

Ratio analysis assignment

Business



INTRODUCTION Absence is the failure of a worker to report for work when he is scheduled to work. A worker is to be considered as scheduled to work when the employer has work available for him and the worker is aware of it. A worker is to be treated as absent for purpose of this absenteeism. Statistics even when he does not turn up for work after obtaining prior permission any worker who reports for duty even for a part of the day or shift should not be, counted among absentees. The statistics relate to only voluntary absenteeism defined as absence due to reasons, which are personal to the individuals concerned.

As such, absence of a worker on account of strike or lockout or layoff, that is, involuntary absence is not considered as absence for purpose is not considered as absence for purpose of these absenteeism statistics. There are some contradictions in this definition. For example, on the one hand, it defines absenteeism as the failure worker to report for duty when he is scheduled to work. On the other hand, it says that a work is to be treated as absent even when he does not turn up for work after obtaining prior permission.

This is an apparent contradiction because, when a worker is on authorized leave with prior permission ow can he be considered as scheduled to work. In other words, inclusion of leave with prior permission in absenteeism does not seem Just table It appears, reasonable to include only those cases in absenteeism where a worker absents himself with prior permission. Can be included in absenteeism only it they are likely to disrupt the scheduled to work. Such leaves can be leave with out pay or leave on ESI certificate absenteeism is generally measured in the form of absenteeism rate.

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Absenteeism is the practice or habit of being an “ absentee” and an absentee is one who habitually stays away from work. Two factors are taken in to consideration. The number of persons scheduled to work and the number of actually present. The phenomenon of absenteeism does not exist only in Indian industry. It is a universal fact. The extent of absenteeism may differ from industry to industry place-to-place and occupation-to-occupation. Absenteeism is one of the major human problem in industry, which is undesirable because of its costs, and the operating problem that it causes.

It is an industrial malady, which disturbs work schedules, imposes added supervisory workloads, causes unnecessary overtime and results in over all increased labor cost, reduced efficiency of the operations, as well as in low employee morale. It hinders proper planning of production productivity. With the massive investments, the capital labor ratio goes up considerably, absenteeism among workers causes serious operating problems and dislocation of work that heavily affects productivity. In fact its consequences are alarming. The problem needs to be dealt with effectively by the management.

Attention to this problem, so far has been rather cursory, mainly because of the availability of abundant manpower in the country. Absence and overstay. Absences due to strikes and lockouts (both legal and illegal) and layoffs do. The researcher studies the factors influencing the incidence of absenteeism with out permission was the highest for the middle age group. Skilled workers absented themselves less than the unskilled. The most frequently mentioned causes for absence were minor illness and travel. Marital status and seasonality should not influence the rate of absenteeism.

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The statutory welfare amenities have not been properly and adequately provided. In several cases, particularly in medium and small size units, the standards are distinctly poor. The studies made by some states in respect of different components of welfare and these include sanitation, washing facilities, first aid appliances, ambulance rooms, drinking water, canteens, shelters, rest rooms and cr???? ches strengthen the general impression that compliance with statutory welfare provisions is half-hearted and inadequate. Absenteeism in Indian industries is not a new phenomenon.

It is the manifestation of a decision by employees not to present themselves at their place of work, at a time when it is planned by the management that they should be in attendance. Many research reports reveal that there has been a phenomenal increase in absenteeism in some industrial sectors. The absenteeism becomes a problem to organizational management particularly when employees absent from their work environment without giving sufficient notice and by justifying their stand by furnishing fake reasons. The reasons for absenteeism are many. The factors contributing to absenteeism from work includes individual and environmental factors.

