 1 supplier of front end structures to Ashok Leyland – points out that the present status of SME sector is not homogenous and is a mix of highly capable growing industry on one side and on the other, is a set struggling to establish itself.

The last decade has been extremely crucial for the SMEs. Companies that looked inward for people development and those that have made initiatives in TQM

Analysis and Interpretations

CHAPTER 4

ANALYSIS AND INTERPRETATION

TABLE – 1

AGE WISE CLASSIFICATION OF THE RESPONDENTS

AGE	NO OF RESPONDENTS	PERCENTAGE
BELOW 30 YEARS	12	12
31- 40 YEARS	68	68
41 – 50 YEARS	16	16
ABOVE 51 YEARS	4	4
Total	**100**	**100**

Inference:

The above table reveals that

- 68% of the respondents belong to age group of 31-40 years.
- 16% of the respondents belong to the age group of 41-50 years.
- 4 % of the respondents belong to age group of above 51 years.

CHART – 1

AGE WISE CLASSIFICATION OF THE RESPONDENTS

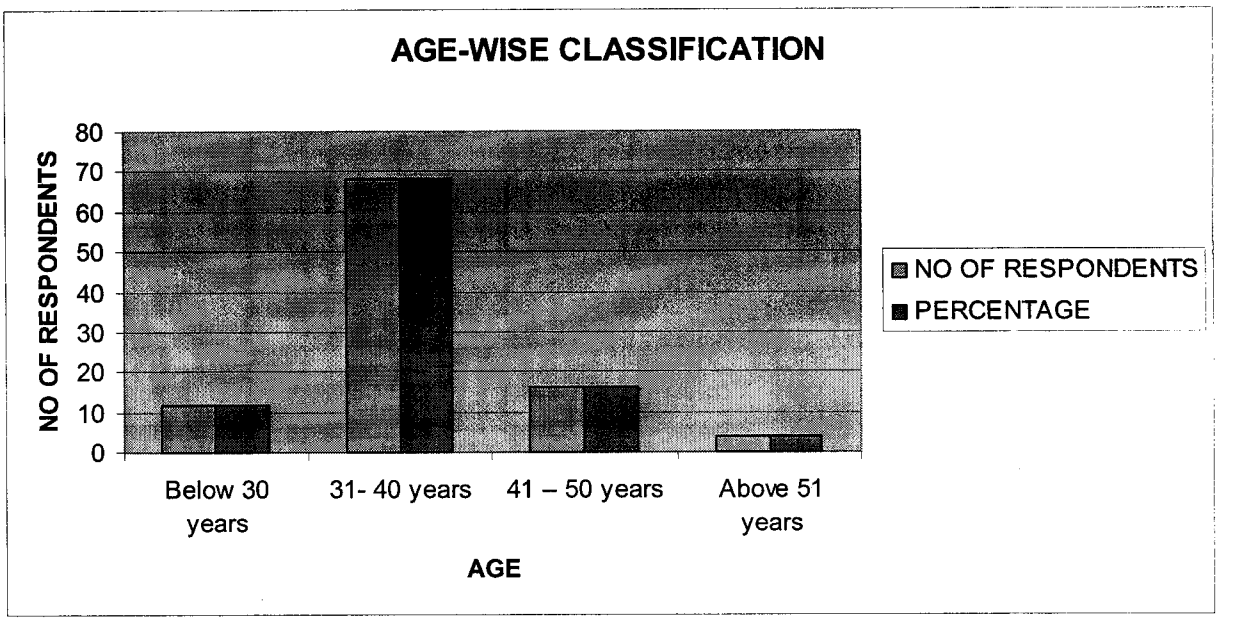


TABLE – 2

GENDER WISE CLASSIFICATION OF THE RESPONDENTS

SEX	NO OF RESPONDENTS	PERCENTAGE
MALE	80	80
FEMALE	20	20
Total	**100**	**100**

Inference

The above table reveals that

- 80% of the respondents are male members.
- 20% of the respondents are female members.

CHART – 2

GENDER WISE CLASSIFICATION OF THE RESPONDENTS

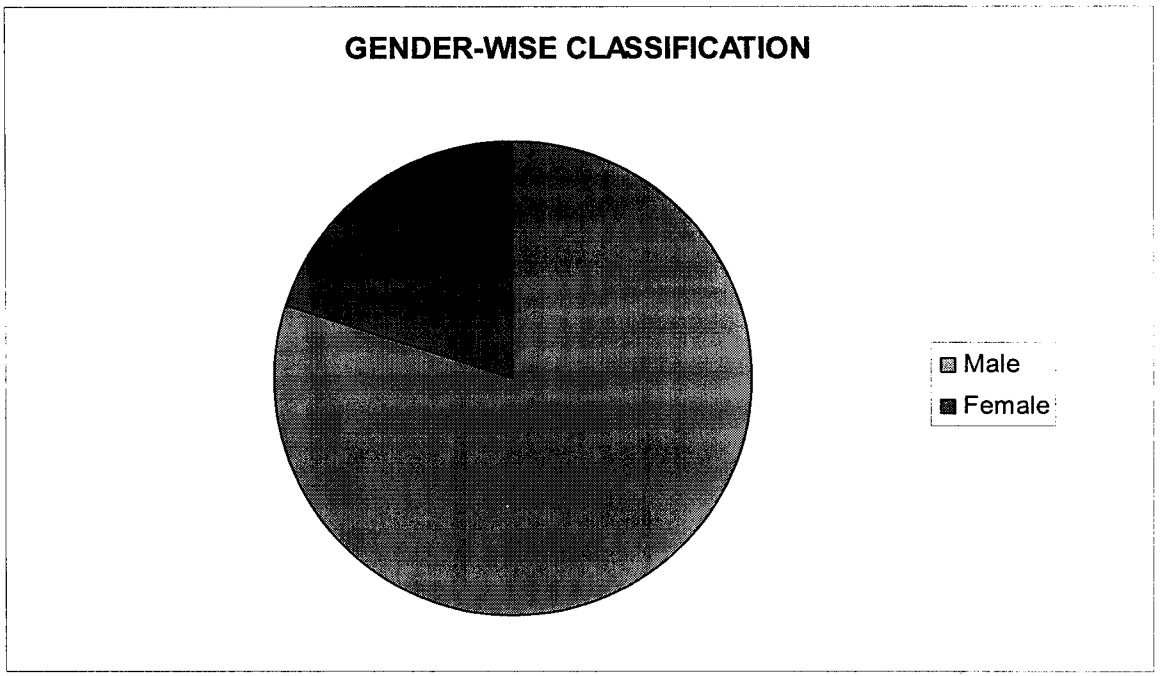


TABLE – 3

MARITAL STATUS CLASSIFICATION OF THE RESPONDENTS

MARITAL STATUS	NO OF RESPONDENTS	PERCENTAGE
MARRIED	60	60
UNMARRIED	40	40
Total	**100**	**100**

Inference

The above table reveals that

- 60% of the respondents are married.
- 40% of the respondents are unmarried

CHART – 3

MARITAL STATUS CLASSIFICATION OF THE RESPONDENTS

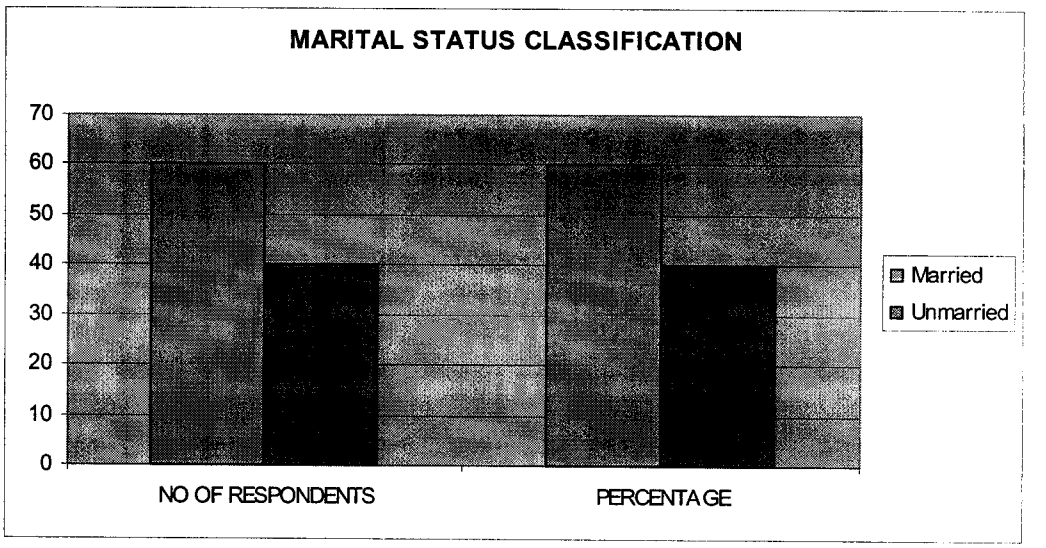


TABLE – 4

DEPARTMENT WISE CLASSIFICATION OF THE RESPONDENTS

DEPARTMENT	NO OF RESPONDENTS	PERCENTAGE
Assembly	40	40
Powder Coating	8	8
Component Division	6	6
Marketing	4	4
Press Shop	38	38
Dispatching	4	4
TOTAL	**100**	**100**

Inference

The above table reveals that

- 40 %of the respondents are working in the assembly department
- 38 % of the respondents are working in press shop.
- 8 % of the respondents are working in powder coating department.
- 6% of the respondents are working in the component division department.
- 4 % of the respondents are working in the Marketing/Dispatching department.

CHART – 4

DEPARTMENT WISE CLASSIFICATION OF THE RESPONDENTS

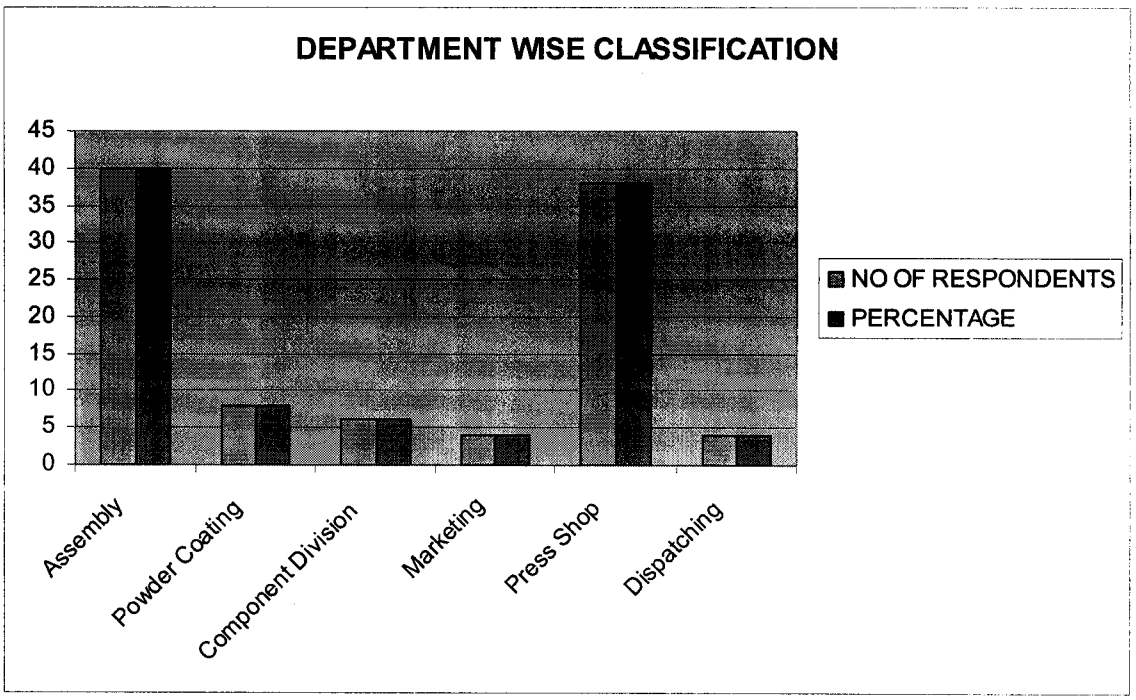


TABLE – 5

EXPERIENCE WISE CLASSIFICATION OF THE RESPONDENTS

NO OF YEARS OF SERVICE	NO OF RESPONDENTS	PERCENTAGE
Below 10 years	6	6
10 -15 years	20	20
16 -20 years	46	46
21-25	28	28
TOTAL	**100**	**100**

Inference

The above table reveals that

- 46 %of the respondents have an experience of 16-20 years
- 28 % of the respondents have an experience of 21-25 years
- 20 % of the respondents have an experience of 10-15 years..
- 6 % of the respondents have an experience of below 10 years.

