

Title
The study on employee's absenteeism in retail organisation.

1.1 Introduction

Employee's absenteeism is considered as a vital problem for any business organisation.

Employee's absenteeism from job in view of a disease or incapacity is of steady investment. These nonappearances can be for either part or the majority of a week.

Studies previously analyzed in subtle element patterns and contrast among different work groups concerning general ailment related work absenteeism full- and part-week joined (Akyeampong, 2007). The study is based on employee's absenteeism, its reason and its effects on organisation. For the purpose of this study retail organisation will be focused.

Human resource management usually deals with absenteeism case, Human resource is one the vital and exceptionally basic variables in the organisation. Those association who are extremely effective to organized human assets they had tasted achievement. Keeping up right individuals in correct spot is extremely fundamental in human asset administration (Snell & Bohlander, 2012). Human recourse management is considered as the procedure of evaluating and dealing with an association's human asset needs to guarantee fulfilment of its vital destinations (Hellriegel et al, 2009).

2.0 Literature review

According to Dessler, 2007 human resource management is "The approaches and practices included in doing the "individuals "or human resources aspects of a management position, including recruitment, screening, training and appraising". Human recourse management is also considered as the function of management which give assistance to administrators in the process of recruiting, selecting, training and developing staffs for a company (Aswathappa, 2005).The viable administration of an association's representatives (i.e. its human assets) is seemingly the absolute most troublesome, most perplexing, most uncertain, yet most vital errand that administrators face. It is a range of administration approach making that is not described by thorough all inclusive acknowledged proficient guidelines (Vokic, 2012). Since HR strategy manages overseeing individuals, it includes human conduct and connections that are innately mind boggling, conceivably conflictual and here and there risky. Machines or currency markets are so much simpler to manage than individuals, so that (in spite of much prominent assumption) being a generation designer or a fund officer is seemingly far simpler and more direct than being in charge of 'individuals administration' (Fernandez- Perez et al, 2014).

3.1 Data collection and analysis

The investigation of a case is carried out by method for top to bottom; point of interest information gathering strategies is data collection methods (Pawar, 2005). Questions will be asked to the choose retail branch between employees and their answered will be collected to analyse the response. For the purpose of this research employees in a retail organisation will be interviewed about absenteeism problems and their view about it. The design of this methodology will be descriptive approach because in this type of case study should describe an involvement or circumstances and actual experiences which were accumulated (Yin, 2003). Qualitative interviews will be taken to understand the respondent's perception (Greef, 2005) and data will analysed from the information give according to responded experience which is qualitative analysis of the data, where rather than number quality of the issue will be analysed.

For the purpose of the thesis Inductive approach will be applied because Inductive approach starts with the discernments and speculations are planned towards the end of the examination and as an after effect of perceptions (Goddard and Melville, 2004). Especially, no hypotheses can be applies at the introductory periods of investigations and the analyst is not sure about the sort and nature of the examination revelations until the study will be done (Young, 2007). Basically, deductive method is often start with testing hypothesis (Collins, 2010) but inductive approach is based on research question (Young, 2007) that is why inductive approach will be suitable for the purpose to collect data for this study.