HR absenteeism analytics

Power BI dashboard link
Dataset link

Tools and technologies used

Power BI

Microsoft® Excel

Understanding data

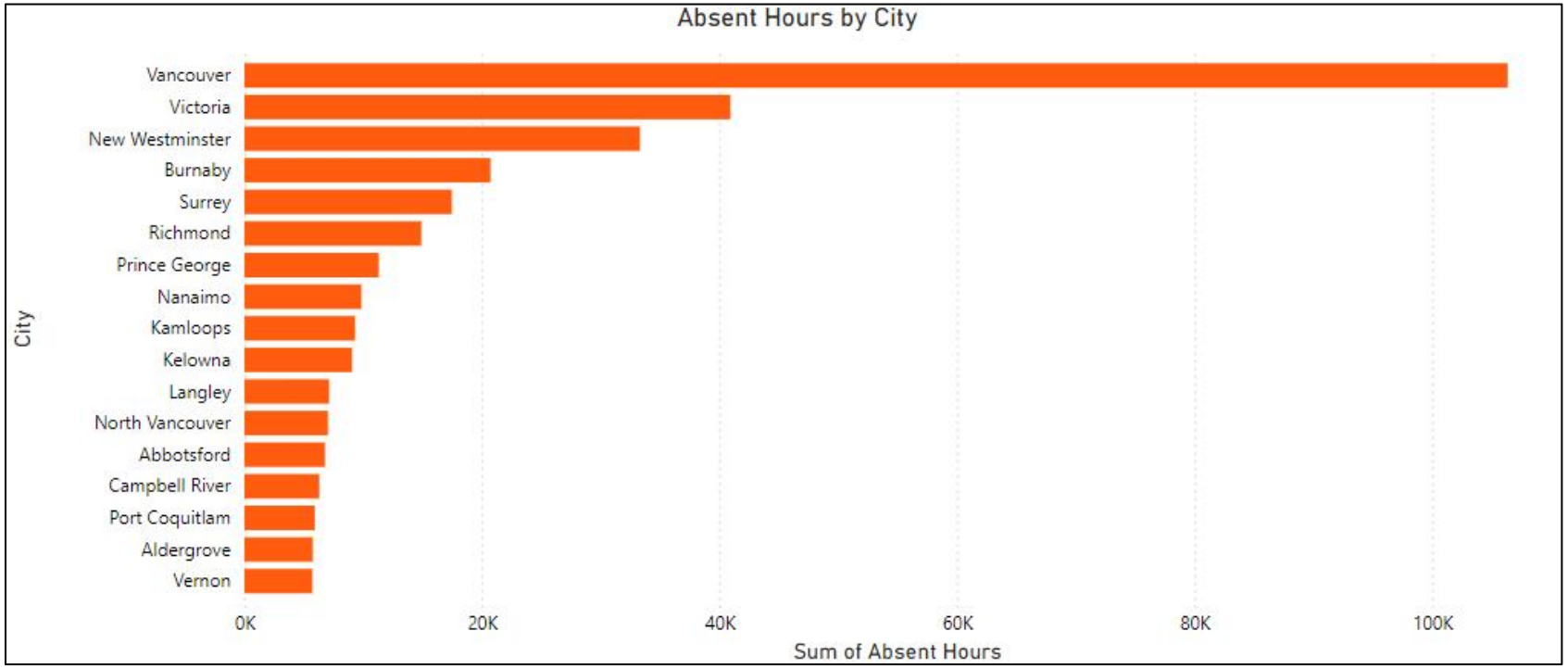
EmployeeNumber	Employee Name	Gender	City	Job Title	DepartmentName	Store Location	Division	Age	Service duration (Years)	Absent Hours
1	Molly Gutierrez	F	Burnaby	Baker	Bakery	Burnaby	Stores	32	6	36.5773
2	Stephen Hardwick	M	Courtenay	Baker	Bakery	Nanaimo	Stores	40	6	30.1651
3	Chester Delgado	M	Richmond	Baker	Bakery	Richmond	Stores	49	4	83.8078
4	Irene Simon	F	Victoria	Baker	Bakery	Victoria	Stores	45	3	70.0202
6	Ernie Jones	M	Richmond	Baker	Bakery	Richmond	Stores	48	3	81.8301
7	Ralph Buford	M	Vancouver	Accounting Clerk	Accounting	Vancouver	ce and accco	51	10	60.4951
8	Gregory Lee	M	Sechelt	Baker	Bakery	West Vancouver	Stores	36	4	30.0729
9	Jerry Smith	M	New Westminster	Baker	Bakery	lew Westminste	Stores	58	7	181.6308
10	Robert Beard	M	Vancouver	Accounting Clerk	Accounting	Vancouver	ce and accco	40	14	30.6644

This data gives information about **employees** and their **absence hours**, including details like **age**, **gender**, **job title**, **department**, **location**, **division**, and **years of service**. The **absent hour** column shows the total hours they've been **absent**. By analyzing this data, we can identify patterns such as which employees or departments have higher absenteeism, and understand if factors like age, job role, or location affect how often employees are absent from work.

