

Determining the impact of labour turnover & absenteeism on an organization's performance : a case of Nation Media Group

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Abstract:

Human resources are one of the most valuable resources of an organization and indeed an organization is nothing without human resources. Since every organization is made up of people, acquiring their services, developing their skills, motivating them to higher levels of performance and ensuring that they continue to maintain their commitment to the organization are essential to achieving organizational objectives. Getting and keeping good people is critical to the success of every organization, whether profit or non-profit, public or private. Maintaining employees is concerned with providing those working conditions that employees believe are necessary in order to maintain their commitment to the organization. One of the objectives of the HR department is to retain employees whose performance helps the organization realize its goals and to release those whose performance is unsatisfactory. One of the main reasons for low productivity within organization is chronic absenteeism among employees. Some degree of absenteeism will always exist, but the HR department can save line supervisors the many non productive hours required to check all absenteeism. Organizations have therefore to realize that Human Resources are more valuable than other resources and that their proper management can tremendously help the organization maximize the utilization of other resources. Human Resources can also greatly influence the organization's performance and determine its achievement of the set objectives. This study therefore sought to look at two important aspects of HR that have often been ignored but definitely have major impact on the organization's performance: - Labour turnover and Absenteeism. The study sought to look at the causes of labour turnover and absenteeism in organizations and how they impact on organizations performance and tried to offer solutions to the problems arising from high labour turnover and absenteeism in organization's performance, having taken Nation Media Group as a case study.