CHAPTER V

CONCLUSION AND SUGGESTIONS
**Conclusion**

This indepth analysis of the complex phenomenon of absenteeism among the mechanical workers at the Karnataka State Road Transport Corporation Divisional Workshop, Kolar gives a number of insights. As the common sense dictated a number of psycho-social factors have a direct bearing over the absenteeism. However there are some psycho-social factors which do not show a positive correlation and on the other hand show the negative correlation.

**Findings**

The following factors seen to have a direct bearing over the absenteeism of the respondent.

1. If we look at from the section-wise break up of the average rate of absence the respondents of the Battery, Upholstery and Radiator sections show 68.7, 37.6 and 27.7 days which is abnormal when we compare them with the statistical norm 14.3 days for the total 75 respondents with 1075 mandays. It may be due to nature of occupation.
(2) Among the different age groups the age group of 41-50 years shows 20.2 days which may be due to their heavy family responsibility.

(3) Among the different religious groups Hindus (15.4 days) and Christians (15 days) show higher absence rate. The reason may be due to more festivals among Hindus and more religious meetings among Christians.

(4) Among the different castes in Hindus the Reddys have an average of 36 days, Adi Karnataka and Adi Dravid 23 days and Lingayat 22.3 days, of absence rate respectively. It seems that the supposed higher castes among the non-Brahmins and the supposed low caste have a tendency towards remaining absent.

(5) Nuclear families seem to have a bearing over the absenteeism of the respondents as the rate is double the amount than the joint family.

(6) The rate of absence is decreasing as the standard of education is increasing.
The respondents of the families who spend more i.e. Rupees 3001 to 4,000 seem to have a higher rate of absence.

Indebted respondents seem to have a tendency to remain absent for more days. It may be said that they want to escape from the money lenders.

Alcoholism has a direct bearing over the respondents' absence.

Quarrels in the family have much to do with the respondents' absence. It seems that the quarrels disturb the minds of the workers and make them to remain absent.

The respondents with immoral contacts show an alarming rate of absence.

Migration does not have any significant influence over the rate of absence.

The town dwellers seem to have higher rate of absence; it may be due to influence of the miners.

The respondents who are living with their in-laws' house have alarming rate of absence against those who live in their own houses. Those who live in
their own house show an absence rate less than the norm.

(15) The respondents whose neighbourhood relationship is not so good show a higher rate of absence.

(16) The respondents whose families never meet the neighbours show a higher rate of absence.

(17) The respondents whose locality and security are perceived show a higher rate of absence.

(18) The respondents who opined that their locality leaders were not so good have double the rate of absence than those who consider the leaders as good.

The above mentioned points viz; 15, 16, 17, and 18 show that poor neighbourhood relationship has direct influence over the rate of absence. This shows the importance of good neighbourly relationship as a pillip for balanced behaviour including regularity.

(19) The respondents' conveyance problems show a slight increase in their rate of absence and hence it is not a big problem.
The following factors seem to show a negative correlation against the common expectation.

(1) The skilled and semi-skilled respondents show more than double the amount of absence, than the unskilled.

(2) The unmarried show a rate of absence which is the double the amount of the married. It may be due to the carefree nature.

(3) The recently employed respondents have a lower rate and the respondents with long service show a higher rate of absence.

(4) The respondents whose family monthly income is higher show a higher rate of absence.

(5) The respondents whose take home salary is higher show a high rate of absence. The points 4 and 5 show a tendency among the respondents with more money at their disposal who remain absent for more time may be due to the over confidence about the financial stability.

(6) Attending private work shows less rate of absence.
(7) Attending agricultural work shows less rate of absence. The points 6 & 7 show the respondents who work outside show more responsibility and are more regular to their official duty.

(8) The respondents with gambling background show less rate of absence.

(9) The illhealth of the respondents does not have any bearing over the regularity of the attendance.

(10) The illhealth of the family members of the respondents do not show any influence over the rate of absence.

Suggestions for improving regularity in attendance

In view of the study conducted by the researcher the following steps may be suggested in reducing the rate of absence.

(1) To reduce the rate of absence in the Battery, Upholstery and Radiator sections a detailed work study can be undertaken. Such a study will help the management to find out the possible occupational
aversions and/or hazards, which can be used for improving working conditions in those sections.

(2) To reduce the responsibility of the middle age respondents some common forum may be established and supported. Such a forum may have elderly persons housewives as well as some dynamic employees. They should look after the welfare of the working community as a whole.

(3) Hindus and Christians may be counselled to celebrate festivals and other religious functions without hampering the regular duty.

(4) The Raddys, Adi Karnataka Adi Dravid and Lingayats may be counselled to be regular.

(5) Nuclear families responsibilities may be reduced through some common forum.

(6) The worker should be encouraged to go for continuing education, as the study shows higher the education, lower the rate of absence.

(7) As larger monthly expenditure of the respondent shows a positive correlation to the rate of absence, they may be advised to reduce the expenditure.
(8) The employees may be advised to reduce their indebtedness. Departmental loan may be provided to bail them out from the clutches of the money lenders.

(9) Alcoholics have to be weaned away through counselling. The family may be advised to create a cordial atmosphere.

(10) Quarrels in families can be reduced to a larger extent by proper counselling of the family members.

(11) The respondents with immoral contacts have to be counselled to find conjugal bliss at home. Their wives also to be advised to create cordial and sympathetic understanding towards their husbands.

(12) The town dwellers may be encouraged to stay at working place by providing departmental quarters so that the influence of the miners can be reduced considerably.

(13) Those respondents who are staying with their in-laws may be provided with departmental quarters or advised to go for housing loan to construct their own house.

(14) Neighbourhood relations may be improved by counselling and promoting common forum for socio-cultural
activities

(15) The conveyance problem of the respondents may be solved through vehicle loan especially for purchasing bicycles and mopeds.

(16) Skilled and semi-skilled may be counselled to attend regularly.

(17) The unmarried may be counselled to get married so that they may be more responsible.

(18) The respondents with long service to be counselled to be more responsible.

(19) Families with higher monthly income/take home salary may be counselled to be cautious about the regularity of their duty.

In general it is suggested that there is an urgent need to intensify the counselling both personal and family. It is advisable to establish and promote a socio-cultural forum which will cater to the needs of the workers and their families. Wherever possible the working conditions may be improved. Financial support for constructing houses and purchasing vehicles may be provided through the department.
Scope for further study

Similar studies for different Karnataka State Road Transport Corporation Divisional Workshops in Karnataka may be undertaken. The absenteeism in the K.S.R.T.C., and other industries may be studied. The financial loss due to absenteeism in different industries may be studied in isolation as well as in comparison.