CHART – 5

EXPERIENCE WISE CLASSIFICATION OF THE RESPONDENTS

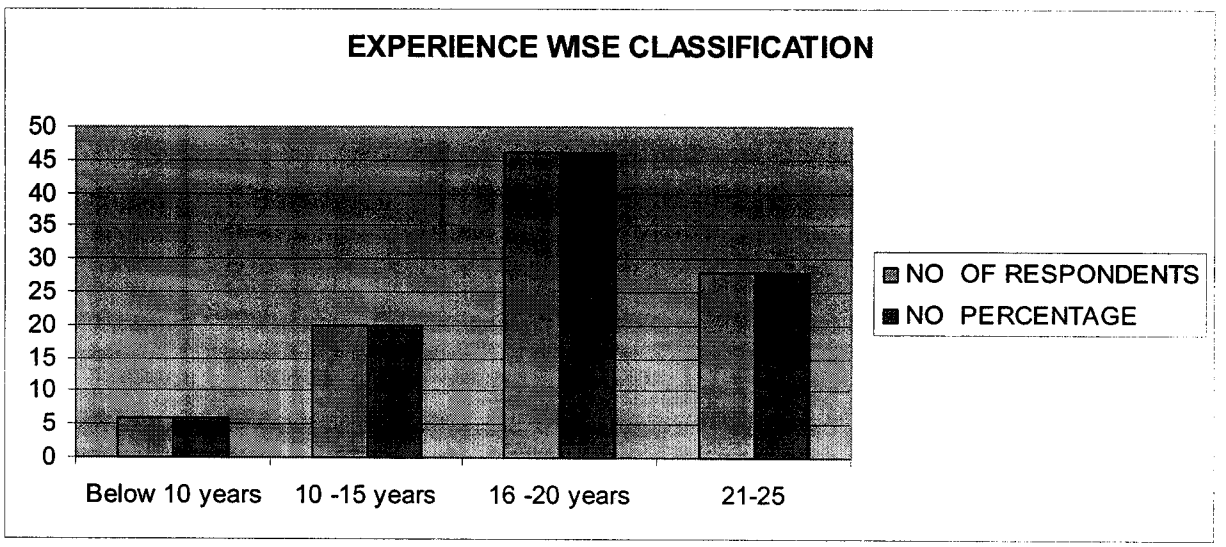


TABLE – 6

INCOME WISE CLASSIFICATION OF THE RESPONDENTS

INCOME	NO OF RESPONDENTS	PERCENTAGE
Below 5000	18	18
5001- 6000	10	10
6001 – 7000	32	32
7001-8000	18	18
Above 8001	22	22
TOTAL	**100**	**100**

Inference

The above table reveals that

- 32 %of the respondents have their income in between 6001 - 7000
- 22 % of the respondents have their income above 8001.
- 18% of the respondents have their income in between 7001 – 8000 and below 5000.
- 10 % of the respondents have their income in between 5001 - 6000.

CHART – 6

INCOME WISE CLASSIFICATION OF THE RESPONDENTS

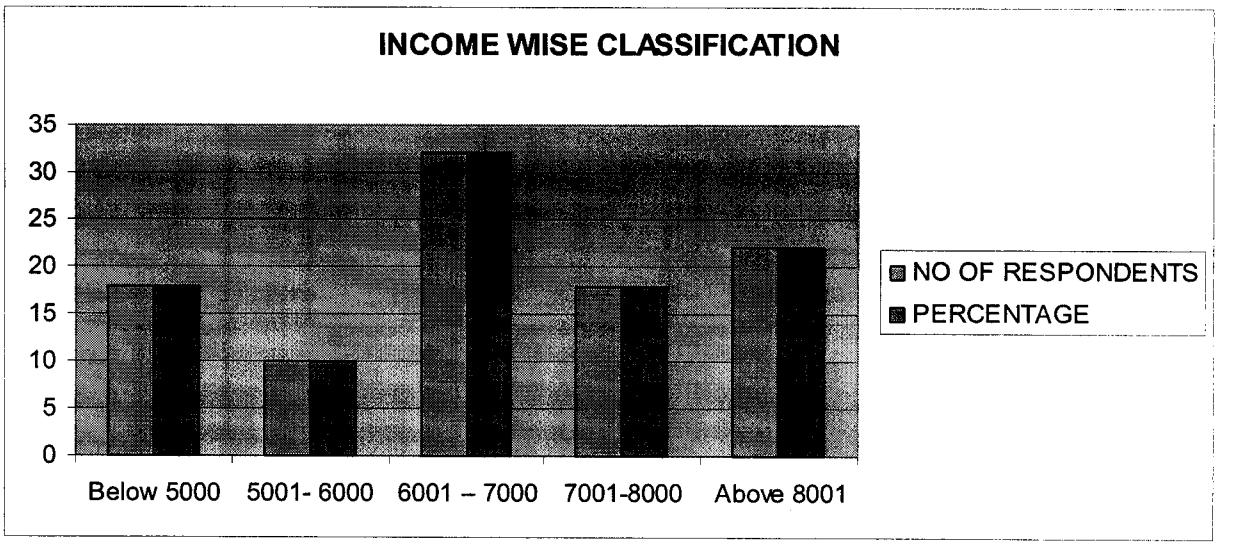


TABLE – 7

ACADEMIC QUALIFICATION OF THE RESPONDENTS

ACADEMIC QUALIFICATION	NO OF RESPONDENTS	PERCENTAGE
Below SSLC	10	10
SSLC/HSC	34	34
Diploma	52	52
Degree	4	4
TOTAL	**100**	**100**

Inference

The above table reveals that

- 52 %of the respondents have Diploma Qualification
- 34 % of the respondents have SSLC/HSC Qualification.
- 10% of the respondents have Below SSLC Qualification
- 4 % of the respondents have Degree Qualification.

CHART – 7

ACADEMIC QUALIFICATION OF THE RESPONDENTS

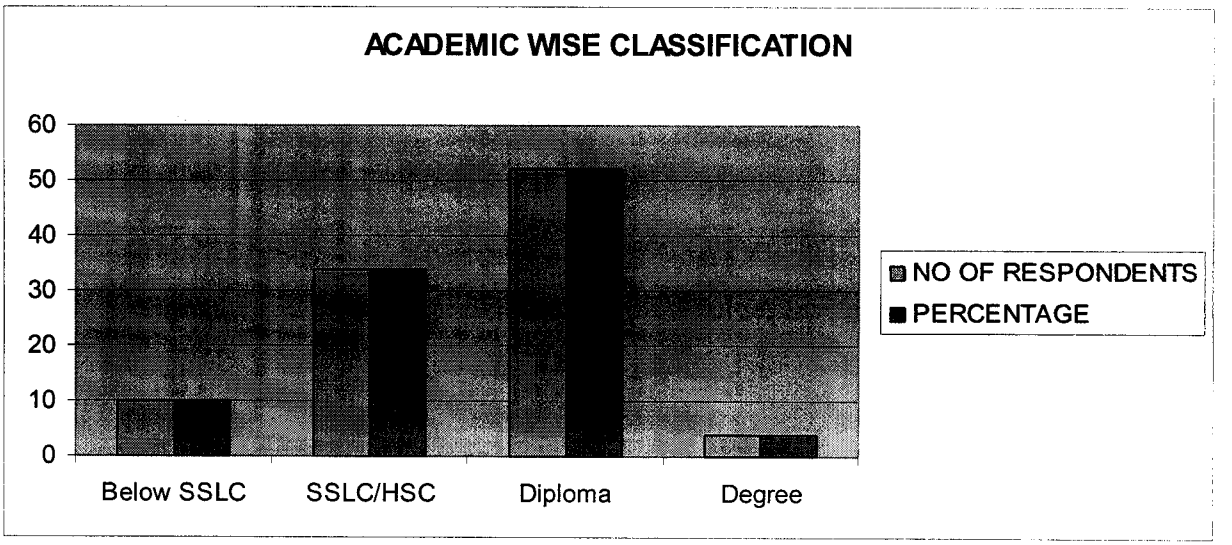


TABLE – 8

KILOMETERS TRAVELLED TO WORKING PLACE

DISTANCE	NO OF RESPONDENTS	PERCENTAGE
Less than 5kms	52	52
5-10 kms	28	28
More than 10 kms	20	20
TOTAL	**100**	**100**

Inference

The above table reveals that

- 52 %of the respondents come within a distance of less than 5kms
- 28 % of the respondents come within a distance of 5-10 kms.
- 20 % of the respondents come within a distance of more than 10kms

CHART – 8

KILOMETERS TRAVELLED TO WORKING PLACE

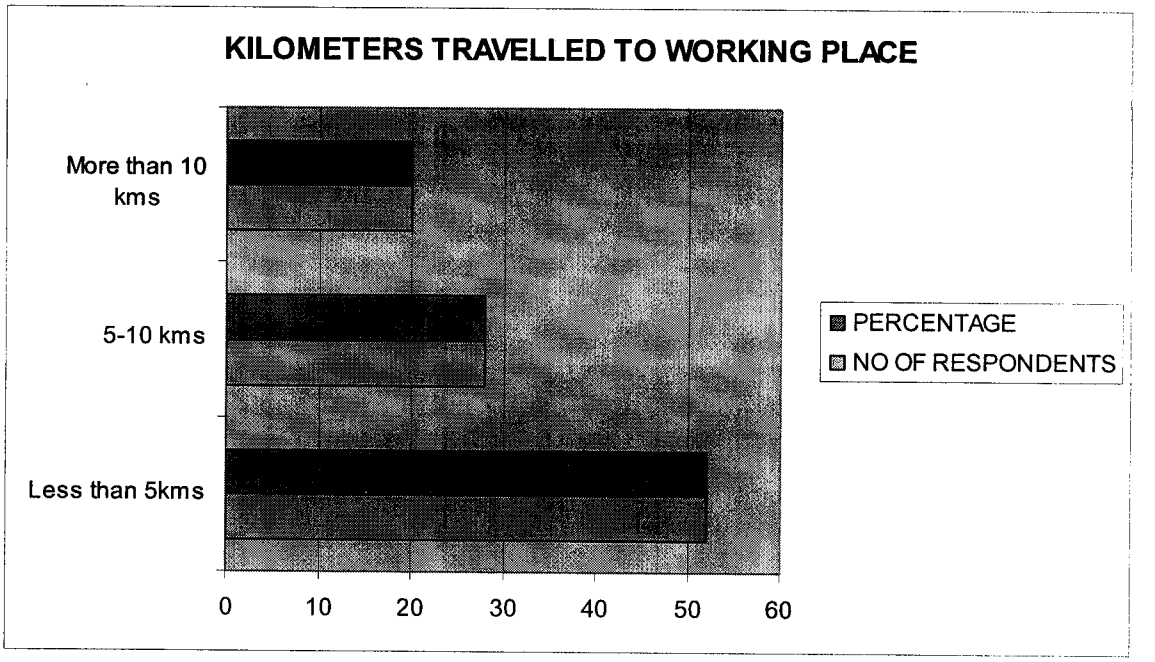


TABLE – 9

MODE OF CONVEYANCE OF THE RESPONDENTS

MODE OF CONVEYANCE	NO OF RESPONDENTS	PERCENTAGE
Walk	16	16
Bicycle	28	28
Bike	32	32
Bus	28	28
Car	0	0
TOTAL	**100**	**100**

Inference

The above table reveals that

- 32 %of the respondents come to work by bike.
- 28 % of the respondents come to work by both bicycle and bus..
- 16 % of the respondents come to work by walk.

