

Economic consequences following the absence of workers in private enterprises  
due to poor physical abilities associated with job health

(For adolescent workers in lower management)

التبعات الاقتصادية إثر تغيب العمال في المؤسسات الخاصة بسبب ضعف القدرات البدنية المرتبطة  
بالصحة الوظيفية (للعامل المراهقين في الإدارة الدنيا)

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**Abstract:** This study aimed at evaluating the level of physical fitness elements associated with job health of adolescent workers in private enterprises, and how that relates to absence from the job. The study also sought to determine the expenses paid and sustained by private enterprises because of their absent workers. To achieve this aim, the study utilized the descriptive method as it best suits the nature of the topic on a research sample of 36 adolescent workers. The method of research involved the workers going through a selected number of job-related physical fitness tests along with the processing of relevant statistics using the financial accounting system (FAS). The study found that there is indeed a correspondence between workers' absence and deficiency in physical fitness associated with job health, which burdens private enterprises with additional costs that could diminish their profit margin or force upon them unexpected consequences.

**Keywords:** economic consequences; private enterprises ; physical abilities ; job health

الملخص : هدفت الدراسة الى معرفة مستوى عناصر اللياقة البدنية المرتبطة بالصحة الوظيفية للعامل المراهقين في المؤسسة الخاصة وعلاقتها بالتغيب عن الدوام مع ابراز مقدار المخرجات المالية التي تنفقها وتحملها المؤسسة عن الموظفين المتغيبين، ولتحقيق هذا المطلب تم الاعتماد على المنهج الوصفي لمناسبته وطبيعة الموضوع على عينة قوامها 36 عامل مراهق بتطبيق

مجموعة اختبارات اللياقة البدنية المرتبطة بالصحة مع معالجات إحصائية وحسابية على ( SCF ) مدونة النظام المالي المحاسبي ومن اهم ما تم التوصل اليه وجود علاقة بين تغيب ونقص عناصر اللياقة البدنية المرتبطة بالصحة الوظيفية والتي تحمل المؤسسة تكاليف زائدة قد تنقص من هامش ربحها او عواقب لا تدخل ضمن مخططاتها .  
- الكلمات المفتاحية : التبعات الاقتصادية – مؤسسة خاصة – اللياقة البدنية – الصحة الوظيفية .

## **Theoretical chapter**

### **1-Introduction and problematic of the study:**

Human needs are arranged by ABRAHAM\_MASLOW in a pyramid according to priorities .He situated the physiological and security needs of the human as the first priority (Robert J. Taormina, 2013.pp.155) .In order to secure the physiological needs he has to work to provide food and drink. As a result this work has different forms according to the function and position occupied by the person. For instance the Administrative nature(office) requires a set of mental and leadership abilities, which we perceive in senior management, including what requires muscle and physical effort (physical abilities) which is usually in the lower management or executive management (supervisory or direct) of (industrial activities and productivity, shipping goods, loading and arranging stocks... Etc (VIDALIN, 25 September 2014) .In addition, the cost of the UK alone is around £ 13 billion annually, and studies conducted in recent years indicate that absenteeism rates in the UK alone exceed those of the rest European countries - A study conducted in 1983 showed that the rate of absenteeism in Britain is 11.8%, while it reaches 5.9% in France, 5.4% in the Netherlands, 3.8% in Belgium, 3% in West Germany and Sweden and finally absenteeism in the UK. Italy (2.9%) (Chouchane.2019.p5)According to the ELWATAN online newspaper, according to the ONS (Berkouk, ONS : Office National des Statistiques, 2011)Employment Survey 2011, approximately 30% of employees work less

than authorized. After the survey, the amount of working hours was set at (43 hours / week). (44 hours for the private sector and 41 hours for the public sector) The percentage estimated by (ONS) is missing by 18%, more than 1.7 million workers or employees working less than 40 hours a week. (Berkouk, l'absentéisme, l'autre mal qui ronge les entreprises, 2012.p4)

In the midst of this context, absenteeism takes several forms, including not arriving on time or not attending for an unknown reason or due to illness or fatigue, which relates to the lack of physical abilities that must be provided in the lower management as we have already explained, which is the essence of our research, which concerns us, as in France, for example, and according to its statistics for the year 2018 stated that the first cause of absence is work accidents and health related to work. (Tessier.2018.p6)

In the light of what have been mentioned above, the study at hand has chosen the following problem as a starting point for research:

What are the economic consequences of the absence of workers in private institutions due to poor physical abilities associated with functional health?

