

A STUDY ON EMPLOYEE ABSENTEEISM WITH REFERENCE TO MULTIVISTA GLOBAL PRIVATE LIMITED.

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Abstract: The “A Study on Employee Absenteeism” project, carried out by Multivista Global Private Limited, The goals of this study are to analyse overall attendance data and determine absenteeism rates, to increase employee productivity by cutting down on absences, to identify the major causes of absences in a given department, to suggest management strategies to cut down on absences, to identify the causes of both avoidable and unavoidable absences, and to learn about the different facilities and employee welfare programmes available.

1. INTRODUCTION: Absenteeism is the failure of employees to report for work when they are scheduled to work. Employees who are away from work on recognized holidays, vacations, approved leaves of absence, or approved leaves of absence would not be included. Absenteeism is becoming a serious practice in labor oriented industries especially in those large industries where labors are working in mass. It is a matter of prime concern for the supervisors and managers. They have to find the way to overcome absenteeism. Absenteeism causing poor utilization of plant India is facing unemployment problems on one side and the other side abnormal absenteeism in industries if our absenteeism can be reduced.

2. LITERATURE REVIEW:

Bocean et al. (2023) studied on work-Life balance and employee satisfaction found that the balance between professional and personal life generates satisfaction.

Kim et al. (2022) conducted a study to investigate the impact of flexible work arrangements on employee absenteeism. The researchers found that flexible work arrangements, such as telecommuting and flexible hours, significantly reduced employee absenteeism rates. The study analyzed data from 300 employees and found that employees with flexible work arrangements had a 25% lower absenteeism rate compared to those without. The researchers attributed this reduction to increased work-

life balance, reduced commuting time, and improved employee well-being.

Wang et al. (2022) conducted a study to investigate the impact of mental health on employee absenteeism. The researchers found a significant positive correlation between mental health issues and absenteeism rates. The study analyzed data from 500 employees and found that employees with mental health issues, such as depression and anxiety, had a 35% higher absenteeism rate compared to those without. The researchers attributed this increase to the debilitating effects of mental health issues on employees' ability to attend work.

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.

Sickness Absence: An International Comparison. Barmby, T. A., Ercolani, M. G., & Treble, J.G.(2019). The absenteeism rates are similar in work crews even the leaders who show little commitment to attendance practices had one of the highest absenteeism rates in his organization

3. INDUSTRY PROFILE: A History of the Printing Industry

Did you know that one of the Founding Fathers of the United States worked as a printer? Or that some of the very first print impressions were made by cave people thousands of years ago?

From ancient cave art to the digital age, the story of printing is as old as human civilization itself. It has shaped the way we communicate, learn, and share knowledge. Because printing is at the heart of human culture, it's necessary we learn about its evolution.

As experts in the printing industry, our team at STPT has created this timeline to help you explore the fascinating history of printing technology—from primitive hand stencils to the advanced printers we use today.

What Is Printing?

At its core, printing is the process of reproducing text and images onto a surface, like paper or fabric. It allows us to share information quickly and efficiently, making it one of the most powerful tools in human history. The most basic form of printing is stenciling, where pigment is applied over a template to create designs on another surface. But printing has come a long way since then. Today, we have laser printers, digital presses, and even AI-powered printing technology that can create incredibly detailed and accurate prints in seconds. However, to truly appreciate these advancements, it's important to understand where it all began.

- 4. COMPANY PROFILE:** Multivista is a global business focusing on two core business functions integrated print solutions and industrial distribution & services. Multivista is a leading Printing house in India, equipped with latest, state of the art Printing and Binding machines. We specialize in the art of printing and manufacturing books.

Our Journey & Success

Our journey started as a small family-owned business in 1974, and always been driven by value-based business philosophy. With our customers' best interests at the core of everything we do, we have built our success on a foundation of good relationships, values and business ethics. We pride ourselves in our commitment to consistent & superior quality, technology investments, sustainable manufacturing, building a team of best-in-class resources, and long-term partnerships with our vendors and customers.

