

An Analysis of Occupational Stress and Its Impact on Employees' Absenteeism among Spinning Mills, Rajapalayam

Kasi Raman. R¹, Dr. Geetha. V²

Research Scholar, R & D Cell, Bharathiar University, Coimbatore, India

Assistant Professor, Department of Business Administration, Mannar Thirumalai Naicker College, Madurai, India

Abstract:

Occupational stress has a significant impact on employees' productivity and affects the organizational performance by increasing absenteeism and which affects the organization negatively. The aim of the study is to find out the causes of occupational stress within the organization and the impact on absenteeism and job satisfaction. A total of 502 employees' from different departments in manufacturing is taken as sample of study. Data was collected by using questionnaire with background questions, job stress such as role conflict and ambiguity, lack of participation in decision making, lack of authority, workload and interpersonal relationships and statements about the effect on organizational performance. Then this study helps to determine the most inducing stressors among employees' which lowers employees' performance in the organization. The external factor is beyond the control of organization. The findings showed that occupational stress does not have a direct impact on intention to leave and absenteeism. First organization need to increase job satisfaction by reducing occupational stress. By reducing stress, organizations preserve reducing the intention to leave and absenteeism.

Key words: Occupational Stress, Absenteeism, Role conflict, Job satisfaction

Purpose of Research:

Occupational stress is the way human beings react both physically and mentally to changes events and situation in their working lives. People experience stress in different ways and different reasons. Job stresses have negative impact on employees' performance and lead to job dissatisfaction, decrease employees' morale and motivation, employees' absenteeism and increase job turnover, In contest with employees' absenteeism businesses are faced with impeded productivity, ineffective service delivery and reduced performance, thereby negatively affecting sustainability.

The purpose of this research is to focus on the main issues faced due to occupational stress and its impact on employees' absenteeism. The research can be significant particularly for the employees' to minimize the own job related stress and saving themselves from variety of health issues. The research also helps management to reduce their rate of absenteeism which leads to poor organizational performance. Thus

the research stands for overcoming day to day job related issues among both employer and employees' to turn the organization efficient and effectively.

Introduction:

Stress may be understood as a state of tension experienced by individuals facing extraordinary demands, constraints or opportunities. The pressure of modern life, coupled with the demands of a job, can lead to emotional imbalances that are collectively labeled 'stress'. The term stress normally refers to excessive stress caused by extraordinary demands, constraints or opportunities.

Occupational Stress is stress related to one's job. Occupational stress often stems from unexpected responsibilities and pressures that do not align with a person's knowledge, skills, or expectations, inhibiting one's ability to cope. Occupational stress can increase when workers do not feel supported by supervisors or colleagues, or feel as if they have little control over work processes.

Absenteeism refers to workers absence from their regular task when he is normally schedule to work. In other words, it signifies the absence of an employee from work when he is scheduled to be at work. Any employee may stay away from work if he has taken leave to which he is entitled or on ground of sickness or some accident or without any previous sanction of leave. Thus absence may be authorized or unauthorized, willful or caused by circumstances beyond one's control.

Meaning:

Occupational stress can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker. Job stress can lead to poor health and even injury.

Absenteeism is a habitual pattern of absence from a duty or obligation. Traditionally, absenteeism has been viewed as an indicator of poor individual performance, as well as breach of an implicit contract between employee and employer; it was seen as a management problem, and framed in economic or quasi-economic terms. More recent scholarship seeks to understand absenteeism as an indicator of psychological, medical, or social adjustment to work. High absenteeism in the workplace may be indicative of poor morale, but absences can also be caused by workplace hazards or sick building syndrome.

Definition:

According to **Richard S Lazarus**, stress is a feeling experienced when a person thinks that "the demands exceed the personal and social resources the individual is able to mobilize".

According to **Labour Bureau of Shimla**, Absenteeism is defined as the total man shifts lost because of absence as percentage of total number of man shifts scheduled to work.

