PACE Inc. (Absenteeism at Work Case)

Absence in

All

697
Total Absence Number

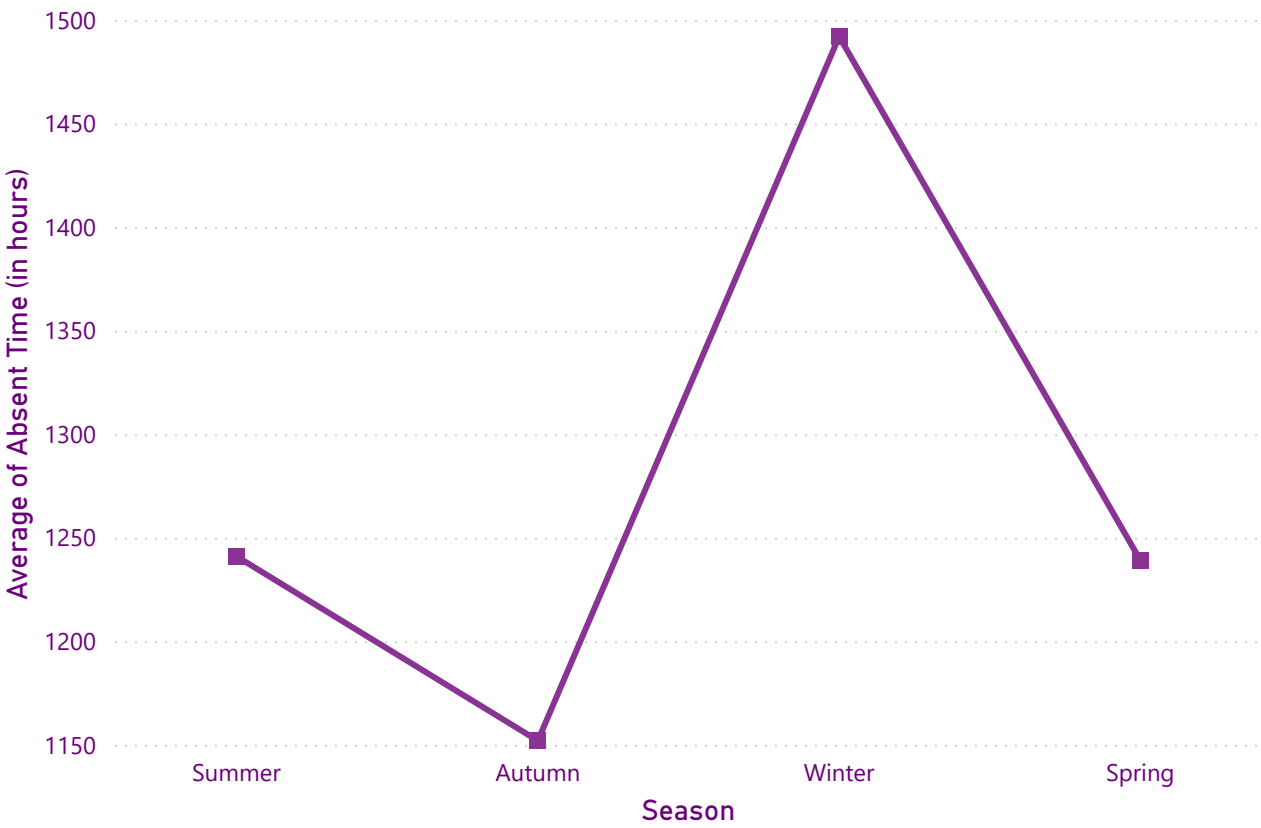**26.31**
Average of BMI (kg/m2)
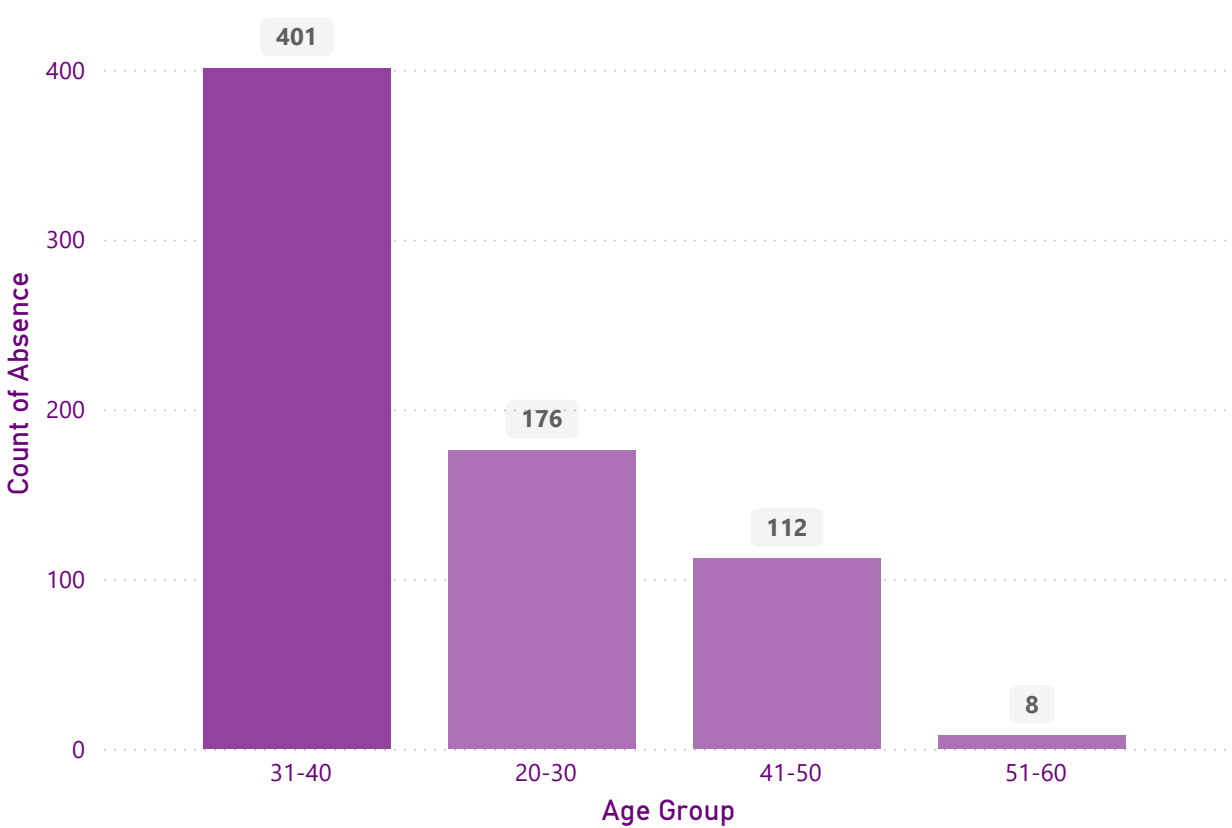
5124
Total Absenteeism (in hour)