CHART – 9

MODE OF CONVEYANCE OF THE RESPONDENTS

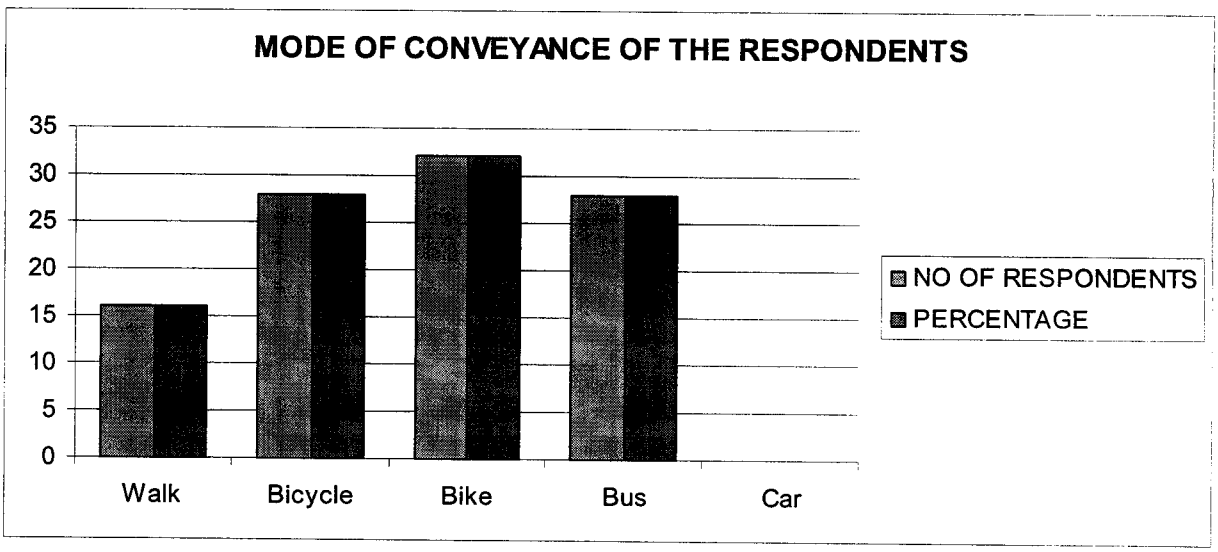


TABLE – 10

PUNCTUALITY MAINTAINED BY THE RESPONDENTS

RIGHT TIME	NO OF RESPONDENTS	PERCENTAGE
Always	82	82
Often	14	14
Sometimes	4	4
Never	0	0
TOTAL	**100**	**100**

Inference

The above table reveals that

- 82 %of the respondents are always able to reach the company at right time
- 14 % of the respondents are often able to reach office at right time.
- 4% of the respondents are sometimes able to reach the office at right time.

CHART– 10

PUNCTUALITY MAINTAINED BY THE RESPONDENTS

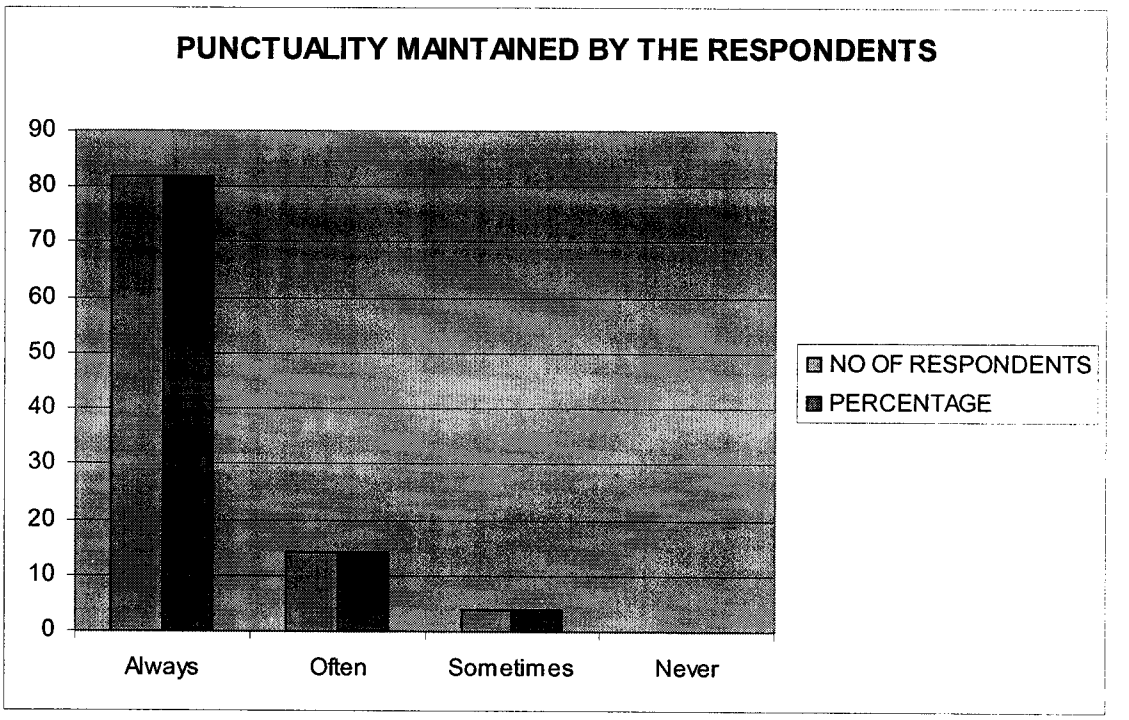


TABLE – 11

PRESENT JOB MATCH WITH QUALIFICATION OF THE RESPONDENTS

JOB MATCHING	NO OF RESPONDENTS	PERCENTAGE
Yes	100	100
No	0	0
TOTAL	**100**	**100**

Inference

The above table reveals that

- 100 %of the respondents are matched with their qualification.

CHART – 11

PRESENT JOB MATCH WITH QUALIFICATION OF THE RESPONDENTS

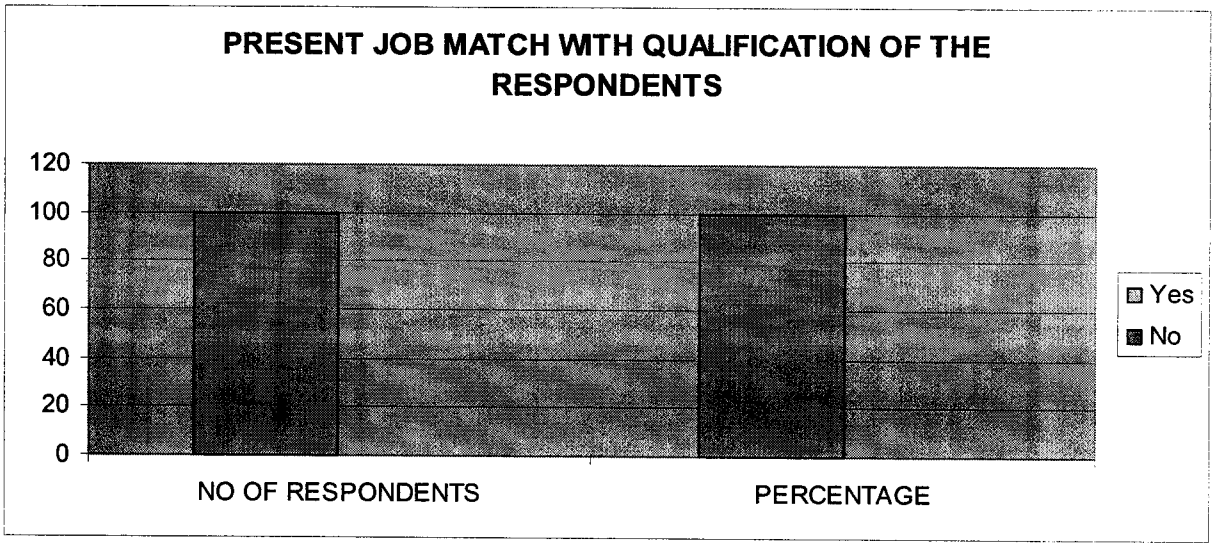


TABLE – 12

JOB INTEREST OF THE RESPONDENTS

JOB INTEREST	NO OF RESPONDENTS	PERCENTAGE
Yes	100	100
No	0	0
TOTAL	**100**	**100**

Inference

The above table reveals that

- 100 %of the respondents are found their job interesting.

CHART – 12

JOB INTEREST OF THE RESPONDENTS

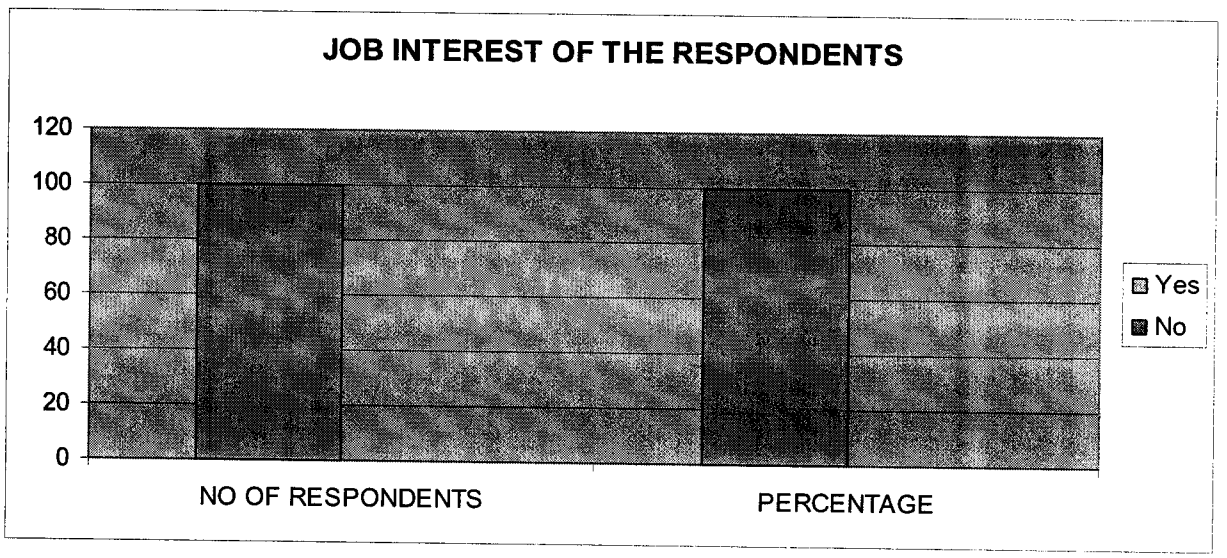


TABLE – 13

FATIGUENESS OF THE RESPONDENTS

WORK TIRED	NO OF RESPONDENTS	PERCENTAGE
Always	14	14
Often	20	20
Sometimes	44	44
Never	22	22
TOTAL	**100**	**100**

Inference

The above table reveals that

- 44 %of the respondents sometimes feel their work tired.
- 22 % of the respondents never feel their work tired.
- 20 % of the respondents often feel their work tired.
- 14 % of the respondents never feel their work tired.

