

A Critical Evaluation On Work Related Factors In Saalim Shoe

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Abstract: The work related factors appears to be an important influence on employee performance and health, but the importance of different aspects of work varies according to the industry. Work factors are as important as other motivational factors and has a significant influences on employee physical and mental aspects. Our results suggest that intervention at the level of work design, organization and management may improve the performance and achievement among working populations.

Key words: Cooperation, safety, willingness and organizational factors.

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I. INTRODUCTION

An effective employee is a combination of a good skill set and a productive work environment. Many factors affect employee performance that managers need to be aware of and should work to improve at all times. To get the maximum performance from employees, you need to provide them with the tools they need to succeed. Employee standards should be in line with the job duties outlined in the job description along with the motivation work factors. The background of the employee, including their educational history, is also outlined in a job description. Managers should keep their expectations in line with the duties assigned to the employee. By expecting more from an employee company must ready to provide good and better environment which will improve the performance.

OBJECTIVES OF THE STUDY

1. To analyze the effectiveness of various organizational factors influences the employee absenteeism.
2. To analyze the prevailing working environment in the company
3. To suggest various remedial measures to control the employees.

II. NEED FOR THE STUDY

Absenteeism, working environment, employment conditions and habits are common factors prevailing in the Indian industries. The main objective of organization is to maximize profit by employing minimum number of men, material and money. When there is a problem due to above said factors it is the duty of the management to make suitable measures to reduce it. So the need o study them is not only the need for the company but also the need of the nation. The study conducted in SAALIM SHOES, RANIPET to study the work related factors leading to absenteeism, and to find whether the workers are motivated by the company. The study is also conducted to analyze the various factors by giving ranks. Moreover to know the attitude of the workers towards the organization is the most important one because in a factory like SAALIM SHOES, which employees more than 1000 workers, the attitude is the basic factor that defines the worker's morale and rate of satisfaction

LIMITATIONS OF THE STUDY

- 1) Survey depends on the respondent's answer.
- 2) There is chance of bias in response due to
 - a) Respondents mental state and attitude
 - b) Lack of sufficient time to interact
 - c) Respondents answered the questions while they were working
- 3) At the time of study the company celebrated annual day functions this was one of the major drawback for the study since employee were busy with the function work.

III. RESEARCH METHODOLOGY

Research Design

Research Design has been followed to conduct the research study. The success of any formal research depends on its sound research design. As the aim of this project is to identify the factors leading to absenteeism and the relationship between various factors and absenteeism this project is purely descriptive in nature.

Sampling Technique

Stratified Random Sampling is used for the study. Under stratified sampling the population is divided into several sub – populations that are individually more homogenous than the total population. Stratified sampling results in more reliable and detailed information.

SAMPLE UNIT

Population taken for the study consists of operators, from various sections of production department, canteen.

SAMPLE SIZE

To conduct the survey, the sample size chosen consisted 180 employees.

SOURCES OF DATA COLLECTION

Both primary and secondary data collection have been taken for this research study.

Primary Data:

The primary data are those, which are collected afresh and for the first time, and thus happen to be original in character. The primary data is collected using a well – designed questionnaire both in English and Tamil language. The primary data is collected by direct interview with the workers. The questions included were:

- Dichotomous questions
- Open ended questions
- Closed ended questions

Secondary Data:

Secondary data means data that are already available. The secondary data is collected with the help of company records, company manual, internet etc.,

TOOLS USED FOR DATA ANALYSIS

Questionnaire has been used as the main tool of data collection. It is administered through direct contact with workers in the company who were present on the date of survey.

STATISTICAL TOOLS USED

1. Weighted average
2. Percentage

PILOT STUDY

A pilot study of 15 samples was done to test the questionnaire and by doing this study some questions for which there was no response were dropped out.

