

A Study on Positive Work Environment and Employee Benefits Provided and its Impact on Control of Absenteeism at Small and Medium Manufacturing Units, Belagavi

Prof. Vaibhav P Veeragoudar¹, Pranith B. Badami²

¹Asst Prof, Department of MBA, KLE Dr. MS Sheshgiri College of Engineering and Technology, Belgaum, Karnataka, India.

²Department of MBA, KLE Dr. MS Sheshgiri College of Engineering and Technology, Belgaum, Karnataka, India.

Abstract: Absenteeism has been an issue for these small and medium sectors of businesses everywhere in India. Studies have found out various reasons for absenteeism and also have proposed solutions to the same. One reason for absenteeism at work could be due to the work environment and lack of benefits provided to employees at the work place. This paper focuses on the conducive work environment and the number of benefits that employees get during their work schedule and whether it helps firms in controlling absenteeism.

Key words: Work environment, Employee benefits, Absenteeism.

I. INTRODUCTION

In the age of modern corporate, monetary benefits provided to the employees in return of their services towards the company, is just not enough. Money is no more an individual factor which motivates the employees to work for the company. The modern corporate have changed their approach towards motivating the employees to work for the company. The modern approach of the corporate, besides providing monetary benefits, is to also provide “good working environment” and “satisfying employee benefits” to the employees to encourage the employees to happily work for the company and to be regular to work.

Working Environment consists of two different words, “work” and “environment”. Working environment is used to refer a workplace where in an individual or a group of individuals work for a company, enterprise, firm or a government institute. Working environment is the condition of the workplace in which an employee or employees are made to work in. Working environment includes factors like co-worker relationship, leadership, safety, flow of communication, hygiene, equality in treatment and many more.

Employee Benefits may also be called benefits in kind or perks. Employee welfare or benefits are the nonwage or indirect rewards provided to the employees in excess of their

normal salaries and/or wages. The intention to provide employee benefits is increasing the sense economic safety and well being of the workers/employees. Employee welfare/benefits are a form of indirect expenses that a company makes over its employees. Employee benefits includes factors like canteen facilities, transport facilities, insurance, and retirement benefits, paid leaves, allowances and many more.

To encourage the employees to work for the company and motivate them to be regular to work, companies usually concentrate on doing it by providing just monetary benefits and usually neglect on the working environment in the company and employee benefits needed by the employees. The working environment and the employee benefits are equally important because they are necessary for the mental well being of the employees and also boosting their morale, without which, it often leads to absenteeism by the employees. These two factors are also important to encourage the employees to be regular to work.

II. LITERATURE REVIEW

Mr. M. Nordberg and Kunt Roed,(2003) published a research paper “Absenteeism, Health Insurance and Business Cycles”. In the study, the authors want to analyze that how the economical surrounding impacts the employee absence and they are isolating the casual impacts of the business-cycle developments on work and resumption aspects for the existing absenteeism spells, but conditions on at the position of the business-cycle at the time of entering into sickness absenteeism. The authors through their study concluded as business-cycle betterment give much low work and resumption for individuals who are absconding and higher relapse rate for individuals who have resumed to work.

Fisher and Layte (2003) in their research study, “observed three distinct aspects of work-life balance, viz., the overlap of the work and the other dimensions of life, the time which is

spent with other people and proportion of free time.” They concluded that these three aspects help the employees to balance both work and life.

Ali, Abdiaziz and Abdiqani,(2013) investigated and discovered that working conditions prevailing in the organization was significantly related to employee performance. They concluded that the productivity of the employees highly depended on the working environment existing in the organization.

LA McNall, AD Masuda, JM Nicklin,(2009) “The authors examined the relation between the availability of 2 popular types of flexible work arrangements (i.e., flextime and compressed workweek) and work-to-family enrichment and, in turn, the relation between work-to-family enrichment and (a) job satisfaction and (b) turnover intentions.”

Berg, P., Kalleberg, A. L., & Appelbaum, E. (2003), This article examines the effect of high-performance work practices, job characteristics, and the work environment on workers’ views about whether the company helps them balance work and family.

Hong, J. C., Yang, S. D., Wang, L. J., Chiou, E. F., Su, F. Y., & Huang, S. L. (1995), have said “Employee benefit programmes have greater impact on work-motivation than on productivity; monetary benefit programmes are most highly valued by both executives and workers; there is a cognitive gap between management and worker on the importance of employee benefit programmes; different genders have different benefit demands; unmarried employees, more than married employees, perceive that employee benefits have a greater impact on job performance. Employees with different education levels and positions perceive different employee benefit impacts; and employee benefit programmes have greater influence on younger employees’ job performance.”

