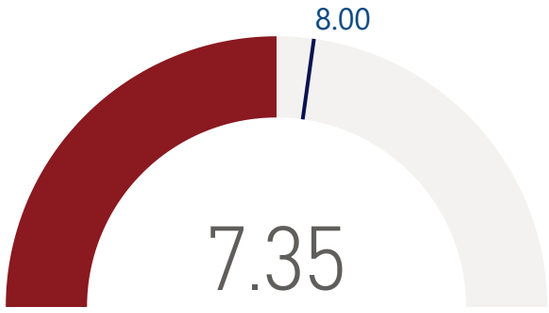
Absenteeism Factors Report

5124

Total Absenteeism (hours)

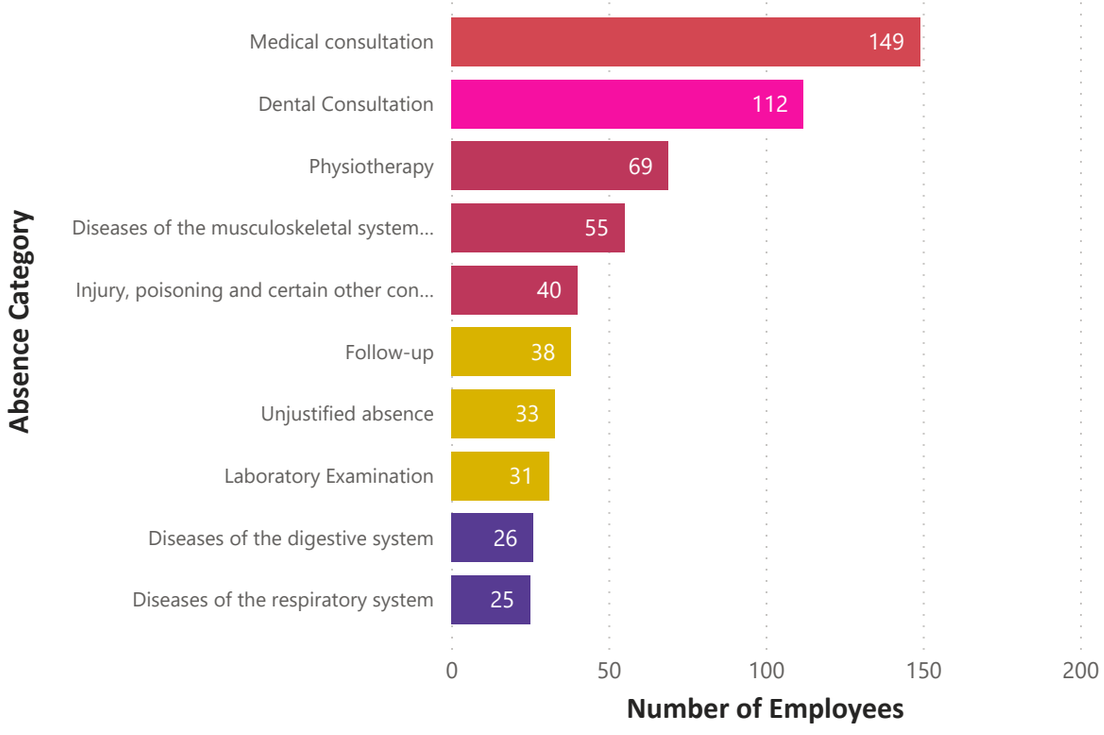
Average of Daily Absenteeism (hours)



