

A REPORT ON FUNCTIONAL STUDY AND STRATEGIES TO REDUCE ABSENTEEISM IN TEXTILE INDUSTRY

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ABSTRACT

Modern industry with its high degree of specialization and interdependence of operations requires regular and prompt attendance of all workers. In textile industries, almost every production process is dependent upon other processes and an unexpected absence of an employee in a particular department may result in a drastic dislocation of production in another department or even in the entire plant. Absenteeism is one of the factors affecting optimum utilization of human resources. It is an industrial malady affecting productivity, profits, investments and workers themselves. As such, increasing rate of absence adds very considerably to the cost of industry and hampers industrial progress. The absence of a few workmen is an imposition on others, affects work scheduling and adds to costs that push the price of absenteeism far beyond one day's salary.

The main objective of the study is to analyze the causes and effect of Absenteeism in a textile organization at Tirupur. The study also aims at strategies to reduce absenteeism which is a major problem of many organizations.

KEY WORDS: absenteeism, employee absenteeism management, leaves procedures, satisfaction.

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