III. DATA ANALYSIS AND INTERPRETATION

TABLE NO. 1: MY OPINION ABOUT WORKING ENVIRONMENT LEVEL IN THE COMPANY

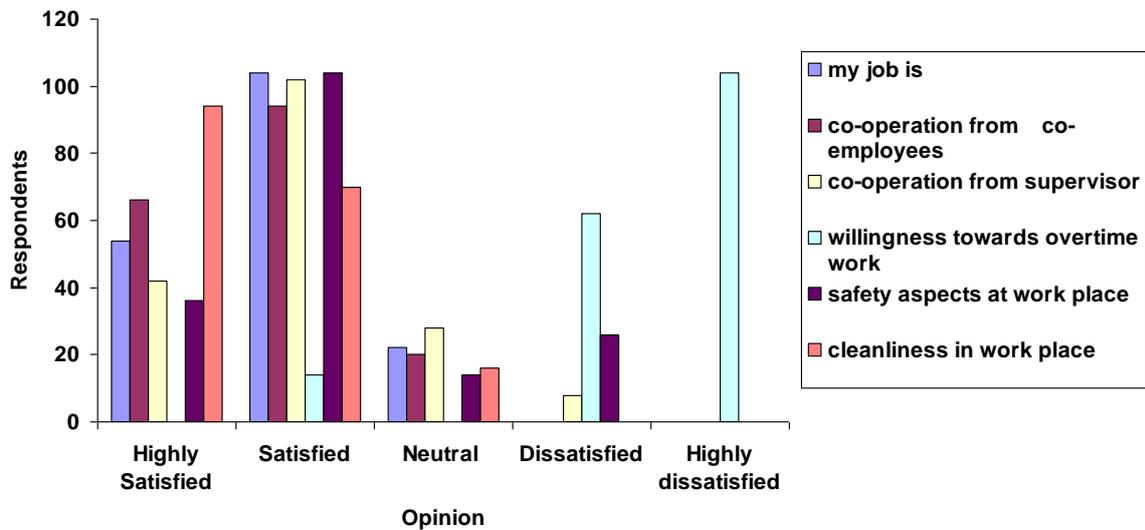
Working Environment	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
RANK	5	4	3	2	1
a)my job is	54	104	22	0	0
b) co-operation from co-employees	66	94	20	0	0
c)co-operation from supervisor	42	102	28	8	0
d)willingness towards overtime work	0	14	0	62	104
e)safety aspects at work place	36	104	14	26	0
f)cleanliness in work place	94	70	16	0	0

RANK TABLE

Working Environment	Calculation	EFW	EF	X=EFW/EF	RANK
my job is	$[(54*5)+(104*4)+(22*3)+(0)+(0)]$	752	180	4.17	3
co-operation from co-employees	$[(66*5)+(94*4)+(20*3)+(0)+(0)]$	766	180	4.25	2
co-operation from supervisor	$[(42*5)+(102*4)+(28*3)+(8*2)+(0)]$	718	180	3.98	4
willingness towards overtime	$[(0*5)+(14*4)+(0)+(62*2)+(1*104)]$	264	180	1.46	6
safety aspects at work place	$[(36*5)+(104*4)+(14*3)+(26*2)+(0)]$	690	180	3.83	5
cleanliness in work place	$[(94*5)+(70*4)+(16*3)+(0)+(0)]$	798	180	4.43	1

CHART NO 1

MY OPINION ABOUT WORKING ENVIRONMENT LEVEL IN THE COMPANY



INFERENCE

From the above table it is absorbed that cleanliness in work place is ranked I, co- operation from employees is ranked II and My Job is ranked III.

TABLE NO. 2: WHAT DO YOU FEEL ABOUT THE CONDITIONS OF EMPLOYMENT LEVEL IN THE COMPANY

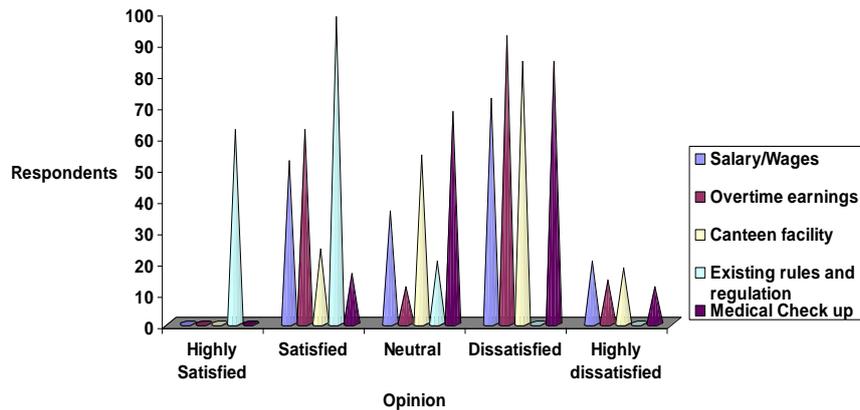
Conditions of Employment	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
Rank	5	4	3	2	1
a)Salary/Wages	0	52	36	72	20
b)Overtime earnings	0	62	12	92	14
c)Canteen facility	0	24	54	84	18
d)Existing rules and regulation	62	98	20	0	0
e)Medical Check up	0	16	68	84	12

