MANAGER'S PERCEPTION TOWARDS THE EMPLOYEE SEPARATION THROUGH ABSCONDING WITH REFERNCE TO SOFTWARE COMPANIES IN CHENNAI

Section A-Research paper

MANAGER'S PERCEPTION TOWARDS THE EMPLOYEE SEPARATION THROUGH ABSCONDING WITH REFERNCE TO SOFTWARE COMPANIES IN CHENNAI

Vellore Harikrishna Jyothipriya[a] and Harihara Sudhan R[b]

Abstract

Drinking water quality is essential for public health. With the aid of the water quality index, Absconding is among the unethical, abrupt, and unprofessional ways to end an employment contract. In this, a worker chooses not to report to work one lovely day. He is unwilling to give up his belongings. Understanding an employee's motivations and objectives becomes crucial in the event that he or she decides to run away (or abscond). Numerous employers have encountered challenging circumstances where an employee fails to report for duty and they are unaware of the employee's whereabouts or the reason for the absence. It will be simple for the employer to declare the employment contract terminated and stop any action as a result. However, even in cases where an employee has missed work, before concluding that the employment relationship has ended, an employer is still required by law to follow a number of measures. Employees of Software companies top the list in the absconding cases. This study has been conducted to identify causes and solutions for the absconding of employees. The main objective of this study is to read the manager's perception towards the employee separation through absconding. The secondary objectives are to find out prevalence of absconding of employees, find out the reasons for absconding, find out the impact of absconding of employees in organizational goals and to provide suitable measures to reduce the absconding in Software companies. The researcher has examined the many reasons that influence employees to leave software businesses through this study. Limelight has been thrown on the manager's perception on the special type of employee separation. Based on the responses from the managers from Software companies, unknown facts about the prevalence, reason for absconding and its impact have been found. Suitable suggestions like Employee bond, retaining of original education certificates, frequent rewards & recognition and many more have suggestions to reduce the employee separation through absconding.

[a] Roll No. 21237032, MBA Student and [a]Associate Professor, School of Management, Hindustan University, Chennai

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INTRODUCTION

Employee separation is one of the HR department's most vital and important functions. If not managed properly, this process may result in a number of legal issues.An employee performs work for an employer and is compensated only for that labour. The relationship between an employer and employee begins, lasts for a while, and eventually ends. The process of establishing a relationship is known as recruiting or talent acquisition, which includes a selection phase and is then followed by induction. The several phases of maintaining a relationship include performance management, career management, professional growth, development, and others. Separation is the relationship's last step.

SEPARATION TYPES:

RESIGNATION: This is the most typical form of separation. In order to pursue better prospects, such as a better position at a better compensation package in a branded company (or better known company) in the same city and country or in a different city or country, the employee leaves his or her work and employment with the employer. An employee leaves their position due to:

1) Increased pay and benefits

2) A higher level or position 3) A challenging role

4) To transition from a little-known or poorly branded company to one that is well-known and well-branded (e.g., one of the Top 10 or 25 corporations in the world).

5) For international or overseas tasks

TERMINATION:

Usually, employees have an unfavourable opinion of this process. When an employee's employment is terminated, the employer may do so under certain circumstances. There are various reasons why an employer can decide to end an employee's employment, but some of the most frequent ones are as follows:

1) Performance Failure

2) Disobedience

3) Misbehaviour

4) Disobedience

5) Theft, etc

ABANDONING:

This is one of the unethical, impromptu, and unprofessional ways to cancel an employment contract. In this, a worker chooses one fine day not to report to work. He has no desire to give up his possessions. It becomes crucial to comprehend an employee's motivations and goals in the event that he or she chooses to flee (or run away).

LITERATURE REVIEW

Griffith et al. (2000) did a study of the literature on employee turnover and identified the most often cited factors. They incorporated the variables that explain the turnover process into their model. It consists of both job-content-related variables and determinants of the external environment that affect turnover. It is commonly accepted that the psychology and behaviours that contribute to employee retention are reversed throughout the process of employee turnover.