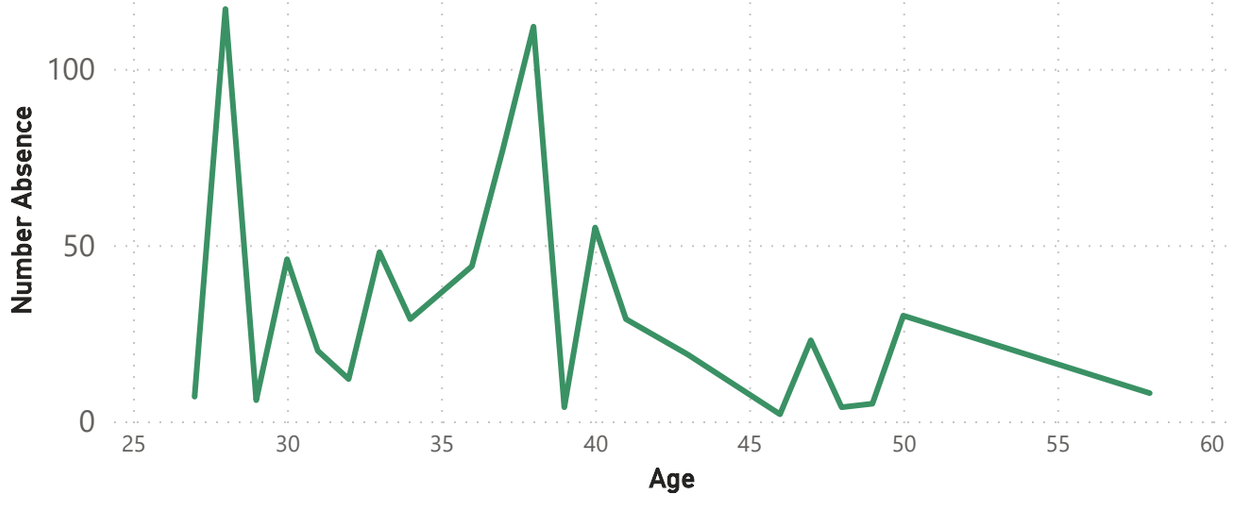
Month

- [ ] January
- [ ] February
- [ ] March
- [ ] April
- [ ] May
- [ ] June
- [ ] July
- [ ] August
- [ ] September
- [ ] October
- [ ] November
- [ ] December

Count Employees by Reason for Absence



Count Absenteeism by Employees Age

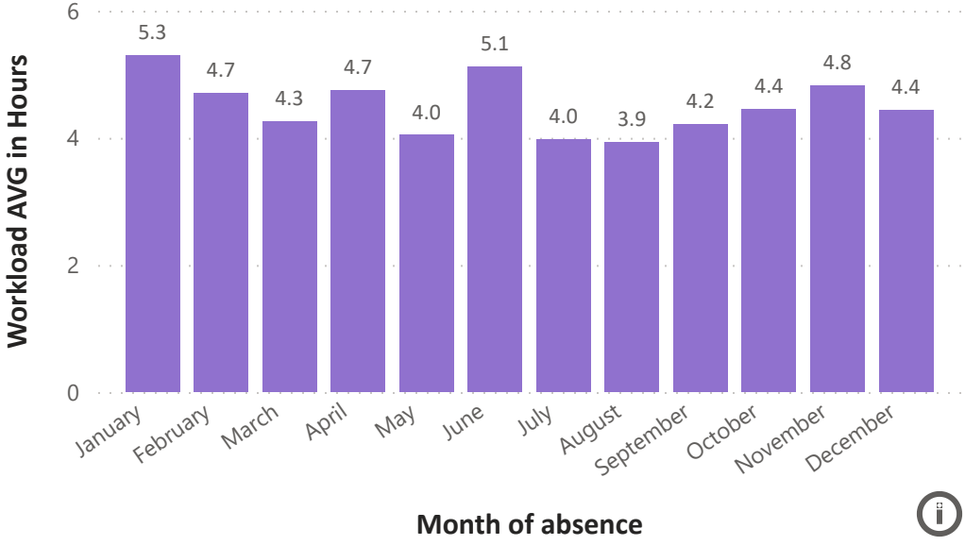


Absence Category Description: **Medical consultation**

Absence_ID	Employee_ID	Month of absence	Day of the week	Absenteeism (hours)	Education Level	Age	Service Time (Years)
23	14	January	Monday	2	High School	34	14
23	14	January	Tuesday	4	High School	34	14
23	27	January	Thursday	2	High School	27	7
23	28	January	Tuesday	1	High School	28	9
23	28	January	Wednesday	1	High School	28	9
23	28	January	Wednesday	5	High School	28	9
23	3	February	Friday	3	High School	38	18
23	6	February	Thursday	8	High School	33	13
23	15	February	Tuesday	2	High School	40	12
23	17	February	Friday	2	Graduate	40	17
23	18	February	Tuesday	1	Graduate	28	4
23	22	February	Tuesday	1	Postgraduate	30	9
23	24	February	Tuesday	2	High School	41	16
23	27	February	Friday	1	High School	27	7
23	27	February	Tuesday	8	High School	27	7
23	28	February	Wednesday	1	High School	28	9
23	28	February	Tuesday	2	High School	28	9
23	28	February	Tuesday	3	High School	28	9
23	33	February	Tuesday	2	High School	47	14
23	11	March	Wednesday	8	High School	33	13
23	16	March	Wednesday	8	High School	46	24
23	22	March	Friday	2	Postgraduate	30	9
23	28	March	Friday	1	High School	28	9
23	28	March	Wednesday	2	High School	28	9
23	33	March	Monday	2	High School	47	14
23	33	March	Thursday	3	High School	47	14
23	36	March	Friday	2	High School	50	18

24 Number of Employees	149 Number Absenteeism
1 Min Absence (hours)	16 Max Absence (hours)
424 Sum Absencense (hours)	37.29 Average of Age

Work Load Average Hours by Month of Absence



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

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 Learning Repository. https://doi.org/10.24432/C5X882.