These consists of sickness, accidents, occupational diseases, poor production planning (Flow of work), bad working conditions and inadequate welfare conditions, lack of trained laborers, insecurity in employment, collective bargaining process, rigid control system, lack of supervisory support lack of interest, lack of cohesive and cordial culture and so on. The individual reasons may vary from organization to organization depending upon the organizational climate, employee's attitude and influence of external organizational factors (market forces, social activities that influence the <https://assignbuster.com/ratio-analysis-assignment-essay-samples/>

industrial culture prevailing in geographical zone etc. . STATEMENT OF THE PROBLEM: There is no industry is left with out the problem of absenteeism irrespective of its work force and strength. It is proved that absent does not exist only in Indian industry but throughout the world. The only difference is in terms of magnitude as ong as the organization continues to exist. It has to face this problem. A healthy industrial relations and climate could be achieved where the absenteeism is conspicuous by its absence. Absenteeism is very much influenced by the workers morale.

Working environment, supervisors attitude towards the worker, indebted to the worker etc. since this is a human problem, the management should effectively apse or release those inner forces which whole hearted to cooperation in become a perpetual problem of Indian industries, thereby affecting the economy of the nation. At the industrial level the administrators of industrial enterprises are greatly oncerned about this problem, which has been, and continuous to be one of the major problem faced by them.

Absenteeism is an endemic form, confronts both output, extra mental strain in seeking to keep working teams and machines as nearer as possible to their efficiency and an increase in the cost of production to the later it means records, inquiries in interviews and quite possibly a corresponding labour turnover. If presents him with the necessity for first analysis that may reveal casual factor and suggest remedies besides that it adversely affects employee morale.

An ncertain fluctuating workforce renders manpower planning impossible, inexperienced and casual operatives increase machine downtime, rejects of

products and maintenance and supervisory input. **NEED OF THE STUDY** The absenteeism caused by the labour has direct adverse relation to the production or profit. In DELPHI-TVS Company a high rate of absenteeism, prevails, prompted the researcher to take this problem for the study and also the management in TVS company has proposed it. Apart from the above stated, through the empirical evidence on absenteeism is available it is failed to provide effective solution to the problem.

Further, the researcher is interested to substantiate the existing empirical evidence along with efforts to find out means to bring down absenteeism to the manageable stage. The main need of this study is that the company is planning to avoid absenteeism and wants the employee to be regular and discipline towards their Job and working conditions. **OBJECTIVES** To study the level of absenteeism To identify the reason for absenteeism To suggest measures to control absenteeism. **MEDHODLOGY** It consists both primary and secondary data the study on absenteeism. So, know about the level of absenteeism rate in the organization.

In primary data collected from questionnaire filled by employees of the concern to know the reason for absent and secondary data was collected from the muster roll of the company. The data collected were divided on the basis of reasons given for taking leave, the age, the experience and the marital status of the employees. **SAMPLE DESIGN** Questionnaires are collected from the employees who are all the beneficiary of the welfare measures. Questionnaires are collected from each department from the willing employees. The selected sample size is 50 and convenient sampling method is adapted. **ANALYSIS**

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To know the absenteeism rate of the organization I use weighted average. I use ranking method for find the reason to stay back with the concern and the data collected has been tabulated and interpreted with the help of analytical tools like chi square test. SCOPE OF THE STUDY Study of absenteeism may prove to be useful tools for understanding the absenteeism will be valuable for analyzing the productivity of the worker and industrial organization through this study a comparison structure of absenteeism among different working group could be brought for the attention of the authorities concerned.

Finally this study will help us to understand the reasons and logic, behind absenteeism. The organization provides of attendance for take absenteeism data collect questionnaire from various departments. LIMITATIONS Sample size is limited. Time is not sufficient to conduct a detailed study. The opinions of the respondent are accepted as true value. CHAPTERIZATION Chapter I: Introduction This chapter deals with brief introduction to the topic, statement of problem, need of the study, objective of the study, research methodology, scope of the study and limitations of the study.

Chapter II: Profile of the company This chapter deals with profile of the company. Chapter III: Review of Literature This chapter deals with review of literature to the topic, definition, general reasons for absenteeism and articles. Chapter IV. Analysis and Interpretation The data collected by means of questionnaire analyzed and interpreted. Chapter V: Finding, Suggestion and Conclusion Absenteeism based on information collected and finding of the study and suggestion of the study, suggestion to control of the absenteeism. Chapter VI: References Chapter VI': Annexure.

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