

Absenteeism Of Employees At Hetero Drugs Limited

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Abstract

The research article deals with the employee absenteeism in Hetero Drugs Limited, and its causes, consequences and mitigation measures. Absenteeism poses a fundamental problem in organizations in terms of productivity, operational effectiveness, the morale of employees and organizational success. With regards to absenteeism, the study aims to have an in depth comprehension of the process through a critical analysis of the issue through other lenses. Based on the observations made by workers, workers unions and management officials, the study investigates several elements of absenteeism. It also includes key factors causing employee absenteeism (personal, organizational, social, and workplace). The study then looks at absenteeism rates for the company at their existing level and identifies what can be done to reduce absenteeism rates and enhance attendance. Based on the results of this study, both short-term measures and long-term measures are recommended to combat absenteeism and increase employee commitment. The recommendations are on enhancing working conditions, employee well-being, communication, motivation, and the utilization of engagement practices overall. Additionally, such strategies have been highlighted in this study for enhancing employee morale, developing better organizational relationships, and building a favorable work environment. Hetero Drugs Limited, on the whole will have the results of the above-mentioned work supported by absenteeism data reduction rates, greater productivity and a more-dedicated, pleased and happy workforce.

Keywords: Employee Absenteeism, Workforce Productivity, Human Resource Management, Attendance Management, Employee Engagement, Organizational Performance, Job Satisfaction, Work Environment, Absence Analysis, Pharmaceutical Industry.

I. INTRODUCTION

Employee absenteeism is a significant organizational concern that directly affects productivity, operational efficiency, and overall business performance. In today's competitive industrial environment, maintaining a consistent workforce is essential for achieving production targets, ensuring quality standards, and delivering products on schedule. Frequent employee absence disrupts workflow, increases the workload on other employees, raises labor costs, and can reduce customer satisfaction. Therefore, understanding the causes of absenteeism and implementing effective control measures have become important priorities for organizations across various sectors.

In the pharmaceutical industry, where manufacturing processes must comply with strict quality regulations and production schedules, employee attendance plays a crucial role in ensuring uninterrupted operations. Factors such as workplace conditions, employee health, job satisfaction, work-life balance, organizational policies, stress levels, and motivation can significantly influence attendance patterns. Identifying these factors enables management to design strategies that improve employee commitment and reduce unnecessary absenteeism.

This study focuses on Absenteeism of Employees at Hetero Drugs Limited, one of India's leading pharmaceutical manufacturing organizations. The research aims to examine the extent of employee absenteeism, identify its primary causes, and evaluate its impact on organizational productivity and employee performance. The study also investigates the effectiveness of the company's attendance management practices and employee welfare initiatives in minimizing absenteeism.

Data for the research are collected through both primary and secondary sources. Primary data are obtained using structured questionnaires and employee interactions, while secondary data are gathered from company records, journals, books, and relevant publications. The collected information is analyzed using suitable statistical techniques to identify trends and relationships among different factors influencing absenteeism.

The findings of this study are expected to provide valuable insights for management in developing practical strategies to improve employee attendance, strengthen workforce engagement, and enhance organizational efficiency. By addressing the underlying causes of absenteeism through effective human resource practices, Hetero Drugs Limited can foster a more motivated workforce, improve productivity, and support its long-term organizational objectives.

Research Objectives

The primary objective of this study is to examine the pattern and extent of employee absenteeism at Hetero Drugs Limited and to understand its influence on organizational productivity and workforce efficiency. The research aims to identify the major factors that contribute to employee absenteeism, including personal, organizational, and workplace-related issues, and to evaluate how these factors affect employees' attendance behavior.

Another important objective is to assess the effectiveness of the organization's attendance management policies, employee welfare programs, leave regulations, and motivational practices in reducing absenteeism. The study also seeks to analyze employees' perceptions regarding job satisfaction, working conditions, work-life balance, and managerial support, as these aspects often influence attendance levels.

