



A Study On Workplace Absenteeism And Its Effect On Genz Employee Performance In Lifestyle Pvt Ltd

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Abstract: Workplace absenteeism, defined as the failure of employees to report to work as scheduled, poses significant challenges for organizational efficiency and employee performance. This study focuses on Generation Z (Gen Z) employees, examining the factors influencing absenteeism, its impact on individual and team performance, and strategies to mitigate its effects. Through a survey of 120 respondents at Lifestyle Pvt. Ltd. Chennai branches, key findings reveal that personal responsibilities, mental health issues, and work-related stress are primary drivers of absenteeism. This research highlights the importance of flexible work policies, mental health support, and effective leadership in addressing absenteeism and enhancing performance.

KEYWORDS: Workplace absenteeism, Gen Z employees, employee performance, mental health, flexible work policies, organizational efficiency

I. INTRODUCTION

Workplace absenteeism is a growing concern across industries, affecting productivity, team dynamics, and operational efficiency. Generation Z employees, characterized by their unique work preferences and values, present distinct challenges and opportunities for employers. This study explores the causes and consequences of absenteeism among Gen Z employees, with a focus on its effects on performance and organizational outcomes. By understanding these dynamics, organizations can develop targeted strategies to foster engagement and reduce absenteeism.

II. REVIEW OF LITERATURE

The literature underscores the multifaceted nature of workplace absenteeism. Studies highlight the significant role of mental health, work-life balance, and leadership in influencing attendance (Febriana, 2024; Ginting, 2025). Hakim (2024) emphasizes that flexible work policies enhance performance by reducing stress, while Badubi (2017) identifies absenteeism as an indicator of deeper organizational issues. Effective supervisory support and positive workplace relationships are also critical in mitigating absenteeism (Biron & Bamberger, 2012).

III. OBJECTIVE

PRIMARY OBJECTIVE

To study on workplace absenteeism and its effect on Gen z employee's performance Lifestyle Pvt Ltd

SECONDARY OBJECTIVE

- ✧ Identify factors influencing absenteeism among Gen Z employees
- ✧ Analyze the impact of absenteeism on employee and team performance.
- ✧ Propose strategies to reduce absenteeism and improve engagement.

IV. RESEARCH METHODOLOGY

- ✧ Descriptive research design was employed to provide a detailed understanding of absenteeism and its impacts.

Sample Size

The study surveyed 120 respondents.

Sample Area

Lifestyle Pvt. Ltd., Chennai branches.

Sampling Technique

Convenience sampling was used to select participants based on accessibility and availability.

Data Collection Methods

1. **Primary Data:** Collected through structured surveys.
2. **Secondary Data:** Derived from existing literature, reports, and organizational records.

Tools Used

- Chi-Square Test
- Correlation Analysis
- Descriptive Statistics

Tool/Method	Description
Chi-Square Test	he goodness of fit and independence of attributes.
Correlation Analysis	es the strength and direction of the linear relationship between variables.
Descriptive Statistics	mmarizes data characteristics using measures like mean, median, and standard deviation.
One Sample Sign Test	non-parametric test to assess if the median of a sample differs from a hypothesized value.

Table 1: Age Distribution of Respondents

Age Range	Number of Responses	Percentage (%)
18-22	50	41.67%
23-27	45	37.50%
28-35	15	12.50%
36-40	7	5.83%
40+	3	2.50%

Table 2: Gender Distribution of Respondents

Gender	Frequency	Percentage (%)
Male	70	58.31%
Female	50	41.7%

Table 3: Factors Influencing Absenteeism

Reason	Frequency	Percentage (%)
Personal responsibilities	50	41.7%
Mental health issues	30	25.0%
Work-related stress/burnout	20	16.7%
Lack of motivation	10	8.3%
Physical health issues	10	8.3%

Table 4: Perception of Leave Policies

Response Option	Number of Responses	Percentage (%)
Strongly Agree	36	30.0%
Agree	42	35.0%
Neutral	24	20.0%
Disagree	12	10.0%
Strongly Disagree	6	5.0%

V .ANALYSIS KEY FINDINGDS

- ✧ **Mental Health & Burnout:** 60% of employees say stress and burnout contribute to their absenteeism.
- ✧ **Work-Life Imbalance:** 75% find it difficult to balance work and personal responsibilities.
- ✧ **Good Work-Life Balance Reduces Absences:** 79.2% agree that a healthy work-life balance helps reduce unscheduled absences.
- ✧ **Emotional Safety is Crucial:** 75% agree that absenteeism increases when employees don't feel emotionally safe at work.

VI .SUGGESTIONS

- ❖ Implement Flexible Work Arrangements
- ❖ Introduce Stress Management & Wellness Programs
- ❖ Develop Transportation Support Plans
- ❖ Encourage Open Communication
- ❖ Promote Positive Workplace Culture

VII.CONCLUSION

The workforce is predominantly young, early in their careers, and earning lower salaries, which suggests a need for growth opportunities and support systems. While most employees feel supported by supervisors and view leave policies positively, significant challenges still drive absenteeism primarily personal responsibilities, mental health issues, work-related stress, and difficulty maintaining work-life balance.

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