An Investigation into The Impact of Absenteeism on the Organizational Workplace in Sepahan Company

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Abstract

Absenteeism is a complicated subject in today's progressively competing and challenging condition within which management (system) performs. From absenteeism appearing, businesses are encountered with hindered productivity, inefficient service delivery, and decrease performance, thereby negatively touching stability. Absenteeism is an excellent connection with the field of human resource management. The widespread absenteeism in the safety part does the necessary research. Thus, that significant bits of help can be created that will, finally, enable managers or employers to help the control being investigated firmly. This investigation aims to research the effect of absenteeism and expand on which negatively influences managerial fulfillment. For the aim of this research, quantitative research was applied. The complete number of 120 respondents was selected, with a 100% reply rate accomplished. The questionnaire was used to collect information reselected the population. The outside elements are on the other side of the controlling company; the finding indicated that professional stress, Organizational Culture and Leadership, Job satisfaction, Working Conditions, Personal Factors, and family issue, has an indirect effect on purpose to abandon and absenteeism. Firms require to develop job satisfaction by decrease professional stress. By decreasing tension, companies keep decreasing the aim of abandoning and absenteeism. Absenteeism is unforeseeable and essential company trouble, which happens at the costs of both workers and managers. The effect of absenteeism is not only conducted to the fiscal deficit but also the company's friendship.

Keywords: Absenteeism, professional stress, Organizational Culture, Job satisfaction, Personal Factors

1 Introduction

The name absence turns to employees who do not participate in finished work entirely due to some causes. The Labor Bureau of Shimla states that the absence is explained as -summation of individuals switched or moved. In other words, it indicates the absenteeism of a worker customarily arranged to have an existence in the job. Locke et al. (2007) explain absence as a deficiency of corporal attend a place when there is a public expectancy for the worker to be there. Absence is global trouble that impacts all firms; nevertheless, many companies do not be upset about the absence of many others.

2 Issue/Problem Identification

One of the problems that Iranian companies face today is the absenteeism of employees, and Sunich company is one of them (Hoseini et al., 2018). In July 2018, the department's human resources department found a big issue in its organization, which was related to employee absenteeism. Mr. Filabi, the head department of H.R., has reported to the top managerial level that this organization faces this problem since 2014. Hence, the rate of employee absenteeism was %7.6, %7.3, and %8.1 in 2014, 2015, and 2016, respectively. However, from 2017 till Jun 2018, the rate has increased rapidly to %10.6. After more investigation, they discovered

The most significant employee absenteeism is related to operation line, sales and marketing, and logistic departments by 8.3%.

Furthermore, the operation line, sales, and marketing departments are two of the most crucial departments in such a big company. According to a search of industrial newspapers in Iran, 2.6% of all plan worker hours to unplanned absences, but unplanned absences are approximately 20% of payment cost in a few industries. The leading cause for unscheduled absences (personal illness and family issues) is doubtful to decrease in a short time quickly. (Easton & Goodale 2005). In 2016 personal illness received of unscheduled absences. The rest of the missed days was because of family issues, personal factors, stress, and morale—moreover, job satisfaction and work condition. While personal illness is a motive for preventing work, firms are trying to decide whether the worker is sick when they call in. If a worker is physically ill and incapable of fulfilling his job, he should not work. It is not unusual despite for a worker to lose work because of minor pains.

3 Literature Review
3.1 Absenteeism

Absence is the non-appearance of a worker for arranging work can be distinguished between absence organized earlier; for instance, every year leave—several companies points of view in two types tensional (optional) and unintentional absence. March and Simon (1958) were initial theories to virtualize this sight of absence mentally. Tensional or optional absence can contain causes like aberrance behavior and vacations. Unintentional absence totality by causing out of a worker's manage like illness burial ceremony (James et al., 2006). Absenteeism is trouble encountered by trading worldwide (Johnson, 2006; Mudaly and Nkosi, 2015). Today, companies are needed to perform at the most appropriate level while growing prices and certifying maintainability in an ever-growing competition-oriented surrounding; for many years, companies have searched for the means of growing better human resource management, with particular attention in decreasing absenteeism. This fact arrived at alarmingly high levels, both locally and internationally. This literature review attempts to bring a valuable conception into the several and complicated causes of absenteeism and the impact on the company's acting of businesses.

3.2 Absenteeism around the world

As Henry Ongori (2007) stated, the Investigator leads a survey of the source of worker absenteeism and its result on the company in Botswana. The Investigator discovered that the workers could be remained alive if they behaved as one of the firm's benefits that require consideration. However, there is no right way to be utilized to stop absenteeism from occurring. However, employers should investigate the rate of worker absenteeism and suggest the most excellent practices appropriate and suitable for them, like incentives and remuneration. Although the Investigator discovered that the workers require to feel that they are consequential to the firm to increase their capacity to achieve more power and struggle, the worker has to give the challenging and challenging task. Employers have to be on the basis o Know-How. (Henry Ongori,2007).