Objective

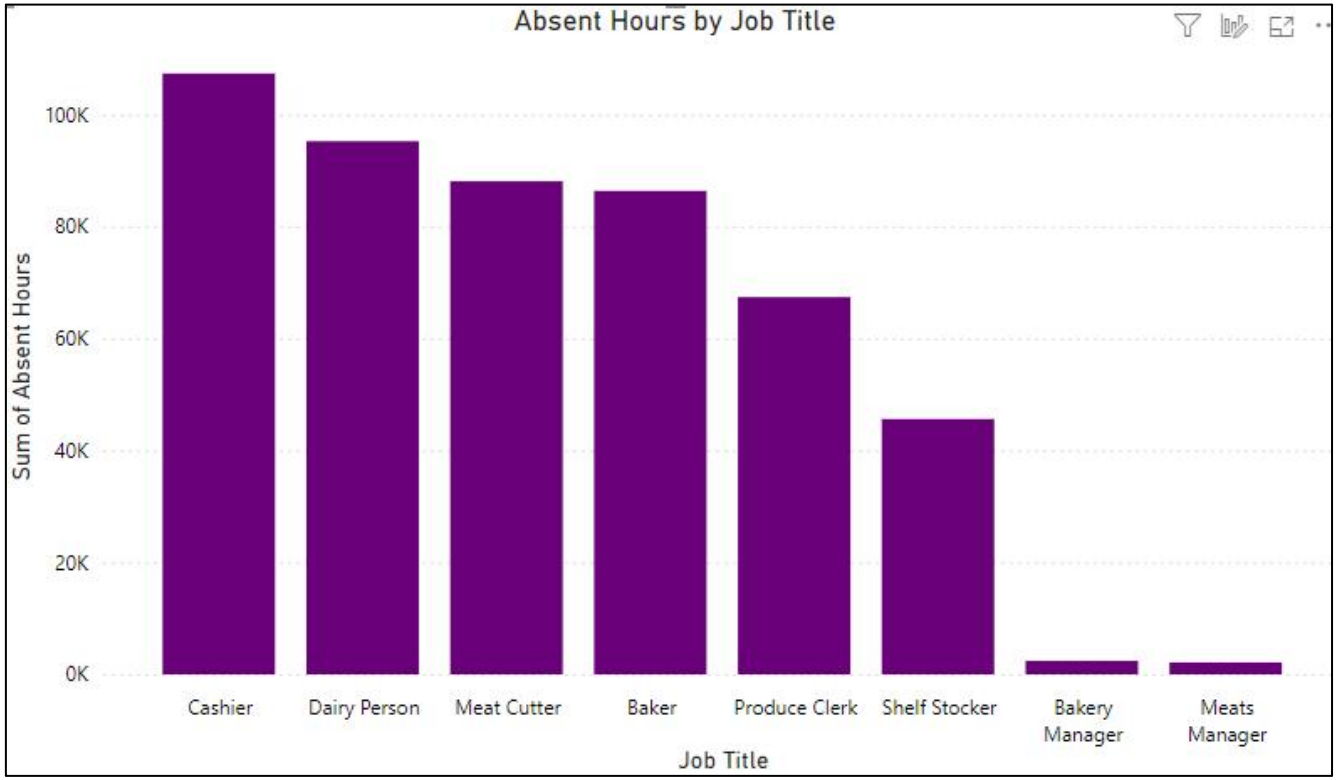
- Analyze absenteeism trends.
- Identify key factors affecting absenteeism (age, gender, service duration, location).
- Compare absenteeism rates across different demographics.
- Provide actionable insights to reduce absenteeism and improve productivity.
- Support employee well-being by identifying potential workplace issues.

