



ISSN Print: 2394-7500
ISSN Online: 2394-5869
Impact Factor: 5.2
IJAR 2018; 4(4): 381-385
www.allresearchjournal.com
Received: 03-02-2018
Accepted: 04-03-2018

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A study on absent of women employees (Special reference to Coimbatore)

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Abstract

This paper traces the origins and early history of perceived gender differences in absenteeism in Great Britain and the USA. Among politicians and scholars, the problem was first articulated during World War I and reappeared as an issue of prime concern during World War II. The war efforts required mobilization and allocation of large numbers of women to jobs that had previously been done by men while maintaining high and continuous flows of production in an economy that was increasingly characterized by high capital intensity. The most common explanation of women's higher levels of absenteeism was their double burden of wage work and unpaid household duties. Although researchers in the field were cautious to give policy recommendations, the studies on absenteeism revealed that 'industrial fatigue' could have negative effects on productivity and helped to motivate regulations on working hours.

Keywords: absenteeism, gender, great Britain, United States, world War I, World War II

1. Introduction of the study

1.1 Introduction

Work is an integral part of everyday life, as it is our livelihood or career or business. On an average we spent twelve hours daily life and it is the one third of our entire life. Research on quality of work life and organisational commitment is considered to be more important at the individual and organization level. Quality of work life and organisational commitment is considered for both the women employees and organization and it is involved with job satisfaction, productivity, job involvement, job enrichment etc.

1.2 Period of the Study

Original research work done by M. Praveen & Monica Prince, during the December 2017 To March 2018

1.3 Objective of the Study

The study has been taken with a view to attain the following objectives:

- To find out various reasons for employee absenteeism
- To find out the level of satisfaction of the employees regarding overall management
- To find out whether absenteeism is more due to social & religious causes than ill health.
- To find out whether shift system has effect on absenteeism.
- To find out whether absenteeism has impact on routine work or not.

1.4 Statement of the Problem

Absenteeism has become a major problem in almost all the industrial sectors. Excessive absenteeism constitutes a considerable cost to the industry even when the absent employee receives no pay. Because of disorganization of work, work schedules are upset and delayed, resulting in the management failure to meet delivery dates. When sick pay is authorized, the cost of absenteeism mounds up more rapidly.

1.5 Research Methodology

Research Methodology is the systematic, theoretical analysis of the methods applied to a field of study. It comprises the theoretical analysis of the body of methods and principles associated with a branch of knowledge. Typically, it encompasses concepts such as

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paradigm, theoretical model, phases and quantitative or qualitative techniques of their brand products.

1.5.1 Sample design

A sample design is a definite plan for obtaining a sample from a given population. It refers to the techniques or the procedures the researcher would adopt in selecting items for the sample. Sample design is determined before data are collected.

Distribution of Sample

S. No	Zone	No of respondents	Percentage
1	North zone	38	25
2	South zone	38	25
3	East zone	37	25
4	West zone	37	25
	Total	150	100

The respondents belong to the different areas of the Coimbatore city coming under the preview of the 4 major zones. The zone division of the city is shown in the following table.

Zonal division of the city

S. No	Zones	Areas covered
1	North	Avarampalayam, Peelamedu, P.N.palayam, Tatabad, Rathnapur, Gandhipuram, Koundampalayam, Sivanandha colony
2	South	Katoor, Ram nagar, Raja street, Big bazaar, Sukkaravarpet, Gopalapuram, Teppakulam area, Nanjudapuram
3	East	Race course, Ganesha Puram, G.V. Residency, Ondipudur, Sowripalayam, Hopes, Uppilipalayam, SIHS colony
4	West	R.S. puram, Gandhi park, Chokkam pudur, Velandipalayam, Venkitapuram, K.K. puram, Seeranaickam palayam, Kamarajapuram, Telungupalayam.