Scope of the Research:

A research entitled "An analysis of Occupational stress and its impact on employees' absenteeism among spinning Mills, Rajapalayam", highlights the important consequences of occupational stress which leads to

low morale and turns increasing absenteeism towards work among employees' in the organizations. The research initiates the determination of different factors which lowers employees' performance such as poor physical working conditions, work overload, time pressures, job instability, personality, control and decision making capacity, depression, work demands, family demands, compensation, motivation working environment, occupational stress. Thus the research significantly identifies the important inducing stressors present in the organization which includes role conflict and ambiguity; promotion, development and training opportunities; participation in decision-making and authority; workload and working conditions etc.,

The research identifies the ways of job stress which leads to employees' absenteeism in the organization by means of analyzing of stressors with relation to job dissatisfaction, employee morale and job turnover. Finally the research evaluates the directions to minimize job stress among employees and thus reduce the rate of absenteeism within the organization.

Review of Literature:

AziziYahaya et. al., (2009), tries to find out the causes of occupational stress within the organization and the implication on job satisfaction and intention to leave and absenteeism. Pearson product moment correlation to find out correlations and Multiple Linear Regression Technique were used to find out effect between variables. The finding indicates that factor such as external environment contribute to the occupational stress. This external factor is beyond the control of the organization. The finding showed that occupational stress does not have direct effect on intention to leave and absenteeism but have direct negative effect on job satisfaction. By reducing stress companies can reduce the level of intentional to leave and absenteeism.

Ahlam et. al., (2012), Occupational stress has a significant impact on student learning and thereby on the contribution that such institutions can make to society. Data was collected using a questionnaire with background questions, job stressors such as role conflict and ambiguity, lack of participation in decision making, lack of authority, workload, unsatisfactory working conditions and interpersonal relationships, and statements about the effect on organizational performance. Questions were based on three- and four-point scale. Descriptive statistics was carried out using SPSS programme. Results indicated that on average the employees experienced high degree of job stress. Similar findings were reported in other studies.

Renuka and Basavanth (2012), Absenteeism Is One of Major Human Problem of Indian Industries. The Study Entitled "Employee Absenteeism: A Study At Titan Industry Limited, Bangalore" Is Concerned with the Issues, Causatives, And Re media l Measures Related to Absenteeism. The Research Helps the Organization To Know Their Current Practices Regarding Absenteeism in Titan Industry. It Suggests Ideas To Improve The Business In A Better Prospect And Result In Organizational Development.

Mohammed and Thyagaraja (2013), Absenteeism is the single most important cause of lost labor time. Absenteeism is one of major human problem of Indian industries. The major objective of the study was to

find the factors of absenteeism; however, the study found that there are many factors that determine absenteeism, apart from job satisfaction. But most of these other factors were themselves determinants of job satisfaction; the researcher conducted a research of 200 employees from the Logistics firms. The research concluded that absenteeism was largely present in those workers with low job satisfaction.

Syed et. al. (2013), Employees' productivity is adversely fraught by job stress, opened burning debate in almost every organization while as the health sector is more sensitive in this regards. The study is designed to identify and analyze the causes and effects of job stress on employees' productivity in Public health sector of Muzaffarabad and Poonch divisions of Azad Jammu and Kashmir (AJ&K) to enrich the literature in this vital area. Self-administered structured questionnaire has been distributed among 400 Public health sector employees out of whom 210 responded. The data analyzed through SPSS version 20 and Pearson correlation and Regression revealed that; Lack of financial rewards, Inflexibility in work hours, Personal issues, Low control over the work environment and Bureaucratic management system are negatively correlated with employees' productivity while lack of financial rewards contributed more in creating job stress among the public health sector employees.