3.3 Job Satisfaction

Job satisfaction is a severe element to reduce absenteeism and Achievement Company. The incentive is a master key component of the comportment and achievement of a worker that has a straight fluency on whether a company is profitable or not. Job satisfaction has been described as a point of view that workers face their jobs and their company. Nevertheless, different elements impact job satisfaction. Therefore, the extent of job satisfaction will vary from single to single (Chen, 2008).
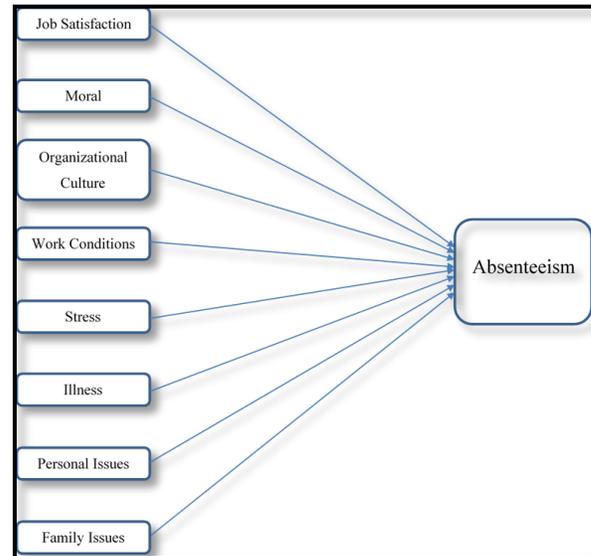

Figure 1: The proposed research model

4 Methodology
4.1 Research Design

The research instrument used in this study has been developed upon review of academic literature. A self-administrated survey was built to gather and record the data in this examination. The questionnaire was divided into five sections. The first page of the questionnaire contained the explanatory statement of the survey, which justified the rationale and reason to undertake the survey. The definition of validity addresses the question as to how well the measurement device tests the target value, that is, whether the findings of the study are the response to the test query. Despite knowledge of the measurement instrument's authenticity, the collected data cannot be reliably guaranteed. There are many ways to test questionnaire validity. In this study, content, and construct have been validated.

4.2 Data Collection and Questionnaire Validity

When researching what information-gathering approach was greatly appropriated for this research, the investigators focused on what kind of data they were considering acquiring. For this study, it was significant to recognize proof from a worker possible to show the reason and impact of the connection between employees and work environment absence. For this motivation, the quantitative method was chosen for this study to investigate a sizeable university student. Creswell (1994) explained the quantitative approach as describing circumstance by gathering analytical (express number) information which is investigated utilizing statistical (numerical) approaches. The self-administered questionnaire was used to collecting data. The employees reported by the H.R. manager were respondents of the study. Questionnaires were distributed in the workplace by the H.R. department to respondents and were followed up to speed up answering. The researcher requested the H.R. manager's assistance to introduce or

assign their employees to participate in the survey. The study paradigm for this investigation was a mix of practical methods and explanative methods. Explanative research can provide discernment to be recognized, surveyed, and explicated (Bryman and Bell, 2007). As section of the study question looked to survey a worker's perception of absence. It was significant to merge the explanative style to look for worker's perceptions and awareness. If the helpful method were only grasped for this study, these would have been lost. The definition of validity addresses the question as to how well the measurement device tests the target value, that is, whether the findings of the study are the response to the test query. Despite knowledge of the measurement instrument's authenticity, the collected data cannot be reliably guaranteed. There are many ways to test questionnaire validity. In this study, content, and construct have been validated.

4.3 Data Analysis

Content validity is a way to ensure that the questionnaire used in a study can measure the desirable concept or attribute. Along these lines, the survey will be sent to specialists and posed to demonstrate whether inquiries measure the ideal trait or not? What is more, regardless of whether the inquiries spread the entire substance of the investigation or not? If there is an understanding of the diverse specialists in the legitimacy of the question, the questionnaire has content legitimacy. Logical and face validity are two types of Content validity that applied in this study.

4.4 Convergent Validity and Alpha Cronbach

Whenever one or more characteristics are measured, the correlation between these measurements provides two essential validity indicators. If the correlation between factor loads is high, the questionnaire has a convergent validity. This correlation is used to ensure that the test measures what needs to be measured. For convergent validity, the average extracted variance (AVE) should be calculated. Cronbach's alpha is a universal principle to evaluate the reliable measurement of the research instrument. A value greater than 0.7 represents the acceptable level for Cronbach's alpha. Nevertheless, the Threshold value of 0.6 is acceptable for constructs that contain few items.