Started in 1974 as a modest letterpress unit, over the years, we have grown into a fully integrated print house with a host of single, two, four & eight color machine.

In 1992, our multiple businesses were amalgamated into Multivista. Since then, we have traversed a rich journey and achieved various unique milestones in printing and industrial distribution. We continue to deliver on our promise of quality solutions that create sustainable competitive advantage along with strong value for our clients worldwide.

5. OBJECTIVE OF THE STUDY:

PRIMARY OBJECTIVES:

To Study on Employees Absenteeism with reference Multivista Global Private limited.

SECONDARY OBJECTIVES:

- To analyze the level of satisfaction of the employees regarding overall management.
- To identify the causes for Employee Absenteeism.
- To measure the employee absenteeism level.
- To recommend strategies that can be used to reduce employee absenteeism and Stabilize productivity.

6. NEED OF THE STUDY:

One of the major problems affecting the precious resource of any organization is absenteeism. Absenteeism is not only an individual problem but also a social as well as as economics problem of our country. When absenteeism becomes a habit there is not only general lowering of morale, but also results in loss and deterioration of skill and efficiency. This may lead an organization to attain reduced productivity. Decrease in production will affect the profits of the company.

7. SCOPE OF THE STUDY:

To The study is conducted to know the various levels and reasons for absence employees in a company. This study provides a base for understanding the employee's problems provides possible remedied for it. This study is intended to get an idea about the rate of absenteeism in Multivista Global Private Limited. In order to reduce the absenteeism level, this study has carried out.

8. RESEARCH METHODOLOGY:

Research methodology simply refers to the practical "how" of any given piece of research. More specifically, it's about how a researcher systematically designs a study to ensure valid and reliable results that address the research aims and objectives.

8.1 SAMPLING DESIGN:

Simple random sampling is a basic sampling technique in which every individual or item in the population has an equal and independent chance of being selected. It is based purely on chance, ensuring that each possible sample combination is equally likely. This method eliminates bias in the selection process and provides a fair representation of the entire population. It is commonly used when the population is homogeneous, and it helps ensure that the results of the study are statistically valid and reliable.

8.2 RESEARCH DESIGN:

Descriptive Research design refers to the overall strategy utilized to carry out research that defines a succinct and logical plan to tackle established research question(s) through the collection, interpretation, analysis, and discussion of data.

Descriptive Research Design:

In this Research we use Descriptive research design. Descriptive research design is a type of research design that aims to systematically obtain information to describe a phenomenon, situation, or population. More specifically, it helps answer the what, when, where, and how questions regarding the research problem rather than the why.

8.3 DATA ANALYSIS:

1. **Chi-square Analysis:** The chi-square test is also known as non-parametric test or distribution free test is used when it is impossible to make any assumptions about population or when the researcher is unable to estimate the population's parameters. The main advantages of using non parametric testis that, the researcher can analyze qualitative data. It is used to determine whether the two variables are associated with each other or not. It helps in finding the association between two or more attributes.
2. **Correlation Analysis:** Correlation analysis is made to determine the degree of relationship between two or more variables. It does not tell about cause and effect relationship. The values of coefficient of correlation lie between +1 to -1. When $r = +1$, it means there is a perfect positive correlation 28 between the variables. When $r = -1$, it means there is a perfect negative correlation between the variables. When $r = 0$, it means no relationship between the two variables.
3. **Regression Analysis:** Linear regression is a statistical procedure for calculating the value of a dependent variable from an independent variable. Linear regression measures the association between two variables. It is a modeling technique where a dependent variable is predicted based on one or more independent variables. Linear regression analysis is the most widely used of all statistical techniques.

ANALYSIS 1: CHI-SQUARE VARIANCE BETWEEN AGE OF THE EMPLOYEE AND ANALYZE RELATIONSHIP BETWEEN SATISFACTION OF JOB LEVEL.

