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## *Job Satisfaction & Absenteeism among the Employees of Sub-District Government Hospital, Hadgaon, Nanded*

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*Abstract: Job satisfaction can be defined as the extent to which an employee feels self-motivated, content & satisfied with his/her job. Job satisfaction happens when an employee feels he or she is a part of the organization, having good job stability, career advancement opportunities and a comfortable work life balance. When any employee or worker is absent and supervisor, management may be not much attentive about such cases, then it will help to increase absenteeism. The main objective of this paper is to study understand the level of Job satisfaction and reasons for Absenteeism in the Employees of Government Hospital of Nanded. In this case, the 50 Employees were given the Structured Questionnaire out of total 65 employees at Govt hospital, Hadgaon & there responses were recorded, analyzed & are presented in the form of a case study.*

*Keywords: Job Satisfaction, Absentism, Government Hospital, Organization, Employees.*

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### I. INTRODUCTION

Work satisfaction simply means how satisfied or content employees are with their work. Work satisfaction is nothing but sum total of the overall feelings of an employee has regarding his or her work. The Work satisfaction can be seen as a term which defines the level of relationship between an employee and the employer.

Absenteeism is a habitual pattern of absence from a duty or obligation. The term of absenteeism is a social phenomenon and universally government and private companies are taking efforts to reduce it to the minimum level. It is regarded as an industrial crises and labor problem. There is a strong relationship between the Work satisfaction & absenteeism. The employees who are satisfied with work seem to be less absent on the workplace.

**According to Webster's Dictionary-** "Absenteeism is a habit or practice of being a 'absentee' and an absentee is the one who habitually stays away."

**According to Labour bureau, Shimla-** "Absenteeism is the total man shifts lost because of absentees as a percentage of the total number of man shift schedule to work."

Absenteeism is a habitual pattern of absence from a duty or obligation. The term of absenteeism is a social phenomenon and universally government and private companies are taking efforts to reduce it to the minimum level. It is regarded as an industrial crises and labor problem. There is a strong relationship between the Work satisfaction & absenteeism.

### II. REVIEW OF LITERATURE

**Mira Singh and Pestonjee (1990)**, hypothesized that Job Satisfaction is influenced by the levels of Occupation, Job involvement and Participation. The sample for the study consisted of 250 officers and 250 clerical cadres belonging to a

Nationalised bank in Western India. The study confirmed the hypothesis and it was found that Job Satisfaction of the Bank employees was positively affected by the Occupational level, Job involvement and participation.

**Balgir (1991)** attempted to understand hygiene-motivational factors as postulated by Herzberg based on their need priorities that dominate the minds of Indian Managers while continuing service in their respective Organisations. The results revealed that Job Satisfaction, Salary, Job Security, better chances of promotion, happy Personal life, high Position and friendly social circle are some of the motivating factors in that order which strongly influence Indian Managers.

**Mathew (1991)** tested the relationship between Satisfaction and Organisational commitment with a Non-recursive model that permitted the simultaneous examination of the influence of satisfaction on commitment and the influence of commitment on satisfaction. The study highlighted that the two variables were reciprocally related but that the influence of satisfaction on commitment was stronger.

### III. OBJECTIVE OF THE STUDY

Following are the objectives of the study

1. To find out the level of Job Satisfaction among the employees in the Government Hospital.
2. To find out the reasons for the absenteeism of the employees in the Government Hospital.
3. To study the facilities given to the employees at the workplace.
4. To suggest the remedial measures to hospital management for reducing absenteeism & increasing work satisfaction.

### IV. RESEARCH METHODOLOGY

The following methodology has been used for this study:

1. Structured Questionnaire method was used for primary data collection. All the respondents were given structured questionnaire which included both close as well as open ended questions.
2. Sample size: 50 Employees were given the Structured Questionnaire out of total 65 employees at Govt hospital, Hadgaon.
3. The Sampling method adopted for this research was purposive sampling method.
4. Research type is Post facto Descriptive Research
5. The approved questionnaire was executed & responses were taken. Any difficulties felt in understanding of the question were cleared.
6. The findings were classified, tabulated and analyzed.

