

“A STUDY ON EMPLOYEE ABSENTEEISM AND EMPLOYEE MORALE WITH REFERENCE TO INTERNATIONAL BAKERY’S IN PUDUCHERRY”

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ABSTRACT--The non-appearance is the central point that influences the association development. Non-attendance is the one of the most widely recognized working environment confronting businesses in today work place. The investigation on representative non-appearance and worker moral in over the top unlucky deficiencies can equalatedcreassed efficiency and significant impact on organization account. An organized survey is readied and the information are gathered from the IBP. The information is gathered are dissected utilizing the measurable apparatuses like rate strategy, chi-square, Correlation, mean standard deviation.

Keywords-- employee, morale, reference international, bakery’s puducherry

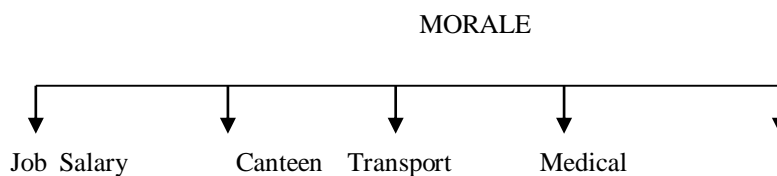
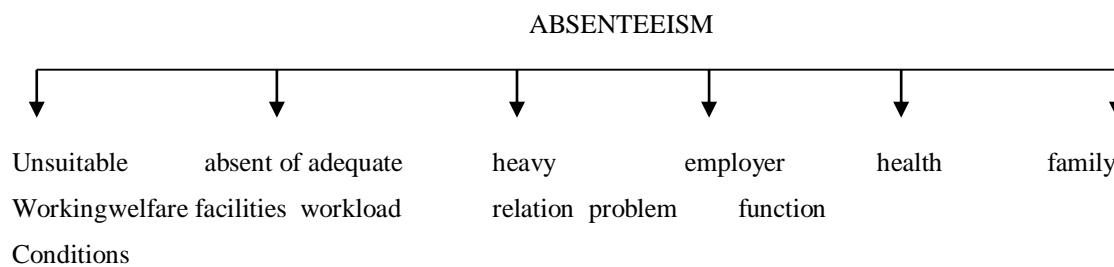
I. INTRODUCTION

INTRODUCTION TO STUDY

'An examination on worker non-appearance and representative spirit' in IBP.

The non-appearance of worker in the association is such a significant number of reasons. These reasons are altogether recognize the examination.

The assurance of the representative in the association is high or low, completely distinguishes the examination.



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II. REVIEW OF LITERATURE

Employee Morale By Barbara A. Glanz

The work environment is encompassed by the dread of scaling back, loss of employer stability, overpowering changes in innovation, and the pressure of accomplishing more with less, representative spirit and occupation fulfillment are at the absolute bottom. Administrators must perceive this marvel and put forth a valiant effort to neutralize it if their associations will endure.

Employee morale By David Javitch

Assurance is characterized as the final product of numerous variables present in the working environment condition. A portion of these elements are simply the work setting, specialist fulfillment and activity, compensation, supervisory info, working conditions, status, and that's only the tip of the iceberg.

Employee Absenteeism by Etienne A Gibbs

Managers address a significant expense for non-attendance, frequently more than they may understand, regarding both monies related and creation misfortunes and representative assurance. Supervisors may see the undertakings of finding a substitute representative as a momentary bother; be that as it may, non-appearance habitually has increasingly genuine long haul impacts. Managers can, in any case, guarantee that workers report in consistently and stay at work. Before bosses can decide the most ideal approach to battle non-appearance, they should distinguish the authoritative and individual factors that add to the issue.

Employee Absenteeism by Ken Godevenos

Associations are frequently working with restricted assets, and those that aren't even now must be beneficial and viable. In either circumstance, truancy of staff can and frequently creates undue weight. The outcome can affect the two outcomes and assurance, and our houses of worship are no special case.

Employee morale by F. William Hubbart

Numerous issues or issue happening in the work environment can be settled through better correspondences. Mistakes in the treatment of client requests or administration are frequently because of a breakdown in correspondence. What's more, in representative disposition overviews, correspondence from the executives is quite often positioned low by workers. The issue is that the vast majority of us feel that we are acceptable communicators – it is the other person who didn't get the message right.

