

Date of Absence

All

DepartmentName

All

Leave Type Distribution

3499

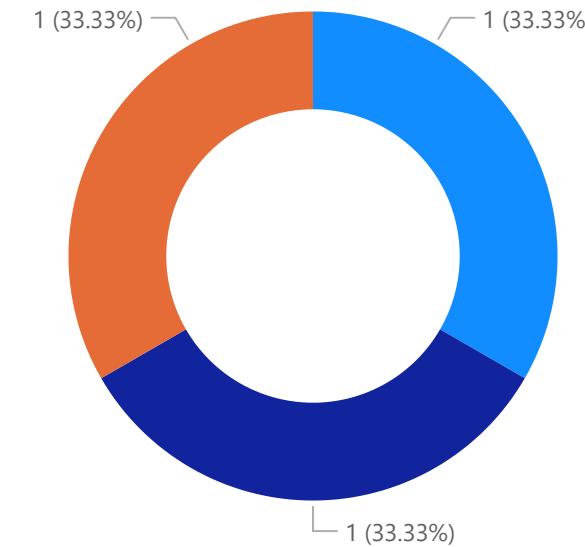
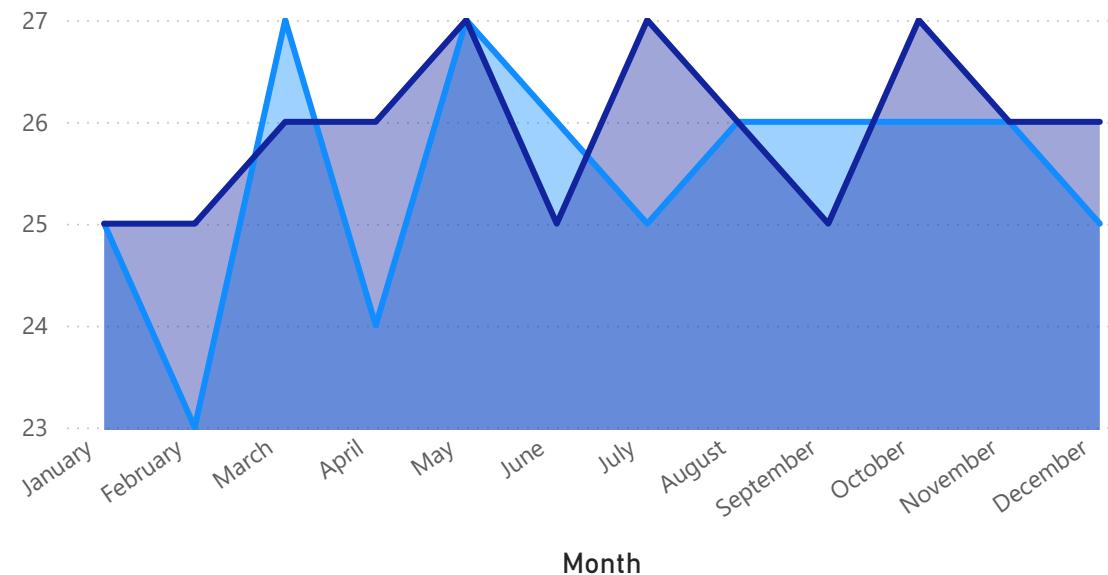
Total Employees

7.99

Average of Work load per...