❖ City-Level Analysis of Employee Absences



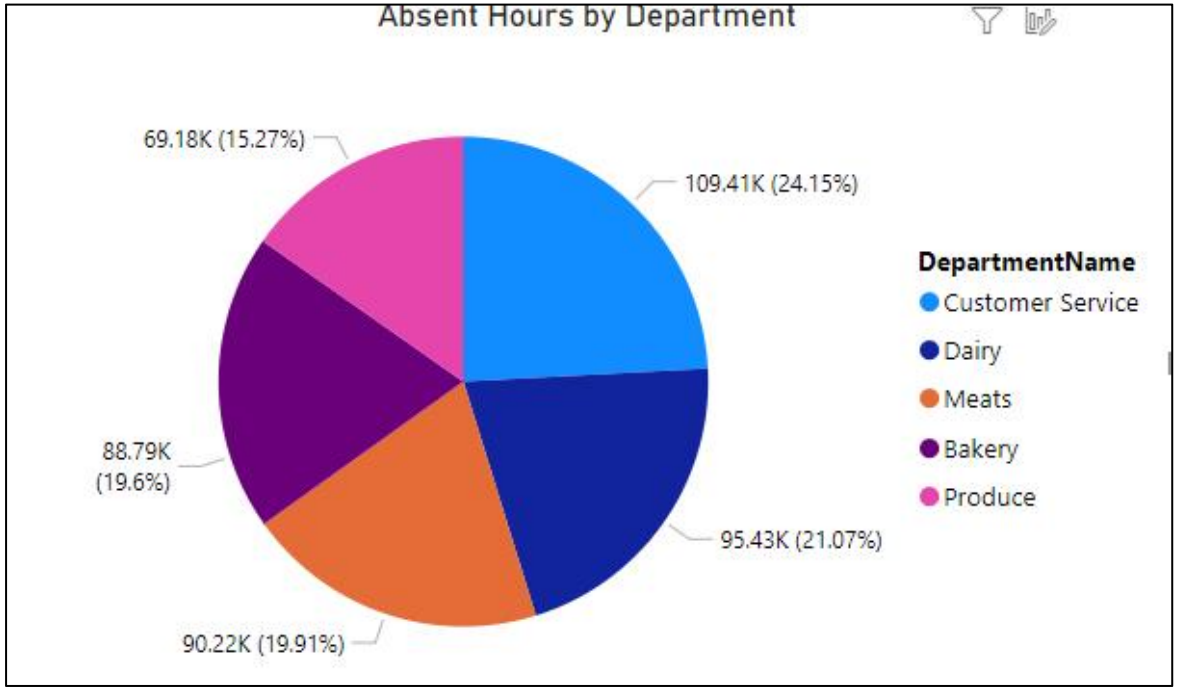
- The stacked bar chart illustrates the distribution of employee absent hours across various cities, providing insights into geographic absenteeism trends.
- **Vancouver** stands out with the **highest** number of absent hours, totaling **106,300**, followed by **Victoria** at **40,900** and **New Westminster** at **33,300**. In contrast, **Aldergrove** and **Vemon report** significantly **lower** absentee hours, with **5,750** and **5,720** respectively.
- This comparison highlights significant disparities in absenteeism across different locations, suggesting that certain cities may experience higher challenges in employee attendance.

❖ Job Role-Wise Absentee Hours



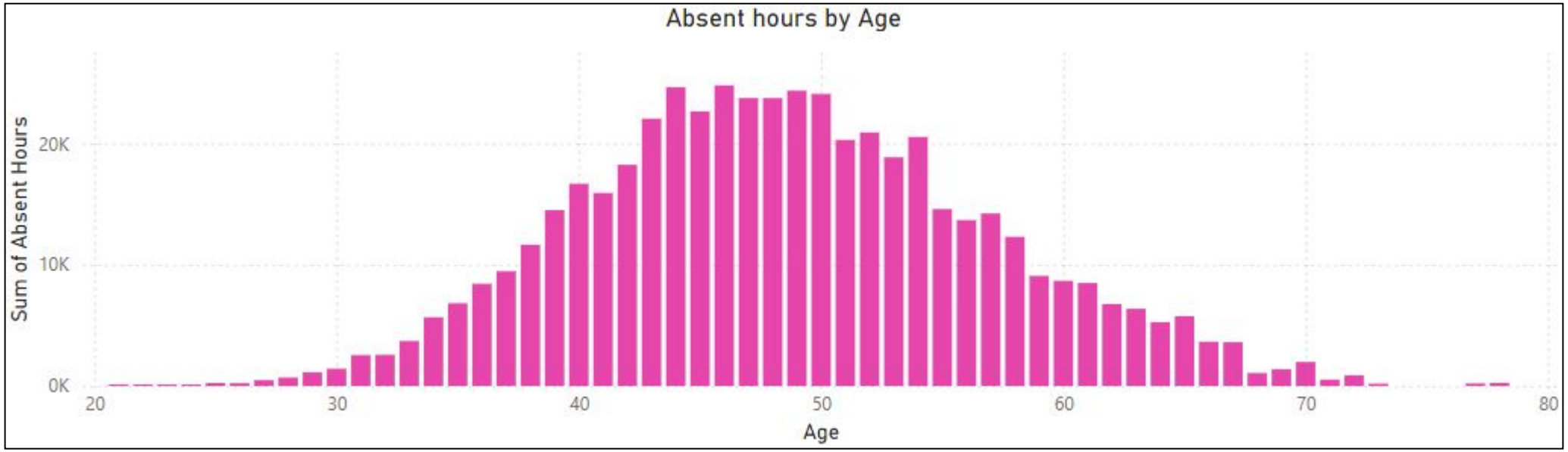
- The chart presents the distribution of absent hours across various job roles. **Cashier** (107,350 hours), **Dairy Person** (95,240 hours), and **Meat Cutter** (88,100 hours) are the roles with the **highest** absenteeism, indicating potential areas of concern.
- On the other hand, **Bakery Manager** (2,410 hours) and **Meats Manager** (2,140 hours) report the **lowest** absence hours, suggesting better attendance in these managerial positions.
- This comparison highlights significant differences in absenteeism based on job roles, offering insights into attendance patterns across the organization.