36
Number of Employees
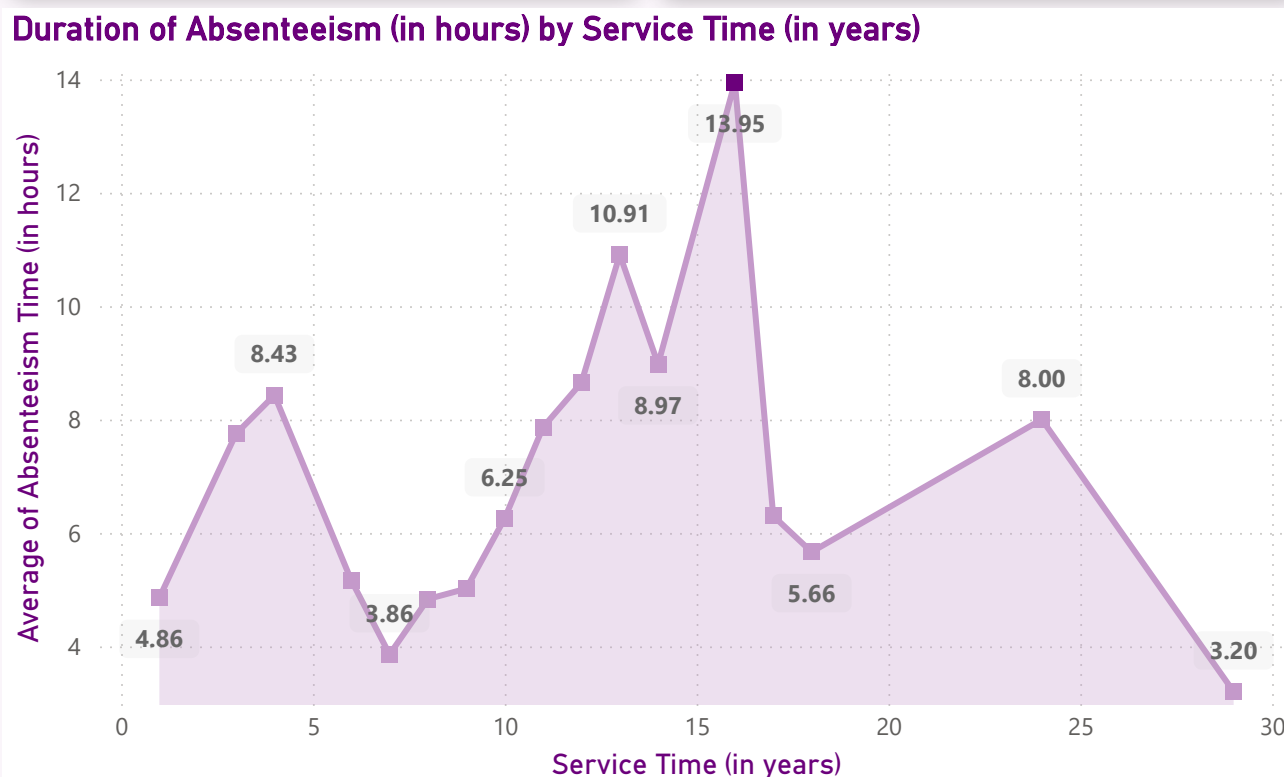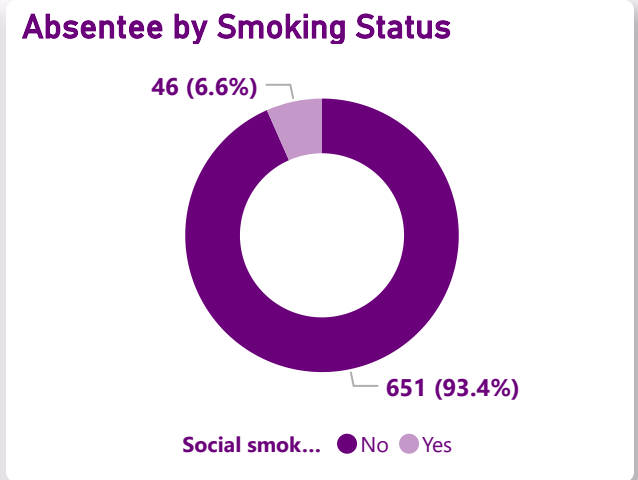
Absence Trend Over Time