## **2- The research questions:**

- What is the approximate amount spent after a worker is being absent?
- What is the level of fitness associated with the functional health of workers?
- Is there a relationship between the rate of absence and excess expenses for the organization?

### **3- The research hypotheses:**

- The amount spent after the absence of a worker is estimated by a doubled wage.
- The level of fitness associated with the health of the workers is weak.
- there is no relationship between the rate of absence and the excess expenses of the institution.

### **4- Research objectives:**

- To try to reach the amount of financial output spent by the foundation for employees who are absent.
- knowing the level of fitness associated with the functional health of workers.
- To highlight the importance and role of fitness associated with functional health.

### **5- The definition of study terms :**

- 5-1 - Definition of economic consequences: Daniel Liberto defined it as unexpected losses (Liberto, 2019)
- 5-2- Procedural definition of economic consequences: is every burden is too expensive for the institution and outside the official framework of its expenses.

5-3- The definition of absenteeism: the behavior of a person who lacks his or her commitment to attend, and who is often absent for some reason. (Rey, 2008.p10)

5-4-The definition of absenteeism procedure: Every job that the owner did not attend for one reason or other reason the employee is not in his position at work.

5-5 - Definition of a private enterprise: it is owned by one person or group of persons, under a certain legal formula specifying the methods and procedures of its conduct a procedural (Konkuyt, 2014.p17)

5-6- Definition of the private enterprise: each legal activity of transactions managed by an official with the help of employees to conduct the project or work.

5-7- Definition of fitness related to health: Fitness means the qualities possessed by any human being and makes him able to perform physical effort without fatigue, and this does not specify that fitness is related to athletic performance only, it always links fitness to health when talking is focused on the prevention of diseases And improve health - hence the so-called health-related fitness elements. (Omri, 2011.p57)

5-8- Definition of fitness related to functional health: Defined as the safety and health of the respiratory and bone organs and mental, mental and social safety and the emphasis on the development of fitness associated with functional health. (VIDALIN, Conférence nationale médicale interfédérale de la commission médicale du CNOSF, 2014)

5-9- The definition of fitness procedures related to functional health:

Every physical ability that helps the person to complete his work in the short or long term to the fullest and without any difficulties or problems.

**6-Fitness elements related to functional health:**

Cardiorespiratory fitness.

Muscular endurance.

Muscular strength.

Body structure.

Flexibility. (VIDALIN, Conférence nationale médicale interfédérale de la commission médicale du CNOSF, 2104)

**The practical chapter:**

**1- The exploratory study:**

After the visit of some private institutions was selected wholesale and retail accessories (supermarket), in order to enable us to meet the requirements of research and the facilities of the director general of the institution so that the institution contains approximately 56 workers, most of them teenagers occupying executive positions. See the organizational structure of the organization)

The director's statements about the procedures of work and procedural measures during the absence:

The timing of work is 8 hours per worker on a period of 6 days and 7 days for those who have a shift per week and an initial salary estimated at: 18000.00 with 10 days of paid annual leave other than holidays and

religious days paid and Those who have a shift have a double wage plus overtime and an additional daily wage, lunch rights estimated at 150.00 per worker, with social security and insurance contributions. (Finance Act of 1999).

In the case of the absence of any worker, another worker is called to work double-time work or someone is recruited from outside the institution (foreign workers) and this enjoys the same rights as the absent worker and receives the same daily wage set for the absent worker, without prejudice to the monthly wage of the absent worker in case the absence is not repeated twice in the same If the absence is repeated, it will be deducted from his monthly salary or deducted from the annual holidays.

**2- The study method:** It is based on the descriptive approach to its occasion and the nature of the subject which was defined as a way to study phenomena by describing them scientifically .(gouasmia.aissa. 2020.p8)

### **3- The population and the sample of the study:**

The study population represents all the employees of the private enterprise (H.M.S) which numbered 62 + 1 manager, but what is related to our study are the employees in the executive management, which number 48, excluding each of the director and 12 officials and both a legal advisor and an accountant from the management After excluding all 12 teenagers and the transport drivers, there are 36 remaining teenage workers who belong to our study conducted in the city (Laghouat-03 / Algeria).