CHART – 13

FATIGUENESS OF THE RESPONDENTS

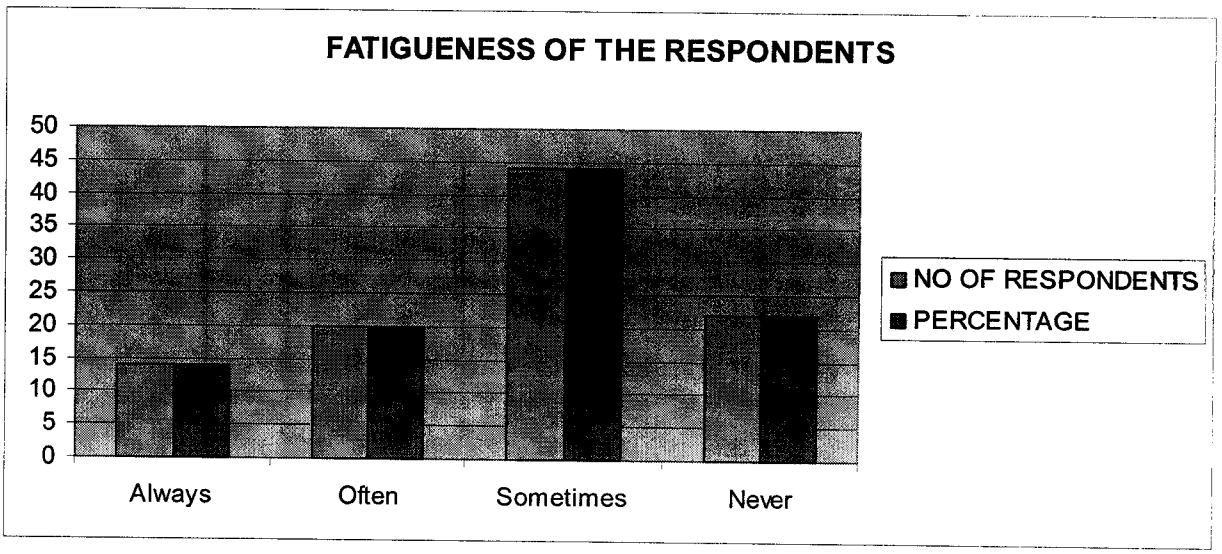


TABLE – 14

SHIFT WISE CLASSIFICATION OF THE RESPONDENTS

SHIFT	NO OF RESPONDENTS	PERCENTAGE
Day Shift	10	10
Half – Night Shift	38	38
Night Shift	52	52
TOTAL	**100**	**100**

Inference

The above table reveals that

- 52 %of the respondents found difficulty in night shift.
- 38 % of the respondents found difficulty in half-night shift
- 10% of the respondents found difficulty in day shift.

CHART – 14

SHIFT WISE CLASSIFICATION OF THE RESPONDENTS

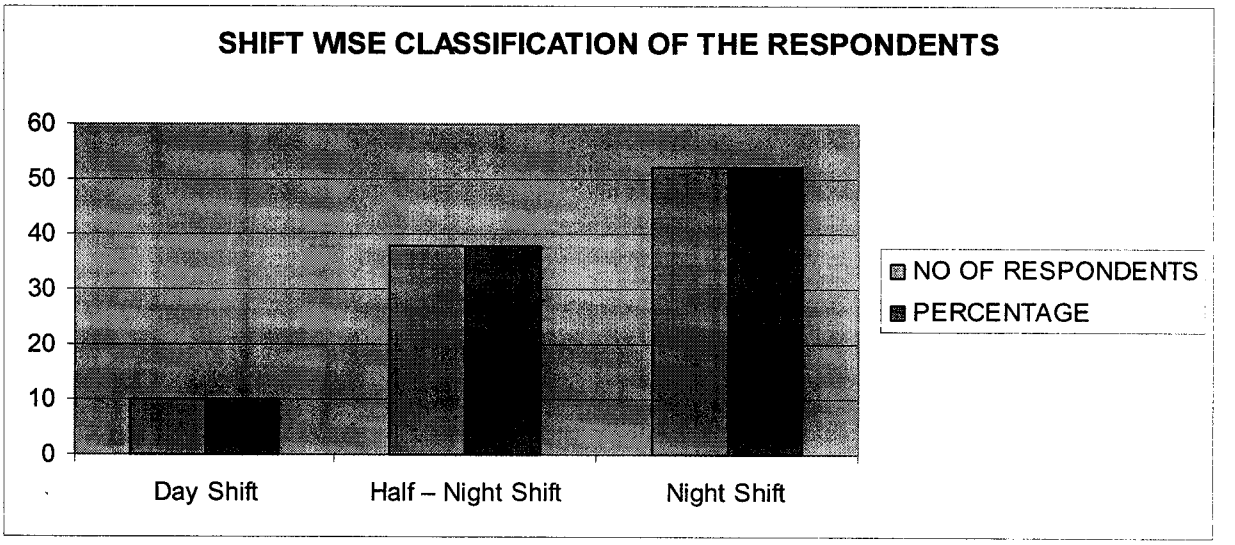


TABLE – 15

WORK OVERTIME IN PRESENT JOB OF THE RESPONDENTS

OVERTIME	NO OF RESPONDENTS	PERCENTAGE
Always	14	14
Often	26	26
Sometimes	40	40
Never	20	20
TOTAL	**100**	**100**

Inference

The above table reveals that

- 40 %of the respondents sometimes required overtime in their job.
- 26 % of the respondents often required overtime in their job.
- 20 % of the respondents never required overtime in their job.
- 14 % of the respondents always required overtime in their job.

CHART– 15

WORK OVERTIME IN PRESENT JOB OF THE RESPONDENTS

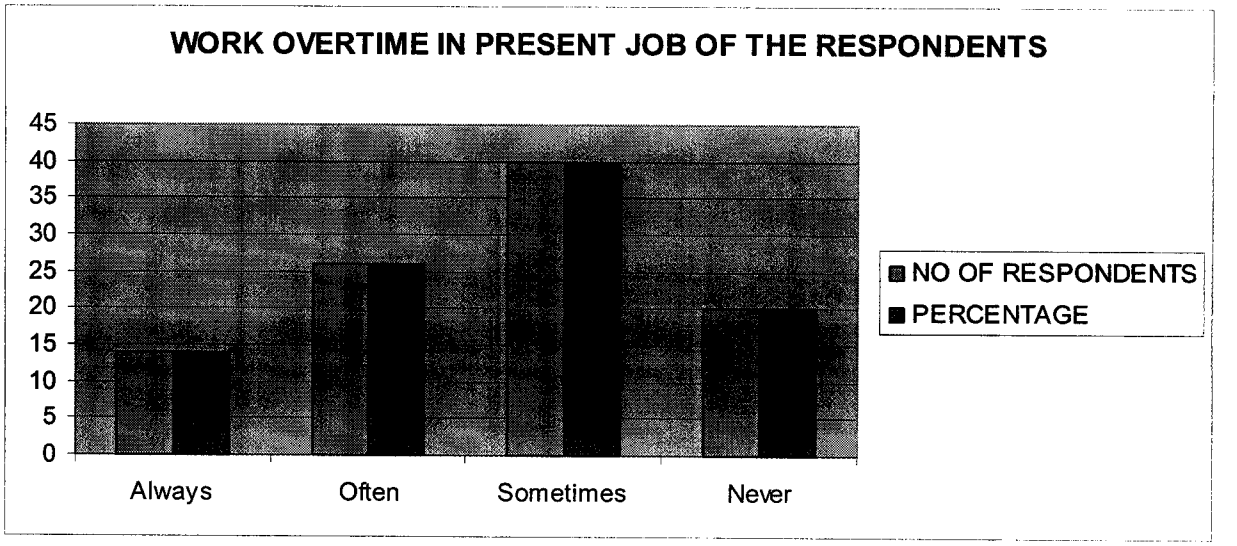


TABLE – 16

THE POSSIBILTY OF LEAVE AVAILED OF THE RESPONDENTS

POSSIBILITY OF LEAVE	NO OF RESPONDENTS	PERCENTAGE
Always	36	36
Often	22	22
Sometimes	30	30
Never	12	12
TOTAL	**100**	**100**

Inference

The above table reveals that

- 36%of the respondents always have possibility to get leave when they are in need..
- 30 % of the respondents sometimes have possibility to get leave when they are in need.
- 22 % of the respondents often have possibility to get leave when they are in need..
- 12 % of the respondents never have possibility to get leave when they are in need.

CHART – 16

THE POSSIBILTY OF LEAVE AVAILED OF THE RESPONDENTS

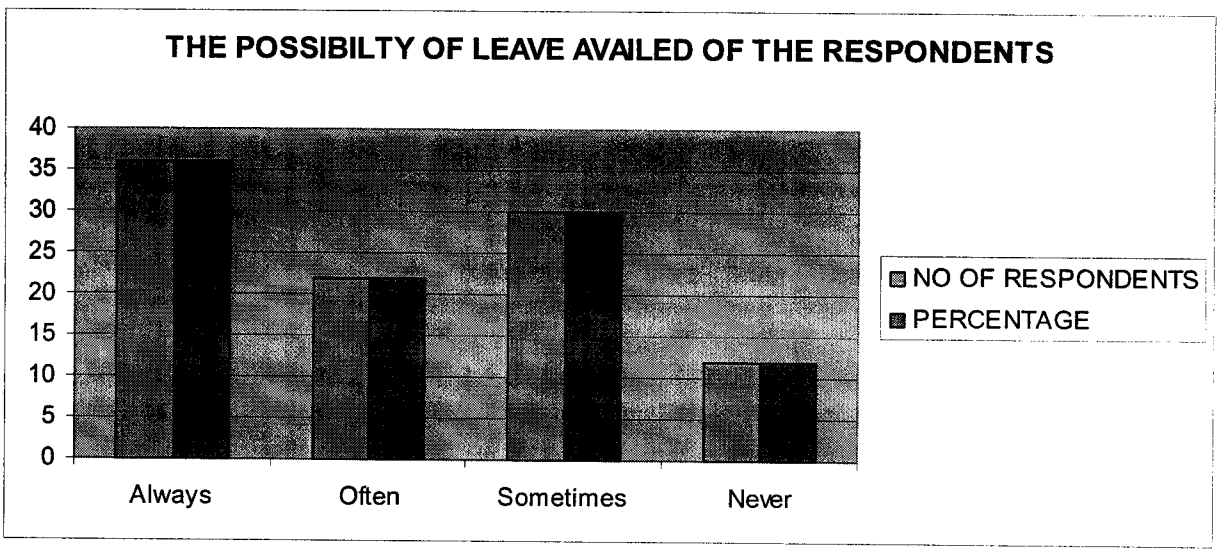


TABLE – 17

CLASSIFICATION OF LEAVE AVAILED OF THE RESPONDENTS

TYPE OF LEAVE	NO OF RESPONDENTS	PERCENTAGE
Sick Leave	8	8
Casual Leave	56	56
Privileged Leave	4	4
All	28	28
TOTAL	**100**	**100**

Inference

The above table reveals that

- 56%of the respondents avails casual leave
- 28 % of the respondents avails all types of leave
- 8 % of the respondents avails sick leave
- 4 % of the respondents avails privileged leave