1.5.2 Statistical tools used in the dissertation

- Simple percentage analysis
- Rank analysis
- Chi-square analysis
- ANOVA

2. Analysis and interpretation

2.1 simple percentage analysis

Variables	No of Respondents	Percentage	
Age Wise	Below 25	44	35.2
	25-30	37	29.6
	30-35	22	17.6
	35 & Above	22	17.6
	Total	125	100.0
Education Wise	Diploma	6	4.8
	Graduate	49	39.2
	Post Graduate	32	25.6
	Professional	38	30.4
	Total	125	100.0
Occupation	Govt Job	4	3.2
	Private Job	110	88.0
	Self-Employment	11	8.8
	Total	125	100.0
Income	Below 10000	108	86.4
	10000 – 15000	6	4.8
	15000-20000	1	.8
	20000 & Above	10	8.0
	Total	125	100.0
Marital Status	Married	67	53.6
	Unmarried	58	46.4
	Total	125	100.0
How Often Take Leave	Frequently	11	8.8
	Occasionally	52	41.6
	Rarely	59	47.2
	None Of These	3	2.4
	Total	125	100.0
Working Field	Teaching	84	67.2
	Hospital	18	14.4
	Garments	19	15.2
	Others	4	3.2
	Total	125	100.0
Experience of Employees	Less Than 3yrs	49	39.2
	3 To 5 Yrs	39	31.2
	5 To 10 Yrs	19	15.2
	Above 10 Yrs	18	14.4
	Total	125	100.0
Workloads After Leave Days	Yes	62	49.6
	No	63	50.4
	Total	125	100.0
Prefer To Fall Leave	Day Shift	4	3.2

	Night Shift	80	64.0
	Half Night Shift	19	15.2
	Half Day Shift	22	17.6
	Total	125	100.0
Number of days absent in a year	12 Days	84	67.2
	24 Days	18	14.4
	36 Days	19	15.2
	More Than 36 Days	4	3.2
	Total	125	100.0
Applying for leave	1-2 Days	88	70.4
	2-3days	26	20.8
	3-4days	8	6.4
	More Than 1week	3	2.4
	Total	125	100.0
The reason for leave	Personal	56	44.8
	Sickness	55	44.0
	Function	11	8.8
	Work Stress	3	2.4
	Total	125	100.0

H1: There exists close association between type of leave you avail most, work stress do you face, you level of satisfaction in salaries of women employees and their demographic status.

Table 2.2: Association between age and what type of leave you avail most

Age	What type of leave you avail most				Total
	Sick leave	casual leave	Privileged	All	
Below 25	24	12	4	3	43
	55.8%	27.9%	9.3%	7.0%	100.0%
25-30	19	15	4	0	38
	50.0%	39.5%	10.5%	0.0%	100.0%
30-35	10	6	0	6	22
	45.5	27.3%	0.0%	27.3%	100.0%
35& Above	7	15	0	0	22
	31.8%	68.2%	0.0%	0.0%	100.0
Total	60	48	8	9	125
	48.0%	38.4%	6.4%	7.2%	100.0%

Table 2.3: Association between education and what kind of work stress do you face

Education	What kind of work stress do you face				Total
	Target	Night shift	Work overload	Others	
Diploma	4	0	2	0	6
	66.7%	0.0%	33.3%	0.0%	100.0%
Graduate	17	13	14	5	49
	34.7%	26.5%	28.6%	10.2%	100.0%
Post Graduate	10	9	10	3	32
	31.2%	28.1%	31.2%	9.4%	100.0%
Professional	15	7	12	4	38
	39.5%	18.4%	31.6%	10.5%	100.0%
Total	46	29	38	12	125
	36.8%	23.2%	30.4%	9.6%	100.0%

Table 2.4: Association between occupation and with regards to you level of satisfaction in salary

Occupation	With Regards To You Level Of Satisfaction In Salary				Total
	Highly Satisfaction	Satisfaction	Neutral	Dissatisfaction	
Govt Job	4	0	0	1	5
	80.0%	0.0%	0.0%	20.0%	100.0%
Private Job	10	39	31	29	109
	9.2%	35.8%	28.4%	26.6%	100.0%
Self-Employment	0	1	10	0	11
	0.0%	9.1%	90.9%	0.0%	100.0%
Total	14	40	41	30	125
	11.2%	32.0%	32.8%	24.0%	100.0%

Table 2.5: result of chi-square association between types of leave you avail most, work stress do you face, level of satisfaction in salaries of women employees vs. demographic status

Variables	Chi-Square Value	DF	Table Value	Remark
Age	29.871 ^a	9	1.41	Accepted
Education	4.916 ^a	9	.58	Accepted
Occupation	43.231 ^a	6	.56	Accepted

Level of Significance: 5 per cent of

3. Interpretation

From the above table it has been inferred that the calculated chi-square values are less than the table values 1.41, 58 and 56 at 5 per cent of level of significance. Therefore, the

hypothesis framed stands accepted and it is concluded that there exists close association between the type of leave you avail most, work stress do you face, level of satisfaction in salaries of women employees their demographic status.

