

## A STUDY ON LABOUR TURNOVER AMONG THE FINANCIAL SECTORS

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### ABSTRACT:

Absentism is one of the major threats to India industry. Absentees is the failure of employees who are away from work when they are scheduled to work employees who are away from work on recognized holidays, vacations, approved leaves of absence would not be include. It is a matter of prime concern for the supervisors and managers they have to find the ways to overcome absentism.

**Keywords:**Absentism,Hr,Work culture

### INTRODUCTION:

Absenteeism refers to the habitual non-presence of an Employee at his or her job. Habitual Non-presence extends beyond what is deemed to be within an acceptable realm of days away from the office for legitimate ‘occasional illness, and family’” emergencies.

The ultimate test of the effectiveness of HRD is whether every individual in an organization feels that he or she is a master rather than a slave, an end in him rather than merely an instrument in the hands of the organization.

Moreover, there is a dearth of studies determining the connection between Employee engagement and pleasure of the employee’s. Through proper Employee engagement, the connection between delight of personnel and rewards and popularity may be recognized. This organization affords the effects of statistical evaluation of survey information and evaluation of the collected information beneath the structured questionnaire on Employee engagement practices, with the assist of various multivariate checks to attaining the installed objectives. Also, queries are designed to draw out qualitative responses from respondents about their perception, delight and approximately the implementation of Employee engagement practices.

This focused on the issues related to rewards and recognition. For part II of this set was a factor of Employee engagement and performance level in companies. This section is designed to

identify the different aspects of Employee reward and recognition and for a factor of Employee engagement and performance level in companies.

Some of them are close- ended and the last question was an open-ended question for the opinion of Employees` regarding the satisfaction level on implantation of Employee engagement in the companies. This section helped us to find out whether the Employees` are `satisfied with the implementation of engagement practices in their company.

### **Review of literature:**

India is a country with vast geographical base, enormous human potential, extraordinary natural resources and monstrous population. India is drifting towards development and acquirement of super power. The country is experiencing rapid development in science and Technology since its index HRD in the Public sector enterprises:

Public sector enterprises occupy a place of pride in India's strategy of economic development. In order to ensure planned and rapid development, basic and strategic industries were allocated to the public sector.

The significance of the public sector in India is indicated by the growth of investment and employment over the years.

In the domestic economy, public sector is charged with maintenance of full employment and economic stability; the redistribution of income and the correction of market failure.

But these objectives could not be achieved due to the inefficiency of the public sector. The rate of productivity is not very encouraging. One reason for this is the ignorance of human factor. Organizational performance can be improved if proper attention is paid to the development of human factor in these Organizations. Public sector Organizations are now realizing their responsibility towards the development of human beings as it is the largest employer of manpower. HRD can facilitate the achievement of its objectives of better productivity, higher organizational effectiveness and more profits.

New concept like globalization, privatization and autonomy now direct the public enterprises to become more and more competitive to survive in the market. Making the public enterprises to operate in a competitive environment would put a lot of pressure on them as they have not only to develop new competencies but also shed inefficient ones.

Two types of intervening variables were proposed: Employee perceptions of the HR practices, and more general work-related perceptions such as organizational fairness and perceived support. Two studies were conducted, surveying employee's from over 50 Organizations. In Study 1, employee's from a wide variety of Organizations were surveyed concerning the HR practices at their organization, their perceptions concerning those HR practices, various work attitudes representing the commitment development process, and organizational commitment.

Study 2 was designed as a replication of Study 1 using a larger sample. Through co relational and multiple regression analysis, support was found for the general model. That is, HR practices appear to be related to organizational commitment via (a) Employee perceptions of HR practices

and (b) more general organizational perceptions. More support was found for the affective and normative commitment aspects of the model than for continuance commitment.

### **HRD IMPORTANCE:**

Dynamic and growth-oriented Organizations do require HRD to succeed in a fast- changing environment. Organizations flourish only through the efforts and competencies of their human resources. Personnel policies of the organization do provide the morale and motivation of Employees high, but these efforts are not enough to make the organization dynamic and take it to new directions. Employee capabilities must continuously be acquired, sharpened and used. When Employees use their initiative on task risks, experiment, innovate, and make things, happen, the organization may be said to have a 'good' culture. Even an organization that has reached its peak has to adapt to the changing environment. All the Organizations do require the need for processes that help to acquire and increase its capabilities for stability and renewal.

HRD is not an activity carried out in an isolated environment. It basically aims at developing the individual for his own growth. In turn he also contributes to the fulfillment of the company objectives. Therefore, the HRD does not keep the individual from his normal area of activities. It goes towards him places in the very context of life at his work-place, home and society.