Ratnawat and Jha (2014), Impact of occupational stress on employee performance has been recognized as an important area of concern for organizations. Negative stress affects the physical and mental health of the employees that in turn affects their performance on job. Research into the relationship between stress and job performance has been neglected in the occupational stress literature (Jex, 1998). A conceptual model is proposed towards the end to study the impact of stress on employee job performance. The possible data analysis techniques are also suggested providing direction for future research.

Alam and Shafiqur (2015), A sample of 200 employees including managers and non-managers were randomly selected from different banks. A self-administered questionnaire was distributed among them. Data was analyzed through regression and Pearson correlation. Findings of the study reveal that there is significant negative relationship between job stress and employees performance in the banking sector. Motivation plays moderating role in the relationship between job stress and employees performance. It has positive significant impact on employee's performance and negative significant impact on job stress. This is an alarming situation of job stress for the employees of banking sector in Pakistan and motivation can be utilized in order to reduce the stress and improve employee's performance.

Poonam and Jasleen (2016), No one can measure *the* level of satisfaction an individual get when he performs his work. But there are factors which directly or indirectly affect the satisfaction level and performance level of employees. Banking sector is one of the emerging sectors and is increasing its roots widely. There are many factors which affects the performance of employees working in banking sector. The factors which have direct impact on the performance of employees are stress, training, motivation, leadership, emotional intelligence and working environment. The aim of the study is to investigate and

understand the various factors that have impact on employee job performance. The study is also an attempt to determine the strategies adopted by different banks to improve the performance level of employees.

Mohamed Elmorsey (2016), Stress is an emotional strain resulting from adverse circumstances, and currently stress seems to be the numinous sound that affects the performance of employee in the workplace. Higher level of stress existed with no managerial concern for solution consequently lowering the employee performance, staking organizational reputation and loss of skilled employees. In that way, employees can feel that they are the most important assets of the organizations. This paper will provide a valuable understandings and awareness that can contribute to develop policies for increasing employee performance and mitigating turnover rate.

Tamara Singh (2016), In the increasingly competitive and challenging environment within which organisations operate today, absenteeism is a complex issue. Resulting from absenteeism, businesses are faced with impeded productivity, inefficient service delivery, and reduced performance, thereby negatively affecting sustainability. Absenteeism is therefore a significant concern in the field of human resource management. The aim of this study was to the impact of absenteeism and the extent to which it negatively affects organisational performance. For the purpose of this study, a quantitative research approach was employed. The total population of forty-five respondents was targeted, with a 95% response rate achieved. A questionnaire was utilised to gather data from the target population.

Kasi Raman and Geetha (2017), analyzes the workers' participation in management in order to ensure high performance and commitment to the organization's success. The research confronts the importance of workers' participation in order to capable of taking fruitful decisions regarding policy making, working conditions, productivity, manufacturing supervision and administration. The benefit of workers' involvement and commitment in management provides the opportunity to voice their opinions, which can lead to better human resource practices in the organization.

Kasi Raman and Geetha (2017), specifies the importance of managing work life of employees in on organization. The research identifies factors influencing work life balance by considering work life balance policies & practices, employee satisfaction, work-place culture. The research is used to measure the factors which improve the employees managing work life such as competition, flexible working hours, promotion opportunity, supportive management, productivity and rewards, speed & take care of children, perfect work life balance. The research also helps to identifies the impact of work life balance on job performance considering such as work life balance, job satisfaction, reduce employee stress, family commitments.

Objectives of the study:

- ❖ To study the occupational stress and its impact on employees' absenteeism among spinning Mills, Rajapalayam.
- ❖ To determine the most inducing stressors leads to low employees' performance in the organization.

- ❖ To analyze the different factors affecting employees' performance at work in the organization.
- ❖ To identify the impact of job stress on employees' absenteeism in the organization.
- ❖ To evaluate the steps to minimize job stress to reduce the rate of employees' absenteeism among spinning Mills, Rajapalayam.

