



VIDHYAYANA

ISSN 2454-8596
www.MyVedant.com

An International Multidisciplinary Research E-Journal

**A Study On The Effect Of Job Satisfaction On Employee
Absenteeism With Reference To Hotel Ashirvad – Junagadh**

Babariya Udaykumar, & Dr. Jay Talati

MBA student, 1st semester,

Noble group of institution



Abstract

Absenteeism is a pattern of absence from a duties without good reason, generally absenteeism is unplanned absent. It is a big management problem. It indicators a poor relationship between employee & employer. In the long term absenteeism leads to losses. To the company absenteeism effects not only work but also the team work project & management Activities. There are mainly two reasons of absenteeism.

illness

Non illness reasons

The factors which can affect the absenteeism. Which is stress (personal & professional), satisfaction work culture, relationship (personal & professional), issues (personal & professional) and many others. Absenteeism is a big problem of India. Absenteeism is a higher among women workers. Because of their family duties & her emotional IQ.

To reduce the absenteeism management can change the policy of absenteeism change or develop good absenteeism policy & provide comfortable environment to the employees.

Management have to take some steps for absenteeism because absenteeism is not a small problem for any company or service. It leads to hazardous results for company.

Employee absenteeism

Introduction

Absenteeism in Indian industries is a not a new phenomenon. It is the manifestation of a decision by employees not to present themselves at their place of work, at a time when it is planned by the management that they should be in attendance. Many research reports reveal that there has been a phenomenal increase in absenteeism in some industrial sectors. The absenteeism becomes a problem to organizational management particularly when employees



absent from their work environment without giving sufficient notice and by justifying their stand by furnishing fake reasons. The reasons for absenteeism are many.

The factors contributing to absenteeism from work includes individual and environmental factors. These consists of sickness, accidents, occupational diseases, poor production planning (flow of work), bad working condition and inadequate welfare condition, lack of trend laborers, insecurity in employment, collective bargaining process, rigid control system, lack of supervisory support, lack of interest, lack of cohesive and cordial culture and so on. The individual reasons may vary from organization to organization depending upon the organizational climate, employees attitude and influence of external organizational factors (market forces, social activities that influence the industrial culture prevailing in geographical zone etc.) high rate of absenteeism is neither desirable to employers nor good for the employees. The level of absenteeism and reasons for its occurrence are dependent on many variables in an organizational environment. This research highlights the ways to reduce the absenteeism of the employees in the Indian industry.

LITERATURE REVIEW

Hafiz bin salih (2018), analyzed the purpose of study is to assess the causes and effects of staff absenteeism at the WA municipal education office of the Ghana education service. Consequently, it will help in understanding the effects of work absence on routine work. Conclude that stays to issues and also child naming ceremony, funeral occasion, traditional festival can also, cause of the absenteeism.

Dr. S. pavithra, Dr. G. barani and Ph.D., Mr. K. Lingaraja (2017), give the identification of the causes of the absenteeism. Find the effect of absenteeism and how to control absenteeism. Conclude that the main reason for being default in government organization is low morale. Thus, government should to take proper measures to increase the morale and satisfaction of the employee through various training and development programs. It is also necessary to make the employees realize how important their role in the organization.



Harish K. Padmanabhan (2017), analyze that what are the primary causes of absenteeism can be reduced with mutual commitment and involvement of employer and employee. The provision of various welfare facilities, work culture, communication, training, HR policies can reduce absenteeism is an invisible and unpredictable Organization.

S. Saramya (2017), examines the organizational conflict and its impact on employee absenteeism among women employee working in it sector. Data were obtained from 111 women employees working in it sector on shift basis through questionnaire. There is significance difference among age group of its employee with respect to dimensions of personal factors, nature of work, organizational policies and inter personal relationship. That conclude company can concentrate on better salary increment and less stress in work to avoid absenteeism in the organizational. The smooth running of the organization is in the hands of employees. So the employers have to concentrate more on their satisfaction. This will reduce the employee absenteeism in the organization.

Habeebur Rahman. T (2016), studies on the “mental absence” of an individual so the firm has to take this as an important issue before initiating any remedial actions through that and along with the participative management. He conclude that employee of textile shops employees have great effect of working environment. The routine health problem is the one of the frequent reasons for absenteeism.

Mahim Virmani Bansal (2016), study on identification of the various factor which causes of absenteeism and also give the suggestion to reduce to rate of absenteeism. She conclude that like this program that spice up employees work life such as quarterly socialization event, foundation day, family day etc. the various measures to improve the physical and psychological health of the employees should be considered because that will enhance their efficiency and productivity.

Dr. S. Rabiyaathul Basariya (2015), study to understand the causes of absenteeism and attitude towards absenteeism. Conclude that Absenteeism is an unavoidable menace which most of the organizations have to bear with and it has to be managed. In fact employees



remain absent for their work because of various factors, after all they are also human beings. The management to tours and family get to gather, festival celebration etc.

PROBLEM STATEMENT

“To study the effect of job satisfaction on employee’s absenteeism of king’s kraft hotel ashirwad”

OBJECTIVES

To identify the reason for absenteeism in king’s Kraft Ashirwad hotel.

To analyze the satisfaction level of employees towards working condition.

To know about the leave policy of King’s Kraft hotel Ashirwad.

To study the effect of job satisfaction on employee’s absenteeism of king’s Kraft hotel Ashirwad.