Absence Count by Age Group

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Staff ID	Absence Reason	Count of Absence Reason ▼
3	Physiotherapy	38
28	Medical consultation	33
3	Dental consultation	26
3	Medical consultation	19
20	Dental consultation	19
15	Dental consultation	16
22	Physiotherapy	15
34	Physiotherapy	12
10	Patient follow-up	11
22	Medical consultation	11
33	Medical consultation	11
36	Medical consultation	11
3	Diseases of the musculoskeletal system and connective tissue	10
15	Medical consultation	10
22	Diseases of the musculoskeletal system and connective tissue	10
24	Dental consultation	10
28	Dental consultation	10
34	Dental consultation	10
5	Unjustified absence	9
34	Medical consultation	9
11	Injury, poisoning and certain other consequences of external causes	8
3	Diseases of the digestive system	7
14	Medical consultation	7
11	Patient follow-up	6
11	Unjustified absence	6
14	Dental consultation	6
17	Laboratory examination	6
Total		**697**

Absentee by Drinking Status

310 (44.48%)

387 (55.52%)

Social drink... ● Yes ● No

Absentee by Smoking Status

46 (6.6%)

651 (93.4%)

Social smok... ● No ● Yes

Duration of Absenteeism (in hours) by Service Time (in years)

Average of Absenteeism Time (in hours)

- 4.86
- 8.43
- 3.86
- 6.25
- 10.91
- 8.97
- 13.95
- 5.66
- 8.00
- 3.20

Service Time (in years)

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Staff ID

25

Total Service Time (Years)