❖ Department wise proprtion of absent hours



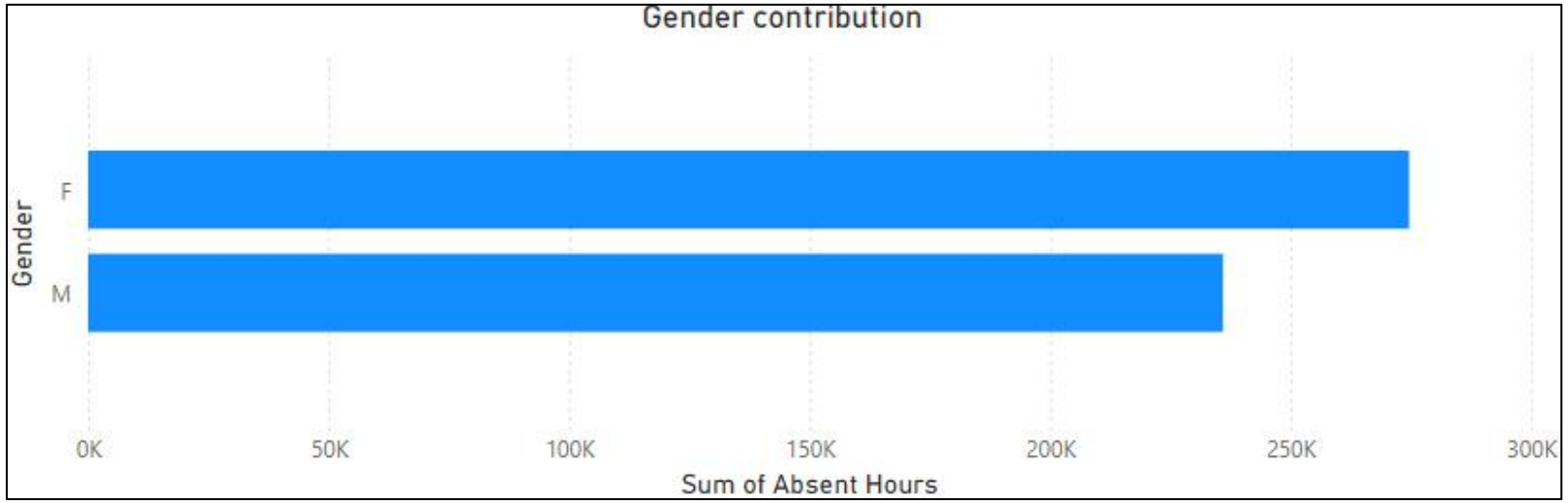
- The **pie chart** illustrates the proportion of absent hours across different departments within the organization.
- **Customer Service** accounts for the largest share at **24.15%**, followed closely by **Dairy** at **21.07%** and **Meats** at **19.91%**. **Bakery** contributes **19.6%**, while **Produce** makes up **15.27%** of the total absent hours.
- This distribution highlights the departments most affected by absenteeism, providing valuable insights for targeted interventions

