ABSTRACT

The Indian textile industry is an oldest industry and has a substantial contribution to growth of nation by its share in GDP. The textile sector in Tamil Nadu contributes well over one fourth of the country’s total textile manufacturing meant for domestic consumption as well as for exports. Due to its nature of evolution and the protection by the government the industry suffers technology obsolescence and labour problems.

Absenteeism is an inherent problem in the textile industry. Absenteeism means failure of a worker to report for work when he is scheduled to work. Because of absenteeism, regular flow of work in the factory is disturbed and orders are delayed. Quality of work suffers because casual workers employed to maintain work schedules are not properly trained. Work pressure on employees who are present increases. Repairs and maintenance cost increases due to frequent break down of machinery operated by inexperienced workers. Incidence of industrial accidents increases. Workers loose wages for unauthorized absence from duty. Reduction in earnings increases indebtedness of workers. Absenteeism is harmful to both the factory and its workers.

Performance management is a scientifically based, data-oriented management system. It consists of three primary elements-measurement, feedback and positive reinforcement. In essence, performance management is a shared process of the day-to-day management of employees based on their agreement of objectives, knowledge, skills and competence requirements. Managing employee or system performance and aligning
their objectives facilitates the effective delivery of strategic and operational goals. Performance Management includes activities which ensure that goals are consistently being met in an effective and efficient manner. Performance management can focus on the performance of an organization, a department, employee, or even the processes to build a product of service, as well as many other areas. PM is also known as a process by which organizations align their resources, systems and employees to strategic objectives and priorities. Performance management is the process of creating a work environment or setting in which people are enabled to perform to the best of their abilities. Performance management is a whole work system that begins when a job is defined as needed. It ends when an employee leaves your organization. Many writers and consultants are using the term “performance management” as a substitution for the traditional appraisal system.

Textile and clothing industry is fragmented and is highly unstructured. There is a lack of management practices. This makes the textile units difficult in controlling absenteeism. Therefore, this study is required to understand the relationship between the performance management and the absenteeism. Recent studies have identified trends in effective performance management systems and determined the impact of these systems on organizational success. Therefore, this study is required to understand the effectiveness of performance management in the textile industry and to understand the relationship between the performance management and the absenteeism.

The research methodology adopted for this study is of a descriptive research. The instrument for the survey will be a questionnaire. 500 employees were approached. The data collected through the questionnaire were checked for its reliability and validity and then they are
analyzed using SPSS (Statistical Software Package for Social Sciences) and AMOS. The analysis of the data is carried over with various tools like percentage analysis, confirmative factor analysis and ANOVA. The study has contributed to the domain of knowledge on performance management and employee behaviour. The study also contributes to the practice by providing a model to predict the absenteeism from the efficiency of performance management, organisational justice and working conditions. The study revealed that effectiveness of PMS has an influence on organisational justice; Effectiveness of Performance Management System has an influence on withdrawal behavior; Organisational justice has an influence on withdrawal behavior; Working conditions does not have an influence on withdrawal behavior; Withdrawal behaviour has an influence on absenteeism. Based on the research study, recommendations were given for the textile mills in Tamil Nadu for effective performance management and managing absenteeism.