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A Research Study of Reducing Absenteeism through Workplace Wellness Programs in Popular Systems

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Abstract: ***Employee absenteeism is a persistent and significant issue faced by organizations across various industries. This abstract provides a concise overview of the causes, consequences, and management strategies associated with employee absenteeism.***

Understanding the causes of absenteeism is crucial in developing effective management approaches. Factors such as illness, personal obligations, workplace dissatisfaction, burnout, and low morale contribute to employee absences. Additionally, organizational factors, including poor work-life balance, inadequate policies, and lack of employee engagement, can further influence absenteeism rates.

The consequences of absenteeism are multifaceted, impacting both the individual employee and the organization. On an individual level, frequent absences can lead to decreased job satisfaction, reduced productivity, and strained relationships with colleagues. For organizations, absenteeism results in increased costs due to lost productivity, decreased team efficiency, and potential disruptions to workflow and customer service.

To mitigate the negative effects of employee absenteeism, organizations employ various management strategies. Proactive measures include fostering a positive work environment, implementing flexible work arrangements, and promoting work-life balance. Encouraging employee wellness initiatives, such as health programs and stress management workshops, can also reduce absenteeism rates. Additionally, organizations can enhance employee engagement through effective communication, recognition programs, and career development opportunities. employee absenteeism poses significant challenges for organizations, affecting both individual employees and overall business operations. By identifying the causes, recognizing the consequences, and implementing appropriate management strategies, organizations can effectively address absenteeism and cultivate a productive and engaged workforce.

I. INTRODUCTION

Absenteeism is becoming a serious practice in labour oriented industries especially inthose large industries where labourers are working in mass. It is a matter of prime concern for thesupervisorsandmanagers.Theyhavetofind the waysto overcome absenteeism.

Absenteeism is one of the major threats to indian industry.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 would not be included.absenteeism is becoming a serious practice in labour oriented industries especially in those large industries where labourers are working in mass.it is a matter of prime concern for the supervisors and managers.they have to find the ways to overcome absenteeism.

Absenteism causing poor utilization of plant india is facing unemployment problem on one side and the other side abnormal absenteeism in industries if our absenteeism can be reduced.we can improve our gross national product without any investment.absenteeism not only causes production loss but also causes reduction of gross national income,when he gross income of workmen reduces naturally his buying capacity also reduces if he could not manage the primary and secondary needs of timely and properly.he has to face problem like poor family harmony poor health more mental and physical tiredness which will again lead to absenting from work.

II. OBJECTIVE OF THE STUDY

1) To measure the employees absenteeism level inPopularsystems.
2) Toidentifystepsrequiredtodecreasetherateofabsenteeisminpopularsys tems.

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3) Tostudy,employeesworkingconditionsinPopularsystems.

III. SCOPE OF THE STUDY

The development of any organisation depends on the regularity of employees. The studyisconductedtoknowthevarious levelsandreasonsforabsenceofemployeesinanorganisation.By looking it, one can adopt corrective measures to decrease irregularities in the organisation,leadstoorganisationalgrowth.

The study attempts to analyse the effectiveness and employee's individual opinion about reason for the absenteeism.

The study emphasize storevealthe reasons behind the

absenteeis min popular systems company. The study aims to work on the feedback given by the employees and come up with valuable suggestion sfor the improvemen to fthe absenteeism.

IV. LIMITATIONS OF THE STUDY

1) The study I s confined to only a limited area.
2) The limited number of respondents.
3) Other employees have to do excess work which will lead to decrease morale of employees.
4) Manager will have to spend excess time on the discipline or may find the replacement of the employee.
5) The productivity will be affected I fthe employee is released from the company and also will have to spend money in order to train the new employee.

V. DATA COLLECTION

A. Primary Data

Primary Data is data that has not been previously published, i.e. the data is derived from anew or original research study andcollected at the source, e.g., in marketing, itis information tha tis obtained directly from first-hand sources by means of surveys,observation or experimentation.

B. Secondary Data

Secondary data refers to data which is collected by someone who is someone other thanthe user. Common sources of secondary data for social science include

censuses,informationcollectedbygovernmentdepartments,organization alrecordsanddatathatwasoriginallycollected for other research purposes. Primary data, by contrast, are collected by the investigatorconductingtheresearch.

Secondary data analysis can save time that would otherwise be spent collecting data and,particularly in the case of quantitative data, can provide larger and higher-quality databases thatwouldbe unfeasibleforanyindividualresearchertocollectontheirown

VI. FINDINGS

1) Majority of the respondents are Male and most o fthe employees are graduates.
2) Majority53%of the respondents are having an experience of1-2years.
3) Most of the married employees are committed to work.
4) Majority o f the respondents says that personal problem is the opinion for long absence.
5) Majority 61% o fthe respondents says tha toften it is possible toget leave when everrequired.
6) Majority70%of the respondents have not met with the accident while doing their work.
7) Majority 53% of the respondents has no workpressure on the job.
8) Majority of the respondents says that improper environment is the type of workpressure the employees are facing in the organisation.
9) Majority(55%)of respondents are satisfied regarding the working environment.
10) There is a negative correlation between effect o fabsenteeism and employee opinion about the factor to reduce the absenteeism.