#### **4- The temporal field: from 22/02/2020 to 06/03/2020**

Requires the temporal factor two periods, one for the theoretical part and the other for the field part.

- **A:** the exploratory phase and the visit of an institution with the organization of an interview with the director.

- **B:** the procedural stage of field tests.

#### **5- The research tools:**

**a)** A set of physical tests represented by health-related fitness tests.( Nabil taha.2011.p5) which was also used in a study of (abdelatif.sahnoune.2020.p12)

**b)** Statistical means.

The value of the stability factor we reached by calculating Pearson correlation coefficient between results within a week and honesty was the square root of the stability factor for fitness tests associated with functional health. (Erol.A, 2017.p97)

We also used a few simple processes such as: (plural) (subtraction) (multiplication) in the SCF accounting financial system code. (conseil national de la comptabilité, 2019)



Table 1. Table shows stability and honesty coefficients The organizational structure of the private enterprise (H.M.S.)

Reliability Index	Stability Factor	Test
0.96	0.93	body mass index (IMC)
0.95	0.91	Sit from the position of the sag
0.97	0.96	Oblique flat (bending and stretching arms)
0.94	0.89	Stretch arms from sitting position (flexibility box)
0.95	0.92	Cooper Test

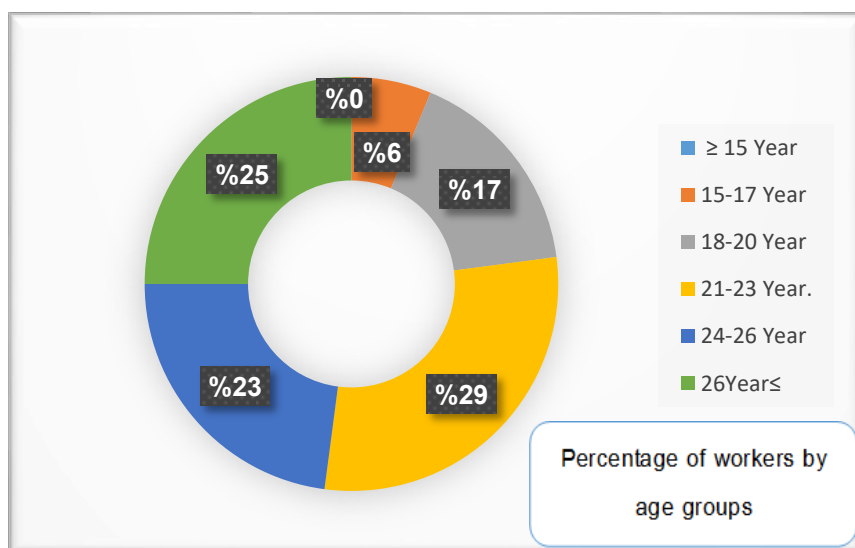
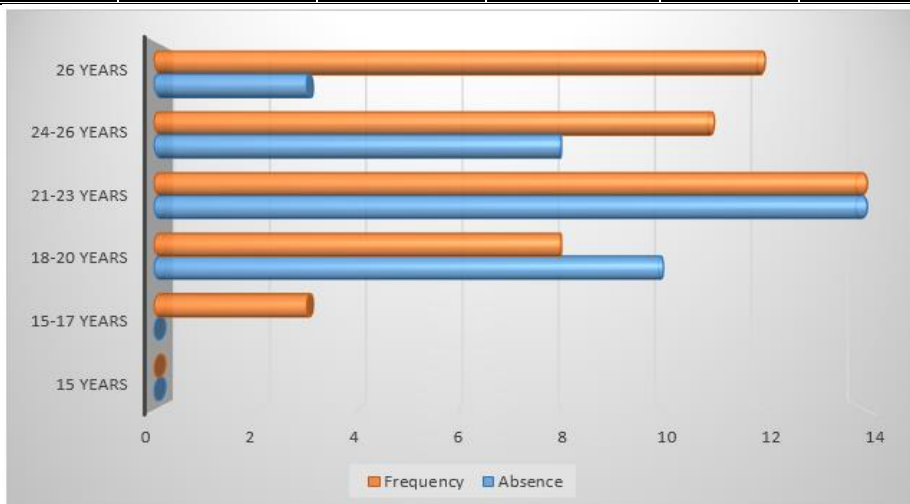


