



## Impact of Job stress and Turnover Intentions on Employee absenteeism with Reference to Fabrication industry

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### Abstract

The Article study to analyses the causes of employee absenteeism. Job stress and turnover intentions are the two independent variables and employee absenteeism is the dependable variable taken for the study. For this purpose employees in fabrication industry were taken for the study. A questionnaire with Likert Scale (1: Strongly Disagree to 5: Strongly agree) was designed for data collection. 200 questionnaire were distributed out of which 190 questionnaire were received. The response rate was 95%. The first part of the questionnaire comprised of gender, age, income, level of management and marital status of employees. Factor analysis and Simple regression were used in the study to examine the impact of job stress and turnover intentions in SPSS 21. The results and findings of the analysis confirm that job stress and turnover intentions do contribute for employee absenteeism. Future research should take more variables for the above study. The innovative and contribution to research is that there are few national and international reviews found in fabrication industry. Hence this study would contribute to review of literature.

**Keywords** Job Stress; Employee Turnover Intentions And Employee Absenteeism

### Introduction

Human resources have become an integral part of every organization. They play a vital role in every activity of organization. But they face lot of challenges in every aspect of work they are involved in to. Among such challenges are one is job stress and the second challenge is the turnover intentions or withdrawal intentions from the job. It is important to identify the origin of



the term job stress. According to Walter Cannon and Hans Selye defines job stress as scientific phenomena arises because of external environment. Job stress arises because of influence of external stimuli and its evaluation. It generally leads to negative outcomes like ill health, tension and behavioural strain outcomes. Job stress has its first origin from medicine where it arose because of cognitive dissatisfaction. Based on engineering version it arises on stimulus based review. Thirdly it also arose from organizational psychology, job stressors arises when there is no control on workers. From fourth perspective point view which is cognitive psychology job stress is related to person, environment and judgement relationship.

### **Objectives of Research**

1. study is to analyses the causes of employee absenteeism. Job stress and turnover intentions are employee absenteeism

### **Research methodology**

It was a survey research using the Likert Scale questionnaire for data collection. 200 questionnaires were distributed in which 190 questionnaires were received. The response rate was 95%. The first part of the questionnaire consisted of gender, age, income, management level and the marital status of the employees. Simple factor and regression analyzes were used in studies to examine the effects of job stress and rotation intent on SPSS.

### **Research Results**

As it is already highlighted job stress attracts negative outcomes, one such outcome can be employee turnover intentions. It means withdrawal intentions in an employee which can lead to permanent withdrawal from the organization. The turnover intentions can be temporary or permanent. These intentions can turn into reality, based on the attitude and behaviour of the employee. They would ponder with their feelings and thoughts before taking a decision of quitting from the job. The Concept of Turnover Intention reveals the attitude of an employee. These thoughts are very complex in nature. Intentions can be defined as statement of specific interest of behaviour of people. According to psychology there is a significant and positive relationship



between turnover intention and actual turnover. Employees undergo mentally 3 important stages before they quit their job. First they develop an intention of leaving the organization. Secondly they look out for similar jobs outside and thirdly based on the result of the second stage they actually quit their job or it might just remain as an intention to quit.

### Concussion

As a result of two negative challenges existing in organization it results in negative outcomes like absenteeism from work or restraining oneself from work. Reviews on absenteeism highlights that it can be defined as 1-3 months, 4to 12 months and greater than 12 months. Employees absenting themselves from the job, for a shorter period of time, like 1 to 3 months the reasons are unclear, but when they start restraining from job for a longer period of time, the main reason is negative job attitudes. Employee absenteeism increases organizational costs and decreases the over all performance of the organization. This concept has not much received attention in the field of research. Hence the 3 important challenges existing in organizations have been taken for the study.

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