



Project Title	HR Absenteeism Analytics
Technologies	Data Science
Domain	Human Resource
Project Difficulties level	Advanced

Problem Statement:

HR is not just about hiring people it is an ocean of its own. HR department goes through a constant journey of finding, selecting, onboarding and monitoring the right talent. You are required to use analytics concepts to provide smooth monitoring of the workforce for the HR department. This data set is suitable for identifying pockets of absence in the organization. These pockets may require interventions. 'AbsentHour' will be used as a dependent variable.

In addition, age and length of service may also be associated with absence – but how? This is for you to find out. This HR data set focuses on absence at work. The data set contains 740 rows and 21 columns of data. The data set contains a number of employee IDs. Each row represents a certain quantity of absence – meaning that one employee can have multiple rows. Information on employees includes the number of children, workload, distance from work, transportation expenses, education, height, weight, BMI, and absenteeism time in hours.

Other information includes the season, month of absence, day of absence, and day of the week. The challenge of this data set is mostly in structuring the data. An individual employee has multiple records. These need to be combined prior to analysis. This data set also enables you to do longitudinal research.

Dataset:

Dataset is available in the given link. You can download it at your convenience.

[Download Data](#)

Approaches:

Python, Tableau, Power BI or you can use any tools and techniques as per your convenience. We would appreciate your valid imagination in finding solutions.

Project Evaluation metrics:

Code: As per the requirements

- You are supposed to write code in a modular fashion
- Safe: It can be used without causing harm.
- Testable: It can be tested at the code level.
- Maintainable: It can be maintained, even as your codebase grows.
- Portable: It works the same in every environment (operating system)

Submission requirements:

Project work:

For Tableau: You will have to share the Tableau Public Link of your work

For Python: You have to submit your code PDF file at the final submission.

Detail project report:

You have to create a detailed project report and submit that document as per the given sample.

Demo link

[Sample Project Report](#)