RANK TABLE

Conditions of Employment	Calculation	EFW	EF	X=EFW/EF	Rank
Salary/Wages	$[(0*5)+(52*4)+(3*36)+(72*2)+(1*20)]$	480	180	2.66	3
Overtime earnings	$[(0*5)+(62*4)+(12*3)+(92*2)+(1*14)]$	482	180	2.67	2
Canteen facility	$[(0*5)+(24*4)+(54*3)+(84*2)+(1*18)]$	444	180	2.46	5
Existing rules and regulation	$[(62*5)+(98*4)+(20*3)+(0)+(0)]$	762	180	4.23	1
Medical Check up	$[(0*5)+(16*4)+(68*3)+(84*2)+(12*1)]$	448	180	2.48	4

CHART NO 2

WHAT DO YOU FEEL ABOUT CONDITIONS OF EMPLOYMENT LEVEL IN THE COMPANY?



INFERENCE

From the above table it is absorbed that existing rule and regulation is Ranked I, overtime is Ranked II and salary/wages is Ranked III

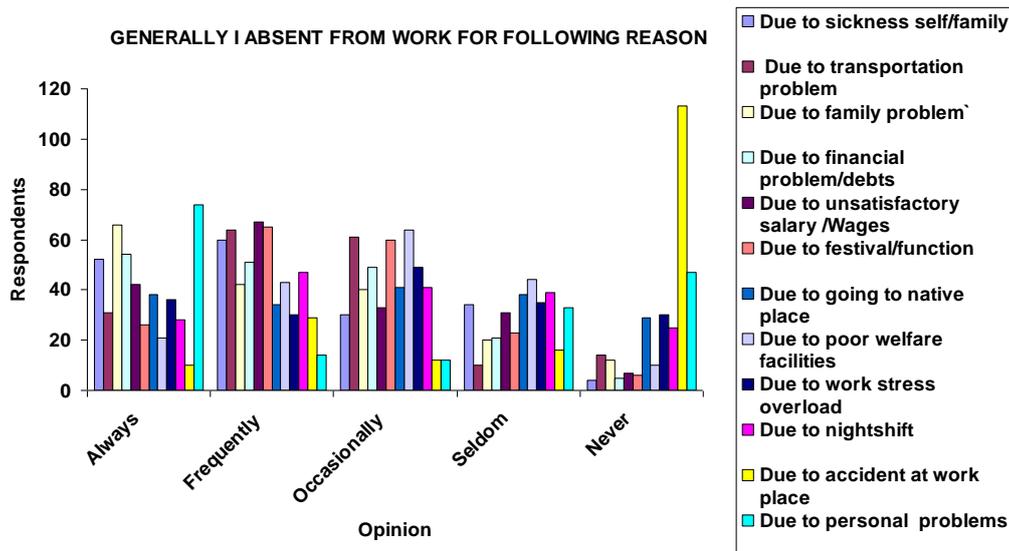
TABLE NO. 3: GENERALLY I ABSENT FROM WORK FOR FOLLOWING REASON

Generally I absent from work for following reason	Always	Frequently	Occasionally	Seldom	Never	Total
a)Due to sickness self/family	52	60	30	34	4	3.67
b) Due to transportation problem	31	64	61	10	14	3.48
c)Due to family problem`	66	42	40	20	12	3.72
d)Due to financial problem/debts	54	51	49	21	5	3.71
e)Due to unsatisfactory salary /Wages	42	67	33	31	7	3.58
f)Due to festival/function	26	65	60	23	6	3.45
g)Due to going to native place	38	34	41	38	29	3.07
h)Due to poor welfare facilities	21	43	64	44	10	2.19
i)Due to work stress overload	36	30	49	35	30	2.22
J)Due to nightshift	28	47	41	39	25	3.07
k)Due to accident at work place	10	29	12	16	113	1.92
l)Due to personal problems	74	14	12	33	47	3.19