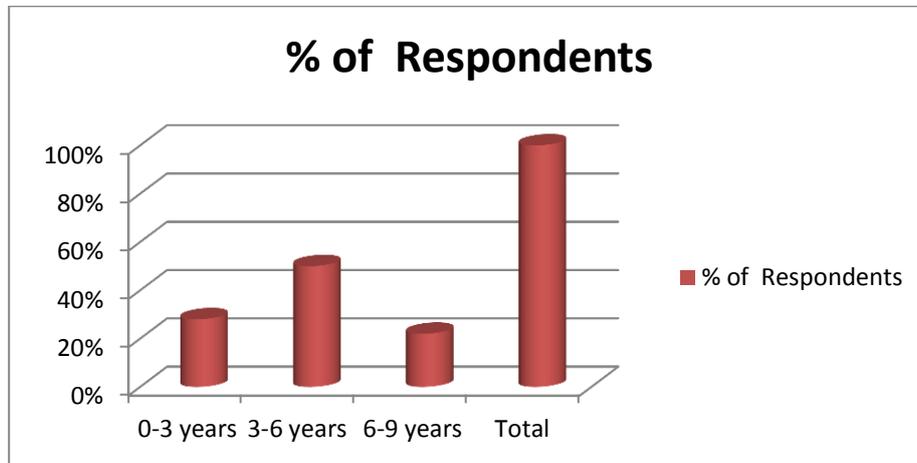
### V. ANALYSIS AND INTERPRETATIONS

**Table No. 1.1**  
**WORKING EXPERIENCE IN GOVERNMENT HOSPITAL HADGAON, NANDED**

Sr. No	Options	No. of Respondents	% of Respondents
1	0-3 years	14	28%
2.	3-6 years	25	50%
3	6-9 years	11	22%
	Total	50	100%

Source: - field survey

The above table exhibits that 50% of the employees are working since last 3-6 years in the hospital. There are around 28 % of the employees who are working since 0-3 years.

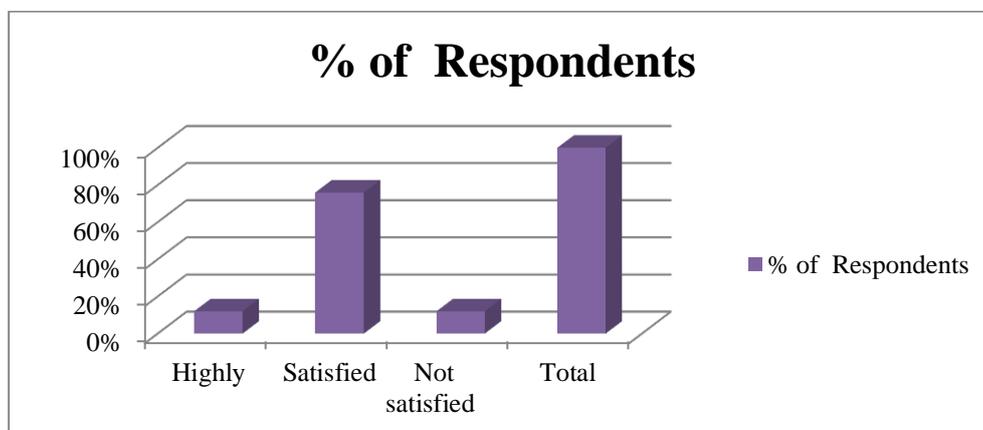


**Table No. 1.2**  
**LEVEL OF YOUR WORK SATISFACTION IN THE HOSPITAL**

Sr. No	Options	No. of Respondents	% of Respondents
1	Highly	06	12 %
2	Satisfied	38	76%
3	Not satisfied	06	12%
	Total	50	100

Source: - field survey

The above table exhibits that 76% of the employees are satisfied with their work. There are around 12 % of the employees who are not satisfied.



**Table No. 1.3**  
**PROUD TO BE A PART OF GOVERNMENT HOSPITAL HADGAON, NANDED**

Sr. No	Options	No. of Respondents	% of Respondents
1	Yes	39	78%
2.	No	11	22 %
	Total	50	100

Source: - field survey

The above table shows that out of 50 respondents, 39 respondents (78%) have a proud feeling to be part of Government Hospital Hadgaon, Nanded. There are 22% respondents who do not feel proud to be part of Government Hospital Hadgaon, Nanded.