Absence by Month

Year ● 2023 ● 2024



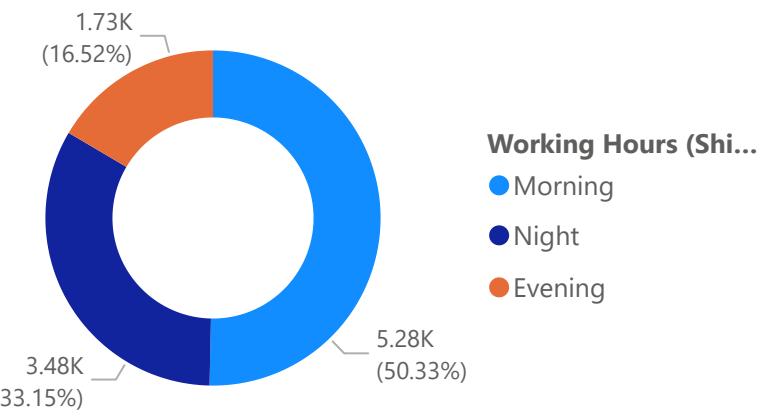
Leave Type

- Medical Leave
- Paid Leave
- Unpaid Leave

Employees by Experience

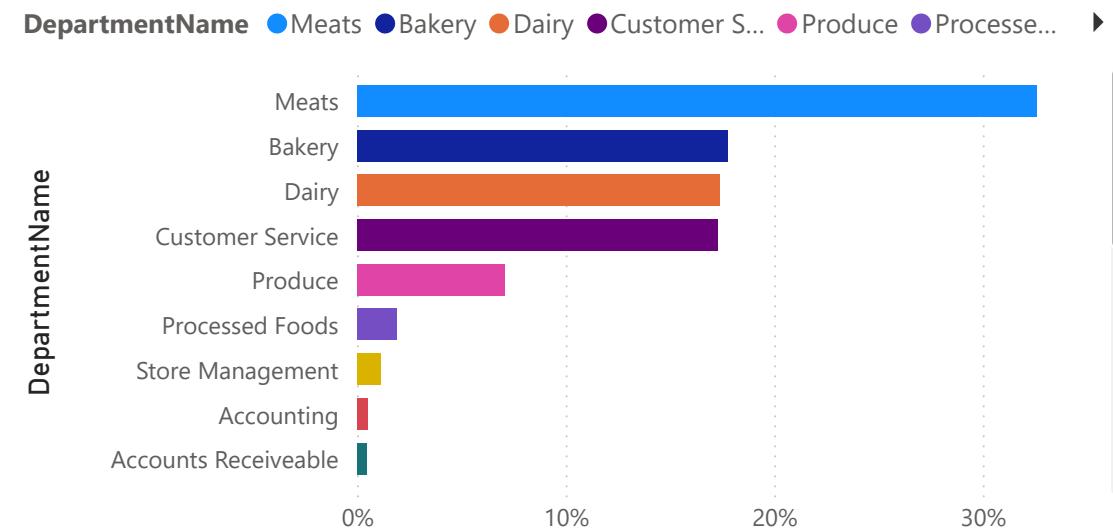


Employees by shifts



Working Hours (Shi...
● Morning
● Night
● Evening

Attendance by Department

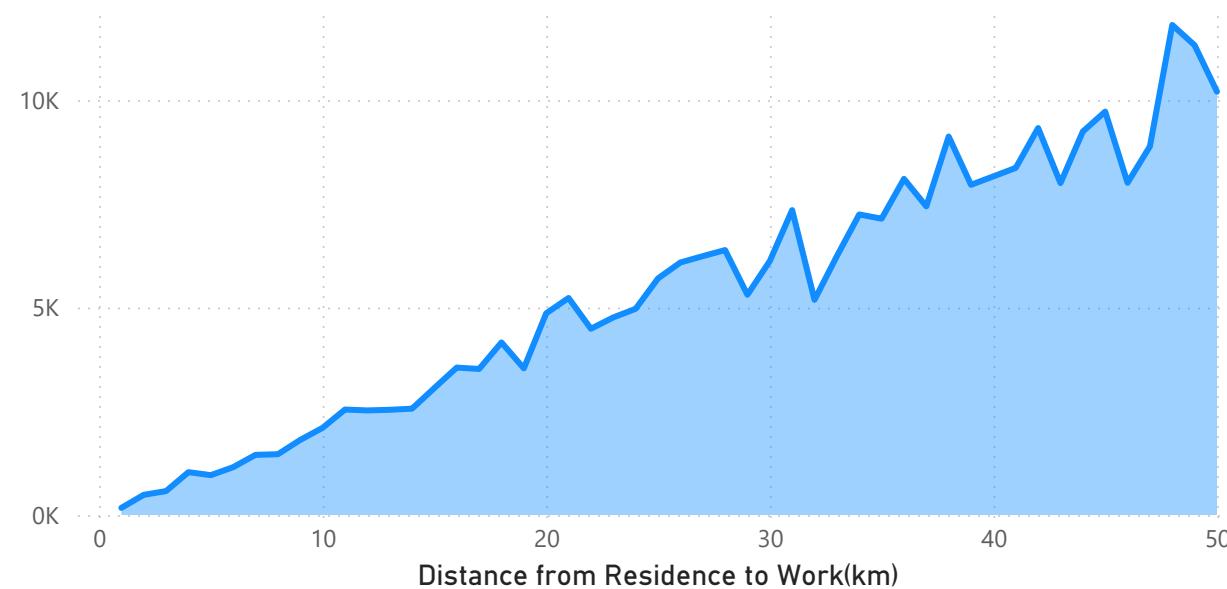


7M

Approx. Cost of Absenteeism (\$)

2.76K

Average of Transportation Expense(\$)