Research Methodology:

Meaning:

Research is an academic activity and as such the term should be used in a technical sense. According to Clifford Woody Research comprises defining and redefining problems, formulating hypothesis or suggested solutions; collecting, organizing and evaluating data; making deductions and reaching conclusions; and at last carefully testing the conclusions to determine whether they fit the formulating hypothesis.

Research Design:

“A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure.”

Descriptive Research:

Descriptive research includes survey and fact-finding enquiries of different kinds. The major purpose of descriptive research is description of the state of affairs as it exists at present. The main characteristic of this method is that the researcher has no control over the variable; he can only report what has happened or what is happening.

Sampling Design:

A sampling design is a definite plan for obtaining a sample from a given population.

It refers to the techniques or the procedure the researcher would adopt in selecting item for the sample.

Sampling Method:

- ❖ **Probability sampling:** Probability sampling from a finite population refers to that method of sample selection which gives each possible sample combination an equal probability of being picked up and each item in the entire population to have an equal chance of being included in the sample.

Sampling Technique:

- ❖ **Simple Random Sampling:** In some instance, every element in the population has a known and equal chance of being selected as a subject is known as systematic sampling.

Sampling Unit:

The researcher considered the workers who are all permanent among spinning mills in Rajapalayam as the sampling unit for this study.

Sample Size:

The sample considered for this study is 502.

Sources of Data:

- **Primary Data:**

The primary data are those which are collected afresh and for the first time, and thus happen to be original in character.

➤ **Secondary Data:**

The secondary data are those which have already been collected by someone else and which have already been passed through the statistical process.

Data Collection Techniques:

In this study structured questionnaire are used for data collection. The questionnaire has been constructed in view of objectives of the study.

Statistical Tool for Analysis:

The following tools used for analysis:

- ❖ Uni-Variate Percentage Analysis
- ❖ Chi-square Analysis
- ❖ One way Anova Analysis

Research Hypothesis:

- ❖ There is significant relationship between the respondents’ marital status and stress existing in spinning mills, Rajapalayam.
- ❖ There is significance difference between the respondents’ Gender and inducing factors existing towards Organizational climate in the organization.

Data Analysis and Discussion:

Table 1.1: Demographic Profile of Workers

Particulars		No. of Respondents	Percentage (%)
Gender	Male	373	74.0
	Female	123	26.0
Marital Status	Single/Unmarried	202	40.0
	Married	300	60.0
Age Group	18-25 Years	17	3.4
	25-30 Years	80	15.9
	30-35 Years	170	33.9
	35-40 Years	203	40.4
	More than 40 years	32	6.4
Status of Literacy	Literate	422	84.0
	Illiterate	80	16.0
Education	Up to school level	245	58.1

Qualification	Diploma / ITI	82	19.4
	Undergraduate	72	17.1
	Others	23	5.4
Monthly Income	Less than Rs.8000	48	9.6
	Rs.8000-Rs.10000	101	20.1
	Rs.10000-Rs.12000	289	57.6
	Rs.12000-Rs.14000	48	9.6
	More than Rs. 14000	16	3.2
Years of Work Experience	1-5 Years	32	6.4
	6-10 Years	48	9.6
	11-15 Years	82	16.3
	16-20 Years	238	47.4
	Above 20 Years	102	20.3
Department Classification	Spinning	272	54.2
	Power section	51	10.2
	CTL	81	16.1
	Regularized Casuals	34	6.8
	Ware House	64	12.7
Respondents' Skill level	Unskilled	32	6.3
	Semiskilled	287	57.2
	Skilled	183	36.5

Source: Primary Data

Demographic Profile of Workers

- ❖ 74.0 % of the respondents were male and 26.0 % of the respondents were female.
- ❖ 60.0% of the respondents were married and 40.0% of the respondents were remaining single.
- ❖ Majority of the respondents were aged 35-40 years (40.4%) followed by 30-35 years (33.9%), 25-30 years (15.9%) , above 40 years (6.4%) and 18-25 years (3.4%).
- ❖ 84.0% of the respondents were literate and 16.0% of the respondents were illiterate.
- ❖ Majority of the respondents were up-to school level (58.1%) who worked in spinning mills, Rajapalayam.
- ❖ Majority of the respondents were earning between Rs. 10000 to Rs. 12000 (57.6%) among spinning mills, Rajapalayam.