CHART– 17

CLASSIFICATION OF LEAVE AVAILED OF THE RESPONDENTS

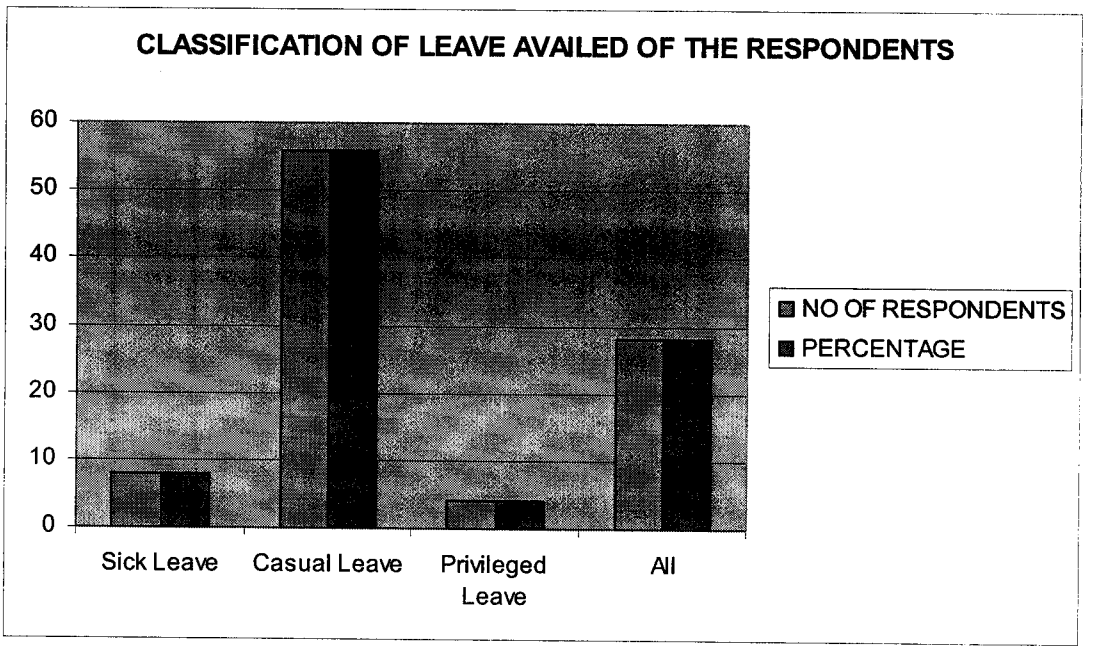


TABLE – 18

REQUIREMENT OF LONG ABSENCE OF THE RESPONDENTS

LONG ABSENCE	NO OF RESPONDENTS	PERCENTAGE
Family Matters	74	74
Social Matters	4	4
Legal Matters	2	2
Religious Matters	12	12
None of the above	8	8
TOTAL	**100**	**100**

Inference

The above table reveals that

- 74% of the respondents are required long absence for their family matters.
- 12% of the respondents are required long absence for their religious matters.
- 8 % of the respondents are not required any long absence
- 4% of the respondents are required long absence for their social matters.
- 2% of the respondents are required long absence for their legal matters.

CHART– 18

REQUIREMENT OF LONG ABSENCE OF THE RESPONDENTS

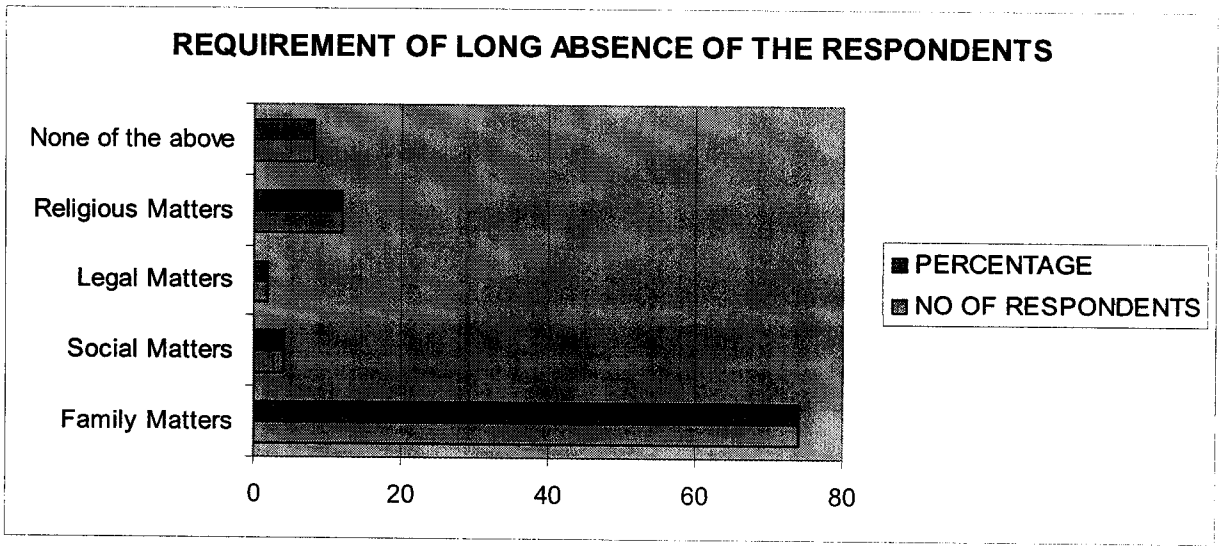


TABLE – 19

SHOWING THE OPPORTUNITIES PROVIDED BY THE COMPANY FOR RESPONDENTS ACHIEVEMENTS

LEVEL OF SATISFACTION	NO OF RESPONDENTS	PERCENTAGE
Highly Satisfied	58	58
Satisfied	22	22
Partly Satisfied	12	12
Dissatisfied	8	8
TOTAL	**100**	**100**

Inference

The above table reveals that

- 58%of the respondents are highly satisfied
- 22 % of the respondents are satisfied
- 12 % of the respondents are partly satisfied
- 8 % of the respondents are dissatisfied

CHART – 19

SHOWING THE OPPORTUNITIES PROVIDED BY THE COMPANY FOR RESPONDENTS ACHIEVEMENTS

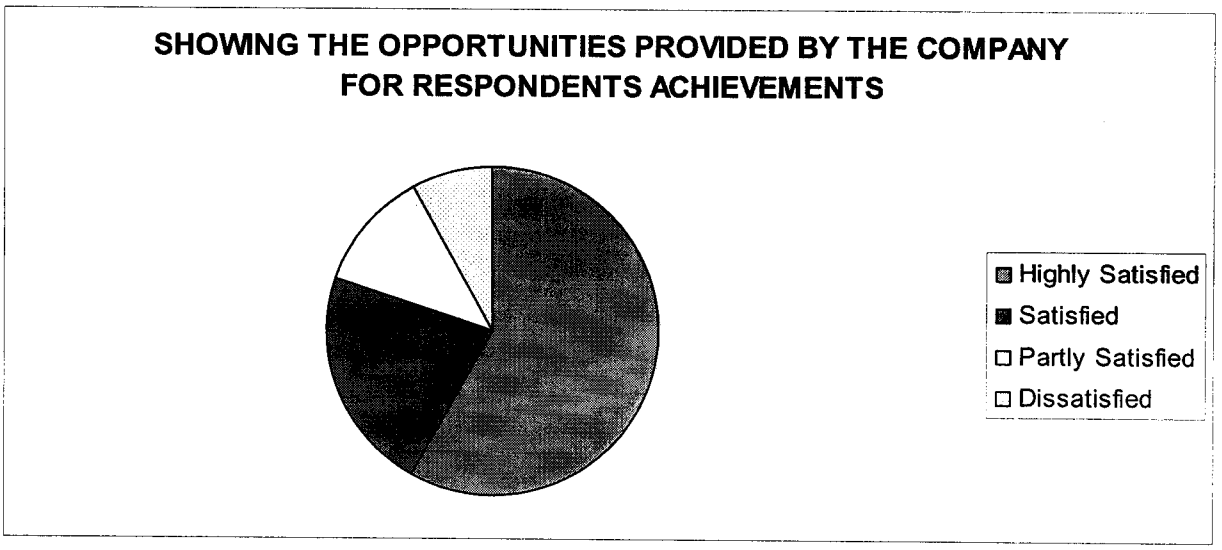


TABLE – 20
ABSENTEEISM DUE TO NUMBER OF ACCIDENTS OF THE RESPONDENTS

ACCIDENT	NO OF RESPONDENTS	PERCENTAGE
Yes	38	38
No	62	62
TOTAL	**100**	**100**

Inference

The above table reveals that

- 62 % of the respondents have not met any accident while working in the company.
- 38% of the respondents have met any accident while working in the company.

CHART – 20

ABSENTEEISM DUE TO NUMBER OF ACCIDENTS OF THE RESPONDENTS

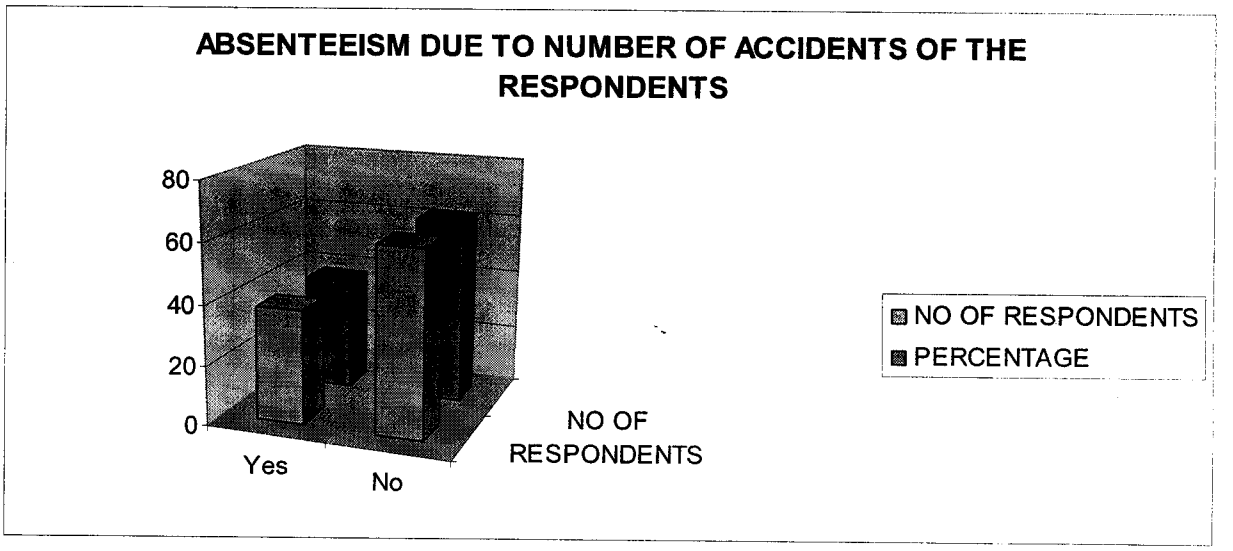


TABLE – 21

AWARENESS ON THE LEAVE FACILITIES OF THE RESPONDENTS

AUTHORIZED LEAVE FACILITIES	NO OF RESPONDENTS	PERCENTAGE
Yes	100	100
No	0	0
TOTAL	**100**	**100**

Inference

The above table reveals that

- 100 % of the respondents are aware of the various authorized leave facilities.

CHART– 21

AWARENESS ON THE LEAVE FACILITIES OF THE RESPONDENTS

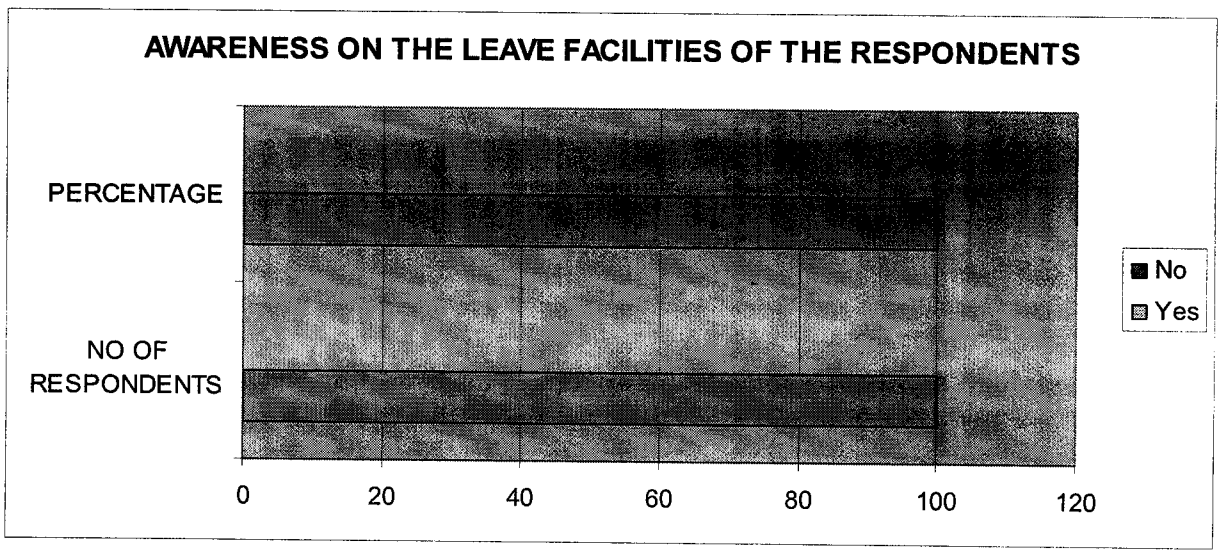


TABLE – 22

LEVEL OF JOB SATISFACTION OF THE RESPONDENTS

JOB SATISFACTION	NO OF RESPONDENTS	PERCENTAGE
Yes	100	100
No	0	0
TOTAL	**100**	**100**

Inference

The above table reveals that

- 100 % of the respondents are getting job satisfaction.

