

## **Absenteeism:**

Employee's presence at work place during the scheduled time is highly essential for the smooth running of the production process in particular and the organization in general. Despite the significance of their presence, employees sometime fail to report at the work place during the scheduled time. Absenteeism refers to the failure on the part of employees to report to work though they are scheduled to work. In other words, unauthorized absences constitute Absenteeism.

Absenteeism costs money to the organization, besides reflecting employee dissatisfaction with the company. Like employee turnover, there is avoidable and unavoidable absenteeism. Absenteeism is unavoidable when the employee himself or herself fell sick, his or her dependence at home suddenly become unwell or there is an accident inside the plant. Unavoidable absenteeism is accepted by managers and is even sanctioned by labour laws. For instance, one days\* leave with wages for every 20 days of service is allowed by the factories Act 1948.

Avoidable absenteeism arises because of night shifts, opportunities for moonlighting and earning extra income, indebtedness, lack of job security, job dissatisfaction and unfriendly supervision. This needs intervention by the management.

Labour Bureau, Simla, defined the term " Absentee ism" as the failure of a worker to report for work when he is scheduled to work's Labour bureau also states that the Absenteeism is the total man-shifts lost because of absence as a percentage of the total number of man-shifts scheduled to work." According to Webster's Dictionary, the Absenteeism is the practice or habit of being an "absence" and an absentee is one who habitually stays away

# Mba Hrm Employee Absenteeism Project Report

**John M. Ivancevich, William F. Glueck**



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