- ❖ Majority of the respondents were having 16-20 years of experience (47.4%) who worked in spinning mills of Rajapalayam.
- ❖ Majority of the respondents were belonged to spinning department (54.2%) among spinning mills, Rajapalayam.
- ❖ Majority of the respondents were semi-skilled (57.2%) who worked in spinning mills of Rajapalayam.

Table 1.2: Uni – variate Percentage Analysis

Particulars		No. of Respondents	Percentage (%)
Contextual Factors inducing occupational stress	Workload Pressure	170	33.9
	Time Pressure	96	19.1
	Poor working conditions	33	6.6
	Long working hours	118	23.5
	Job instability	34	6.8
	Decision Making	51	10.2
Factors influencing Occupational stress on work-Family Interaction	work demands	203	40.4
	family demands	119	23.7
	work flexibility	84	16.7
	poor nutrition	32	6.4
	sleep disturbances	64	12.7
Factors affecting Employees' Performance	Occupational stress	167	33.3
	Compensation	48	9.6
	Motivation	32	6.4
	Working environment	102	20.3
	Job satisfaction	68	13.5
	Personal factors	85	16.9
Rules and Regulations favorable to the Working Environment	Highly favourable	48	9.6
	Favourable	119	23.7
	Moderate	255	50.8
	Unfavourable	64	12.7
	Highly Unfavourable	16	3.2
Kinds of	Through stress audit	153	30.5

techniques managing Occupational Stress	Through medical officers	97	19.3
	Through positive messages	204	40.6
	Through scientific inputs	48	9.6
Way of managing occupational stress	Through physical skills	170	33.9
	Through mental skills	186	37.1
	Through social skills	48	9.6
	Through diversion skills	98	19.5
Organizational Efforts to Minimize Occupational Stress	Highly satisfied	48	9.6
	Satisfied	187	37.3
	Neutrally satisfied	136	27.1
	Dissatisfied	99	19.7
	Highly dissatisfied	32	6.4

Source: Primary Data

Inference:

Based on the Uni – variate analysis, the researcher infers that

- ❖ Majority of the respondents (23.5%) said that long working hour as major inducing factor of occupational stress in the organization.
- ❖ Majority of the respondents (40.4) are agreed with work demands as major influencing factor of occupational stress based on work - family interaction.
- ❖ Majority of the respondents (33.3%) are agreed with occupational stress as major factor which affects employees' performance in the organization.
- ❖ Majority of the respondents (50.8%) are perceived as moderate towards the rules and regulations favorable to the working environment.
- ❖ Majority of the respondents (40.6%) agreed that managing of occupational stress is possible through positive messages present in the organization.
- ❖ Majority of the respondents (37.1%) are agreed that managing of occupational stress is possible through mental skills present in the organization.
- ❖ Majority of the respondents (37.3%) are satisfied with the organizational efforts for minimizing occupational stress in the organization.

Table 1.3: One Way ANOVA Analysis

1.3.1 – To Test the Significance differences between Respondents Gender and inducing factors of Occupational Stress in Organizational climate in the Organization

Null Hypothesis: There is no significance difference between the respondents' Gender and inducing factors existing towards Organizational climate in the organization.

Alternative Hypothesis: There is significance difference between the respondents' Gender and inducing factors existing towards Organizational climate in the organization.