5 Analysis
5.1 Test of Normality

The concept of normal distribution applies to parametric data (not nonparametric data). By creating a graph of the probability of being average (in the form of a bell and also symmetrical relative to the mean), the normality test whether the research observations follow a normal distribution. Normalization is the most basic premise of multivariate analysis. However, specific statistical tests are invalid and unusable (Hair et al., 2010). The importance of familiarity and measuring the normality of data distribution is that some statistical methods such as Pearson correlation, t-tests, and analysis of variance analysis are based on the assumption that data distribution is expected (in society). For example, the population parameter is estimated

based on the normality of the variable distribution in the population. To estimate the expected statistical distribution the skewness and kurtosis are used. The acceptable range of skewness and kurtosis that is accepted is between -2 to +2 for standard data. In this study, the minimum skewness was -0.411, the maximum was 0.077, and the minimum and maximum kurtosis were -0.994 and 0.008 that all results are acceptable.

6 Evaluation
6.1 Outliers

Statistically, Outliers are data that differ significantly from a group's data and differ significantly from other sample members. The outlier is data that is significantly different from the rest of the sample members. There are several ways to identify discarded data, which can be divided into three general categories. In this study, Z-score is used to detect outliers. An acceptable range of Z-score is between -3 to +3. The results indicate that all of the Z-score are in the acceptable range see (Table 1).

Table 1: Examination of outliers

	Z score	
	Minimum	Maximum
Job Satisfaction	-1.96816	1.84477
Moral	-2.06676	1.39398
Organizational Culture	-1.64627	1.36169
Work Conditions	-1.71454	1.44287
Stress	-1.77447	1.94812
Illness	-1.64626	1.36135
Personal Issues	-1.71457	1.44236
Family Issues	-1.77445	1.94845

5.2 Multicollinearity

There are several methods to determine the severity of multicollinearity, two of which are very common: the study of the two-variable, multivariate correlation matrix, and the calculation of variance inflation factors (VIF) and tolerance (Pallant, 2010; Tabachnick and Fidell, 2012). The results of the correlation matrix show that none variable correlations were higher than 0.8, and the effects of VIF tolerance indicated that the value of the large VIF was 8,443, indicating a lack of multicollinearity.

5.3 Non-Response Biasness

Using the Mann-Whitney-U test proposed by Weiss and Heide (1993), the risk of systematic error due to lack of response was calculated, considering the difference between early and late respondents compared with the average value for all variables. After receiving the completed survey, the first fifty completed search tools were selected as the first respondents, and the last fifty were chosen as late based on the date of the survey. The results showed that there were no noticeable critical differences between early and late respondents. Therefore, distortion without reaction is not a problem in this study (See Table 2).

Table 2: Observing non-response business through Mann-Whitney-U-Test

	Mann-Whitney U	Wilcoxon W	Z	Asymp. Sig (2-tailed)
Job Satisfaction	7055.6	16616.5	-3.53	0.53
Moral	9266	18857	-0.18	0.857
Work Conditions	7609.5	17189.5	-2.72	0.658
Organizational Culture	7607	17189.5	-2.81	0.517
Stress	9331	18647	-0.08	0.936
Illness	8056.7	16521.6	-2.24	0.7
Personal Issues	7090.5	16245.4	-1.22	0.895
Family Issues	7925.2	17152.6	-0.21	0.75

6 Discussion

6.1 Descriptive Analysis

The results showed that 67.5% were men while 32.5% were women also, most of the respondents were in the range 20-40 years old. The level of education was 22.6% of respondents were School leavers, 70.8% have an undergraduate degree, and 5% and 1.6% had a Ph.D. and a master's degree, respectively. Table 3 outlines the participants' companies. Moreover, the profile of participants' companies in terms of firm size and industry types is provided (Table 4), and the distribution of samples in each industry is based on company size.

6.2 Descriptive Statistics of the Study

To better understand the research community and get acquainted with the study's variables, it is necessary to describe these statistical data before analysis. Also, descriptive statistics of the data are sometimes used to identify the dominant pattern and base to explain the relationships between the variables used in the research. For example, the result indicated that the maximum average was 4.16 and belonged to P.I. and minimum was 3.8916 and related to M.

6.3 Evaluation Criteria for Structural Model Fitting

According to Hensel (2009), Criteria for Structural Model Fitting including i; Determination of coefficient(R^2) ii; Predictive relevance(Q^2) iii; Effect Size(f^2) iv; Goodness-Of-Fit

6.4 Goodness-Of-Fit Index (GoF)

Tenenhaus et al. (2005) and Amato et al. (2004) suggested a global criterion of the goodness of fit (GoF) index, which is the geometric mean of the average commonality and the average of R-squared. The GoF is normed between 0 to 1, where the higher value signifies better path model estimation (Henseler, Ringle, & Sinkovics, 2009). The GoF for the current study model was 0.755 (75.5%) (See Table 4) and can be accepted at a moderate level (Chin, 1998).