Table 2.6: Reasons for Satisfaction Wise Distribution of Employees

Reasons	Highly Satisfaction	Satisfaction	Neutral	Dissatisfaction	Highly Dissatisfaction	Mean	Sum	Rank
Salary Depend	5 (4.0)	42 (33.6)	40 (32.6)	31 (24.8)	7 (5.6)	2.9440	368.00	2
Bonus Provided By Management	15 (12.0)	42 (33.6)	16 (12.8)	30 (24.0)	22 (17.6)	3.0160	377.00	1
Working Time	21 (16.8)	73 (58.4)	16 (12.8)	12 (9.6)	3 (2.4)	2.2240	278.00	5
Infrastructure	19 (15.2)	53 (42.4)	25 (20.0)	27 (21.6)	1 (8)	2.5040	313.00	4
Welfare	11 (8.8)	38 (30.4)	49 (39.2)	10 (8.0)	17 (13.6)	2.8720	359.00	3

Source: primary data

4. Interpretation

It is found from the table 26 that out of 125 employees 42(33.6%) are the group of respondents are said satisfaction in their salary, 42(33.6%) are the group of respondents are said satisfaction in their bonus provided by management, 73(58.4%) are the group of respondents are said satisfaction in their working time, 53(42.4%) are the group of respondents are said satisfaction in their infrastructure 49(39.2%) are the group of respondents are said neutral in their welfare,

The table shows that bonus provided by the management place the first rank with the mean value of 3.0160, and salaries is the second rank with mean value of 2.9440, and welfare is the third rank with the mean value of 2.8720, and infrastructure is the fourth rank with the mean value of 2.5040, and working time is the fifth rank with the mean value of 2.2240.

H2: Women employees level of perception towards the satisfaction level is dependent on the monthly income of women employees

Table 2.7: Result of anova level of satisfaction of women employees in the working Plac E

Variables	Sources	Sum Of Squares	Df	Mean Square	F	Sig.
Bonus provided by management	Between Groups	27.606	4	6.901	7.016	.000
	Within Groups	118.042	120	.984		
	Total	145.648	124	-		
Salary	Between Groups	24.513	4	6.128	6.071	.000
	Within Groups	121.135	120	1.009		
	Total	145.648	124	-		
Working Time	Between Groups	11.905	4	2.976	2.670	.035
	Within Groups	133.743	120	1.115		
	Total	145.648	124	-		
Infrastructure	Between Groups	10.690	4	2.673	2.376	.056
	Within Groups	134.958	120	1.125		
	Total	145.648	124	-		
Welfare	Between Groups	55.373	4	13.843	18.402	.000
	Within Groups	90.275	120	.752		
	Total	145.648	124	-		

From the above table 27, it has been inferred that probability value of ANOVA at 5 per cent does establishes good relationship between the variables tested. Therefore, the hypothesis framed stands rejected. It concluded that the women employees level of perception towards the satisfaction level is dependent on the monthly income of women employees. As it has been understood that from Table: 4.25 except, in the case of women employees level of perception on monthly income of women employees

women employees are willing to do their work during day shift rather than night shift. The women employees take their leave due to their illness, stress, family situations and due to some personal reasons, women equity to women's symbols peace.

In order avoid the describe the women employees took 1-2 days as their leave with the permission of the management. Thus, the management allotted 12 days leave without any loss off pay for leave, The dynamics of today's business environment has changed particularly because of women business leaders playing an important role in making the transition away from business as usual.

5. Conclusion

Thus from the study it has been conducted that most of the women were graduates working in the private job. The

Thus, the women employees are absent due to stress with the neutral level of satisfaction of the salaries. In order to develop the women employment, the management has to take necessary steps like, increase in their salaries, to conduct stress relief programs meditation, yoga, exercise and reading books.

So, it will help the management to develop in the competitive society. Women are an integral part of today's society. They have an active social life. They participate in various social and cultural functions. A woman today no longer lags behind the man in the most occupations. She plays the games of football, cricket, and hockey. Our society is accepting the wider participation of women. They are working as pilots; and they are even holding the helm of a country's administration. The women now work in offices both as clerks and as officers. They participate at Assemblies and Parliaments as the people's representatives. Women, with her intelligence and personality, protect the family from disruptions and disintegration.

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