HR Analytics: Absenteeism

What is the main KPI?

6.92

Average of Absenteeism_time_in_hours

Healthy Weight had the highest Count of BMI_Category at 390, followed by **Obese** at 204 and **Over Weight** at 146.

Healthy Weight accounted for 52.70% of Count of BMI_Category.

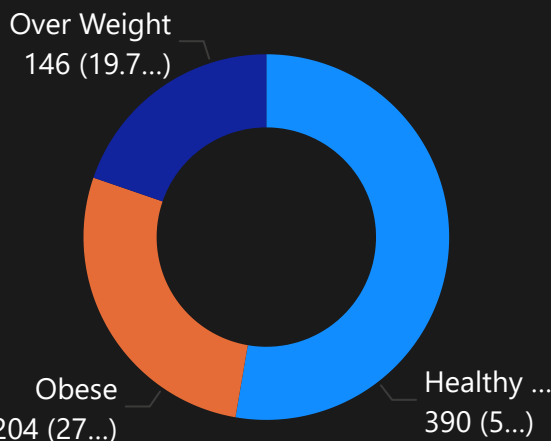## Employee and Categories

How many of employees?
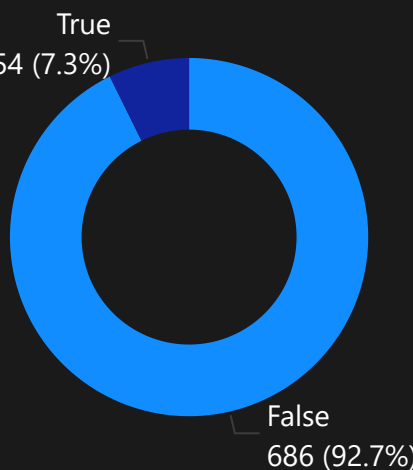
740

Count of ID

How many total hours?
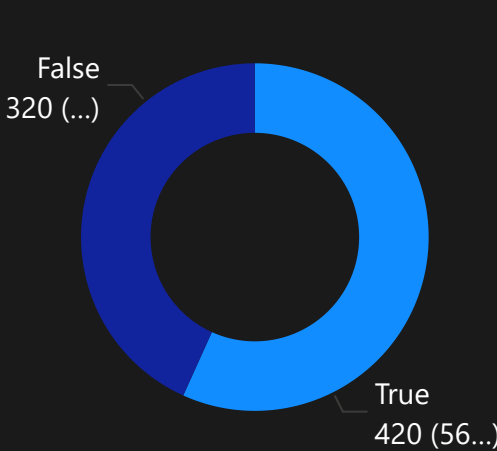
5,124

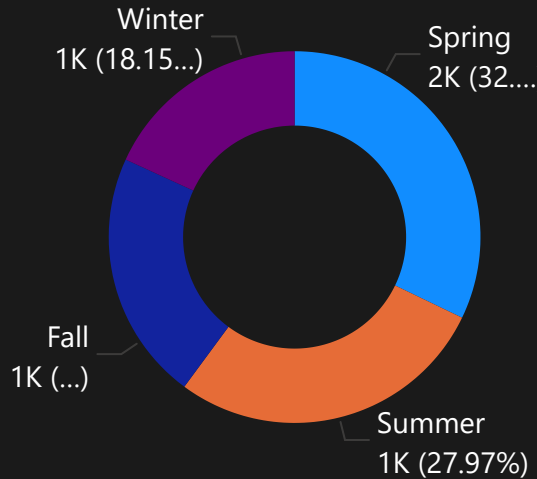Sum of Absenteeism_time_in_hours

BMI_Category

- Over Weight 146 (19.7...)
- Obese 204 (27...)
- Healthy ... 390 (5...)

Social Smoker

- True 54 (7.3%)
- False 686 (92.7%)

Social Drinkers

- False 320 (...)
- True 420 (56...)

Seasons of Absense

- Winter 1K (18.15...)
- Spring 2K (32...)
- Fall 1K (...)
- Summer 1K (27.97%)