Among other things, HRD gives attention towards creating a home environment in the work-place where the worker gains and assurance of being cared for in the most personalized manner. The worker should not carry the worries of the work-place to his home.

As, normally, a worker spends a major portion of his day time in the shop-floor, the management should concentrate on the work-place and improvements in the quality of work life.

Quality of Work life encompasses various aspects relating to work environment, Employees motivation, technological facilities, quality and humanism of managerial care and supervision, management-union relation and so on. HRD pursuit of quality improvement in work life has to be a planned, systematic and consistent concentration on these specific areas.

### **DATA ANALYSIS AND INTRPRETATION**

The information collected from the respondents is presented into five sections which are as follows:

1. Demographic classification of industry respondents.
2. Improvements made by the industries towards customer s due to the various reforms implemented by the RI.
3. Issues relating to administration of Industries.
4. Problems faced by the Industry's due to the reforms.
5. Factor Analysis.

Demographical classification of industry respondents

In this section, an attempt has been made to present and interpret the primary data collected relating to social-econ-comic characteristics of the respondents such as Age, Sex, Marital Status, Occupation, Educational Qualification, Monthly Income etc.

PERCANTAGE ANALYIS:TABLE NO: 4.1’1

THE TABLE INDICATE AGE OF THE WORKERS

PARTICULAR	NO.OF RESPONDANTS	PERCANTAGE
Below 20 year	25	25%
21-30 Year’s	45	45%
31-40 Year’s above	30	30%
TOTAL	100	100%

From the Table shows that majority (45%) of the Respondants are above 21-30 Year’s categories. The above Table represents the age distribution of the respondents. 25 respondents were between the age limit of be ‘low 20; 45 respondents were between 21 to 30 years; 30 respondents were below 40 years. Working duration in existing Organ’isation classification 52 (13%) are Working for 0-2 years, 117 (29.3%) are Working from 2-4 years, 223 (55.8) are Working since 4-6 years and very few i.e. 8 (2%) are Working from greater than 6 years in their existing Organ’isation. Thus the majorities of employee’s are associated with the Organ’isation for 4-6 years and hence will be able to provide more accurate and reliable data. Mean is 2.47 and standard deviation is .742

From the above Table shows that majority (75%) of Respondants is belong to Male. categ’ories.Industr’y employees are comparatively having more positions in the clerical and middle level as against positions in the top level. Senior level the response is only to the extent of 14 percent. This decode that both genders male as well as females give an equal opinion about the level of agreement for job characteristics.

THE TABLE SHOWS MAIN REASON FOR ABSENTISM

PARTICULAR	NO. OF RESPONDANTS	PERCANTAGE
Physical of health	30	30%
Mental stress	50	50%
Work dissatisfaction	20	20%
TOTAL	100	100%

From the TABLE shows that majority (50%) of the RESPONDANTS are says that the main reason for Absentism is mental stress. The higher the perceived service Quality and there by leading to a higher level of customer satisfaction. In this regard, the gap scores were calculated based on the difference between the consumers' perceptions and expectations of Technology Enabled Self Services .

#### **FINDINGS:**

This final chapter deals with the summary of the findings and suggestions offered by the researcher for the purpose of offerings`ervice Quality of the self-services of institutions. The self-services of the companies are accurately measured by the researcher. It enhances the level of satisfaction derived by the customer s on the various services and facilities provided by the companies. It also includes the analyzed results, suggestions, scope for further research and conclusion of study

- The majority (45%) of the Respondents are 1-2 Year's Experienced.
- The majority (50%) of the Respondents are main reason for Absentism is mental stress.
- The majority (55%) of the Respondents said that doesn't leave givento the Employee when the ask.
- The majority (50%) of the Respondents are says providing good Working condition for Organization to controlling Absentism.
- The majority (55%) of the Respondent are affecting Absentism poor Working condition in our com pany.
- The majority (45%) of the Respondent are says well `satisfied with

work justify in our com pay.

- Majority (50%) of the Respondents are says that average level only behave to solving Employee problems.
- The majority (50%) of Employee says better performance appraisal to reduce the Absentism.
- The majority (40%) of the Respondents are says that dissatisfaction atwork timing.

### CONCLUSION:

If you give reward for full attendant cue, it will reduce the Employee Absentism in your com pany. Some of the employee's expect better performance appraisal the employee's for best performance. If you want to reduce Employee absent in our company you must give favorable Working environment and yearly once the company should arrange excursion or tour, to reduce mental stress of the employee's and maintain work life balance of the employee's. These are some of the suggestion to reduce absent of the employee's in your com pany.

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