

Study on Labour Absenteeism in Sagar Industries Pvt. Ltd., Solapur

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Abstract

India is one of the fastest developing countries in the world. In case of industrial sector, there is a fast growth in quality and quantity. Fast growth is possible due to the availability of skilled and unskilled labour in sufficient quantum. In our country, more than 55% of the young and well-qualified workforce is available for the industry on cheap rates of wage- payment. They are living at nearest places of the industrial zones. Although this is the truth, there are some problems for the regular attendance at their workplaces i.e. Social & Religious Ceremonies, Industrial fatigue, Poor Welfare facilities, Alcoholism, Indebtedness, Unsound Personnel Policies, Inadequate Leave Facilities, Low level of Wages, Distance from Residence & Mode of Transport, Seasonal Agricultural Work, Shift System, Sickness etc.

This study highlights on the meaning, definitions, types, all the reasons, features, causes, effects, and measures of labour absenteeism. Researcher has used various data sources and has tabulated and graphically presented the collected data with its analysis and interpretation. He has made fruitful suggestions to the industry.

Keywords: *Labour Absenteeism, Temporary Cessation, Absenteeism Rate, High Severity Rate, Indebtedness.*

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