RANK TABLE

Generally I absent from work for following reason	EFN	EF	X=EFN/E	Rank
a) Due to sickness self/family	662	180	3.67	3
b) Due to transportation problem	628	180	3.48	5
c) Due to family problem`	670	180	3.72	1
d) Due to financial problem/debts	668	180	3.71	2
e) Due to unsatisfactory salary /Wages	646	180	3.58	4
f) Due to festival/function	622	180	3.45	6
g) Due to going to native place	554	180	3.07	9
h) Due to poor welfare facilities	567	180	3.15	8
i) Due to work stress overload	547	180	3.01	10
j) Due to nightshift	494	180	2.74	11
k) Due to accident at work place	347	180	1.92	12
l) Due to personal problems	575	180	3.19	7

CHART NO 3



INFERENCE

From the above table it is clear that for most of them absent due to personal problem is ranked one, due to financial problem / debts is ranked two, due to sickness self/ family is ranked three.

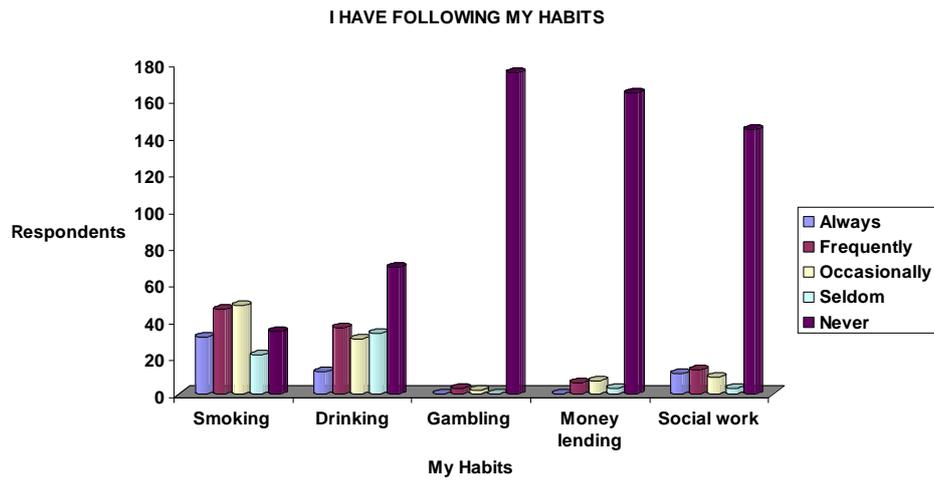
TABLE NO. 4: I HAVE FOLLOWING MY HABITS

I have following habits	Always	Frequently	Occasionally	Seldom	Never
Smoking	31	46	48	21	34
Drinking	12	36	30	33	69
Gambling	0	3	2	0	175
Money lending	0	6	7	3	164
Social work	11	13	9	3	144

RANK TABLE

I have following habits	EFW	EF	X=EFW/EF	Rank
Smoking	559	180	3.10	1
Drinking	429	180	2.38	2
Gambling	193	180	1.07	5
Money lending	215	180	1.19	4
Social work	284	180	1.57	3

CHART NO 2.14



INFERENCE

From the above table it is clear that 48% of the respondent has occasionally smoking followed by drinking.

