

ABSENTEESM OF EMPLOYEE ATSREE KRISHNA COLLECTIONS

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1. Introduction

Absenteeism is given for being absence from is physical illness, and thus a sound health and safety program should contribute to reduce absenteeism. Absenteeism in layman language means taking a holiday without permission. Employee absenteeism is one of the major issues faced by the organization. Absenteeism starts with the illness, and inability of work done by the employees in this article it is clearly explain about the reason for employee absenteeism[1-6]

Primary objectives:

The primary objective of the survey is used to find out satisfaction level from the employee and percentage of employee absenteeism in SKC retail pvt ltd.

- 1) To study the various reasons for absenteeism.
- 2) To determine the employee’s expectation and their requirements.

The structured questionnaire was framed & interviewed to 50 employees who are working in SKC retail PvtLtd.The data has been collected from various journals[7-10], books, and internet.The sample size was 50.

1. “A Study of Absenteeism among Class-d Employees” Absenteeism is a major factor affecting work productivity and closely related to worker ‘s and their physical, mental and social well-being in an organization. Absenteeism is absence from a work by a work during working hours[11-16]. Voluntary absence is that which he or she could not have avoided due to such reasons beyond his or her control, as sickness or accident etc. No health care activity can be carried out without the deployment of heath staff. Employees working at lower at lower level in health care institutions are also important problem in health care institution. It may seriously effect the sensitive service organization like hospital. Absenteeism also affects the working and reputation of health care institution.

Research Methodology:

Table 1. The table representing the time taken by employees to reach to the organization

TIME	NO OF RESPONDENTS	PERCENTAGE
Less than ½ hour	22	44%
More than ½hour	28	56%
Less than one hour	-	-
More than two hours	-	-
TOTAL	50	100%

From the above table it was inferred that 56% of employees takes more than ½ hour less than 1 hour to reach the organization from their home and 44% will take less than ½ hour time[17-20].

Table 2. The table representing the experience of the employees

EXPERIENCE	NO OF RESPONDENTS	PERCENTAGE
Below 1 year	3	6%
1-5 years	15	30%
5-10 years	29	58%
Above 10 years	3	6%
TOTAL	50	100%

From the above table it was inferred that 58% of employees having 5 – 10 years experience and 6% are having both below 1 year and above 10 years experience.

2. Major Findings

- More than three fourth of employees will never take leave if the leave application is not sanctioned by the superior. This is due to the poor relationship with the supervisor and this also reveals the actual attitude of the employee[21-25].
- More than three fourth of employees sometimes only get tired during their work and few of them will always get tired during their work. This is quite natural in retail sector and people always suffer from tiredness as they have to stand throughout the day in serving the customers.
- More than half of employees take leave twice in a month and few of them will more than twice. So most of them are regular absentees as they are less responsible towards their work and they concentrate more on their family.
- Almost half of employees take leave due to health problem and leads to more absents.
- More than three fourth of employees avail all kinds of leave available in an organization as they have more experience in the organization, they know all the loop holes available in the organization and they tend to misuse it.

- Three fourth of employee have taken leave due to health issues i.e., may people says that they take long leave mainly due to ill health.
- Most of the employees agree that they aware of various leave facilities and they tend to take long leave mainly due to ill health.
- Almost half of the employees agree that they always inform the supervisor through phone before they take leave. This shows the level of commitment of the employees towards their work.
- Two fifth of the employees neither agree nor disagree that they can balance their personal life with that of work life. As the working hours are more in a retail showroom, they find it difficult to manage it[26-30].
- Three fourth of employees strongly agree that stress adds to their absenteeism to so they says that stress is also a main reason for absenteeism.

3. Conclusion

The organization should establish a good communication channel which destroy the misbeliefs that the employer always do things against the worker behind the screen and it exploit them. If this belief or ideology changes more co-operation and good understanding will happen between workers and employers. And the employees will also treat the organizational work is also a part of his life and his responsibility to work for the fulfillment of organization's objectives or goals. This makes him regular for his work.

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