Researchers are aware of the importance of studying employee retention. Retention was described as the opposite of turnover in the **Harvard Business Essentials of 2002**. Activities aimed at boosting employees' organisational commitment and providing them with a broad range of chances where they can pursue their goals can be grouped together as retention activities.

The decision to develop an environment that keeps people interested over the long term is one that an organisation voluntarily makes **(Chaminade, 2007).**

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The majority of the literature has established how crucial it is for an organisation to maintain a useful workforce or functional workforce (**Bogdanowicz & Bailey, 2002**).

Mak and Sockel (2001) pointed out that keeping a strong team of dedicated and productive workers is essential to preserving a company's strategic advantage. As a result, businesses need to develop effective methods to keep their top talent.

According to empirical studies (**e.g., Harris, 2000; Kinnear & Sutherland, 2000; Maertz & Griffeth, 2004; Meudell & Rodham, 1998**), employees frequently cited factors like competitive pay, a welcoming work environment, positive interpersonal relationships, and job security as important motivating factors that influenced their retention in the organisations.

Herzberg et al.'s (1959) two-factor theory is a crucial theory that clarifies what makes employees happy or unhappy, and it consequently provides a crucial framework for employee retention. The motivator-hygiene theory, a two-factor theory, was put forth by Herzberg et al. in 1959. This idea states that while some employment characteristics contribute to satisfaction, other job factors shield employees against unhappiness.

Later**, Griffith et al. (2000) r**eaffirmed that job dissatisfaction is indeed what drives turnover. There is a significant correlation between job satisfaction and attrition (Billingsley & Cross, 1992; Gersten et al., 2001; Whitaker, 2000).

Lack of commitment was cited by **Griffith et al. (2000)** as a significant precursor to the employee quitting process. According to earlier studies (Dunham et al., 1994; Newton et al., 2004; Somers, 1995), perceptions about organisational commitment are substantially connected with turnover.

According to several studies (**Addae et al., 2006; Addae & Parboteeah, 2006; Goldman et al., 2008; Wright & Bonnet, 1997; Zhao et al., 2007),** organisational commitment is substantially correlated with both turnover intention and actual turnover.

Organisational commitment, according to **Lacity (2008) and Tang et al. (2004),** is one of the key variables influencing turnover intention.

work satisfaction was mentioned by **Griffeth et al. (2000)** as a potential precursor to turnover; however, they also stated that organisational commitment was a greater predictor of turnover than even work satisfaction.

Elangovan (2001) concurs with this opinion. According to his opinion, dedication has a very substantial adverse impact on turnover. According to research (Angle & Perry, 1981), committed employees are less likely to depart a company than uncommitted ones.

Samad (2006) discovered a link between organisational commitment and plans to leave the company. Limited opportunities for advancement in terms of career and finances, organisational culture, and work-family conflict are other significant contributors to turnover (O'Leary & Deegan, 2005; Stalcup & Pearson, 2001).

The relationship between different major organisational characteristics like the psychological contract, emotional organisational commitment, and turnover intention has been studied by **Aggarwal and Bhargava (2009).**

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OBJECTIVES

FIRST OBJECTIVE

To investigate the manager's viewpoint on employee absconding with particular regard to software businesses.

SECONDARY OBJECTIVES

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- To find out prevalence of absconding of employees
- To find out the reasons for absconding
- To find out the impact of absconding of employees in organizational goals
- To provide suitable measures to reduce the absconding in Software companies.

RESEARCH METHODOLOGY

These are the three fundamental designs:

- Exploratory research,
- Descriptive research,
- Informal research are the three types of research designs.

Descriptive research design is the methodology employed in the study.

Designing research

Explanatory design is another name for descriptive research design. This one only describes something, such as demographic traits that are frequently focused with figuring out how frequently something happens or how two variables change together.

The Target Respondents

130 managers from software businesses make up the sample, and the study's focus is human resource management.

Research techniques

The tools that are utilised for acquiring or collecting information are known as research instruments. 1. Direct questions were utilised as the study's tool.