CHART – 22

LEVEL OF JOB SATISFACTION OF THE RESPONDENTS

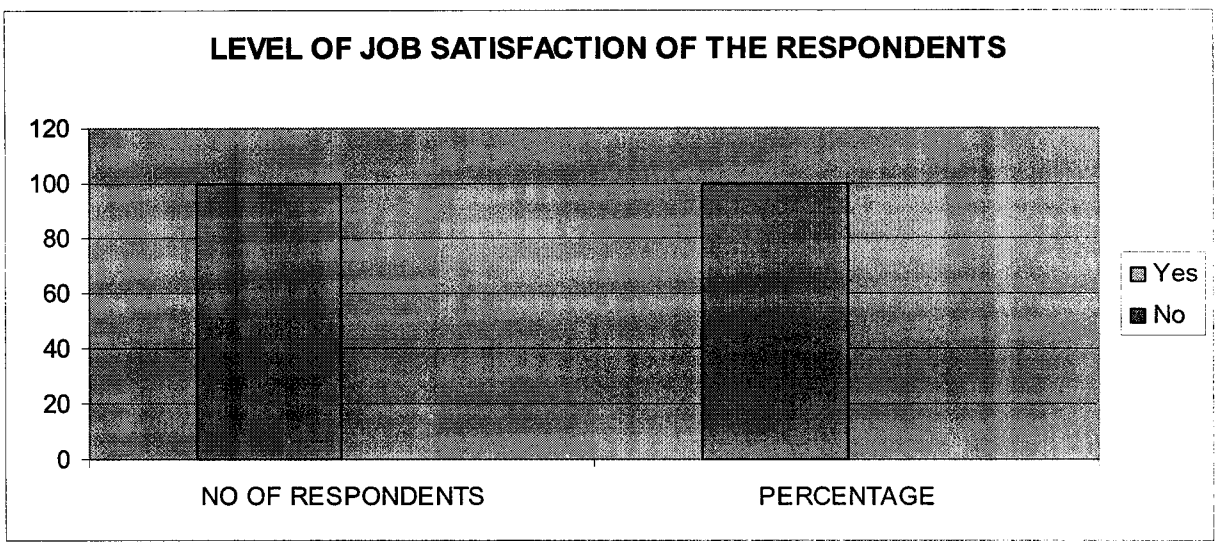


TABLE – 23

SATISFACTION OF PRESENT LEAVE PROCEDURE OF THE RESPONDENTS

LEAVE PROCEDURE	NO OF RESPONDENTS	PERCENTAGE
Yes	80	80
No	20	20
TOTAL	**100**	**100**

Inference

The above table reveals that

- 80% of the respondents are satisfied with the present leave procedure.
- 20% of the respondents are not satisfied with the present leave procedure.

CHART– 23

SATISFACTION OF PRESENT LEAVE PROCEDURE OF THE RESPONDENTS

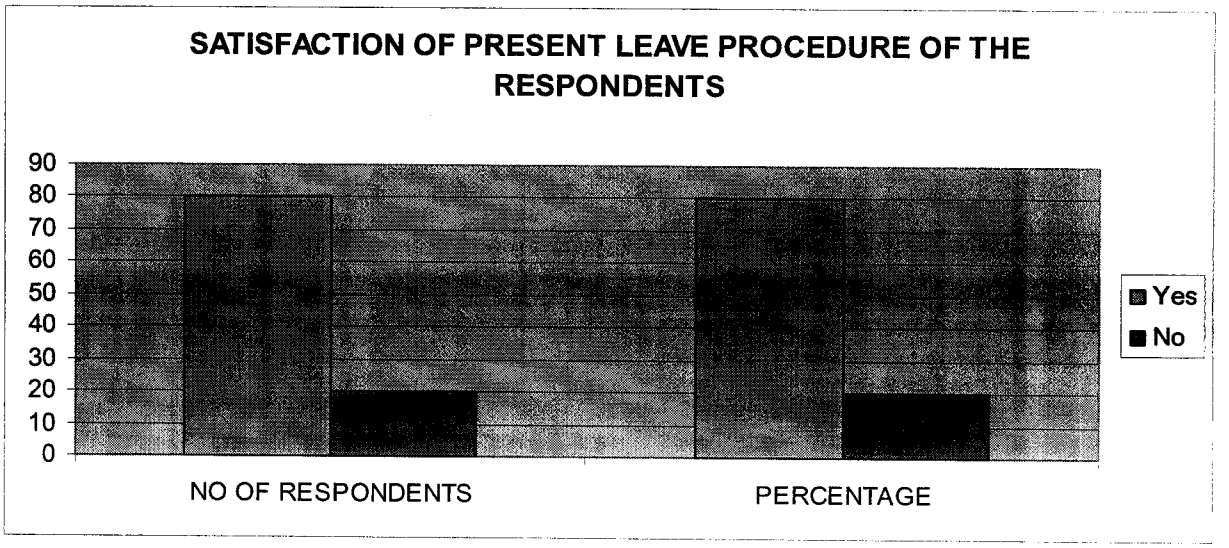


TABLE – 24

OPINION ABOUT WAGES RELATED TO WORK OF THE RESPONDENTS

WAGE	NO OF RESPONDENTS	PERCENTAGE
Above Average	8	8
Average	44	44
Below Average	34	34
No idea	14	14
TOTAL	**100**	**100**

Inference

The above table reveals that

- 44%of the respondents are getting average salary
- 34 % of the respondents are getting below average salary
- 14 % of the respondents are getting no idea about the salary
- 8 % of the respondents are getting above the average.

CHART– 24

OPINION ABOUT WAGES RELATED TO WORK OF THE RESPONDENTS

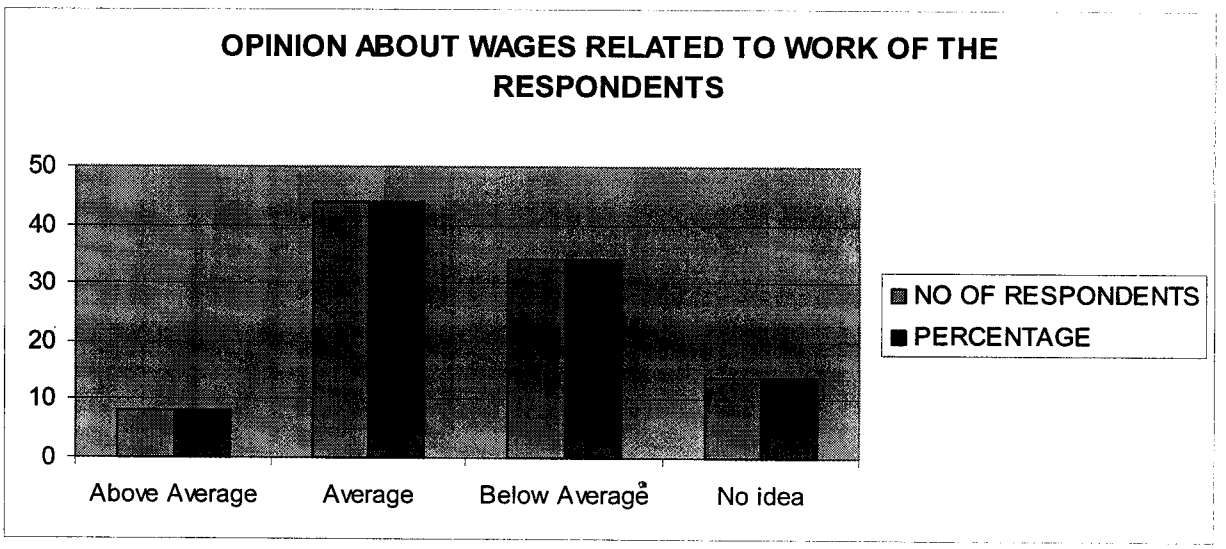


TABLE – 25(a)

OPINION ABOUT WORKING CONDITIONS OF THE RESPONDENTS

WORKING CONDITION	NO OF RESPONDENTS	PERCENTAGE
Very good	30	30
Good	62	62
Average	2	2
Poor	0	0
No idea	6	6
TOTAL	**100**	**100**

Inference

The above table reveals that

- 60 %of the respondents says working condition is good.
- 30 % of the respondents says working condition is very good
- 6 % of the respondents says no idea about working condition
- 2% of the respondents says working condition is average.

CHART – 25(a)

OPINION ABOUT WORKING CONDITIONS OF THE RESPONDENTS

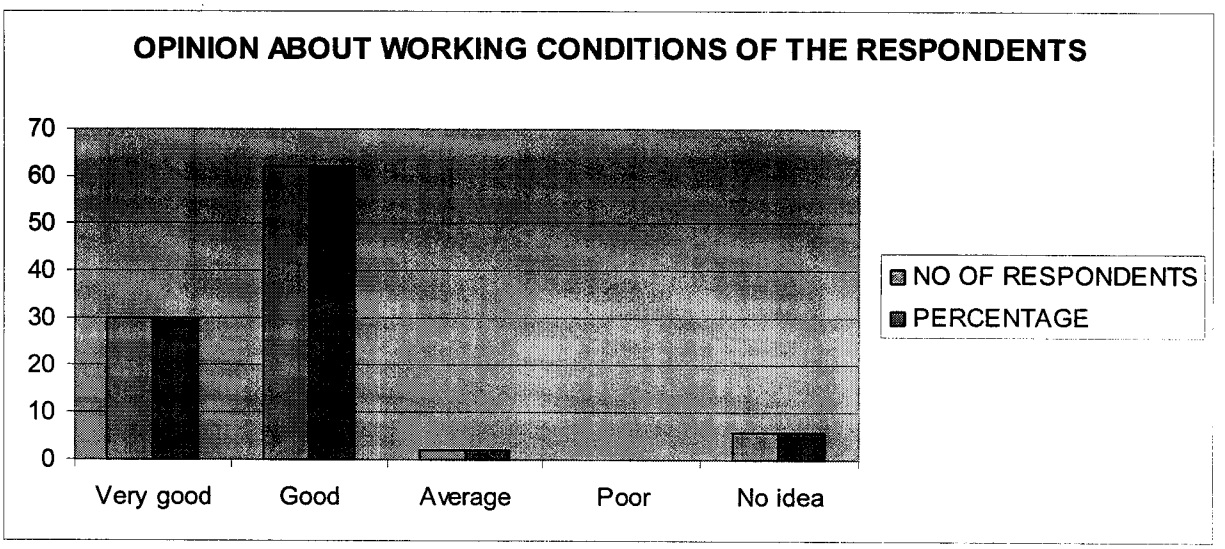


TABLE – 25(b)

OPINION ABOUT MEDICAL FACILITIES FOR THE RESPONDENTS

MEDICAL CONDITION	NO OF RESPONDENTS	PERCENTAGE
Very good	34	34
Good	50	50
Average	8	8
Poor	2	2
No idea	6	6
TOTAL	**100**	**100**

Inference

The above table reveals that

- 50 %of the respondents says that medical facility is good.
- 34 % of the respondents says that medical facility is very good
- 8% of the respondents says that medical facility is average
- 6% of the respondents says no idea about the medical facility.
- 2% of the respondents says that medical facility is poor.