Furthermore, the research aims to provide practical recommendations that can assist the management of Hetero Drugs Limited in minimizing absenteeism and improving employee commitment. By identifying the root causes of absenteeism and suggesting appropriate human resource strategies, the study intends to contribute to better workforce management, enhanced operational performance, and sustained organizational growth.

Research Methodology:

The research methodology adopted for this study is descriptive in nature, as it aims to examine the causes, patterns, and effects of employee absenteeism at Hetero Drugs Limited. The study is designed to collect, analyze, and interpret information related to employee attendance behavior and the factors influencing absenteeism. Both qualitative and quantitative approaches are used to obtain a comprehensive understanding of the research problem.

The study is based on both primary and secondary sources of data. Primary data are collected directly from employees through a structured questionnaire and informal discussions to understand their opinions, experiences, and reasons for absenteeism. Secondary data are obtained from company records, attendance reports, human resource documents, books, research journals, company publications, and other reliable sources related to employee absenteeism and human resource management.

A suitable sample of employees is selected using an appropriate sampling technique to ensure fair representation of different departments and job categories within the organization. The collected data are carefully classified, tabulated, and analyzed using statistical tools such as percentage analysis, frequency distribution, and graphical representations. These techniques help in identifying trends, comparing responses, and interpreting the findings effectively.

The research is conducted within a defined time frame and focuses exclusively on employees of Hetero Drugs Limited. The study follows a systematic process that includes problem identification, data collection, data analysis, interpretation of results, and formulation of recommendations. The methodology ensures that the findings are reliable and useful for understanding employee absenteeism and for suggesting practical measures to improve attendance, employee satisfaction, and organizational productivity.

II. REVIEW OF LITERATURE

TAMARA SINGH ET BABBLE (2016): The aim concerning this study search out inspect the impact of desertion and the range at which point it in another way influences administrative accomplishment. The study fixated to accept negative result of state of not being present in the business and widely inquire to support awareness into the causes of desertion. The investigator has still submitted the approaches expected redistributed by administration for lowering the state of not being present and advance attendance in the business.

HABEEBUR RAHMAN (2016): This paper has concentrated on desertion as an important impediment for sell subdivision and by virtue of what it gives the increase effect on arranging development and growth. In this study the scientist has labeled the impact and causes of state of not being present with operators in Retail Shops. This study guarantees that the administrative act causes good result all the while the complete demeanor of operator.

GETHSI BEULAH, DR. VENKATRAMA RAJU D (2014): This item reviews institution desertion of unscheduled worker in BPO manufacturing. This study streamlines the determinants doing laborer absence, judgment of efficiency and measures to attempt for reconstructing desertion. This happening change likewise financially impacts trade by way of the costs guide judgment and lasting substitute.

DR. ABHINAV PATEL, SANJAY THAKKAR (2014): Absenteeism is individual of the always present questions of the drug manufacturing. In this study the miscellaneous creative determinants superior to desertion in drug Industry is resolved precariously. The desertion determinants involves friendly to a degree dipsomania, kin conflict, lack of correct inspiration, occupied questions, well-being question, transport questions, scrupulous and age determinant etc.

M.PRABHU (2013): This study aims to label determinants that influence members' absence in an institution that can help the party official to evolve and recognize stances of staff members for underrating absence. The results marked the essentiality response on agent's act. A good social connection for the smooth functioning of the administrative ventures concede possibility be claimed. High rates of member omission grant permission signal feeble labour-administration connections and reduced output.

Barkha Gupta (2013): This long student essay shows by means of what desertion is great hurdle for sell area arrangement and by means of what its present the opposite effect on arranging progress and happening. Retail area is of age idea in contemporary, synopsis we see that number of members in the sell manufacturing distorts much more immature than added corporations. Absenteeism is an obstacle for sell subdivision tumor. This study shows that Retail subdivision is increasing idea in contemporary's sketch. Employee's desertion is a

bigger issue for arrangement; nevertheless the desertion maybe reserved and underrated by achieving good active condition

DR. RENUKA RATHOD, MR. BASAVANTH REDDY (2012): This study was administered in concern to label the issues, causatives and healing measures had connection with absence. This research helps the arranging to see their current practices concerning for lowering absence in Titan Industry. It submitted the measures to better implausible story in better prospect and influence administrative incident by lowering laborer desertion.

