

Absenteeism Factors Report Overview

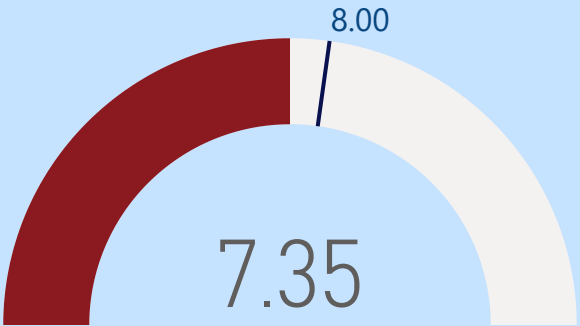
5124

Total Absenteeism (hours)

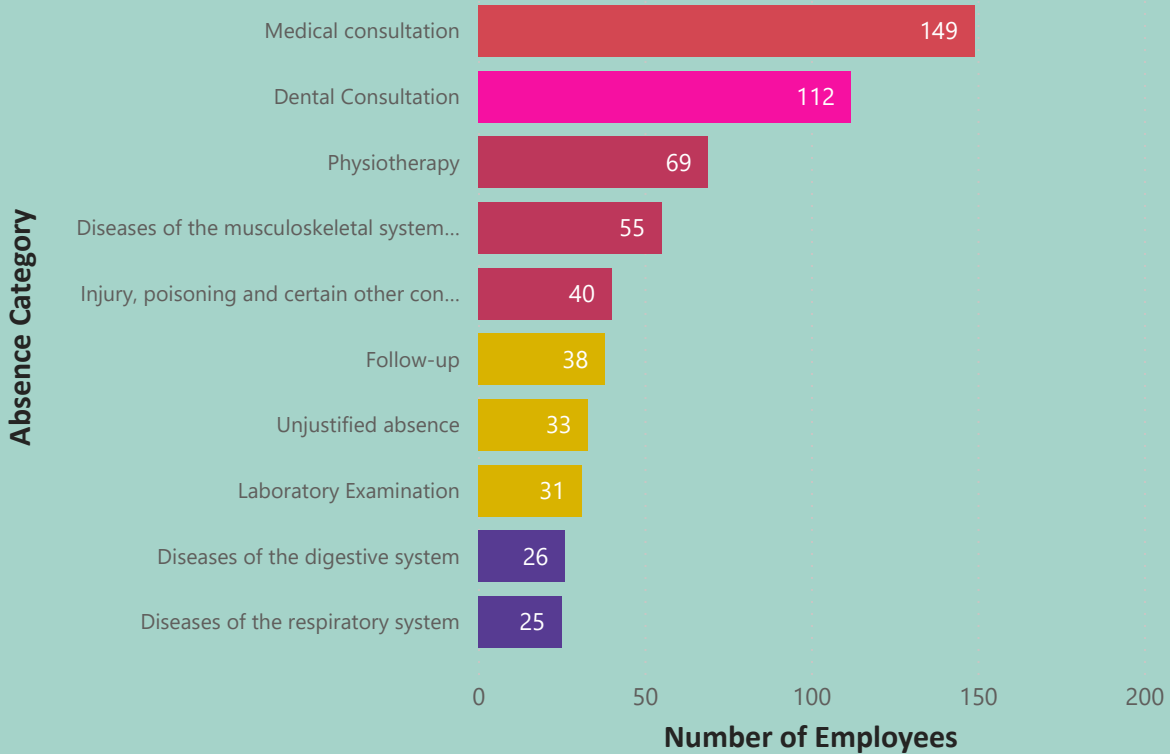
Select Month

All

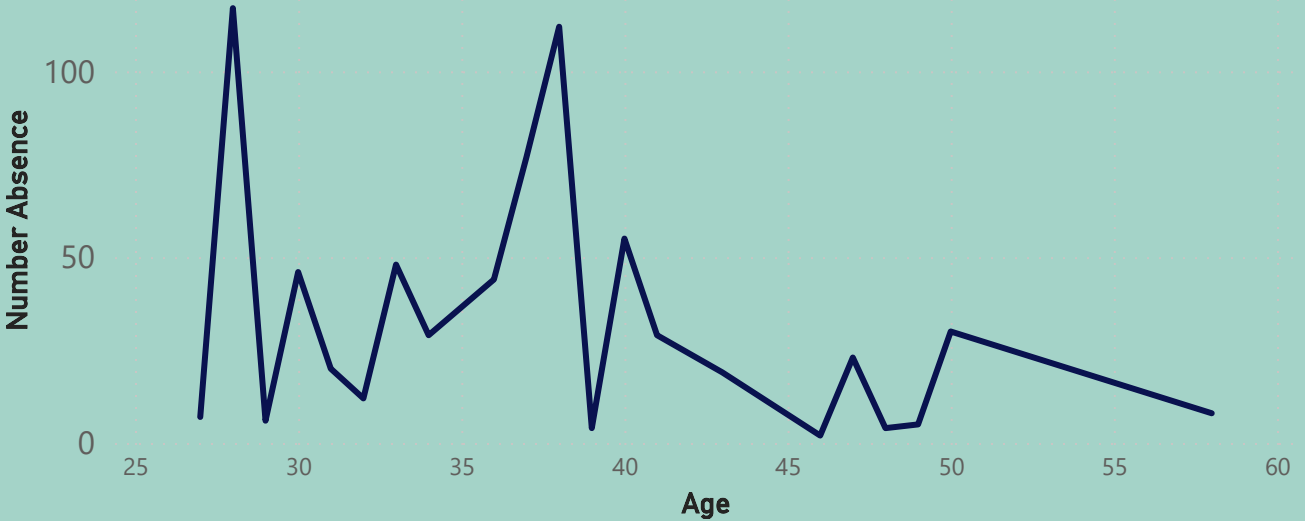
Average of Daily Absenteeism (hours)