Figure1 . Percentage of workers by age groups

**Table 2. Table of age groups and absences per month (July) for employees in the Department of Executives**

Number	Statement	Frequency	Percentage	Absence	Percentage
1	15	0	0%	0	0%
2	17-15 Years	3	6.25%	0	0%
3	20-18 Years	8	16.66%	10	28.57%
4	23-21 Years	14	29.17%	14	40%
5	26-24 Years	11	22.92%	8	22.85%
6	26 Years	12	25%	3	8.57%
<b>Total</b>	<b>Between(26-15)years</b>	<b>48 Employees</b>	<b>100%</b>	<b>35</b>	<b>100%</b>



**Figure2 . The categories of workers with the absence of July month**

**- Reading tables and data Month 1:**

The number of workers in the lower administration is 48 workers of different ages, of whom:

- Under 15 years (0 workers) (Article 69 of the 1996). (Algerian law prohibits the employment of underage Algerian workers)
- Between 15 and 17 years (3 workers)
- Between 18 and 20 years (8 workers)
- Between 21 and 23 years Year (14 workers)
- Between 24 and 26 years (11 workers)
- Over 26 years (12 workers)

According to the data available to us, the adolescent group represents approximately 75% of the human resource of the institution and is concerned with the research community, and in terms of absences each age group has a share and is as follows in descending order.

- First place in absence category 1: between 21 and 23 years 40 % .
- Category 2: Between 18 and 20 years 28.57.
- Category 3: Between 24 and 26 years 22.85 .
- Category 4: Over 26 years 8.57.
- Category 5: Between 15 and 17 years without any absence of 0.

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Table 3. August month age groups and absences for employees in executive management

Number	Statement	Frequency	Percentage	Absence	Percentage
1	15	0	0%	0	0%
2	15-17 Years	3	6.25%	1	2.63%
3	18-20 Years	8	16.66%	11	28.94%
4	21-23 Years	14	29.17%	13	34.21%
5	24-26 Years	11	22.92%	9	23.7%
6	26 Years	12	25%	4	23.52%
Total	Between(15-26)years	48 Employees	100%	38	100%

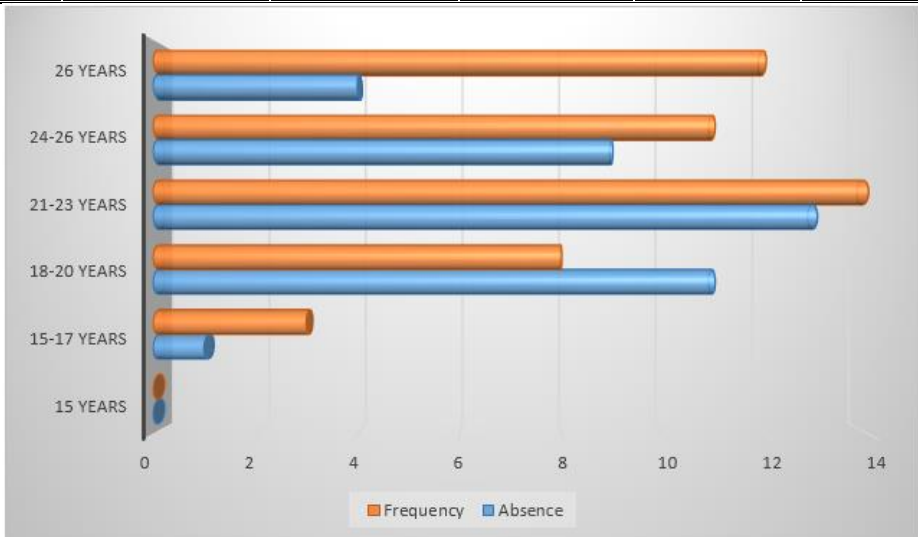


Figure3. Table shows the categories of workers with the absence of August

**- Reading the tables and data Month 2:**

In the second month we found that the order of absence maintained the same order of the first month and this shows that the absence rate is still led by the category (21-23 years) as we also note the record of one absence in the category (15-17 years) unlike the first month that passed without registration any absence.