III. OBJECTIVES OF THE STUDY

Primary Objective:

To study on employee absenteeism & employee morale in International Bakery Products.

Secondary objective:

- To contemplate and assess the workplace and working conditions.

- To recognize worker government assistance measure.
- To center around explanations behind worker non-attendance.
- To study the monetary status of representative.

IV. Sample size

Sample

The Study was conducted with 125 International Bakery Products. The Sample was selected with simple random Sampling techniques. The sample forms a representative sample of the entire population.

Statistical Tools Used

- Percentage analysis
- Chi-Square
- Correlation of Co-efficient
- Mean & Standard deviation

V. DATA ANALYSIS AND INTERPRETATION

TABLE 1: gender wise classification of respondents

S.N	Gender	No. of respondents	Percentage
1	Male	83	66.4
2	Female	43	33.6

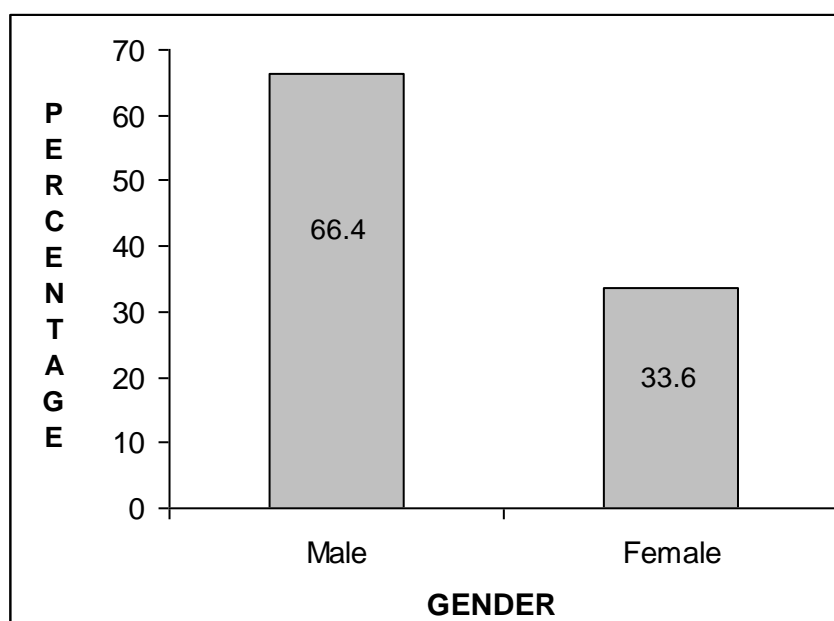


Figure 1: gender wise classification of respondents

INTERPRETATION:

Majority of respondents are more than female respondents.

TABLE 2: age wise classification of respondents

S.N	Age	No. of respondents	Percentage
1	Below 25	3	2.4
2	25-35	13	10.4
3	35-45	78	62.4
4	45-55	31	24.8

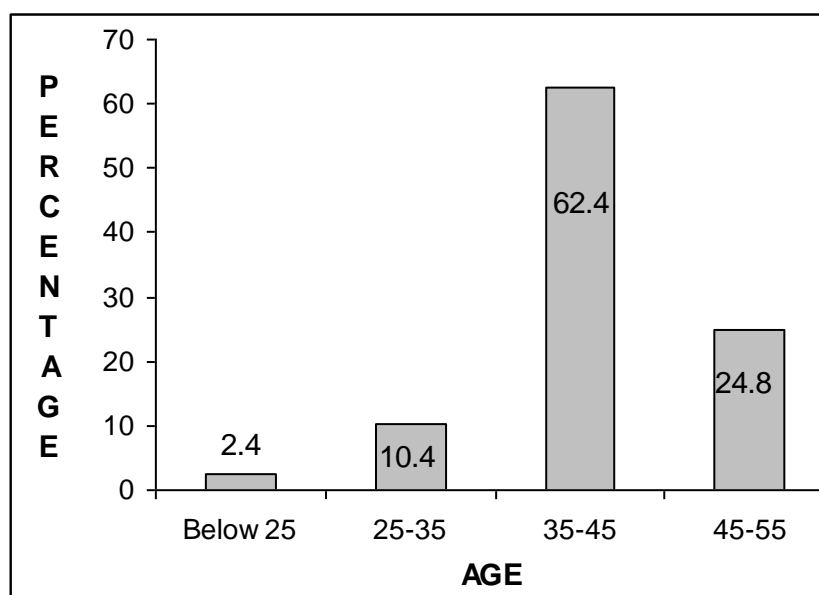


Figure 2: age wise classification of respondents

INTERPRETATION:

The 62.4% of respondent's age between 35-45, 24.8% of respondent's age between 45-55, 10.4% of respondent's age between 25-35, 2.4% of respondent's age is below 25.

TABLE 3: classification of the respondent based on their department

S.N	Department	No. of respondents	percentage
1	Production	30	24.0
2	Packing	89	71.2

3	Maintenance	6	4.8
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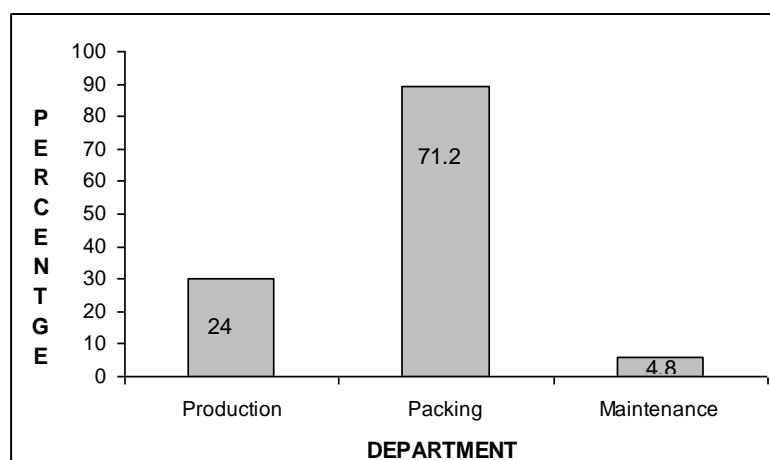


Figure 3: classification of the respondent based on their department

INTERPRETATION:

The 71.2% of respondents working in packing department, 24% of respondents working in production department, 4.8% respondents working in maintenance department.

TABLE 4: classification of the respondents based on their monthly income

S.N	Monthly income Rs.	No. of respondents	Percentage
1	Below 2000	2	1.6
2	2000-4000	8	6.4
3	4000-6000	65	52
4	Above 4member	50	40

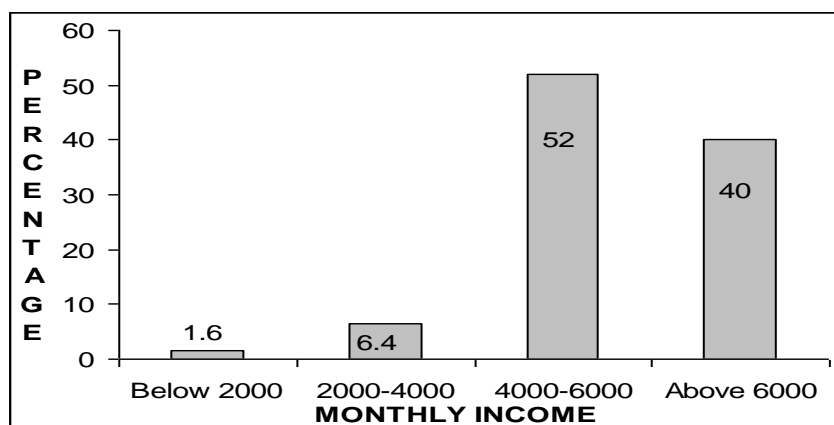


Figure 4: classification of the respondents based on their monthly income

INTERPRETATION:

The 52% of respondents earn monthly income between Rs.4000-6000, 40%

Of respondents early on monthly income is above 6000,6.4% of respondents earn monthly income between Rs. 2000-4000,1.6% of respondents earn monthly income is below 2000.