**Table No. 1.4**  
**SATISFACTION LEVEL FROM THE WORK / JOB AND FACILITIES PROVIDED**

Sr. No	Options	No. of Respondents	% of Respondents
1	Highly	04	08%
2.	Satisfied	35	70%
3	Not satisfied	11	22%
	Total	50	100

Source: - field survey

The above table shows the level of satisfaction of the employees regarding the work / job and facilities provided by Hospital. There are 70 % of the respondents who are satisfied with the job and facilities provided by Hospital.

**Table No. 1.5**  
**REASONS RESPONSIBLE FOR YOUR ABSENTEEISM**

Sr. No	Options	No. of Respondents	% of Respondents
1	Sickness and accident	06	12%
2.	Education	04	08%
3	Family problem	18	36%
4	Travelling distance	17	34%
5	Work environment	05	10%
	Total	50	100

Source: - field survey

The above table shows analysis on the reasons responsible for employee absenteeism. The highest reasons for absenteeism being Family Problems & the Travelling distance.

**Table No. 1.6**  
**SATISFACTION LEVEL WITH WORK & DESIGNATION IN THE HOSPITAL**

Sr. No	Options	No. of Respondents	% of Respondents
1	Yes	33	66%
2.	No	17	34%
	Total	50	100

Source: - field survey

Above table shows that there are 66% respondents are satisfied with their work & designation in the Hospital. There are 34% employees who are dissatisfied with their work & designation in the Hospital.

**Table No. 1.7**  
**ASPECT OF RESPECT FROM RELATIVES & PARENTS OF PATIENT IN HOSPITAL**

Sr. No	Options	No. of Respondents	% of Respondents
1	Yes	42	84%
2.	No	08	16%
	Total	50	100

Source: - field survey

Above table shows the satisfaction level the employees from the relatives & parents of patient in Hospital. There are 84% of the respondents who are satisfied with the behaviour of the relatives & parents of patient in Hospital.

## VI. FINDINGS OF THE STUDY

Following are the findings that has been drawn from the study

1. 76% of the respondent employees are satisfied with their work.
2. The above table shows that out of 50 respondents, 39 respondents (78%) have a proud feeling to be part of Government Hospital Hadgaon, Nanded. There are 22% respondents who do not feel proud to be part of Government Hospital Hadgaon, Nanded.
3. There are 70 % of the respondents who are satisfied with the job and facilities provided by Hospital.
4. The highest reasons for absenteeism being Family Problems & the Travelling distance.
5. There are 66% respondents are satisfied with their work & designation in the Hospital. There are 34% employees who are dissatisfied with their work & designation in the Hospital.
6. There are 84% of the respondents who are satisfied with the behaviour of the relatives & parents of patient in Hospital.

## VII. CONCLUSION

Overall we can conclude that majority of the employees working at Government Hospital Hadgaon, Nanded are satisfied with their work, designation & facilities provided by the hospital. Also, majority of the employees working at Government Hospital Hadgaon, Nanded are feeling proud to be the part of Government Hospital Hadgaon, Nanded. The main reasons for absenteeism are the Family problems & the travelling to the Hadgaon location. It seems that majority of the staff is not from the Hadgaon Taluka.

## VIII. SUGGESTIONS

More facilities to be provided to the employees like the Locker facility during Day & Night shift, filtered drinking water, proper waste disposal management, security facility, Neat & Clean Rooms for Night stay and clean toilets & related sanitation facilities which can further improve the work satisfaction level. Also, if possible, the staff should be recruited from Hadgaon Taluka only so that there will be less absenteeism.

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## Author(s) Profile



**Dr. Ranjeet Vijaysingh Tehra**, received the PhD degree in Management Sciences from SRTM University and M.B.A degree from PUNE UNIVERSITY in 2013 and 2005, respectively. Since last eleven years, he is working as an Assistant Professor in the School of Commerce & Management Sciences, SRTMU, Nanded. He is a PhD guide in the subjects of Commerce & Management Sciences.