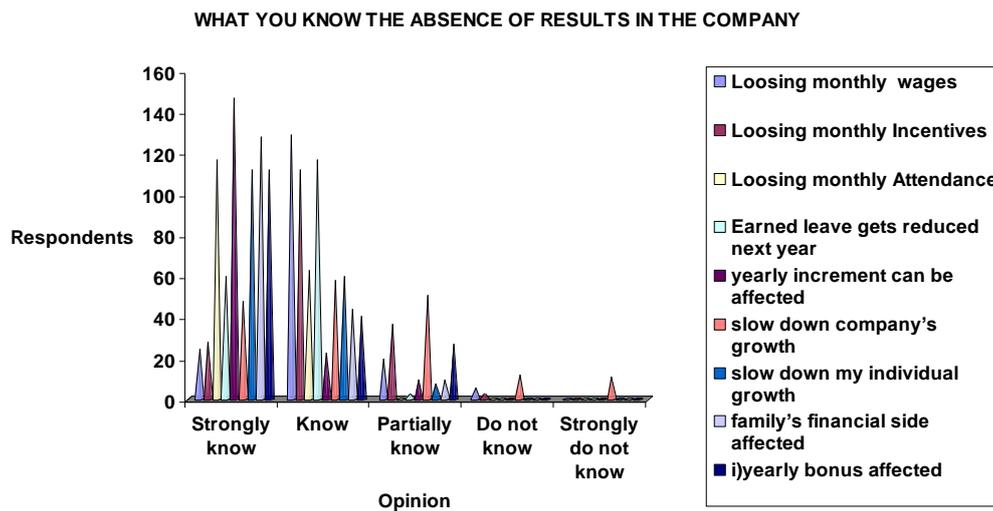
TABLE NO. 5: I KNOW THAT MY ABSENCE OF RESULTS IN THE COMPANY

I Know that my absence of result in the company	Strongly Agree	Agree	Partially Agree	Do not Agree	Strongly do not Agree
a)Loosing monthly wages	25	129	20	6	0
b)Loosing monthly Incentives	28	112	37	3	0
c)Loosing monthly Attendance	117	63	0	0	0
d)Earned leave gets reduced next year	60	117	3	0	0
e)yearly increment can be affected	147	23	10	0	0
f)slow down company’s growth	48	58	51	12	11
g)slow down my individual growth	112	60	8	0	0
h)family’s financial side affected	128	44	10	0	0
i)yearly bonus affected	112	41	27	0	0

RANK TABLE

I Know that my absence of result in the company	EFW	EF	X=EFW/EF	Rank
a)Loosing monthly wages	707	180	3.92	7
b)Loosing monthly Incentives	705	180	3.91	8
c)Loosing monthly Attendance	837	180	4.65	1
d)Earned leave gets reduced next year	774	180	4.31	6
e)yearly increment can be affected	827	180	4.59	2
f)slow down company’s growth	660	180	3.66	9
g)slow down my individual growth	824	180	4.57	3
h)family’s financial side affected	816	180	4.53	4
i)yearly bonus affected	805	180	4.47	5

CHART NO 5



INFERENCE

From the above the table it is clear that most of the absentees agree that they are losing monthly attendance is ranked one, yearly increment can be affected is ranked two, slowdown my individual growth is ranked three.

MAJOR FINDINGS

- ❖ It has been found that absence is mainly due to personal or family problems.
- ❖ It has been found that 48% of the respondents following having occasionally smoking.
- ❖ It has been found that maximum no of the respondents know that my absent result loosing absents yearly increment.
- ❖ It has been found that cleanliness in work place stood first followed by cooperation from co-worker.
- ❖ It has been found that existing rules and regulation stood first regarding condition of employment, but is unfortunate that medical check-up stood last.
- ❖ It has been found that loosing monthly attendance stood first followed by yearly increment. It also shows that employee is not bothered about the company growth.

IV. SUGGESSTIONS & RECOMMENDAITIONS

- Company may take necessary steps to give work freely to reduce overtime of work, heat and pollution inside the company, which help to maintain high morale and that will lead to better productivity.
- Management can take initiative steps for recreation facilities like family meeting tour programmers etc., for the employees.
- Redesigning jobs to give employees more responsibility, more meaningful work and increased feedback can reduce absenteeism because these factors give the employees greater control of the absenteeism.
- Workshops can be conducted to help people quit smoking control, alcohol use, weight, can better and develop a regular exercise programs and to make employees personally responsible for the physical and mental health.

V. CONCLUSION

From this study, it is obvious that the most of the employees are satisfied with the time of work. It shows that people absents because of the personal problems and not because of the intentions. To conclude a better working environment and motivational work related factors will increase the employee performance.

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