Trends and Time

Seasons

| 1 | 4 |

Average of Absenteeism_time_in_hours by Month_of_absence

0.0, 4.44, 4.08, 8.79, 9.09, 6.25, 10.96, 5.33, 5.51, 4.92, 8.45
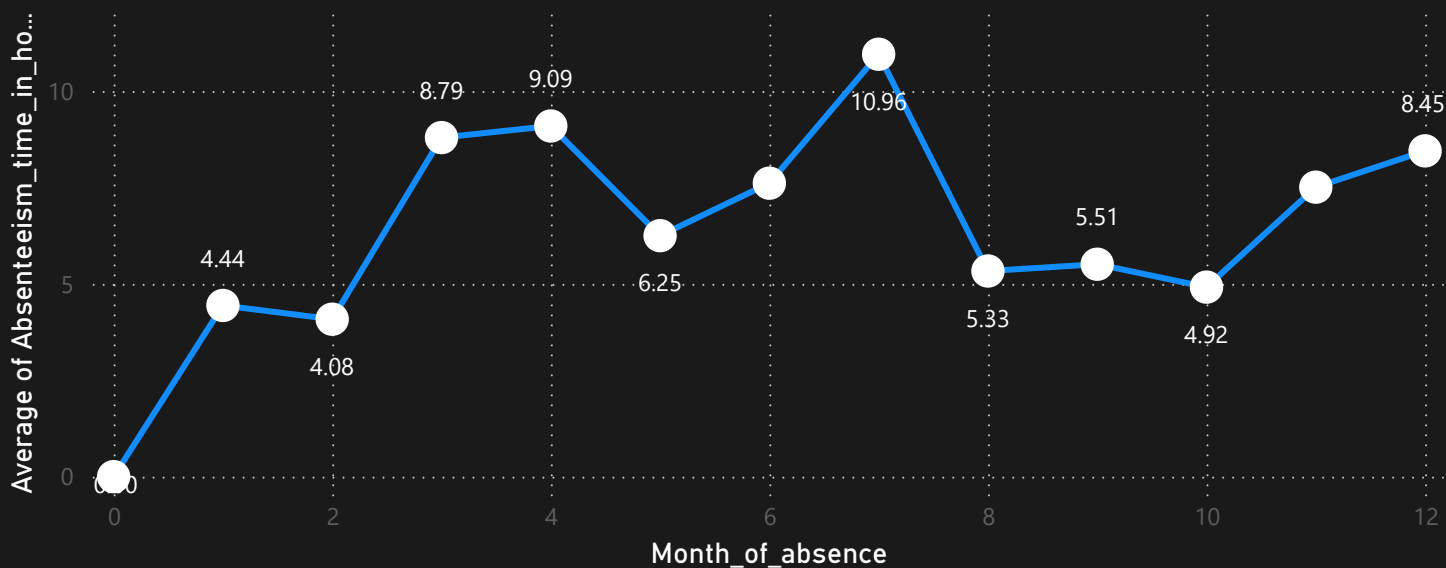
Average of Absenteeism_time_in_hours by Day_of_the_week

9.25, 7.98, 7.15, 4.42, 5.13
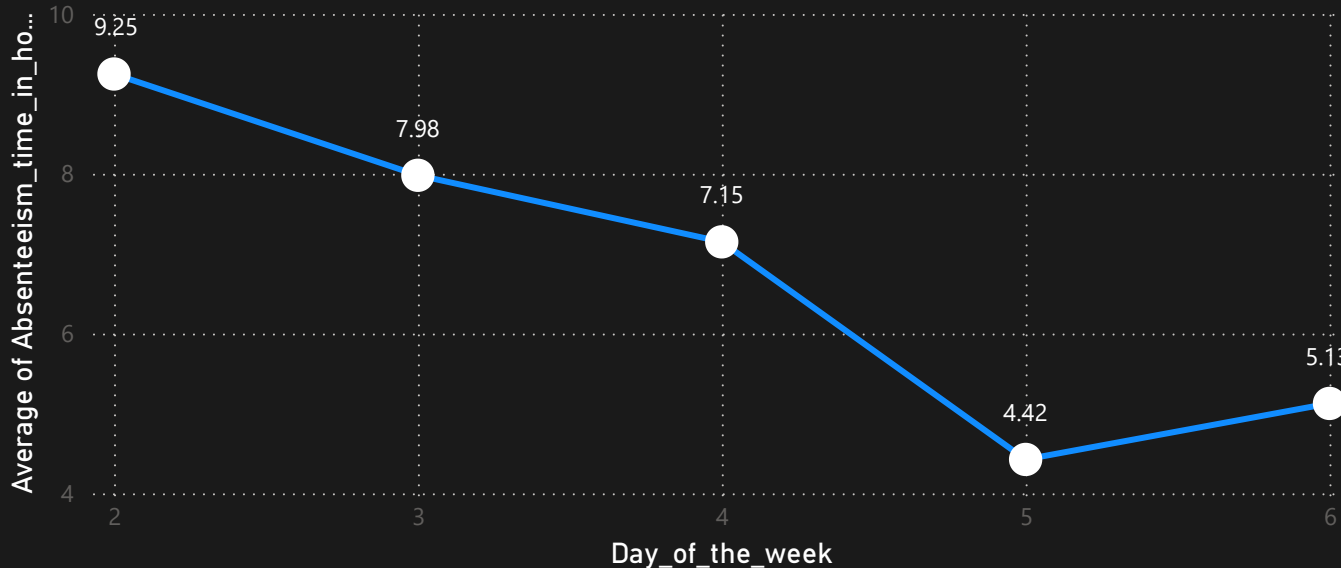
Reasons and Comparison

Reason	Count of Reason
Unkown	43
unjustified absence	33
Symptoms, signs and abnormal clinical and laboratory findings, not elsewhere classified	21
Pregnancy, childbirth and the puerperium	2
physiotherapy	69
patient follow-up	38
Neoplasms	1
Mental and behavioural disorders	3
medical consultation	149
laboratory examination	31
Injury, poisoning and certain other consequences of external causes	40
Factors influencing health status and contact with health services.	6
Endocrine, nutritional and metabolic diseases	2
Total	**740**

Average of Work_load_Average_day by Transportation_expense