Count Employees by Reason for Absence



Count Absenteeism by Employees Age



Drill through for Category Absence Details by Employee

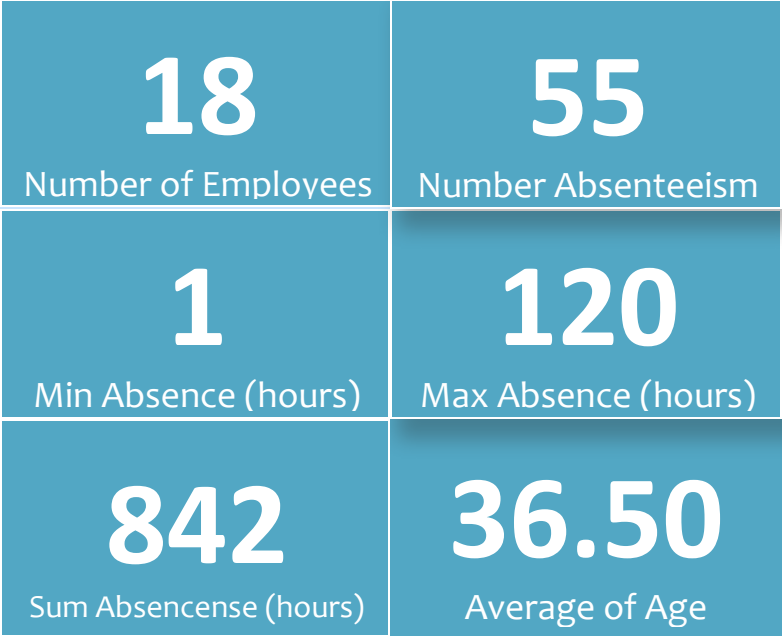




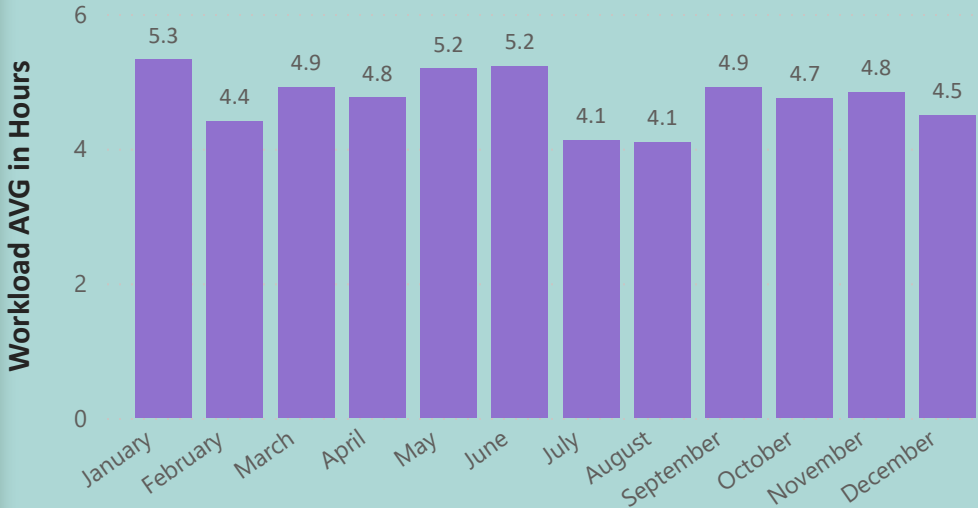
Absence Category Description:

Diseases of the musculoskeletal system and connective tissue

Absence_ID	Employee_ID	Month of absence	Day of the week	Absenteeism (hours)	Education Level	Age	Service Time (Years)
13	1	January	Tuesday	1	Postgraduate	37	14
13	11	January	Wednesday	8	High School	33	13
13	22	January	Monday	3	Postgraduate	30	9
13	3	February	Thursday	8	High School	38	18
13	3	February	Tuesday	8	High School	38	18
13	22	February	Thursday	2	Postgraduate	30	9
13	3	March	Wednesday	3	High School	38	18
13	3	March	Tuesday	8	High School	38	18
13	3	March	Tuesday	24	High School	38	18
13	14	March	Tuesday	8	High School	34	14
13	14	March	Wednesday	24	High School	34	14
13	20	March	Wednesday	8	High School	36	11
13	20	March	Friday	40	High School	36	11
13	22	March	Monday	1	Postgraduate	30	9
13	22	March	Monday	2	Postgraduate	30	9
13	22	March	Thursday	8	Postgraduate	30	9
13	33	March	Monday	2	High School	47	14
13	36	March	Wednesday	8	High School	50	18
13	3	April	Wednesday	24	High School	38	18
13	6	April	Thursday	8	High School	33	13
13	11	April	Thursday	16	High School	33	13
13	24	April	Wednesday	24	High School	41	16
13	28	April	Monday	8	High School	28	9
13	36	April	Wednesday	120	High School	50	18
13	5	May	Monday	16	High School	43	13
13	11	May	Wednesday	8	High School	33	13
13	11	May	Wednesday	24	High School	33	13



Work Load Average Hours by Month of Absence



Month of absence



Absenteeism By Employee Report



Select Employee ID

22

Education Level

Postgraduate

Age

30

Total Service Time
(Years)