8

Average Workload per Day
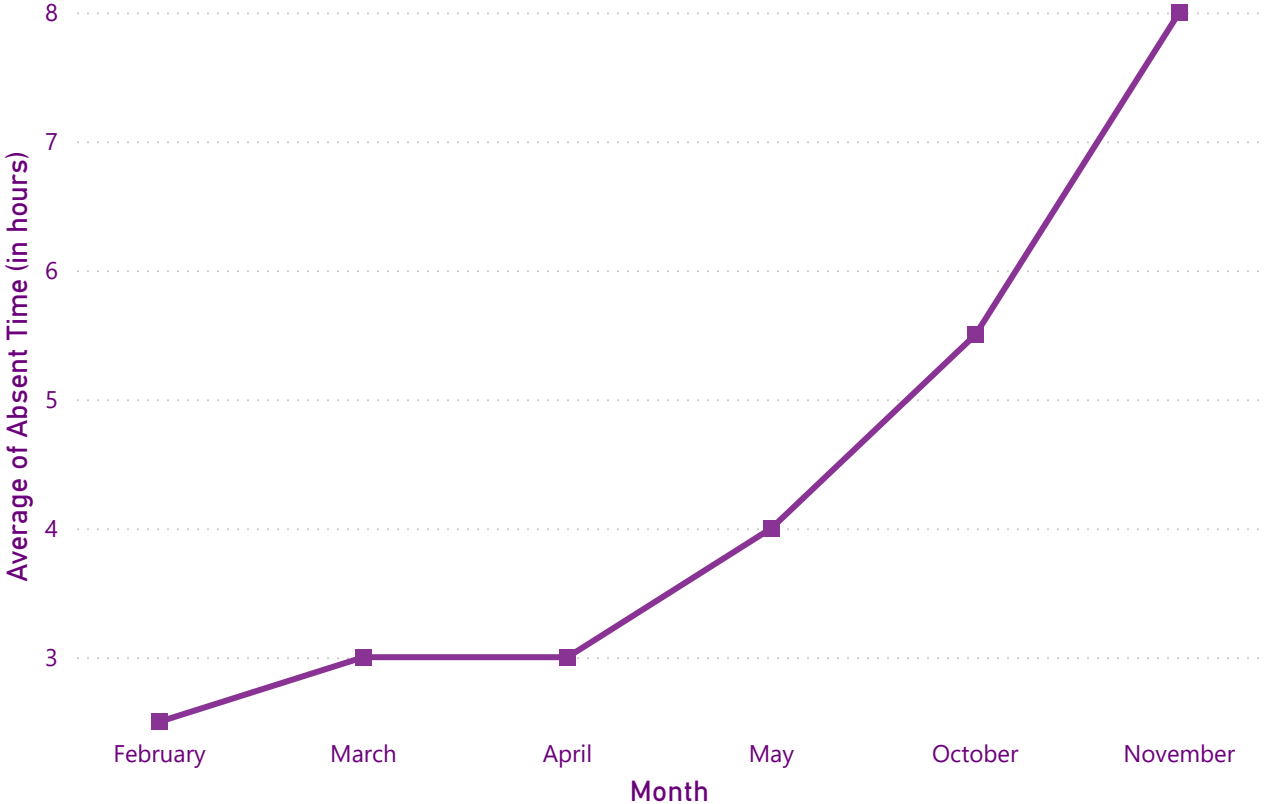
254.82K

Total Hours of Absenteeism

42

Age

32

Level of Education

Postgraduate

Absence Trend by Month

Absence Reason	Count of Absence Reason	Total Absenteeism Time (in hours)
Certain conditions originating in the perinatal period	1	3
Certain infectious and parasitic diseases	1	8
Dental consultation	1	2
Diseases of the digestive system	1	3
Diseases of the nervous system	1	8
Diseases of the respiratory system	1	8
Medical consultation	1	2
Laboratory examination	3	8
Total	**10**	**42**

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Report Description:

This report aims to provide a comprehensive overview and insight into the absenteeism dataset while trying to identify key factors that maybe be contributing to the absenteeism.

The main page comprises a slicer with a hierarchy for drilling down into season, month, and day visualization, a line chart to analyze how absenteeism varies over different seasons, months, and days, a bar chart to check for correlation between the various age groups and absenteeism, and card view showing the values of important aspects of the data, like total number of absence, average body mass index, average absenteeism time, and the total number of staff.

The Data page (which is also the drill-through page) shows the staff id, absence reason, and count of absence reasons to display the different reasons a staff has been absent and the number of times that reason has been used, a pie chart to see what impact smoking and drinking status has on the number of absence, and an area chart to view the relationship between staff service time and average duration of absenteeism.

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Column Assumptions:

The assumptions made were on the service time column where I presumed that the information was recorded in years, and the body mass index (BMI) column where I also assumed it was calculated in kg/m2.

Terms Definition:

- **Absence No:** Unique identifier for each absence reason.
- **Absence Reason:** Reason for absence where the first 21 (1-21) categories are attested by the International Code of Diseases (ICD), and the last 7 (22-28) are not categorized under ICD.
- **Staff ID:** Unique identifier for each member of staff.
- **Season:** Seasons when the absence occurred.
- **Month:** Months in which the absence occurred.
- **Day:** Days of the week on which the absence occurred.
- **Season Hierarchy:** A ranking system consisting of seasons, months, and days of absence.
- **Age:** Age of staff members.
- **Age Group:** A grouping of staff members age into the range of 20-30, 31-40, 41-50, and 51-60 years.
- **BMI (kg/m2):** The body mass index of the staff members and calculated in kg/m2.
- **Social Drinker:** Identifies if the staff member is a social drinker or not.
- **Social Smoker:** Checks if the staff member is a social smoker or not.
- **Service Time (in years):** Duration of service year the member of staff has with the organization.
- **Absenteeism Time (in hours):** Duration of absenteeism recorded in hours.