**Table4. Results of the 12- minutes run test**

cardiorespiratory fitness level	Number of Workers	Percentage
Weak	29	80.56%
Acceptable	4	11.11%
Average	3	8.33%
Good	0	0%
Excellent	0	0%

**Table5.The results of the arm pressure test, the placement of the oblique flat.**

Fitness level	Number of Workers	Percentage
Weak	15	41.67 %
Acceptable	8	22.22 %
Average	8	22.22 %
Good	5	13.89 %
Excellent	0	0 %

Table6. Results of the 60-second sitting test

Muscle endurance level	Number of workers	Percentage
Very weak	0	0 %
Weak	26	72.22 %
Acceptable	4	11.11 %
Average	6	16.67 %
Goode	0	0 %
Excellent	0	0 %

Table7.Results of elasticity behind the thigh and lower back

level of muscular endurance	Number of Workers	Percentage
Very weak	27	75 %
Weak	6	16.67 %
Average	3	8.33 %
Very good	0	0 %
Excellent	0	0 %

Table8.Results of measuring body fat percentage

Fat level	Number of workers	Percentage
Free of fat	9	25 %
Perfect	11	30.56 %
Average	16	44.44 %
Above average	0	0 %

Table9. Scientific foundations of tests

Reliability Index	Stability Factor	Test
0.96	0.93	body mass index (IMC)
0.95	0.91	Sit from the position of the sag
0.97	0.96	Oblique flat (bending and stretching arms)
0.94	0.89	Stretch arms from sitting position (flexibility box)
0.95	0.92	Cooper Test

**Read the tables and data:**

The results we have reached showed the level of fitness associated with functional health and the most important points are:

- The level of cardiorespiratory fitness of lower class workers is weak.
- The level of muscle strength of lower class workers is weak.
- The level of muscular tolerance of class workers Low level is weak.
- The level of flexibility of lower-class workers is very low.
- The level of fat ratio for lower-class workers is low.

Based on these data, it is clear that most of the population under study has a poor level of physical fitness associated with functional health, possibly due to the wrong behaviors at work, after work, nutrition, rest and lack of physical activity.

## **2-2-Calculating workers' expenses**

- From the aforementioned legal articles concerning social security participation, each official participates in: 18,000,00 per worker in a period of 3 months, which is 6000.00 per month and 216,000,00 includes all sample workers.

- As for the total income tax according to the Finance Act, the employer must pay 6400.00 per worker based on his base wage, estimated at 18,000.00 per month, and the total amount payable on all workers' wages is: 230400.00.

- Meal with: 150.00 per worker, which is 4500.00 per month for one worker and 162,000.00 includes all sample workers.

- 600.00 base wages for the worker who is absent without deducting the wage from the absent worker according to the conditions announced earlier in the first month 32 absences which is 19200.00 and the second month 34 absences it means 20400.00.

- Plus the price of lunch 150.00 to make the total expenditure after the absence of the worker 1350.00 and with the calculation of the monthly subscription to CNAS we add 200.00 DJ, the result becomes 1550.00 is what the employer spends on the absent worker and if the annual leave is calculated which is 10 days we find that in the month in which he takes leave reaches the expense of 15500.00 which is the result of the worker's pay and spend during the worker's annual leave in 10 days and the total salary of the workers per month is 64,800.00 and if calculated by the proportion of all workers the amount in the year is estimated at 558,000,000,000 per year and this amount is reflected in the expense that comes out of the institution per year.



Table10.

