

Based on the output of the logistic regression model, we can draw several inferences regarding the factors influencing absenteeism. Here is a detailed explanation of each feature and its impact on the likelihood of absenteeism:

1. **Reason\_1 (Person suffering from diseases):**
  - **Coefficient:** 2.062
  - **Odds Ratio:** 7.864
  - **Inference:** This feature has a very high positive coefficient, indicating that if an absenteeism reason falls under this category, the likelihood of being absent increases significantly. The odds of absenteeism are about 7.86 times higher for individuals suffering from diseases compared to those not suffering from these conditions.
2. **Reason\_3 (Related to Poisoning):**
  - **Coefficient:** 1.556
  - **Odds Ratio:** 4.739
  - **Inference:** This feature also has a strong positive coefficient, suggesting that poisoning-related reasons considerably increase the likelihood of absenteeism. The odds of being absent are approximately 4.74 times higher when the reason is related to poisoning.
3. **Reason\_4 (Minimal reasons):**
  - **Coefficient:** 1.306
  - **Odds Ratio:** 3.692
  - **Inference:** This category has a positive impact on absenteeism, though less pronounced than the first two reasons. The odds of absenteeism increase by about 3.69 times when the reason falls under minimal reasons.
4. **Transportation Expense:**
  - **Coefficient:** 0.724
  - **Odds Ratio:** 2.064
  - **Inference:** Higher transportation expenses are associated with a greater likelihood of absenteeism. The odds of absenteeism are about 2.06 times higher for every unit increase in transportation expense.
5. **Children:**
  - **Coefficient:** 0.378
  - **Odds Ratio:** 1.459
  - **Inference:** Having children increases the likelihood of absenteeism. The odds of being absent are approximately 1.46 times higher for individuals with children.
6. **Body Mass Index (BMI):**
  - **Coefficient:** 0.338
  - **Odds Ratio:** 1.402
  - **Inference:** A higher BMI is positively associated with absenteeism. The odds of absenteeism increase by about 1.40 times for every unit increase in BMI.
7. **Reason\_2 (Reasons related to Pregnancy):**
  - **Coefficient:** 0.324
  - **Odds Ratio:** 1.382

- **Inference:** Pregnancy-related reasons also increase the likelihood of absenteeism, with the odds being about 1.38 times higher compared to non-pregnancy related reasons.
- 8. **Daily Work Load Average:**
  - **Coefficient:** -0.038
  - **Odds Ratio:** 0.962
  - **Inference:** This feature has a slight negative impact on absenteeism. A higher daily workload is slightly associated with a reduced likelihood of absenteeism, with the odds decreasing by a factor of 0.96 for every unit increase in daily workload.
- 9. **Distance to Work:**
  - **Coefficient:** -0.063
  - **Odds Ratio:** 0.939
  - **Inference:** Longer distances to work are associated with a slight reduction in the likelihood of absenteeism. The odds of being absent decrease by about 0.94 times for every unit increase in the distance to work.
- 10. **Education:**
  - **Coefficient:** -0.159
  - **Odds Ratio:** 0.853
  - **Inference:** Higher levels of education are associated with a decreased likelihood of absenteeism. The odds of absenteeism are about 0.85 times lower for individuals with higher education levels.
- 11. **Age:**
  - **Coefficient:** -0.214
  - **Odds Ratio:** 0.807
  - **Inference:** Older age is associated with a reduced likelihood of absenteeism. The odds of being absent decrease by about 0.81 times for every unit increase in age.
- 12. **Pets:**
  - **Coefficient:** -0.318
  - **Odds Ratio:** 0.727
  - **Inference:** Having pets is associated with a lower likelihood of absenteeism. The odds of absenteeism are about 0.73 times lower for individuals with pets.

### **General Observations:**

- **Positive Coefficients (Odds Ratio > 1):** Factors like reasons related to diseases, poisoning, minimal reasons, higher transportation expenses, having children, higher BMI, and pregnancy-related reasons increase the likelihood of absenteeism.
- **Negative Coefficients (Odds Ratio < 1):** Factors like higher daily workload, longer distance to work, higher education, older age, and having pets decrease the likelihood of absenteeism.