VI. ANALYSIS OF OPIONION REGARDING TO JOB EXPERIENCE AND LEAVE WITH PRIOR PERMISSION

(USING CHI-SQUARE TEST)

Ho: there is no significant different between job experience and leave with prior permission

H1: there is significant different between job experience and leave with prior permission

TABLE 5: Observed frequency

		Leave with prior permission			Total
		Always	Rarely	Never	
Job experience	5-10yrs	3	4	1	8
	10-20yrs	15	14	2	31
	20-30yrs	23	39	9	71
	30-40yrs	6	8	1	15
Total		47	65	13	125

TABLE 6: Expected frequency

		Leave with prior permission			Total
		always	rarely	never	
Job experience	5-10yrs	3.0	4.2	.8	8.0
	10-20yrs	11.7	16.1	3.2	31.0
	20-30yrs	26.7	36.9	7.4	71.0
	30-40yrs	5.6	7.8	1.6	15.0
Total		47.0	65.0	13.0	125.0

TABLE 7: Chi-square test

O	E	(O-E) ²	(O-E) ² /E
3	3.0	-	-
4	4.2	0.04	0.0095
1	.8	0.04	0.05
15	11.7	10.89	0.93
14	16.1	4.41	0.27
2	3.2	1.44	0.45

23	26.7	13.69	0.51
39	36.9	4.41	0.119
9	7.4	2.56	0.345
6	5.6	0.16	0.028
8	7.8	0.04	0.005
1	1.6	0.36	0.225

Calculated value = 2.9415

Degrees of freedom = (m-1) (n-1) = 6

Tabulated value of chi-square for 6 degrees of freedom @ 5% level of freedom 12.492

Calculated value < tabulated value

Ho is accepted

Inference:

There is no significant different between job experience and leave with prior permission

TABLE 8: analysis of relationship between supervisor & coworker
 (using correlation)

S.N	X	Y	X ²	Y ²	XY
1	48	82	2304	6724	2496
2	65	35	4225	1225	2275
3	11	6	121	36	66
4	1	2	1	4	2
Total	125	125	6651	7989	4839

Let;

X = supervisor

Y = coworker

—

$$X = \frac{125}{4}$$

$$= 31.25$$

—

$$Y = \frac{125}{4}$$

$$= 31.25$$

$$\text{Cov}(X,Y) = \frac{1}{n} \sum XY - \bar{X} \bar{Y}$$

$$= \frac{1}{4} (4839) - (31.25) (31.25)$$

$$= \frac{1}{4} (4839) - 976.56$$

$$= 1209.75 - 976.56$$

$$= 233.19$$

S.D X = 40.39

S.D Y = 44.33

$$R = \text{Con}(X,Y) / S.D X * S.D Y$$

$$= 233.19 / 40.39 * 44.33$$

$$= 0.130$$

INTERPRETATION:

The supervisor and coworker relationship is less positively correlated, so the relationship between supervisor and coworker is normal.

TABLE 9: analysis for the factors
 (using mean & standard deviation)

S.N	Job	Salary	Canteen facilities	Transport facilities	Medical facilities	Mean	Standard deviation
Highly satisfied	22	3	1	26	37	2.34	0.834
Satisfied	45	24	12	15	58	3.18	0.865
Ok	51	49	24	19	10	3.61	0.717
Dissatisfied	7	45	86	56	15	3.06	1.303
Highly Dissatisfied	0	4	2	9	5	2.14	1.098

Co-efficient of variance = standard deviation/mean

Job:

$$\text{Co-efficient of variance} = .834 / 2.34 * 100$$

$$= 35.64$$

Salary:

$$\text{Co-efficient of variance} = .865 / 3.18 * 100$$

$$= 29.20$$

Canteen facilities:

$$\text{Co-efficient of variance} = .717 / 3.61 * 100$$

$$= 19.86$$

Transport facilities:

$$\text{Co-efficient of variance} = 1.303 / 3.06 * 100$$

$$= 42.58$$

Medical facilities:

$$\text{Co-efficient of variance} = 1.098 / 2.14 * 100$$

= 51.308

INTREPRETATION:

The employees are same opinion recording to canteen facilities, so these facilities are not satisfied with most of employees are satisfied with salary, job, and medical facilities. Transport facilities are dissatisfied with most of employees.

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