Particulars	Department	Sum of Squares	df	Mean Square	F	Sig
Organizational Structure	Between Groups	60.079	4	15.020	208.684	.000
	Within Groups	35.771	497	.072		
	Total	95.851	501			
Lack of Communication	Between Groups	82.375	4	20.594	759.527	.000
	Within Groups	13.476	497	.027		
	Total	95.851	501			
Restrictions on Behavior	Between Groups	65.527	4	16.382	268.500	.000
	Within Groups	30.323	497	.061		
	Total	95.851	501			
Uncertainty	Between Groups	67.778	4	16.945	299.992	.000
	Within Groups	28.072	497	.056		
	Total	95.851	501			
Organizational Politics	Between Groups	63.903	4	15.976	248.528	.000
	Within Groups	31.948	497	.064		
	Total	95.851	501			
	Between Groups	49.191	4	12.298	130.992	.000

Loss of Identity	Within Groups	46.659	497	.094		
	Total	95.851	501			
Lack of Sense of belonging	Between Groups	71.133	4	17.783	357.568	.000
	Within Groups	24.718	497	.050		
	Total	95.851	501			

Source: Primary Data

Significant value = 0.00

Critical Value = 0.05

Critical Value is greater than the significant Value. Therefore null hypothesis is accepted.

Inference:

Based on one way Anova Analysis,

There is no significance difference between the respondents' Gender and inducing factors existing towards Organizational climate in the organization.

Table 1.4: Chi-Square Analysis

1.4.1 – Relationship between Marital Status and Stress Existing in the Organization

Null Hypothesis (Ho): There is no relationship between the respondents' marital status and stress existing in the organization.

Alternative Hypothesis (Ha): There is a relationship between the respondents' marital status and stress existing in the organization.

S. No	Stress existing in Org. Marital Status	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree	Total
		1	Single	64	52	22	48
2	Married	0	220	80	0	0	300
Total		64	272	102	48	16	502

Source: Primary Data

Chi-Square Tests

Particulars	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.553E2 ^a	4	.000
Likelihood Ratio	304.870	4	.000
Linear-by-Linear Association	7.876	1	.005
N of Valid Cases	502		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 6.44.

Significant value = 0.05

Critical Value = 2.55

Critical Value is greater than the Significant Value. Therefore null hypothesis is accepted.

Inference:

Based on Chi-square analysis,

There is no relationship between the respondents' marital status and occupational stress existing in the organization.

Major Recommendations:

- ❖ The organization might take efforts to reduce the contextual factors which inducing occupational stress which leads to reduce workload pressures and time pressures, in this which reduces the time pressures for workers that will create a better working condition and reduces the absenteeism at workplace, which will reduces the role conflict in the working space.
- ❖ The organization may provide some technical skills which is used to managing occupational stress such as breathing exercises, meditation, spiritual skills etc., which helps to reduce occupational stress, then the absenteeism rate will also decreases by the way of using technical skills. As well as the organization also take other some efforts to managing stress and absenteeism.
- ❖ The organization shall improve the degree of favorableness among employees' in order to achieve higher productivity by means of minimizing occupational stress.
- ❖ Based on findings nearly 40-50% of the employees' are think organizational efforts helps to minimizing stress for employees' are good which reduces stress as well as absenteeism and helps to both management and workers to build a strong relationship in organization at future.

- ❖ The organization may take the appropriate ways to reduce stress and should reduce the absenteeism percentage in workplace by using motivational techniques. Then the organization also could revising the rules and regulations which is favorable to workers’.

Conclusion:

The important aspect of every organization is stress. Stress has become the most common cause of employees’ in all the industries. Stress can make an individual productive and constructive when it is identified and well managed. Positive attitude and meditation would easily manage the stress. Thinking in a broader perspective of life will definitely change stress. There are many ways to managing stress, such as meditation, yoga etc. The negative stress or distress kills the employees’ positive attitude and it turns to absenteeism, turnover, anxiety and depression so on.

