



## CERTIFICATE

This is to certify the project work entitled  
“COMPETITIVE STUDY ON ABSENTEESIM”

Is done by

NAME : **M. NANDINI**

ROLL NO : **110420405135**

As a part of their Curriculum in the Department of Commerce

**IDEAL DEGREE COLLEGE FOR WOMENS**

HYDERABAD – 500007

This work has been carried out under my guidance

*B. Madhusudhan*

PRINCIPAL: **B.MADHUSUDHAN**



*g*

External **EXAMINER**

*S*

MENTOR: **S. BHAGYA LAXMI**

## ANNEXURE -1

### **DECLARATION**

I here by declare that the project entitled "COMPETITIVE STUDY ON ABSENTEESIM" is an original work done by me and has been submitted to the Department of Commerce, Osmania University, Hyderabad in partial fulfilment for the award of the Degree of Bachelor of Commerce (Computer Applications).

This report has not been submitted anywhere else for award of any other degree or diploma or certificate.

Name and address of the student

**M. NANDINI LAXMI**

M. Nandini

**Signature of the student**

**Ideal Degree College for Women**

## ABSTRACT

Absenteeism is a 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. Absenteeism results in financial losses, because of the resultant reduction in productivity and the cost of sick leave benefits or others are paid as wages for no work.

Absenteeism reduces the satisfaction level of the employee and makes him unsecured about his job in the organization. Most researches had concluded that absence is a complex variable and that it is influenced by multiple causes, both personal and organizational. This paper focus on absenteeism as a threat to the organization as it reduces the employee satisfaction and the ways to manage absenteeism in order to improve the productivity of the organization

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## CONCLUSION

This project was aimed to prepare a written document of the job satisfaction for the employees of Big bazaar. This project helps to understand the job satisfaction implemented in the organization.

- Organization needs to satisfy the employees who make better contribution to production, quality and productivity.
- The employees should be given reasonable autonomy for their job. This makes them feel more responsible and challenging and work hard for achieving it. there exists a strong bond among the employees, which helps them to work as team and make group accomplishments.