NULL HYPOTHESIS: There is no significant difference between Age of the respondent and Analyze relationship between Satisfaction of job level.

ALTERNATIVE HYPOTHESIS: There is significant difference between Age of the respondent and Analyze relationship between Satisfaction of job level.

Chi square NPar Tests

Descriptive Statistics								
	N	Mean	Std. Deviation	Minimum	Maximum	Percentiles		
						25th	50th (Median)	75th
Age	210	2.67	1.262	1	4	1.00	3.00	4.00
Satisfaction of job level	210	2.83	.948	1	4	2.00	2.00	4.00

Age			
	Observed N	Expected N	Residual
26 - 35 years	57	52.5	4.5
36 - 40 years	42	52.5	-10.5
Above 40 years	25	52.5	-27.5

Below 25 years	86	52.5	33.5
Total	210		

Satisfaction of job level			
	Observed N	Expected N	Residual
Dissatisfied	2	52.5	-50.5
Highly Satisfied	109	52.5	56.5
Neutral	22	52.5	-30.5
Satisfied	77	52.5	24.5
Total	210		

Test Statistics		
	Age	Satisfaction of job level
Chi-Square	38.267 ^a	138.533 ^a

Df	3	3
Asymp. Sig.	.000	.000
a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 52.5.		

INTERPRETATION:

Level of significance is 0.00 which is less than 0.05 so null hypothesis H0 is rejected.

RESULT:

There is a significant variance between Age of the respondent and Analyze relationship between Satisfaction of job level.

ANALYSIS 2: CORRELATIONS VARIANCE BETWEEN THE BALANCE BETWEEN YOUR PERSONAL LIFE AND JOB AND ANALYSE THE MAIN REASON FOR EMPLOYEES ABSENTEEISM.

NULL HYPOTHESIS: There is no significant inter-relationship between The Balance between your personal life and Job and Analyze the main reason for employee's absenteeism.

ALTERNATIVE HYPOTHESIS: There is significant inter-relationship between The Balance between your personal life and Job and Analyze the main reason for employee's absenteeism

Correlations

Descriptive Statistics			
	Mean	Std. Deviation	N
Analyse the balance between your personal life and Job	2.68	1.390	210
Analyse the main reason for employees absenteeism	2.74	1.560	210

Correlations		
	Analyse the balance between your Personal life and Job	Analyse the main reason for Employee's Absenteeism

Analyse the balance between your personal life and Job	Pearson Correlation	1	.244**
	Sig. (2-tailed)		.000
	Sum of Squares and Cross-products	403.981	110.810
	Covariance	1.933	.530
	N	210	210
Analyse the main reason for employees absenteeism	Pearson Correlation	.244**	1
	Sig. (2-tailed)	.000	
	Sum of Squares and Cross-products	110.810	508.595
	Covariance	.530	2.433
	N	210	210
**. Correlation is significant at the 0.01 level (2-tailed).			

INTERPRETATION:

Level of significance is 0.00 which is less than 0.01 so null hypothesis H0 is rejected.

RESULT:

There is significant inter-relationship between The Balance your personal life and Job and Analyze the main reason for employee's absenteeism.

ANALYSIS 3: REGRESSION VARIANCE BETWEEN PRESENT SALARY OF EMPLOYEES AND FACTORS THAT MOTIVATE EMPLOYEES TO ATTEND REGULARITY.

NULL HYPOTHESIS: There will be no effect of Present Salary of Employees and Factors that Motivate Employees to attend regularity.

ALTERNATIVE HYPOTHESIS: There will be an effect of Present Salary of Employees and factors that Motivate Employees to attend regularity.

Regression

Variables Entered/Removed ^a			
Model	Variables Entered	Variables Removed	Method
1	Employees present salary ^b	.	Enter
a. Dependent Variable: Which factors that motivate employees regularity?			
b. All requested variables entered.			