CHART– 25(b)

OPINION ABOUT MEDICAL FACILITIES FOR THE RESPONDENTS

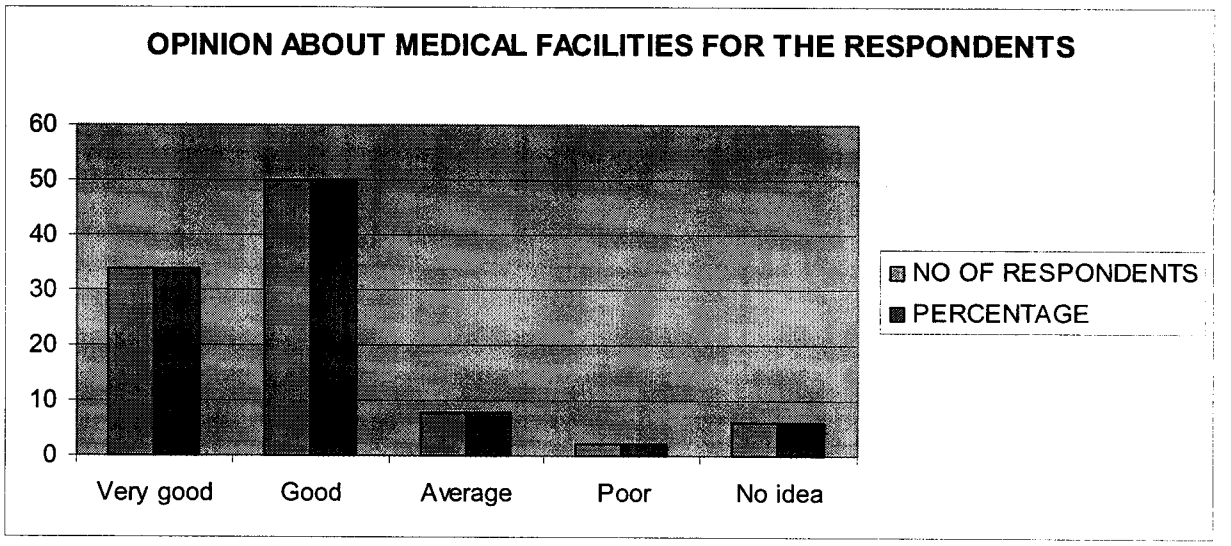


TABLE – 25(c)

OPINION ABOUT WELFARE CONDITIONS FOR THE RESPONDENTS

WELFARE CONDITION	NO OF RESPONDENTS	PERCENTAGE
Very good	30	30
Good	50	50
Average	6	6
Poor	0	0
No idea	14	14
TOTAL	**100**	**100**

Inference

The above table reveals that

- 50 %of the respondents says that welfare facility is good.
- 30 % of the respondents says that welfare facility is very good
- 14% of the respondents says no idea about welfare facility
- 6% of the respondents says welfare facility is average.

CHART – 25(c)

OPINION ABOUT WELFARE CONDITIONS FOR THE RESPONDENTS

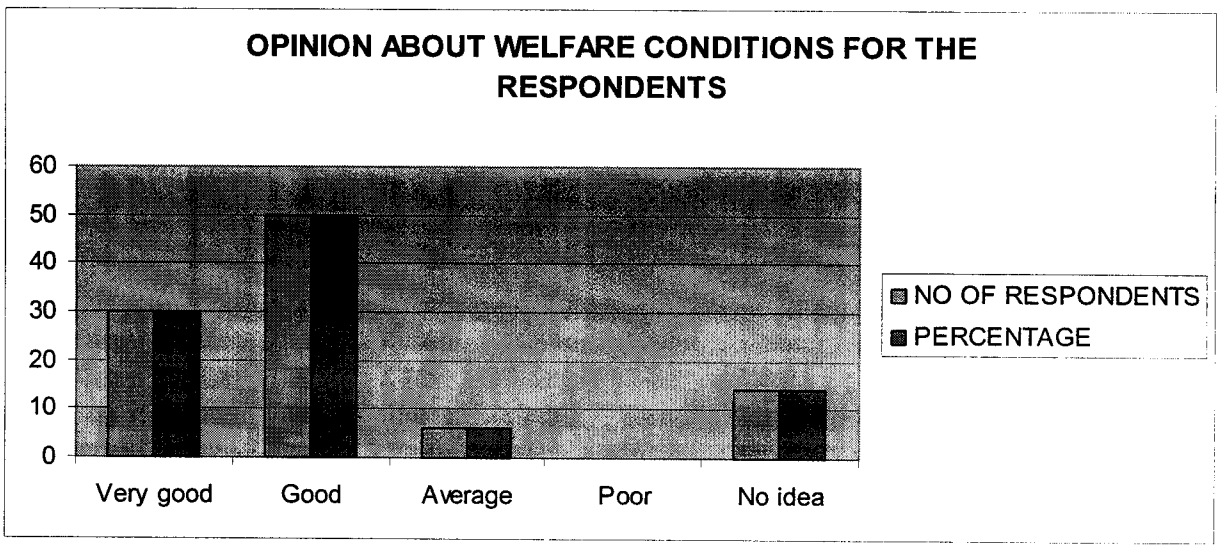


TABLE – 25(d)

OPINION ABOUT LEAVE FACILITIES FOR THE RESPONDENTS

LEAVE FACILITIES	NO OF RESPONDENTS	PERCENTAGE
Very good	26	26
Good	60	60
Average	8	8
Poor	0	0
No idea	6	6
TOTAL	**100**	**100**

Inference

The above table reveals that

- 60 %of the respondents says that leave facility is good.
- 26 % of the respondents says that leave facility is very good
- 8% of the respondents says leave facility is average.
- 6 % of the respondents says no idea about leave facility

CHART – 25(d)

OPINION ABOUT LEAVE FACILITIES FOR THE RESPONDENTS

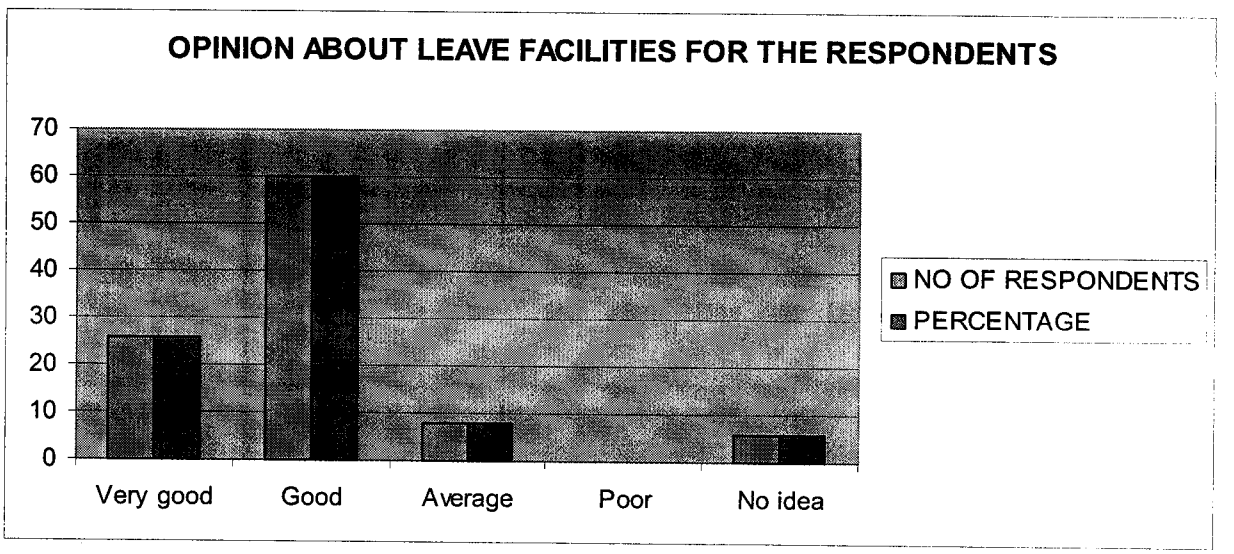


TABLE – 25(e)

OPINION ABOUT COMMUNICATION SYSTEM FOR THE RESPONDENTS

COMMUNICATION SYSTEMS	NO OF RESPONDENTS	PERCENTAGE
Very good	30	30
Good	54	54
Average	10	10
Poor	0	0
No idea	6	6
TOTAL	**100**	**100**

Inference

The above table reveals that

- 54 %of the respondents says that communication system is good.
- 30 % of the respondents says that communication system is very good
- 10% of the respondents says communication system is average.
- 6 % of the respondents says no idea about communication system

CHART – 25(e)

OPINION ABOUT COMMUNICATION SYSTEM FOR THE RESPONDENTS

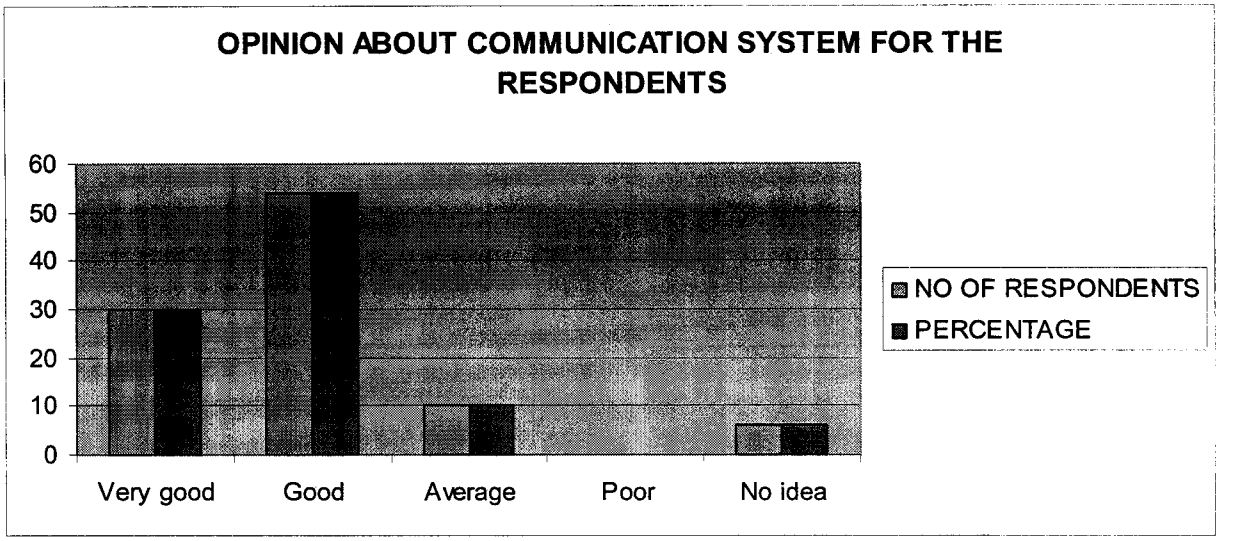


TABLE – 25(f)

OPINION ABOUT SHIFT SYSTEM FOR THE RESPONDENTS

SHIFT SYSTEMS	NO OF RESPONDENTS	PERCENTAGE
Very good	22	22
Good	62	62
Average	6	6
Poor	0	0
No idea	10	10
TOTAL	**100**	**100**

Inference

The above table reveals that

- 62%of the respondents says that shift system is good.
- 22 % of the respondents says that shift system is very good
- 10 % of the respondents says no idea about shift system
- 6% of the respondents says shift system is average.