Liabilities	Foundation's Budget in July				Assets
Amount	Account name	Account number	Amount	Account name	Account number
216000.00	-social Security.	424	/	-lands.	211
	-Premiums.	616		-industrial equipment.	2154
19200.00	- Workers outside the	621		- Stock of goods.	30
162000.00	institution. Workers'	63		-Raw materials and	31
648000.00	burdens. Workers'	631		Supplies.	521
230400.00	wages.	631		- Current account with	
	taxes, fees and bonds		the bank.	53	
	represented on wages.		-fund		
1275600.00	Total			Total	

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**Table11.**

Liabilities	Foundation's Budget in august				Assets
Amount	Account name	Account number	Amount	Account name	Account number
216000.00	-social Security.	424	/	-lands.	211
	-Premiums.	616		-industrial	2154
19200.00	- Workers outside the	621		equipment.	30
162000.00	institution. Workers'	63		- Stock of goods.	31
648000.00	burdens. Workers'	631		-Raw materials and	521
230400.00	wages.	631		Supplies.	
	taxes, fees and bonds		- Current account	53	
	represented on		with the bank.		
	wages.		-fund		
1275600.00	Total		Total		

**- Read the tables:**

From the table we note that the amount of liabilities in the first month is 1275600.00 and the second month 1276800.00 so according to the enterprise data from the SCF table for the first and second months we note an increase in liabilities and this is due to an increase in the account for employees outside an institution which has a capacity of: 1200.00.

This is because the many external expenses are due to the absence due to the elements of fitness related to occupational health, we note that the greater the number of absences per month, the greater the liabilities increase expenses outside (workers outside the institution or foreign workers) between the first month, which the value of exchange for foreign workers is 19200.00 DZD The rate of 32 absence increase in the second month so that it reached 20400.00 DZ rate of 34 here we note two absences any increase 1200.00 DZ, so, there is a

direct relationship, the greater the absence rate increases with the expenses of the institution and vice versa and therefore whenever the increased expenses of external workers increase liabilities with an increase in one component of the account in this liability boxes and in the case of not paying to foreign workers, the liabilities expenses decrease and increase the amounts of their assets to become the relationship in reverse and whenever it is in the interest of the institution.

### **3-The results and conformity:**

After a full review of the results, which showed that:

1 - The first hypothesis does not spend any amounts after the absence of one of the workers has not been achieved, so we accept the alternative hypothesis: the amount spent after the absence of a worker is estimated to double the wage sought by the worker per day at: 1550.00.

2. The second hypothesis is the poor level of fitness associated with the functional health of workers achieved.

3- The third hypothesis is that there is no relationship between the rate of absence and the excess expenses of the institution has not been achieved, so we accept the alternative hypothesis: there is a relationship between the rate of absence and the extra expenses of the institution, which is a direct relationship, the higher the absence, the higher the expenses of the institution.

### **The summary and results:**

One of the most noticeable phenomenon of the arena of management and institutions that the marchers are interested in are the elements of fitness

related to functional health and this is stated by one of the largest companies in the world of MICHELIN on its website in 2009 stressing the need to pay attention to the fitness elements related to health A function. (Michelin, 2014.p2) Our study found a relationship between absenteeism and lack of fitness elements, which the foundation incurs excess costs that may reduce its profit margin or consequences that do not fall within its plans.

It is worth mentioning that the factor that has to change his behavior, his awareness and his sense of concern for his fitness, which may cut off his livelihood and cause him future health problems that entail expensive medical expenses. Attention to the fitness elements associated with the functional health of workers reduces absenteeism and is therefore an important criterion in selecting workers during job testing to increase productivity and seek to expand the profit margin.

### **Suggestions and recommendations**

\_The researcher focuses on the importance of the physical aspect of the workers during the employment.

\_Raising awareness of the negative effects of the less practicing of sports

\_The researcher also thinks that it is important to shine a light on such topics which can reduce organizations loss .

\_ Raising awareness of the workers about the importance of the physical activities in improving the fitness level and increasing the role of the immune system against corona virus and therefore avoiding a lot of problems .

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- Article 24 of Law No. 83-14 amended by Article 119 of Law 86-15 of 29-12-1986

-Article 41 of Law No. 83-14 amended by Article 69 of Law 98-12 of 31-12-1998 containing the Finance Act of 1999.

\_ Article 21 of Law No. 83-14 amended by Article 118 of Law 86-15 of 29-12-1986  
-Article 24 of Law No. 83-14 amended by Article 119 of Law 86-15 of 29-12-1986  
-Article 41 of Law No. 83-14 amended by Article 69 of Law 98-12 of 31-12-1998  
containing the Finance Act of 1999.

\_ Article 69 of the 1996 Constitution amended by Ordinance 16/01 of 26 Jumada I 1437, corresponding to March 6, 2016, states: "All citizens have the right to work....  
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