RESEARCH METHODOLOGY

Data collection

Primary data collection

Secondary data collection

Primary data

Questionnaire

Personal observation

Secondary data



Website

Sample size unit

Employees

Population

60 employees

Sample size number

60 employees

Research design

Descriptive research design

Sampling method

Convenience sampling method



Data collection instrument

Questionnaire

FINDINGS & RESULTS

From this study we can analyze that male 65 percentage are more than responses female 35 percentage respondents. This data clearly indicates that management proper more male candidates. Because of work style and single persons preferred this job. Most of respondents are highly satisfied which is 80 percentage with salary structure of the company salary is a very important factor for any job holder specially males.



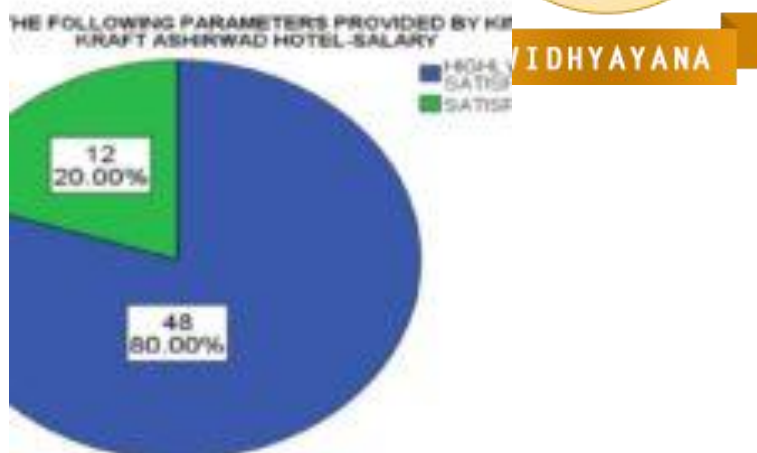
VIDHYAYANA

The working condition 66.67 percentage highly satisfied are also and also they are happy with their leave structure & other facilities 70 percentage employees are also happy with their welfare facilities. There are good relationship 87 percentage between employee and employers. Employees are also have regular work life. There will be more satisfied which is 69.49 percentage if they got good leave policy. Which is much known & management is trying their best 61.7 Percentage for best the practices.

Absenteeism is still during issue for companies. Company can face many problems because of absenteeism better HR practice & policy like partnership in decision making better performance & reward system. Better work condition, better have structure and many other HR polices can help to control.



Chart1: Job satisfaction in terms of Salary provided:



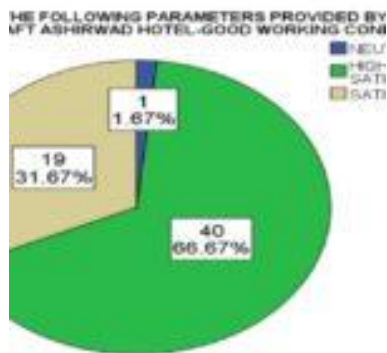
Source: Author calculations



VIDHYAYANA

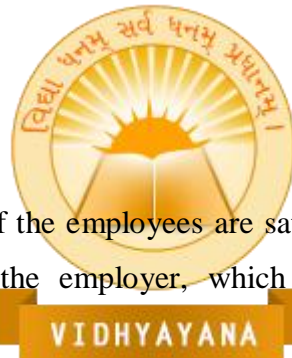
Above graph suggests that 80% of the employees are highly satisfied with the salary given by the employer, which definitely contributes to the job satisfaction of the employees.

Chart 2: Job satisfaction in terms of number of leaves provided:



Source: Author calculations

Above graph suggests that 59% of the employees are satisfied and highly satisfied with the number of leaves provided by the employer, which definitely contributes to the job satisfaction of the employees.



VIDHYAYANA

LIMITATIONS OF THE STUDY

The employee tick the question so the actual outcome are not that much valid. And many employee are not serve about their view point or opinion.

The employees reply also affected by their attitude and moods may be answer are not that much reliable.

Many employees feels that real (negative) answer affect their job.

Just because of limited time for analysis or data collection the results are not that much valid.



VIDHYAYANA

CONCLUSION

From the above analysis, it can conclude that absenteeism is a big problem for any organization. Reasons for absenteeism may be poor working condition, low level of satisfaction and loyalty for employee, poor relationship, lack of interest and knowledge about the job role, or poor management and leadership style. Absenteeism may be happen because of personal reason. Organization always try to control the absenteeism for that they improve their leave policy, give better working environment and positive environment this can may give positive outcome is the organization.

ANNEXURE

Gender

Male

Female

Age

20-25

31-35

26-30

36 above



Monthly income

10,000-20,000

21,000-30,000

31,000-40,000

41,000 above



VIDHYAYANA

Marital status

Married

single

other

Rate the following parameters provided by king's & Kraft Ashirwad hotel?

Salary

Good working condition

Number of leave in per month

Extra payment for overtime

Good employee relationship

Future prospects

Increase in job responsibility

Incentive

Food facility, transportation

For what reason you take leave.

Lack of interest in job

Poor working condition

Long working hours



VIDHYAYANA



VIDHYAYANA

Personal reason

company believe in welfare of the employee

For how many days you are taking leave in the month?

1 day

2 day

3 day

Month 4 day

Which of the following shift do you find more difficult?

Morning

Evening

Night None

Do you get any extra incentive for your regular attendance?

Always

sometime

Rarely

Never

Which of the following do you avail often?

Medical leave

National holiday



causal leave

Earned leave

Festival

All

According to you, how company can control Absenteeism?

Change in management style

Better working condition

Developed attendance policy

Better transportation facility

Flexible working hours



REFERENCE

references: Media Reports, Ministry of Tourism, Press Releases, Department of Industrial Policy and Promotion (DIPP), Press Information Bureau (PIB), Union Budget 2018-19

<https://www.soegjobs.com/hotel-industry-analysis-marketstatistic>

<https://www.statista.com/topics/1102/hotels/>