Absence by Distance from Residence to Work(km)**Present**

8826

Attendance Status

Absent

1671

Attendance Status

Planned

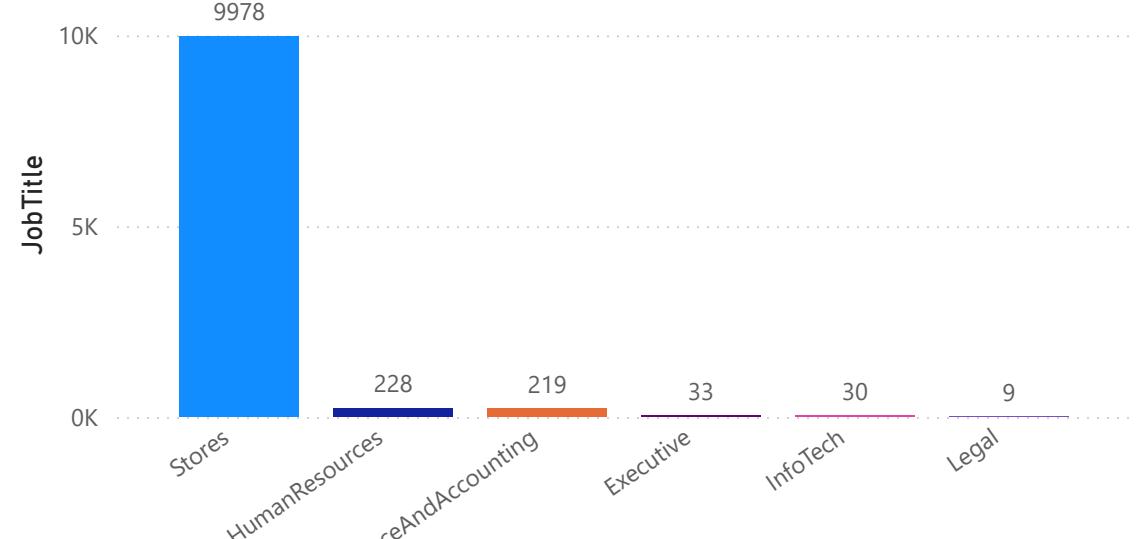
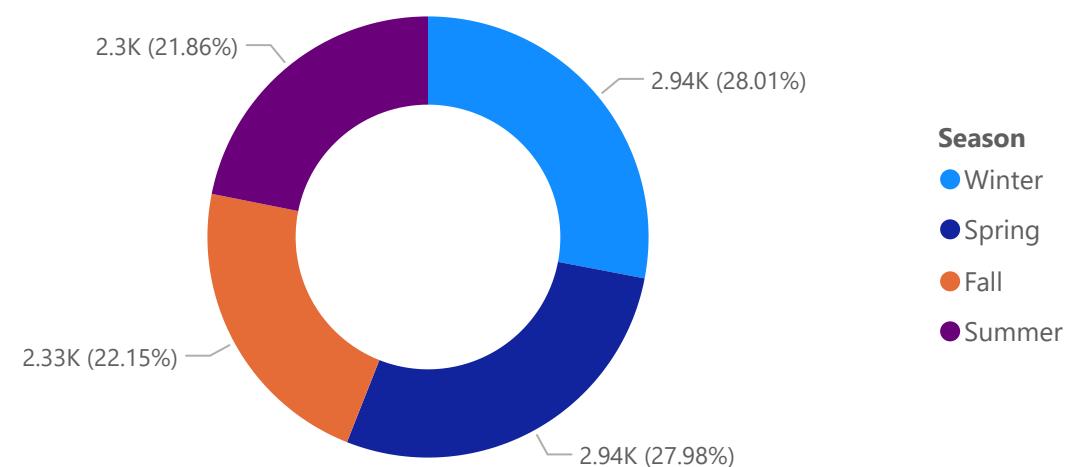
6915

Planned vs Unplanned

Unplanned

3582

Planned vs Unplanned

Absence by Division**Absence by Season****Season**

Winter

Spring

Fall

Summer

ABOUT

The dataset includes comprehensive employee attendance and absenteeism records for a retail company, covering a variety of aspects like employee demographics (ID, gender, city), employment information (job title, department, division, shift, joining date), and absence-related characteristics (date, type, reason, cost, disciplinary actions, etc.). It contains operational cost metrics that are essential for workforce planning and HR decision-making, such as transportation costs and service time.

An interactive and thorough view of absenteeism trends is intended to be provided by the Power BI dashboard that is constructed using this data. Important images consist of:

* **Leave Type Distribution**: The percentage of paid, unpaid, and medical leaves is shown in a pie chart.

* **Department and Division of Attendance**: Bar charts help focus interventions by highlighting the units with the highest absenteeism rates.

A stacked bar chart that links shift types with absence patterns illustrates the distribution of employees across morning, evening, and night shifts.

* **Absence by Month and Season**: Temporal visuals show when absenteeism peaks, like in the winter and spring.

* **Cost of Absenteeism**: The significance of absence management is emphasized by a large card visual that highlights the financial impact (~\$7M).

* **Distance vs. Absenteeism**: A histogram that links the distance traveled for commuting to the frequency of absences indicates potential transportation or geographic problems.

The main conclusions are that there are a lot of unscheduled absences, that absenteeism is concentrated in certain departments, such as meats and customer service, and that there is a lot of seasonal variation. The dashboard gives HR and operational teams the ability to