Summary

Managing Industrial enterprises effectively has become an increasingly complex task. Organisations are searching for areas of improvement.

Absenteism is one of the major problems facing our organisations today. This tendency on the part of workers to obstain from their work disrupts work schedules, causes unnecessary overtime and results in low employee morale as well as overall increase in costs.

It is generally not easy to list out the specific or more precisely the real causative factors contributing to absence behaviour of workers. Absentee behaviour is only a symptom of rather complex disease caused by environmental, organisational, attitudinal and personal factors.

Personal adjustment of workers and their risk taking behaviour seem to be important factors that determine the rate of absenteeism. A worker's low adjustment at home would have an effect on his presence in the work situation and moreover low risk taking behaviour of a person can lead to high absenteeism. The lack of much studies relating these two factors with absenteeism has prompted the present researcher to try and determine, if these factors are associated with absenteeism.
In view of the effect of adjustment and risk taking behaviour of the worker on absenteeism, the following hypotheses were formulated.

a) Highly adjusted workers would have low absenteeism.
b) Low adjusted workers would have high absenteeism.
c) High risk taking behaviour of workers would lead to low absenteeism.
d) Low risk taking behaviour of workers would lead to high absenteeism.
e) High risk takers would be accident prone in comparison to low risk takers.
f) Interactive effect would exist between adjustment and risk taking behaviour of workers.

The scores of the subjects on Asthana Adjustment Inventory and Risk Taking Questionnaire were taken as measure for their inclusion in different groups (15 in each group). So, the sample consisted of 90 subjects; all of them were below supervisor rank of the three textile industries located in District Bhiwani. Absenteeism data of the previous two years was collected of these workers. The absenteeism data consisted of three categories: total absents, true absents (absents without information) and medical leave (ESI leave). Two way analysis of variance was employed to test the significance of difference between mean absent scores of the six groups. To test the significant differences between all possible combinations
of the means, t-test was applied.

Overall, it can be stated by and large, that all the hypotheses have been proved by the findings of the present study.

Conclusively, it can be said that level of adjustment and level of risk taking behaviour affect absenteeism rate of the worker both independently as well as in an interactive way.