Labour Absenteeism in Organizations-A Study of garment industries in Bangalore

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Abstract
When the employees don't consistently attend their jobs in their workplace at a scheduled time or if their absence is deliberate or unaccounted for with no reliable reason given then its treated as absenteeism. Failure of the employee to attend work during on duty hours can also be termed as absenteeism as per theIndian Factories Act 0f 1948. To understand this problem better a study was undertaken in five garment factories. Sample size taken was one hundred and fifty and simple random sampling was followed.Research gap showed that continued absence might be due to increased work stress, work burnout, exhaustion and disinterest in work. It may also be due to lack of work satisfaction which was rated as one of the main reason for continued absence from the work spot.The research methodology consisted of both primary as well as secondary data .The data analysis was based on the primary data and description method was followed. The objectives consisted of finding out the reasons for absenteeism and whether it was due to the strenuous modern work culture? Suggestions were made regarding the employees who applied for long leave and never turned up on their work spot for along period which was prevalent among the floating population working in garments in Bangalore. Many workers were mentally and physically exhausted and flexi timings and shift system, sick leave facility would ease their tiredness and monotony at work. The management of these organizations have taken many employee friendly measures to ease the work atmosphere and environment such as increasing the wages of the employees from time to time and even paying extra for overtime. The importance of harmonious industrial relations cant be stressed. With both government as well the organizational management not in favour of trade unions post industrial policy of 1991 the workers themselves have to align with their company's policies and look for ideal ways within organizational framework to solve their work issues.
Keywords: Work shift, sick leave, flexi-timings, work monotony, organizational goals.

1.Introduction
Labour absenteeism can be defined as the continuous and deliberate absence of workers from their work spot without official sanction at the scheduled time. They have not availed of prior permission from their superiors at the workplace. Discontinuing work after childbirth work burnout due to increased work stress disinterest and lack of work satisfaction were the main reasons for this problem of continuous absence from the workspot. Five garment factories were taken for random sampling and 150 samples were collected and analysed. Garments are labour intensive and face a high attrition rate more so after the global pandemic of 2021.Under New Social security law of 2018 the Social security scheme provides for Maternity Benefit Act, Retirement benefit act, death benefit, Permanent disability benefit, funeral benefit, sickness benefit and the latest addition being unemployment insurance or involuantry separation benefitin view of the enactment of the new security act. Despite all these fringe benefits given why was there labour absenteeism in the garment sector.

2.Literature Review
R Rhodes(2014) Presents abstract frame work for thoughtful age-related differences in work attitudes and behavior. Based on the evaluation of more than 186 do explore studies, age-related different in 3 most important categories of variables are examined: individual attitude, work characters, and principles, requirements and preferences. The job attitude include generally job fulfillment;

satisfaction with job itself, salary, increments, co-workers and management. Along with the personality are presentation, proceeds, non-attendance and accidents.

Susan Michie(2015)A literature review reveled the subsequent key feature connected with psychological ill health and illness absence in employees were lengthy hour worked, laborweight,stress and the special belongings of these on special lives; lack of organized over work; lack of contribution in judgment making; poor social support; and unclear administration and work position. There was proof that disease nonattendance was connected with deprived administration way. winning interventions that enhanced psychological health and levels of illness absence used guidance and managerial approaches to enlarge involvement in decision making and problem solving, increase maintain and response, and improve statement.

Rick D Hacket(2017)In this review state the three metaanalysis of the association of employee absenteeism of the relationship of employee absenteeism to job fulfillment have appear in the literature. The three view, special interpretationswere presented. In addition, agreement was missing over the grade and contact of mod erators. This article summarizes and compares the outcome of these divide reviews. Some complex of the wide-ranging data set show that the strongest interaction was between absence regularity and works fulfilment.

Research Gap

It was noted that in today's work culture it is very difficult to manage work stress daily commute to work and thus work environment and wages and employee welfare measures should be given prominence.Though this was done in all the five sampled industries there was still labour absenteeism in the smaller garment firms compared to the bigger factories.Even to show resentment it was difficult for them so more than work stress other reasons were also prevalent.What were these causes.?

3.Objectives

1.To find out the main reasons for labour absenteeism in the sampled garment industries
2.To find out what were the measures adopted by these sampled garments to to redress their grievances.
3.To suggest a few remedies n accordance with labour laws framework as garments workers are organized labour.

4.Research Methodology

Both primary as well as secondary data were taken for analysis purpose. Primary data forms the core of the analysis. Secondary data was got from previously published articles and other literary sources. Simple random sampling was conducted and descriptive method was followed. Percentage method was followed for the purpose of analysing data.

5.Data Analysis and Interpretation:

Table -1Reasons for absenteeism

Sl.no.	Sampled no.of respondents	Reasons for absenteeism	Sampled garment firms				
			Leela G	Arvind G	Kalyani	Text Port	Sheetal
1	50	Work stress	30%	30%	20%	10%	10%
2	50	Lack of transport	35%	35%	10%	105	10%
3	20	Improve social security	25%	26%	20%	20%	10%
4	20	Sickness & other	30%	30%	20%	10%	105

		medical problems					
5	10	Lack of other fringe benefits	20%	20%	20%	20%	20%

Source Field survey 2023 March.

Table -2-Redressal Measures adopted by the sampled garment firms.

Sl.no.	Sampled respondents	Redressal measures	Sampled garment firms				
			Leela	Arvind	Kalyani	Textport	Sheetal
1	50	Labour&management meetings	50%	50%	-	-	-
2	50	Labour to labour meetings	40%	30%	10%	10%	10%
3	20	Only management	-	-	30%	30%	40%
4	20	Only management	-	-	35%	35%	30%
5	10	Only amanagement	-	-	30%	30%	40%

Source-Field Survey 2023 March.

Table Analysis for the first table.

High workstress has been recorded in Leela and Aravind garments which is a bigger firm employing more than seventy employees.Social security measures have been undertaken while the work environment was strict. Labour absenteeism and other labour issues were present in all the sampled firms but were seen most in the bigger firms Leela and Arvind garments.But this is attributed to the slow return of labour post covid period.

Table Analysis for the second table

Labour and Management meetings and labour to labour meetings for redressal of grievances was done in the bigger firms such as Leela and Arvind garments. While the other three firms Kalyani Text port and Sheetal sorted out problems by negotiations and counselling among themselves. This was their way of solving issues.

Limitation

The main drawback was the workers couldn't speak more as they were interviewed during lunch break which was a very short time to collect more details.

Suggestions

1.Better wage rate for overtime will go a long way in bringing down absenteeism.
2.Giving transport allowance.

6.Conclusion

The worst hit are the smaller garment shops such as Kalyan,Tetraport and Sheetal garments who are finding it difficult to pay salaries and face stiff competition from bigger garment factories and large tailoring shops and wear houses post pandemic time. In these small garment firms labour absenteeism is a common predicament as labour prefer bigger garments compared to small firms because of better work conditions and wages.

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