2. Closed-ended inquiries

3. Questions with two options

4. Questions with many choices

Sampling techniques

The census approach involves gathering information on each and every unit of the population. Sampling method refers to the process wherein only a small portion of the population under research is taken into account for analysis. Different sampling techniques can be categorised into two main groups.

The first of the two types is

- probability sampling.
- A non-probability sampling technique

Convenience sampling with non-probability sampling is the sample strategy used for the investigation.

DATA ANALYSIS AND INTERPRETATION

Age

Particulars	Respondents	Percentage
18 - 25 years	12	24
26 – 30 years	15	30
31 – 40 years	13	26
41 & above	10	20
Total	50	100

INFERENCE:

It can be deduced from the above table that 30% of respondents are in the age range of 26 to 30 years, 26% are in the age range of 31 to 40 years, 24% are in the age range of 18 to 25 years, and 20% are in the age range of 41 and above. The majority of responses are between the ages of 26 and 30.

Average number of absconding in a year

Particulars	Respondents	Percentage
Less than 10 employees	32	64
10-25 employees	12	24

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26-50 employees	4	8
Above 50 employees	2	4
Total	50	100

INFERENCE:

According to the following table, 64% of the respondents believe that less than 10 employees are absconding in a year, 24% of the respondents are saying that 10-25 employees are absconding in a year, 8% of the respondents are saying that 26-50 employees are absconding in a year and 4% of the respondents are saying that the above 50 employees are absconding in a year. Most of the respondents are saying that less than 10 employees are absconding in a year.

Personal reasons

Particulars	Respondents	Percentage
Strongly Agree	24	48
Agree	14	28
Neutral	0	0
Disagree	8	16
Strongly disagree	4	8
Total	50	100

INFERENCE:

From the above table it can be inferred that 48% of the respondents strongly agreed that employee absconding for their personal reasons.28% of the respondents agreed that employee absconding for their personal reasons. 16% of the respondents disagreed that employee absconding for their personal reasons. Most of the respondents strongly agreed that employee absconding for their personal reasons.

Major reason for abscond of employees

Particulars	Respondents	Percentage
Better job opportunity with high salary	19	38
Profile mismatch with the current job	17	34
Conflict among the peers	9	18
Personal reasons	5	10
Total	50	100

INFERENCE:

From the above table it is inferred that 38% of the respondents are saying that better job opportunity with high salary is the major reason for abscond of employees. 34% of the respondents are saying that profile mismatch with the current job is the major reason for abscond of employees.18% of the respondents are saying that conflict among the peers is the major reason for abscond of employees. 12% of the respondents are saying that personal reasons is the major reason for abscond of employees. Most of the respondents are saying that better job opportunity with high salary is the major reason for abscond of employees.

STATISTICAL TOOLS AND ANALYSIS

CHI- SQUARE TEST I – (ψ^2)

Chi-square is calculated as the product of the squared difference between the observed data (o) and the expected data (e), also known as the deviation (d), and divided by the expected data over all conceivable categories.

Null hypothesis (Ho): There is no relationship between the age and average number of absconding in a year.

Alternate hypothesis (H1): There is relationship between the age and average number of absconding in a year.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
AGE * AVERAGENUMBER OFABSCONDINGIN AYEAR	50	100.0%	0	.0%	50	100.0%

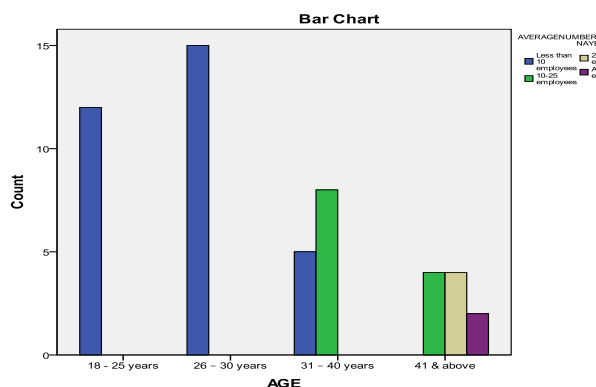## AGE * AVERAGENUMBEROFABSCONDINGINAYEAR Crosstabulation