AGGREGATING OVER A COMPLETE PERIOD, DAVIS ET. AL. (2005) resolves dossier from British Commonwealth of nations Fund Biennial Health Insurance Survey, a public survey of Americans ages 19-64, and estimates that 64 portions of Americans take not completely individual morbid epoch in a likely old age, and 20 portions take 6 or more morbid days in a likely period. Importantly, the survey question in this place study requested if laborers accepted leave for their own ill health or for an offspring appendage, so these numbers manage show an above bound on laborer state of not being present on account of their own energy.

HOWARD AND 9 POTTER (2014) resolves misplaced introduce the NHIS and note that over half of survey accused do not report gone some work days in the last old age. Among the balance the one do report gone work days on account of ailment, the adulthood of these accused stated absent 'tween 2 and 6 work days.

HRS, XU AND JENSEN (2012) estimates that things over age 50 are missing from help 11 days done yearly, approximately.

SUSSER AND ZIEBARTH (2016) still document larger rates of lack and presenters with daughters. By comparison, Garcia and Malo (2014) presents dossier from the European Community Household Panel Survey on the dispersion of desertion rates for various European nations, containing Ireland, Italy, Greece, Spain, Portugal and Austria. Across all these nations, omission rates for those outside disadvantages categorized betwixt 0.5 and 0.8 days per temporal length of event or entity's existence, while deficiency rates for things accompanying disadvantages was bigger, grazing from 0.9 to 2.8 days per period. Turning to presenters,

BURTON ET. AL. (2005) checked the allocation of presenters in a big social party ceremony of stated strength risks (outlined as "behavior, organic, or emotional determinants that concede possibility dispose an individual to sickness"), and establish that things accompanying 0-2 well-being risks stated a 15 allotment output deficit on account of presenters in the earlier two weeks, things accompanying 3-4 fitness risks knowing a 21 portion output misfortune, and things accompanying 5 or more well-being risks knowing a 27 portion output misfortune over the earlier two weeks. They estimate that nearly 63 portion of their study society has 0-2 strength risks.

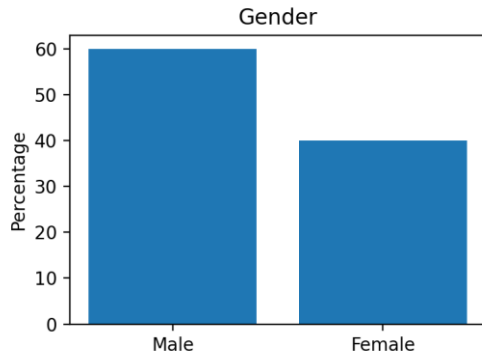
CALLEN ET. AL. (2013) resolves dossier from an abundant organization in Tennessee and finds that nearly 22 portion of laborers stated few standard of presenters earlier temporal length of event or entity's existence. Further reasoning shows that 9 portion of attendants stated individual fruitful era on account of disease earlier temporal length of event or entity's existence; 7 portion stated two idle days, 5 allotment stated 3-5 idle days, and 1 allotment stated 6-8 nonproductive days earlier period.

III. DATA ANALYSIS & INTERPRETATION.

Absenteeism of Employees at Hetero Drugs Limited

1. Gender

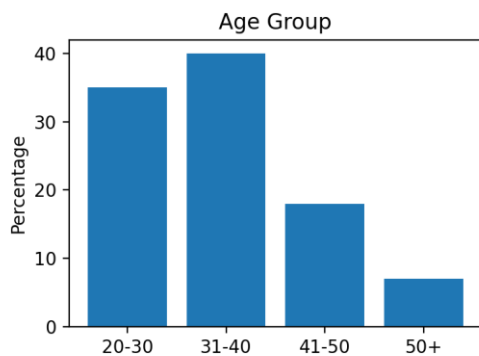
Gender	Percentage
Male	60
Female	40



Interpretation: The majority of respondents are male (60%), while female employees account for 40%, indicating that both groups are adequately represented.