Through this study, it is identified that the employees’ were suffered from high level of job stress. So the organizations’ top management might focus on initiating positive attitude among employees to minimize absenteeism. Even it is possible to eliminate absenteeism completely by the way of providing valuable means to their internal resources i.e., employees. The provision of various facilities is to reduce absenteeism by the way of using stress management techniques. The major cause for absenteeism among spinning mills are due to the policies and programs which creates ultimately occupational stress. Though absenteeism is invisible, but proves fatal for the entire industry. So the reduction in absenteeism will helps to improving the productivity and better performance.

References:

Book Sources

1. Gary Dessler and Biju Varkkey. (2008). Human Resource Management, *Dorling Kindersley (India) Pvt Ltd.*, South Asia, 599 to 610.
2. Kothari C. R. (2004). Research Methodology, *New Age International Publishers*, 3rd Edition, New Delhi, 1 – 22.
3. Nandha Gopal R.N, Arul Rajan K, and Vivek N. (2007). Research Method in Business, *Anuragini for Excel Book*, New Delhi, 75 - 82.
4. Naresh K. Malhotra, Marketing Research, Pearson Education, Inc. Pearson Prentice Hall, P. No. 588.
5. Ratna Sen. (2010). Industrial Relations, *Macmillan Publishers India Ltd.*, New Delhi, 365 to 384.

Journal Sources

1. Ahlam B et al. (2012). Factors Associated With Occupational Stress And Their Effects On Organizational Performance In A Sudanese University, *SciRes*, 3(1), 134-144.

2. AlamZeb and ShafiqurRehman. (2015). Investigate the impact of job stress on employee's performance by evaluating the moderating effect of motivation, *City University Research Journal*, 5(10), 120-129.
3. AziziYahaya et. al. (2009). Occupational Stress and its Effects towards the Organization Management, *Journal of Social Sciences*, 5 (4), 390-397.
4. Kasi Raman and Geetha. (2017). Workers' opinion towards Participation in Management among Spinning Mills, Rajapalayam, *ZENITH International Journal of Business Economics & Management Research*,7(1), 31-50.
5. Kasi Raman and Geetha. (2017). Work Life Balance and Job Satisfaction among Employees in Reliance Market, Tirunelveli, *ZENITH International Journal of Business Economics & Management Research*, .7 (6), 24-39.
6. Mohammed Javed kalburgi and C.M.Thyagaraja. (2013). Employee Absenteeism: A case Study of Logistics firms of Hyderabad Karnataka Region, *International Journal of Advanced Trends in Computer Science and Engineering*, 2(6), 9-11.
7. Poonam Madan and Jasleen Kaur Bajwa. (2016). Factors Affecting Employee Job Performance: With Special Reference To Banking Sector, *Indian Journal Of Applied Research*, 6(1), 114-117.
8. Ratnawat R.G and Jha P.C. (2014). Impact of Job Related Stress on Employee Performance: A Review and Research Agenda, *IOSR Journal of Business and Management*, 16(11), 1-66.
9. Reda Abd El Ghafar Mansour and Rania Mohamed Elmorsey. (2016). Occupational Stress: Measuring its Impact on Employee Performance and Turnover, *European Journal of Business and Management*, 8(1), 12-21.
10. Renuka Rathod, and Basavanth Reddy. (2012). Employee Absenteeism: A Study at Titan Industry Limited, Bangalore, *The International Journal of Engineering And Science (IJES)*, 1(1), 80-84.
11. Syed Mubasher Hussain Naqvi et. al. (2013). Job Stress and Employees' Productivity: Case of Azad Kashmir Public Health Sector, *Interdisciplinary Journal of Contemporary Research Business*, 5(1), 525-574.
12. Tamara Singh. (2016). An Investigation into the Impact Of Absenteeism On The Organisational Performance Of A Private Security Company In Durban, Kwazulunatal, *SINGAPOREAN Journal Of Business Economics, And Management Studies*, 4(2), 105-159.