ASSESSING THE EFFECT OF DEMOGRAPHIC VARIABLES ON THE TURNOVER INTENTIONS AND ABSENTEEISM – AN EMPIRICAL STUDY IN HEI

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ABSTRACT

Human Resource unarguably is one of the most valuable asset of any Organization and more so for the Educational Institutes because they operate on the human intellectual capital. It is therefore penultimate to retain this educated committed and experienced staff in order to be able to maintain the knowledge inventory and decrease the costs of Re-recruitment, selection, orientation, training and development on new staff. Being able to retain the staff will also ensure knowledge continuity, committed decision making and smooth and coordinated work flow. Indeed there is a paradigm shift from human resource to human capital which consists of the knowledge, skills and abilities of the people employed in organization which is indicative of their value. This study examines the effect of demographic variables age, gender, designation, educational qualification and total years of service on the turnover intentions and absenteeism of teachers in higher educational institutions affiliated to Bharathiar University. Data was collected through questionnaire from 536 teachers by stratified proportionate random sampling method. Statistical tools like chi square analysis, one way ANOVA, weighted average mean were used to analyze the data. It was found that all the demographic variables had a significant effect on the TOI and absenteeism of teachers in HEI. Both male and female teachers had the same degree of TOI and the rate of absenteeism was found to be high in institutions. Teachers had a moderate level of TOI. Suggestions are offered to the policy makers to retain the teachers in HEI.

KEYWORDS: TOI – Turnover intentions, HEI – Higher Education Institutions, Absenteeism, Demographic variables.

REFERENCES