CHART – 25(f)

OPINION ABOUT SHIFT SYSTEM FOR THE RESPONDENTS

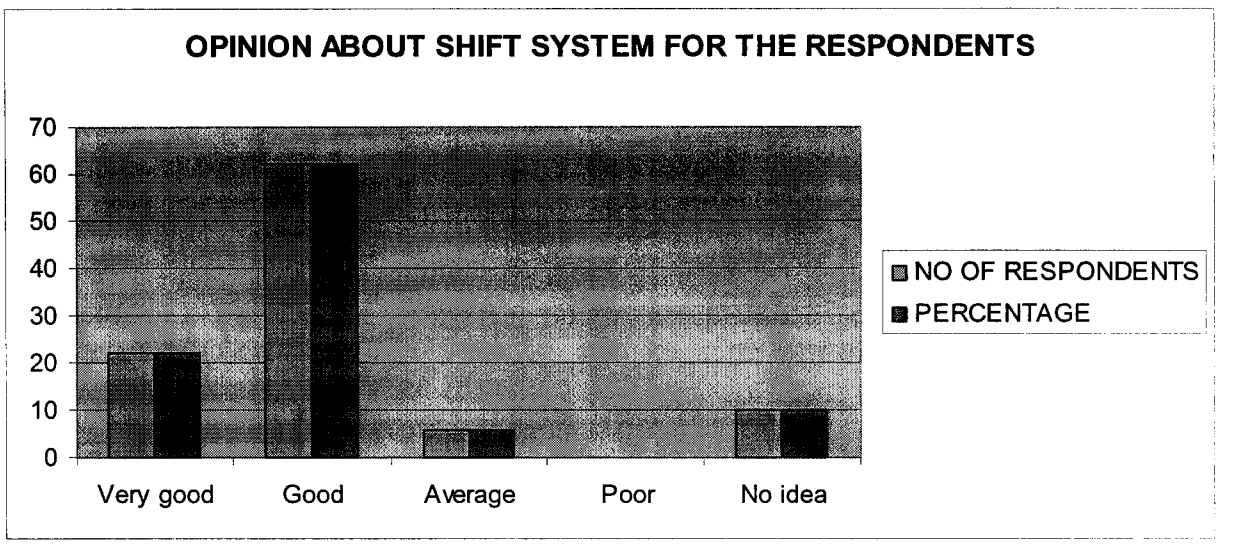


TABLE – 25(g)

OPINION ABOUT TRANSPORT SYSTEM FOR THE RESPONDENTS

TRANSPORT SYSTEMS	NO OF RESPONDENTS	PERCENTAGE
Very good	32	32
Good	52	52
Average	8	8
Poor	4	4
No idea	4	4
TOTAL	**100**	**100**

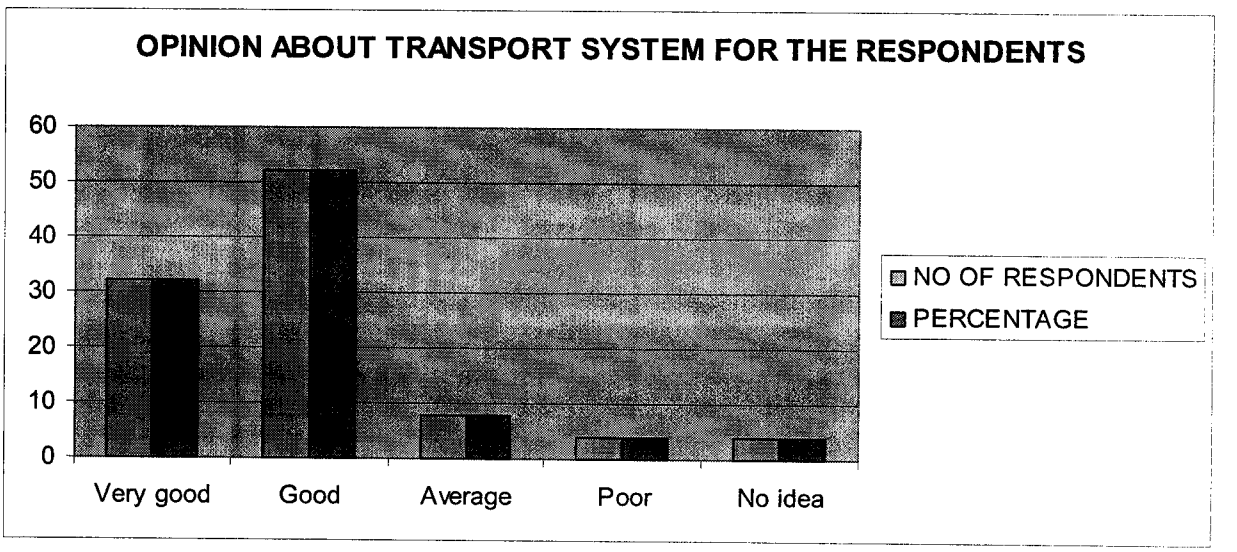
Inference

The above table reveals that

- 52%of the respondents says that transport system is good.
- 32% of the respondents says that transport system is very good
- 8% of the respondents says transport system is average.
- 4 % of the respondents says no idea about transport system
- 4% of the respondents says transport system is poor

CHART – 25(g)

OPINION ABOUT TRANSPORT SYSTEM FOR THE RESPONDENTS



CHI-SQUARE TEST

TABLE – 1

O	E	(O-E)^2	(O-E)^2 / E
13	15.64	6.97	0.446
16	19.04	9.24	0.485
30	23.12	47.33	2.047
9	10.2	1.44	0.141
10	7.36	2.64	0.357
12	8.96	9.24	1.031
4	10.88	47.33	4.350
6	4.8	1.44	0.300
			9.175

Table value at 5% is 7.815

Inference :

The Calculated value is higher than the Table value, so the null hypothesis is rejected. So there is a significant difference between age and level of absent of employees.

TABLE – 2

O	E	(O-E)^2	(O-E)^2 / E
35	35.2	0.04	1.136
20	19.8	0.24	2.020
29	28.8	0.04	1.389
16	16.2	0.04	2.469
			7.014

Table value at 5% is 3.841

Inference :

The Calculated value is higher than the Table value, so the null hypothesis is rejected. So there is a significant difference between age and level of absent of employees.

TABLE – 3

MARITAL STATUS & LEVEL OF ABSENTEEISM OF EMPLOYEES

O	E	(O-E)^2	(O-E)^2 / E
50	51.2	1.44	0.028
30	28.8	1.44	0.050
14	12.8	1.44	0.113
6	7..2	1.44	0.200
			0.391

Table value at 5% is 3.841

Inference :

The Calculated value is lesser than the Table value, so the null hypothesis is accepted. So there is no significant difference between marital status and level of absent of employees.

TABLE – 4

SERVICE IN ORGANIZATION

O	E	(O-E)^2	(O-E)^2 / E
36	32.66	11.16	0.342
20	17.75	5.06	0.285
6	7.1	1.21	0.170
9	13.49	20.16	1.494
17	13.34	11.16	0.836
5	7.25	5.06	0.698
4	2.9	1.21	0.417
10	5.51	20.16	3.659
			7.901

Table value at 5% is 7.815

Inference :

The Calculated value is higher than the Table value, so the null hypothesis is rejected. So there is a significant difference between marital status and level of absent of employees.

TABLE – 5

MONTHLY SALARY & LEVEL OF ABSENTEEISM

O	E	(O-E)^2	(O-E)^2 / E
10	9.15	0.72	0.079
7	7.93	0.86	0.109
12	8.54	11.97	1.402
27	28.67	2.79	0.097
5	6.71	2.92	0.436
5	5.85	0.72	0.124
6	5.07	0.86	0.169
2	5.46	11.97	0.180
20	18.33	2.79	0.152
6	4.29	2.92	0.682
			3.249

Table value at 5% is 9.488

Inference :

The Calculated value is lesser than the Table value, so the null hypothesis is accepted. So there is no significant difference between monthly salary and level of absent of employees.

TABLE – 6

ACADEMIC QUALIFICATION & LEVEL OF ABSENTEEISM

O	E	(O-E)^2	(O-E)^2 / E
14	10.2	14.44	1.416
12	12	0	0
20	15	25	1.667
14	22.8	77.44	3.396
3	6.8	14.44	2.124
8	8	0	0
5	10	25	2.5
24	15.2	77.44	5.095
			16.198

Table value at 5% is 7.815

Inference :

The Calculated value is higher than the Table value, so the null hypothesis is rejected. So there is a significant difference between academic qualificaton and level of absent of employees.

Conclusion & Suggestions

CHAPTER 5

CONCLUSION AND SUGGESTIONS

CONCLUSIONS:

- Family members, it is not possible to avoid this problem completely however system of compulsory periodical medical check up to the employees and the family members could be introduced.

- By proper counseling we should able to overcome the most of the psychological problems.

- Some motivational problem should be designed for strengthening the boss sub-ordinate relationship.

SUGGESTIONS:

- Incentive for the attendance introduced will be welcomed by the workers.

- Suitable monitor incentive systems are to be introduced, which will help them economically.

- The company should provide proper canteen facility to the employees.

Annexure

ANNEXURE

A STUDY ON ABSENTEEISM OF EMPLOYEES IN GPM INDUSRIES LIMITED

Questionnaire

Name :

Age :

Sex :

Marital status :

Department :

No. of years of service :

Monthly income :

Academic Qualification :

You are requested to select any one of the alternatives which you feel correct in your opinion, against each statement.

1. How many kilometers you have to travel to the working place ?
   - a) Less than 5 km ( )
   - b) Less than 10 km ( )
   - c) More than 10 km ( )
2. Mode of conveyance.
   - a) Walk ( )
   - b) Bicycle ( )
   - c) Bus ( )
   - d) Bike ( )
   - e) Car ( )
3. Are you able to reach the company at right time?
   - a) Always ( )
   - b) Often ( )
   - c) Sometimes ( )
   - d) Never ( )
4. Does your job matching with your qualification?
   - a. Yes ( )

5. Do you find your job interesting?

   a) Yes ( )

   b) No ( )

6. Is your work tiring?

   a) Always ( )

   b) Often ( )

   c) Sometimes ( )

   d) Never ( )

7. Which shift do you find more difficult to work?

   a) Day ( )

   b) Evening ( )

   c) Night ( )

8. Are you required overtime in your present job?

   a) Always ( )

   b) Often ( )

   c) Sometimes ( )

   d) Never ( )

9. Is it possible for you to get leave whenever you want?

   a) Always ( )

   b) Often ( )

   c) Sometimes ( )

   d) Never ( )

10. What type of leave you avail most?

   a) Sick leave ( )

   b) Casual leave ( )

   c) Privileged leave ( )

   d) All ( )

11. Do you find any requirement to take long absence from Duty for attending?

   a) Family matters ( )

   b) Social matters ( )

   c) Legal matters ( )

12. Are you satisfied with the opportunities provided by the company your achievement?

    a) Highly satisfied ( )

    b) Satisfied ( )

    c) partly satisfied ( )

    d) Dissatisfied ( )

13. Have you met any accidents while working in the company?

    a. Yes ( )

    b. No ( )

14. Do you aware of the various authorized leave facilities available in your organization (casual leave, annual leave, paid holiday).

    a) Yes ( )

    b) No ( )

15. What are the reasons for absenting from your work?

    1) _____

    2) _____

    3) _____

    4) _____

    5) _____

16. Whether you are getting job satisfaction

    a) Yes ( )

    b) No ( )

If No, what are the reasons?

    1) _____

    2) _____

    3) _____

    4) _____

    5) _____

17. Whether you have any other source of the income.

    a) Yes ( )

    b) No ( )

18. Whether you are satisfied with the present leave procedure.

a) Yes

b) No

19. What is your opinion about your wage related to work?

a) Above average ( )

b) Average ( )

c) Below average ( )

d) No idea ( )

20. Do you want any improvement in present welfare activities of the company?

a) Yes

b) No

If Yes, Give your suggestions.

1) _____

2) _____

3) _____

4) _____

20. In your opinion what are the reasons for absenteeism in

Your company?

1) _____

2) _____

3) _____

4) _____

5) _____

21. In your opinion what are the measures to reduce the absenteeism in your company?

1) _____

2) _____

3) _____

4) _____

5) _____

22. What is your opinion on the following facilities offered by the Company?

	Very good	Good	Average	Poor	No idea
Working condition					
Medical condition					
Welfare condition					
Leave facilities					
Communication System					
Shift System					
Transport System					

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