VII.SUGGESTIONS

Writeattendancepolicyandsetclearattendanceexpectations.

1) Offer an attractive salary package. Because highly paid employeesare less likely to be absent, so offering an attractive compensationpackage canbuildloyaltyandreduceabsenteeism.

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2) Small things that can have a big effect and ensure that youremployees are happy to come into the office. So provide a pleasantworkingenvironment.
3) Consider introducing more predictable working hours and limitingovertime as these measures can help to reduce employeeabsenteeism.
4) Consideroffering your staff the opportunity of working from homeoccasionallyorextendingflexible time.
5) Include the rules in your disciplinary code and absenteeism policyandcommunicatetherules.
6) Introduce incentive schemes to encourage employees to come towork. Make sure the incentives are directly linked to absenteeismandofreasonablevalue.

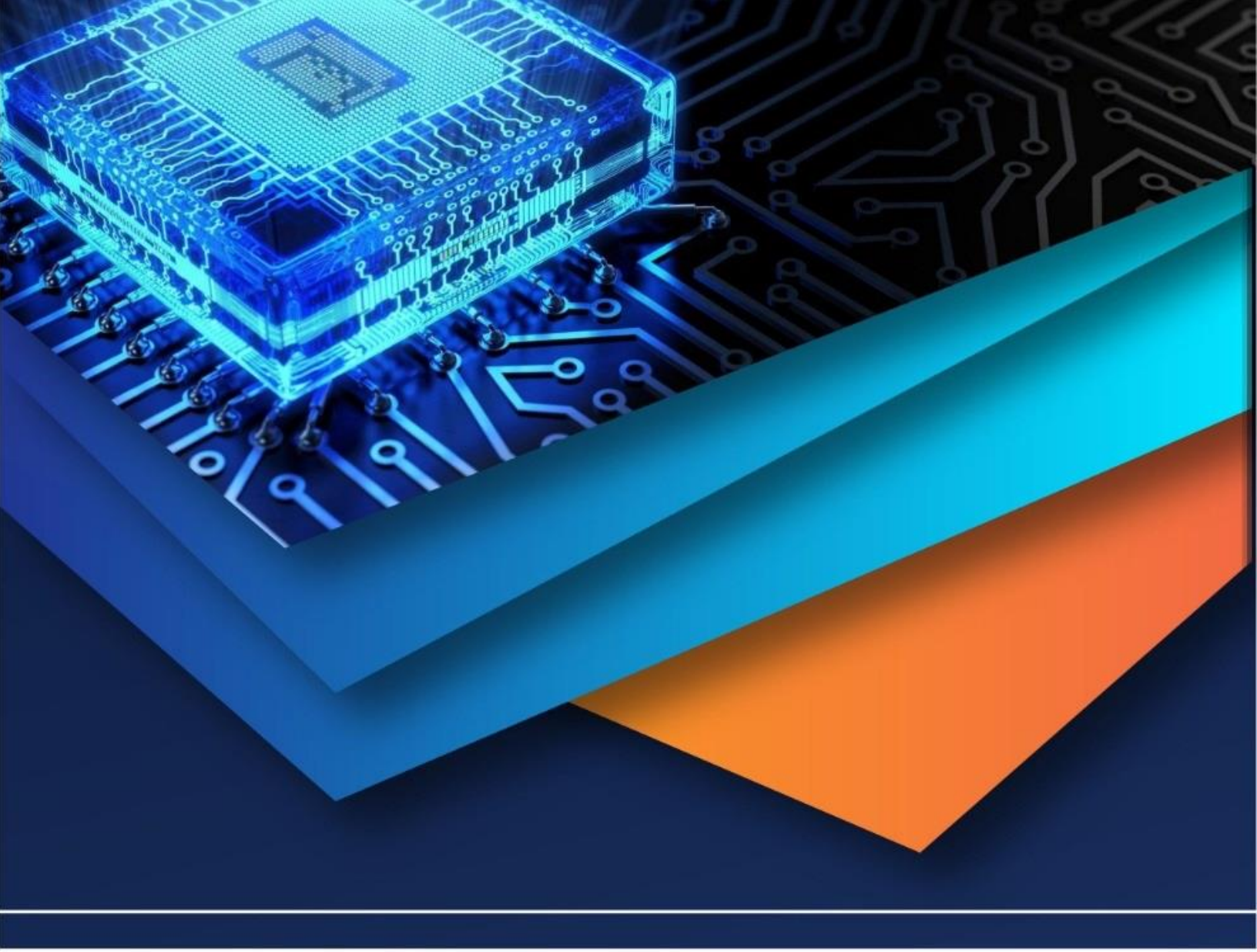
VIII. CONCLUSION

Absenteeism is a total man-shifts lost because of absence as a percentage of total number of man-shifts scheduled to work.It is calculated using various rates such as Absenteeism rate and Frequencyrate.

Absenteeism also affects the organization from multiple angles for which various measures are taken for controlling and minimizing absenteeism.

The situation in the career development of both the individuals and the organization results in Employee turnover. The rate of change in the employees of an organization during a definite period is external mobility. It I salso known as external career. Thus it is the shifting of the employees into and out of the organization.

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