

ABSENTEEISM ANALYSIS

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PROJECT OVERVIEW

The HR department of Mars & Co. engaged me to analyze employee absenteeism using SQL for data extraction and Power BI for visualization. The main objective was to uncover the key drivers of absenteeism, quantify their impact, and provide actionable insights to support workforce planning and policy

METHODOLOGY

I conducted a two-phase analysis using SQL (for data extraction, cleaning, and transformation) and Power BI (for visualization and insights).

Data Source: Employee absentee dataset (absence reasons, working hours, workload, compensation, distance from work, BMI, etc.)

Step 1 (SQL):

- Joined absentee records with reasons & compensation tables.
- Aggregated absentee hours by category (reason, age, workload, distance).
- Cleaned codes (e.g., "0-28 reasons") and mapped them to actual causes.

Step 2 (Power BI):

- Created KPI card for total absentee hours.
- Built visuals to compare absenteeism by workload, distance, age group, and compensation.
 - Highlighted the top absence reason.





KEY FINDINGS (INSIGHTS)



Top reason: Medical consultations accounted for the largest share of absences.



Workload impact: Employees with high workloads averaged 8.81 hours absent, more than lighter workloads.



Age factor: Older employees (avg. 11.86 hrs) had higher absentee hours compared to younger groups.



Distance factor: Surprisingly, employees living <20 miles from work had higher absenteeism (9.36 hrs) compared to those farther away.



Compensation: Employees earning \$30-\$40/hour showed slightly more absenteeism than other pay brackets.





RECOMMENDATIONS TO HR



Health & Wellness Programs
→ Since medical consultations drive absence, introduce preventive health checks and wellness initiatives.



Workload Balancing →
Redistribute tasks or hire additional support to prevent burnout in high workload categories.



Support for Older Employees
→ Flexible work hours or remote work options could reduce absenteeism.



Investigate Commuting Factors
→ The unexpected higher absence rate among nearby employees suggests possible cultural or job satisfaction issues - conduct HR surveys to explore.



Compensation Analysis →
Review policies for employees earning \$30-\$40/hour to ensure motivation and engagement are aligned

CONCLUSION

With these insights, HR can take data-driven actions to:

Reduce absenteeism,
Improve workforce productivity, and
Enhance employee well-being.





THANK YOU!



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