We were able to answer numerous questions that cover a range of aspects related to absenteeism, employee demographics, and disciplinary actions, providing a comprehensive overview of the workplace situation. Some of the answered questions are as follow:

1. **Season with Most Absenteeism**: We examined the absenteeism data for each season and identify which had the highest number of reported absences.

2. **Month with Second-Highest Absenteeism**: Once we identified the second-highest season, we were able to determine which month within that season had the highest number of reported absences.

3. **Absences in "Month 0":** We looked into the reasons provided for the three reported absences in "Month 0" to understand the cause.

4. **Family-Related Absenteeism**: We counted the total number of absences categorized as family-related.

5. **Highest Code for Family-Related Absenteeism**: Identified the code with the highest frequency for family-related absences and how many times it occurred.

6. **Employees Classified as Overweight and Obese**: We counted the number of employees classified as overweight and obese.

7. **Employee Matching Criteria**: We searched for an employee who was overweight (not obese), a social drinker, and a social smoker.

8. **Absences for the Matched Employee**: We determined how many times this employee reported absenteeism and list the reasons.

9. **Percentage of Summer Absences**: We calculated the percentage of absences reported by the matched employee that occurred during the summer season.

10. **Employees with Children and Pets**: We counted the number of employees who have at least two children and one or more pets.

11. **Absences by Age Group**: We analysed absenteeism patterns among employees in their 20s on Mondays and Fridays compared to other days.

12. **Disregarded Disciplinary Warnings**: We determined the number of employees who disregarded disciplinary warnings and identify the reasons for their absences.

13. **High School Education Level**: We calculated the percentage of employees with a high school education level among those who disregarded disciplinary warnings.

14. **Disciplinary Warnings and Hit Target Value**: We determined if all employees with a high school education level and a hit target value of less than 90 disregarded disciplinary warnings.

15. **Season with Highest Workload**: We identified the season with the highest workload average per day.

16. **Employees Absent Only Once**: We determined how many employees were absent from work only once and find similarities among them.