PREFACE

The economic status and place of a nation at international level can be judged on the basis of the growth and development of industrialisation. But this rate of growth of industrialisation is affected to a great extent by absenteeism of workers which is one of the several major economic evils of Industrialisation.

British-India was considered as one of the ten industrialized nations during the year 1919, but now even after 50 years it cannot be placed in the category of developed economics as there is no substantial growth of industrialisation and technological development. Any nation's development depends upon its industrialisation and technological development which results into higher production rate and low production cost, but unfortunately India could not gain any substantial returns.

Absenteeism works as a barrier to rapid industrialisation and higher industrial production. It is one of the causes for man-days lost which affects volume of production and its related productivity production cost, national income and, above all, the economy of the nation because one man-day lost is lost for ever.

This major problem of industrialisation was taken up for study in detail and four units taken up for this purpose, were Hindustan Antibiotics Ltd., Pimpir, Pune, Telco Ltd., Chinchwad and Pimpri, Pune, Bajaj Auto Ltd., Akurdi, Pune & Greaves Ltd., Akurdi, Pune, all of which are located in Maharashtra.

The thesis is divided into six chapters. The first chapter gives a brief introduction of the study and lays down the research methodology. The second chapter describes the nature and paradigms of absenteeism in the Indian context of
industrialisation. In the third chapter, information relating to absenteeism in the various Indian industries is given as per published records.

The fourth chapter analyses the data collected from the workers in the four units, whereas the fifth chapter discusses the view and opinions of Supervisors in these four units.

Finally, in the sixth chapter, the important conclusions of the study and recommendations made by the researcher for lowering the rates of absenteeism are embodied with appropriate comments.

The data in this study have been collected from 275 workers (employees) and 72 supervisors from four units, for which two sets of Questionnaires were used. Questionnaire - A, relating to workers, contained 14 questions. On the other hand, Questionnaire - B, relating to supervisors, contained 18 questions. Employees and supervisors from the four units were personally interviewed by the researcher who were selected on the basis of convenience samples.

Inspite of several limitations of the study this humble effort is expected to be of great significance not only to the management of the four units where this study was done, but also to the management of other industrial units in both the private and public sectors in India.

I am grateful to all persons and Institutions who directly or indirectly helped me in the completion of this study. I am especially greatful to the School Of Management Sciences that provided this opportunity to me to get myself enrolled as a Ph. D. student in VBS, Purvanchal University, Jaunpur.

I am also obliged to Shrimati Pratima Bhargava, the Librarian of the School of
Management Sciences and the other Staff of the Computer Lab of the Institute for assisting and helping me in my research work.

I take this opportunity to express my gratitude to all the workers, supervisors and concerned executives of the four units, which were selected for the study, for providing necessary data and useful information and for sparing their valuable time for the purpose of interviews and filling up the Questionnaires.

I wish to express my sincere and deep sense of gratitude to my supervisor, Prof. Mukund Lal., Director, School of Management Sciences. I am highly indebted to him for his able guidance and supervision at all stages of my work. He has been, in fact, the key person to me in completing this research work by sparing his valuable time.

Finally, I would like to express my sincere appreciation and gratitude to my husband, Mr. Ashutosh Dhar Dubey, and other family members for their understanding and co-operation shown to me while doing this research work.

Smt. Rachana Dubey