

**CAUSES OF LOSS OF WORKPLACE PRODUCTIVITY DUE TO  
ABSENTEEISM AMONG EMPLOYEES IN MAHARASHTRA  
STATE ROAD TRANSPORT CORPORATION (MSRTC) WITH  
SPECIAL REFERENCE TO NAGPUR DEPOT , NAGPUR,  
MAHARASHTRA**

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**ABSTRACT**

*Absenteeism is a habitual pattern of absence from duty or obligation and it has been viewed as an indicator for poor individual performance. A high degree of absenteeism and turnover can cause serious problems for business like Absenteeism hurts productivity, costs money, affect performance and impact the morale of the rest of employees. A satisfactory level of attendance by employees at work is necessary to allow the achievement of objectives and targets by a department. So the present paper looks at the causes of absenteeism and its ranks and what employer can do to reduce Absenteeism rates in organization.*

**Index Terms-** Workplace productivity, Absenteeism, Causes, Hurts productivity, Poor individual performance.

**INTRODUCTION**

Absenteeism is the failure of employees to appear on the job when they are scheduled to work. Employees who are away from work on recognized holidays, vacations, approved leaves of absence, or approved leaves of absence would not be included. Employees, who quite without notice are also counted as absenteeism until they are officially removed from the payroll, Absenteeism are becoming a serious practice in labour oriented industries.

Absenteeism is serious workplace problem and an expensive occurrence for both employers and employees seemingly unpredictable in nature. A satisfactory level of attendance by employees at work is necessary to allow the achievement of objectives and targets by a department. Employee absenteeism is the absence of an employee from work. It is a major problem faced by almost all employees of today. Employees are absent from work and thus the work suffers. Absenteeism of employees from work leads back logs, pilling of work and thus works delay.

Absenteeism is every manager's nightmare, and organisations should periodically calculate the cost of absenteeism to enable managers to determine the seriousness of the problem and its impact on profits based on the most recent available data. Employees are required by their employment contract and/or common law duty to regularly and reliably attend their place of work. When they fail to do so, this constitutes an incidence of absenteeism.