

HR Analytics: Absenteeism



Avg Hours for Absenteeism

6.92

Key Findings:

- *Average absenteeism hours fro 740 employees is 6.92 hours in a year.
- *Medical consultation and dental consultation are the top 2 reasons of absenteeism.
- *Absenteeism increased proportionally with age.
- *Summer season has the highest amount of absenteeism rate compare to other seasons.
- *Social smoker and social drinker has no effect of increased absent hours
- *1st day of the week has the highest amount of absent rate among employees



Employees and Categories

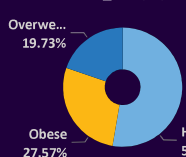
No. of Employees

740

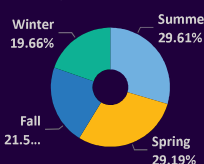
Avg Absent hours

5124

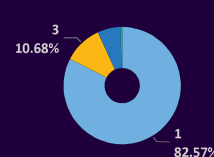
BMI_catagory



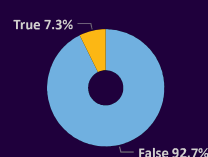
Average Absenteeism hours



Education



Social Smoker



Timeline and Trends

Seasons

Select all

Fall

Spring

Summer

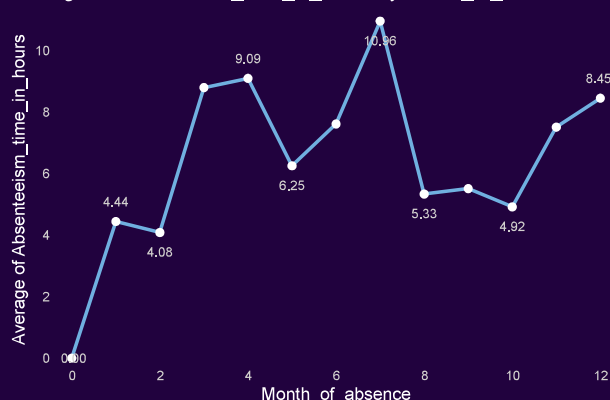
Winter

Age

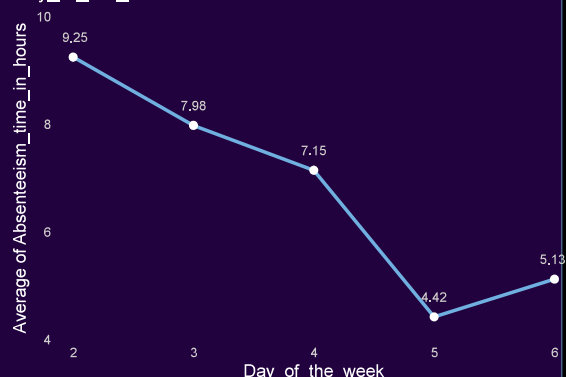
27

58

Average of Absenteeism_time_in_hours by Month_of_absence



Average of Absenteeism_time_in_hours by Day_of_the_week



Reasons and comparison

Reason	Count of Reason
medical consultation	149
dental consultation	112
physiotherapy	69
Diseases of the musculoskeletal system and connective tissue	55
Unkown	43
Injury, poisoning and certain other consequences of external causes	40
patient follow-up	38
unjustified absence	33
laboratory examination	31
Diseases of the digestive system	26
Diseases of the respiratory system	25
Symptoms, signs and abnormal clinical and laboratory findings, not elsewhere classified	21
Diseases of the genitourinary system	19
Certain infectious and parasitic diseases	16
Diseases of the eye and adnexa	15
Diseases of the nervous system	8
Diseases of the skin and subcutaneous	8
Total	740

Average of Absenteeism_time_in_hours by Work_load_Average_day