❖ Distribution amongst age group



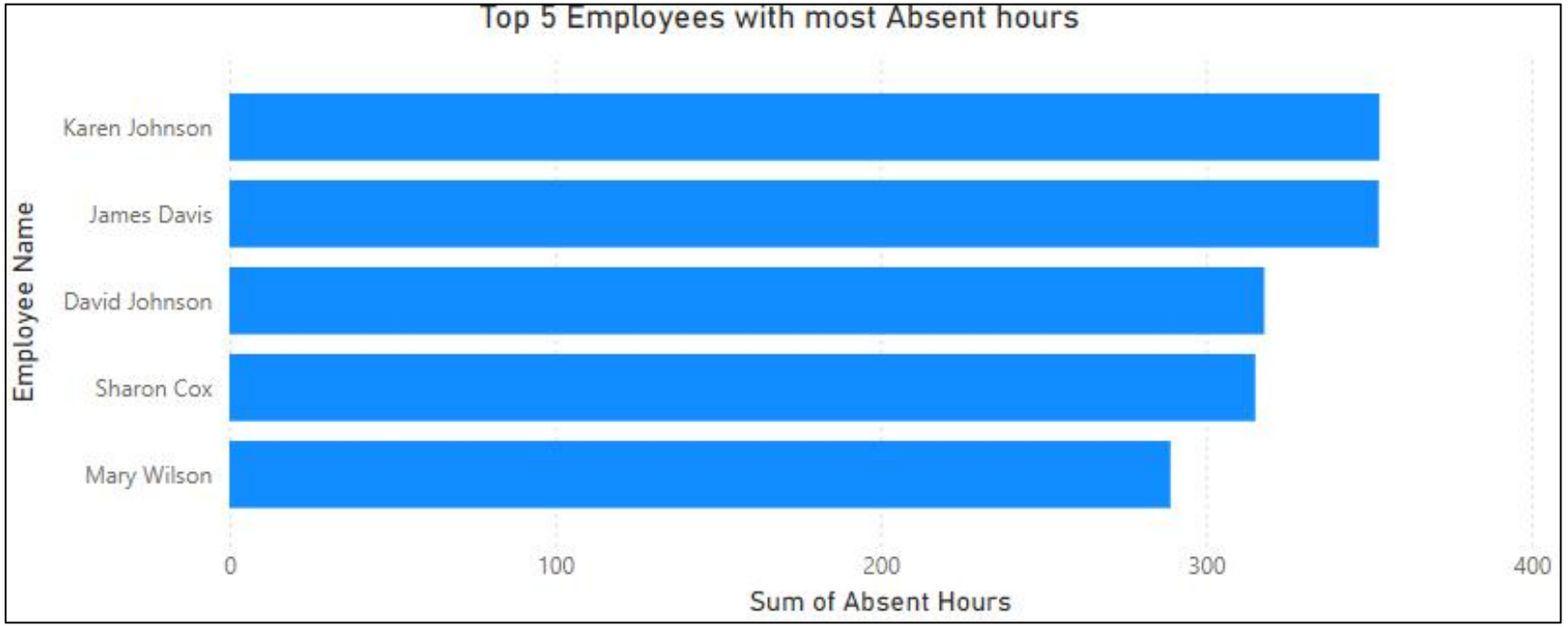
- The graph presents the distribution of absent hours across different age groups.
- The 44 to 54 age group exhibits the highest total of absent hours, indicating a significant level of absenteeism.
- In contrast, the 55 to 65 age group shows a lower number of absent hours. Furthermore, the 34 to 44 age group reports the least absenteeism among the groups analyzed.
- This data underscores the need to investigate the factors influencing absenteeism across different age demographics

❖ Gender distribution



The comparison of absenteeism by gender shows that female employees have a total of 274,660 absent hours, which is higher than the 235,980 hours for male employees. This difference indicates that women are absent more often, suggesting a need to look into the reasons behind this trend.

❖ Top 5 employees with most absent hours



Following are the employees with most absence hours

1. Karen Johnson - 354 Hours
2. James Davis - 353 Hours
3. David Johnson - 318 Hours
4. Sharon Cox - 315 Hours
5. Mary Wilson - 290 Hours

Conclusion

- The analysis shows that **Vancouver** city has the **highest** absentee hours, while roles like **Cashier** and **Dairy Person** lead in absenteeism, with **managerial** roles having **fewer** absences.
- **Customer Service** and **Dairy departments** are **most affected** departments by absent hours.
- Employees aged **44-54** have the **highest** absenteeism, while the **34-44** group has the **least**.
- **Women** report **more** absences than **men**, and specific employees like Karen Johnson and **James Davis** top the list of most absent hours.