Dulebohn, J. H., Molloy, J. C., Pichler, S. M., & Murray, B. (2009),”This paper provides a foundation for such research by providing an overview of the context from which U.S. employer-provided benefit programs evolved and the contemporary state of benefits research in human resource management.”

Muse, L. A., & Wadsworth, L. L. (2012), “The purpose of this paper is to investigate how the perceived value of

traditional versus non-tradition benefits may be related to the employee-employer relationship, and how the perception of that relationship might be linked to job performance and turnover intentions.”

III. RESEARCH METHODOLOGY

The Primary data was gathered through a structured questionnaire. The Research Design adopted was descriptive research. The Sample Unit chosen were the Employees of 10 companies within Belagavi industrial area. The sample size was 50 employees chosen conveniently.

IV. LIMITATIONS OF THE STUDY

The information was gathered from permanent employees with only 5 employees each from every company on convenient basis. Some employees were hesitant to give information. Some factors related to the study might be vague in nature

During the time of my survey, the employees were nearing to the target deadline so all employees were not available for the survey.

V. HYPOTHESIS

H1: Positive Work Environment has an impact on controlling absenteeism.

H2: Employee Benefits has an impact on controlling absenteeism.

VI. FINDINGS AND RESULTS

H1: Positive Work Environment has an impact on controlling absenteeism.

Regression-Statistics:	
Multiple-R:	0.980183
R-Square:	0.960758
Adjusted-R-Square:	0.947678
Standard-Error:	1.934173
Observations:	5

ANOVA:					
	<i>df.</i>	<i>S.S.</i>	<i>M.S</i>	<i>F</i>	<i>Significance-F</i>
Regression:	1	274.7769	274.779	73.44962	0.003339
Residual:	3	11.2230769	3.741026		
Sum:	4	286			

Intercept:	<i>Coefficients:</i>	<i>Standard-Error:</i>	<i>t-Stat:</i>	<i>P-value:</i>	<i>Lower-95%:</i>	<i>Upper-95%:</i>	<i>Lower-95.0%:</i>	<i>Upper-95.0%:</i>
		2.730769	1.211459094	2.25416	0.10952	1.12463	6.586173	1.1246
There is a positive work Environment in my organization	0.726923	0.084819102	8.57027	0.003339	0.456991	0.996855	0.4569	0.9968

As per the output of the statistical analysis it can be interpreted that the regression between Positive Work Environment and Control of Absenteeism is 98.01%. It can also be said that 96.07% (co-efficient of determination) of absenteeism can be explained with Positive Work Environment

Hence, on the basis of the statistical analysis it can be said that Positive Work Environment has an impact on Controlling Absenteeism.

H2: Employee Benefits has an impact on controlling absenteeism.

Regression-Statistics:	
Multiple-R:	0.99658
R-Square:	0.99317
Adjusted-R-Square:	0.99089
Standard-Error:	0.8072
Observations:	5

ANOVA:

	<i>D.f.</i>	<i>S.S.</i>	<i>M.S.</i>	<i>F.</i>	<i>Significance-F.</i>
Regression:	1	284.45283	284.0453	435.9382	0.00024
Residual:	3	1.9547	0.651572		
Sum:	4	286			

Intercept:	<i>Coefficients:</i>	<i>Standard-Error:</i>	<i>t-Stat:</i>	<i>P-value:</i>	<i>Lower-95%:</i>	<i>Upper-95%:</i>	<i>Lower-95.0%:</i>	<i>Upper-95.0%:</i>
		2.679245	0.503242129	5.323969	0.012947	1.077704	4.280786	1.077704
There is a positive work Environment in my organization	0.732075	0.035062541	20.87913	0.00024	0.620491	0.84366	0.620491	0.84366

Also in case of employee benefits provided the statistical analysis can be interpreted that the regression between Employee Benefits and Control of Absenteeism is 99.65%. It can also be said that 99.31% (co-efficient of determination) of absenteeism can be explained with Employee Benefits.

Hence, on the basis of the statistical analysis it can be said that Employee Benefits has an impact on Controlling Absenteeism.

VII. CONCLUSION

According to the above results shown it can be concluded that the conducive work environment increases employee satisfaction and hence motivates them to contribute for the organization, which in turn has an impact on control of absenteeism. People in a positive work environment would like to work and share ideas for improvement. Relationship between higher authority and subordinates if positive would reduce absenteeism. If employees are provided with such an

environment which helps them to grow, communicate, coordinate and share their ideas and views, it would definitely reduce absenteeism.

With positive work environment, benefits provided to the employees also play a role in controlling absenteeism. Every employee desires to work in companies that provide enough benefits that help him to keep himself healthy mentally and physically. Enough benefits remove all the worries of an employee and ensure him to be efficient to compete throughout in his career. Therefore there has to be a mutual practice of the above two concepts for controlling absenteeism.

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