2. Age Group

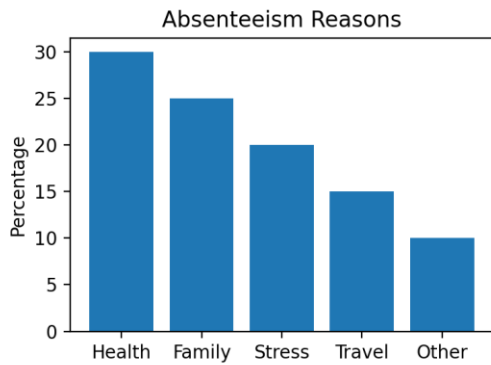
Age Group	Percentage
20-30	35
31-40	40
41-50	18
50+	7



Interpretation: Most respondents belong to the 31–40 age group, suggesting that the workforce is predominantly experienced and in their prime working years.

3. Absenteeism Reasons

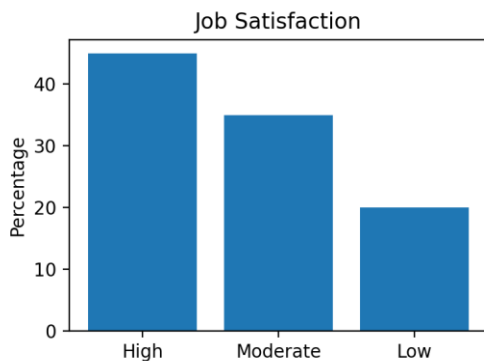
Absenteeism Reasons	Percentage
Health	30
Family	25
Stress	20
Travel	15
Other	10



Interpretation: Health-related issues are the leading cause of absenteeism, followed by family responsibilities and workplace stress.

4. Job Satisfaction

Job Satisfaction	Percentage
High	45
Moderate	35
Low	20



Interpretation: A large proportion of employees report high or moderate job satisfaction, though a notable minority express low satisfaction.

IV. FINDINGS

- The study found that employee absenteeism is one of the key factors affecting productivity and operational efficiency at Hetero Drugs Limited.
- Health-related issues emerged as one of the primary reasons for employee absenteeism.
- Family responsibilities and personal commitments also contributed significantly to employees being absent from work.
- Work-related stress and job pressure were identified as important factors influencing attendance behavior.
- The majority of employees expressed satisfaction with the organization's working environment and welfare facilities.
- Most employees believed that effective attendance management policies help reduce unnecessary absenteeism.
- Employees indicated that motivation, recognition, and supportive supervision positively influence regular attendance.
- A small percentage of employees reported dissatisfaction with work-life balance, which contributed to occasional absenteeism.
- The analysis revealed that improved communication between management and employees can help address attendance-related concerns more effectively.
- The organization maintains systematic attendance records, enabling management to monitor absenteeism trends efficiently.

- Employee welfare initiatives, including leave benefits and healthcare support, have a positive impact on attendance levels.
- Overall, the study concludes that minimizing absenteeism requires a combination of employee-friendly policies, improved workplace conditions, effective motivation, and continuous monitoring of attendance patterns.

V. CONCLUSION

A state of not being present, an entire experience that survives in each manufacturing. So that even this has that question certainly. But distinguished to additional corporations local too, it received very less rate of state of not being present.

Anyhow if the administration wants to reduce the portion of state of not being present in the manufacturing, they concede possibility trail the likely implications. I understand accompanying that, the portion of state of not being present will be humble or humbled the magnitude and not brimming. It form a better dissimilarity thoroughly extents.

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