Table 3: Goodness of fit

	Communality	R Square
Job Satisfaction	0.504081	-
Moral	0.569076	-
Work Conditions	0.523027	-
Organizational Culture	0.506171	-
Stress	0.531471	-
Illness	0.523027	-
Personal Issues	0.506171	-
Family Issues	0.531471	-
Average	0.5267652	0.9447
Gof	0.705469888	

$$GOF = \sqrt{communalities * \overline{\overline{R^2}}}$$

GOF: Goodness of fit

6.5 The Results of Main Hypotheses Testing

The analysis started with the descriptive statistics of the data. The response rate was 100%. Then, the normality, univariate outliers, multicollinearity, standard methods test bias have been done. In the third step of the analysis, the reliability and validity of all the constructs were examined. The results of the questionnaire validity and reliability showed that these values were within the specified range. Finally, partial Least Squares Structural Equation Modelling (PLS-SEM) was used for hypothesis testing. The result indicated that all factors have a positive and significant effect on absenteeism.

Table 4: Summary results of Hypotheses

	Hypothesis	Result
H1	There is a positive relationship between job satisfaction and the workplace.	Accepted
H2	There is a positive relationship between morals and the workplace.	Accepted
H3	There is a positive relationship between organizational culture and the workplace.	Accepted
H4	There is a positive relationship between work conditions and the workplace.	Accepted
H5	There is a positive relationship between stress and the workplace.	Accepted
H6	There is a positive relationship between illness and the workplace.	Accepted
H7	There is a positive relationship between personal issues and the workplace.	Accepted
H8	There is a positive relationship between family issues and the workplace.	Accepted

7 Contribution

First, this study introduces well-developed theoretical constructs, instruments, and research methodologies into Iran. It also provides a model for Iranian researchers who want to know more about the theoretical foundations of the constructs being studied and their applications in the Iranian context. Remarkably, this study can serve as a sample study for Iranian researchers who want to use more empirical management and organization research methods. Iranian social sciences academia lacks traditions of empirical studies but now pays more and more attention to empirical methodologies and positivistic paradigms; thus, this study

can serve as an example to encourage Iranian researchers to adopt empirical or positivistic methodologies.

Second, this research also serves as a pioneer study for indigenizing these well-developed constructs and instruments for future application in the Iranian context. Reliable and valid instruments are valuable tools in organizational studies. This research intends to observe the validity and reliability of the constructs and instruments being studied in an Iranian context. As a result, this study can test the validity of theoretical frameworks in a different context and provide evidence for instrument refinement.

Third, this study can fill a gap in existing organization and management literature and contribute knowledge to the subjects being studied in Iranian contexts.

Forth, this study has potential contributions to Human resource management practice, both in Iran and Western countries, to explore the relationships among these constructs and absenteeism in Iranian food industries.

8 Research Limitations

There are a few drawbacks which should be noted in the report. First, the study's drawback applies absenteeism in the corporate workplace in Sepahan company. Fitzpatrick and Huczynski expressed that mindful evaluation and investigation of absenteeism trouble is necessary for successful solving. It includes the absenteeism trouble inside a company and recognizing the reasons planning and fulfilling policies were acceptable to a company. Their more recommend that solving can be selected from a variety of individuals, work and organizationally concentrated policies, Solving to holding and progressing attendance can be found from theoretical essence, work environment research and evaluation and from evaluating and surveying and train relevance of work environment policies and familiarity with the company. Second, considering the study population, the results of this study are cautiously generalizable to the public company in other contexts. In other words, using a limited sample of Iranian companies that operate in a developing country under specific circumstances limits the generalizability of the study results to other contexts, especially in developed countries. Third, the data utilized as a part of the study were gathered with subjective measures in light of the perception of organizations' managers. Albeit perceptual data are widely utilized as a part of business studies, there is a possibility that the subjectivity of the measures has biased the study's outcomes.

The data has gathered during the sanction that has been posed by the U.S. Therefore. The result of this study may not be generalized in the post-sanction time.

9 Conclusion

This study explored absenteeism and the factors affecting it in the Suinich Sepahan company. Firstly, the response rate was 100%. Secondly, the normality, univariate outliers, multicollinearity, standard methods test bias have been done. In the third step of the analysis, the reliability and validity of all the constructs were examined. The results of the questionnaire validity and reliability showed that these values were within the specified range. Partial Least Squares Structural Equation Modelling (PLS-SEM) was used for hypothesis testing. The result indicated that all factors have a positive and significant effect on absenteeism. The result indicated that the effect of all eight factors and absenteeism is positively significant. Moreover, the results indicated that a few elements or working methods had been employed in studying or growing work environment evaluation and attendance.

Acknowledgments

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