Model Summary^b

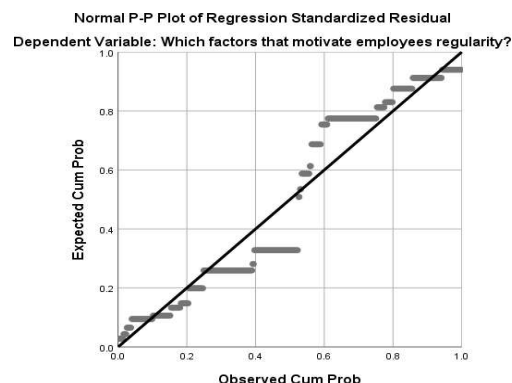
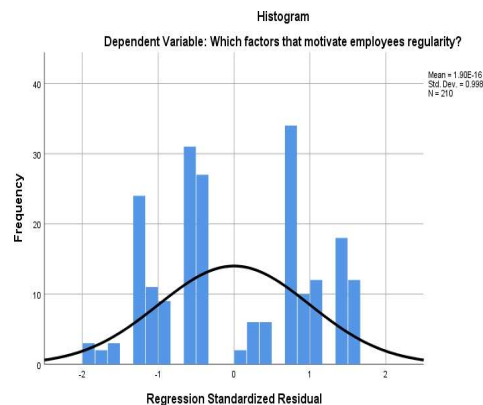
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.285 ^a	.081	.077	1.500
a. Predictors: (Constant), Employees present salary				
b. Dependent Variable: Which factors that motivate employees regularity?				

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	41.390	1	41.390	18.405	.062 ^b
	Residual	467.776	208	2.249		
	Total	509.167	209			
a. Dependent Variable: Which factors that motivate employees regularity?						
b. Predictors: (Constant), Employees present salary						

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.367	.213		11.107	.000
	Employees present salary	.300	.070	.285	4.290	.062
a. Dependent Variable: Which factors that motivate employees regularity?						

Residuals Statistics ^a					
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.67	3.87	3.17	.445	210
Residual	-2.869	2.332	.000	1.496	210
Std. Predicted Value	-1.121	1.578	.000	1.000	210
Std. Residual	-1.913	1.555	.000	.998	210
a. Dependent Variable: Which factors that motivate employees regularity?					

Charts



INTERPRETATION:

Level of significance is 0.062 which is greater than 0.05 so null hypothesis H₀ is accepted.

RESULT:

There will be no effect of Present Salary of Employees and Factors that Motivate Employees to attend regularity

It is found that 38.60% of the majority respondents felt that Absence of Health problem /Domestic reasons is the main reason for employee absenteeism.

It is found that 38.10% of the majority respondent's Medical facilities provided from the management to reduce absenteeism.

9. SUGGESTIONS:

- The company can often discuss with the employees, not to take unnecessary leave and the company may find proper reason for the absenteeism and try to overcome.
- The management may often arrange for fun activities, outing programs and motivation program to encourage employee mental wellness so that the employee can feel refreshed from work stress.
- The company can provide transportation for the staffs who are travelling from long distance to the company (In order to avoid leave due to lack of transport).
- Providing facilities such as break time, refreshments etc.to the employees which may help them to relax and reduce the company's absenteeism.
- Engaging the employees by providing flexible working hours will help to moderate absenteeism.
- To reduce the employees, work load, beyond the normal working hours by appointing sufficient employee.
- Recognize and reward employees for good attendance and performance to reinforce positive behaviors and foster a culture of appreciation.

10. CONCLUSION:

The Objectives of study to analyze the employee's absenteeism and suitable to control and prevent the absenteeism of workers. They are aware of the impact of their absence on the production. Most of the employees admit that they are trying to avoid leaves, but many times things are beyond their control. Some of the employees feel that satisfaction and management should provide more facilities, holiday trip or family get together as recreation so that they will be relaxed after the hectic job schedule. They also add that they are availing all the welfare facilities provided by the company. One will never forget to say that little of empathy towards employees will definitely yield better industrial relations and minimize absenteeism.

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