			AVERAGENUMBEROFABSCONDINGINAYEAR				Total
			Less than 10 employees	10-25 employees	26-50 employees	Above 50 employees	
AGE	18 - 25 years	Count	12	0	0	0	12
		% within AGE	100.0%	.0%	.0%	.0%	100.0%
		% within AVERAGENUMBE ROFABSCONDIN GINAYEAR	37.5%	.0%	.0%	.0%	24.0%
		% of Total	24.0%	.0%	.0%	.0%	24.0%
	26 – 30 years	Count	15	0	0	0	15
		% within AGE	100.0%	.0%	.0%	.0%	100.0%
		% within AVERAGE NUMBER OF ABSCONDING IN A YEAR	46.9%	.0%	.0%	.0%	30.0%
		% of Total	30.0%	.0%	.0%	.0%	30.0%
	31 – 40 years	Count	5	8	0	0	13
		% within AGE	38.5%	61.5%	.0%	.0%	100.0%

	% within AVERAGE NUMBER OF ABSCONDING IN A YEAR	15.6%	66.7%	.0%	.0%	26.0%
	% of Total	10.0%	16.0%	.0%	.0%	26.0%
41 & above	Count	0	4	4	2	10
	% within AGE	.0%	40.0%	40.0%	20.0%	100.0%
	% within AVERAGENUMBEROFABSCONDINGINAYEAR	.0%	33.3%	100.0%	100.0%	20.0%
	% of Total	.0%	8.0%	8.0%	4.0%	20.0%
Total	Count	32	12	4	2	50
	% within AGE	64.0%	24.0%	8.0%	4.0%	100.0%
	% within AVERAGENUMBEROFABSCONDINGINAYEAR	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	64.0%	24.0%	8.0%	4.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	52.372[a]	9	.000
Likelihood Ratio	57.473	9	.000
Linear-by-Linear Association	29.385	1	.000
N of Valid Cases	50		

a. 12 cells (75.0%) have expected count less than 5. The minimum expected count is .40.

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Degree of Freedom= (r-1) *(c-1)

$$= 3*3 = 9$$

Calculated value = 52.372

Tabulated value = 16.919

Z = Z cal >Z tab

Z= 52.372>16.919

Hence, the Alternate hypothesis [H1] is accepted

INFERENCE:

We support the alternative hypothesis since the calculated value is higher than the tabulated value, and as a result, there is a correlation between age and the annual average number of abscondings.

ANALYSIS USING KARL PEARSON'S CORRELATION

The statistical technique used to assess how linearly connected two variables are to one another is correlation analysis. The degree of relationship between two variables is measured by correlation.

Null hypothesis (H0):

There is positive relationship between the major reason for abscond employees and personal reasons.

Alternate hypothesis (H1):

There is negative relationship between the major reason for abscond employees and personal reasons

Correlations

		MAJORREASONFORABSCONDEMPLOYEES	PERSONALREASONS
MAJORREASONFORABSCONDEMPLOYEES	Pearson Correlation	1	.151
	Sig. (2-tailed)		.296
	N	50	50
PERSONALREASONS	Pearson Correlation	.151	1
	Sig. (2-tailed)	.296	
	N	50	50

$$r = \frac{N\sum XY - \sum X \sum Y}{\sqrt{N\sum X^2 - (\sum X)^2}\sqrt{N\sum Y^2 - (\sum Y)^2}}$$

$r = .151$

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INFERENCE:

The major and the minor have a positive relationship since r is positive reason for abscond employees and personal reasons.

CONCLUSION

The researcher has examined the many reasons that influence employees to leave software businesses through this study. The manager's perspective of the unique sort of employee separation has come under the spotlight. Unknown information concerning the prevalence, cause of absconding, and its consequences have been discovered based on the management of software businesses' comments. To lessen employee separation due to espionage, appropriate solutions include employee bonds, keeping original diplomas, frequent awards & recognition, and many more.

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