9

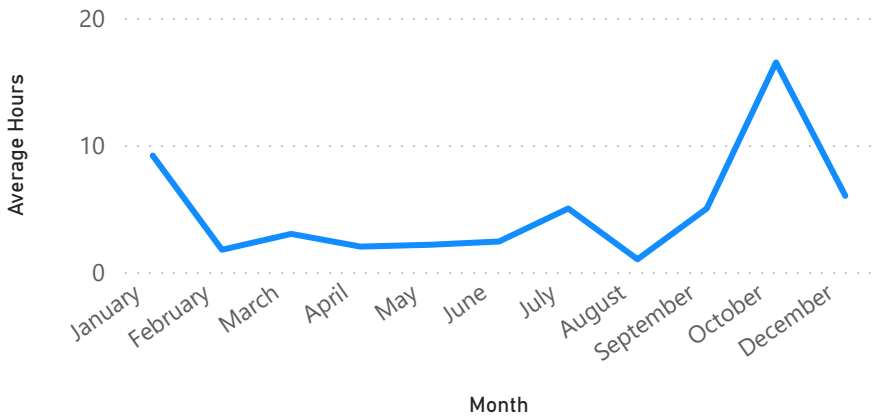
Workload Average
per Day

266.22

Total Hours
Absenteeism

253

Average Absenteeism (hours) by Month



Absence Category Description	Absence_ID	Total Absenteeism (hours)
Certain infectious and parasitic diseases	1	5
Certain infectious and parasitic diseases	1	8
Certain infectious and parasitic diseases	1	64
Diseases of the eye and adnexa	7	5
Diseases of the musculoskeletal system and connective tissue	13	1
Diseases of the musculoskeletal system and connective tissue	13	2
Diseases of the musculoskeletal system and connective tissue	13	3
Diseases of the musculoskeletal system and connective tissue	13	8
Diseases of the musculoskeletal system and connective tissue	13	16
Diseases of the skin and subcutaneous tissue	12	16



Information and Definitions of the Report

Report Description:

This report view shows several factors of absenteeism at a courier company in Brazil. The first page: **Absenteeism Report** contains general results from the database in four visualizations that could be filter by month. Those visualizations have factors such as Total hours of Absenteeism, Average absenteeism in hours per day, reason of absence which is related to the absence category description, and Age of employees with absence.

The second page: **Absence Details by Category** have more detailed data about the education level, service time in years, and individual data by absence ID which could be accessed from drill through option in the first page with the visualization: Count of Employees by Reason of Absence.

The third page: **Absence Details by Employee** have more detailed data about the education level, service time in years, and individual data about the absence by employee, it is filtered by the Employee ID.

About report tables:

Employee table has more specific information about the Employee, extracting from the original database only Age, Education Level, and Service time (years).

Absenteeism table has columns related to the absenteeism data which are Absence_ID, Employee_ID, Month Number, Month of Absence, Seasons, Total Absenteeism (hours), and Work load average/day (min).

Absence Description table has two columns, Absence_ID, and Absence Category Description, which have the categorization for the reasons of absence provided.

Definitions, Column Meanings, and Assumptions:

Absence_ID: Number assigned to each absence category; the database originally had a name for this column called Reason for absence.

Absence Category Description: Description of each absence category related to each number of Absence_ID, the original database do not have this column and table. This was created with the attribute information provided to bring specific description about the reasons for absence within this report.

Employee_ID: Number assigned to each employee that is unique key, the original column name in the database was ID.

Seasons Hierarchy: Hierarchy created to give an order to three columns: Seasons, Month of Absence, and Day of the Week.

Seasons: Name of each season, originally this column had season number assigned by the company, it was transformed using the attribute information.

Month of Absence: Contains month names during employees reported absence, the original database has a number related to each month, it was transformed to the name of the month, an extra column was created with the number of the month to organize and have both related in the current database for this report.

Total Absenteeism (hours): Column with total hours for each absence per employee. The original database called the column as Absenteeism time in hours.

Work load Average/day (min): The assumption with this column in this report corresponds to daily average time in minutes for each employee's work load. The original database did not specify the unit and had this column named as Work load Average/day.

Work Load Average/day in hours: A measure created to calculate the work load average in hours with the column that contains the values in minutes.

Max workload hours: this value was added as an assumption for the maximum workload time in a day, assuming 8 hours per day or 480 minutes per day.

Report's Autor Information:

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References: *(Database and information about Absenteeism at Work at a courier company in Brazil is from July 2007 to July 2010)*
Martiniano.Andrea and Ferreira.Ricardo. (2018). Absenteeism at work. UCI Machine Learnina Repositorv. <https://doi.org/10.24432/C5X882>.