

Cascade Cup Round 3

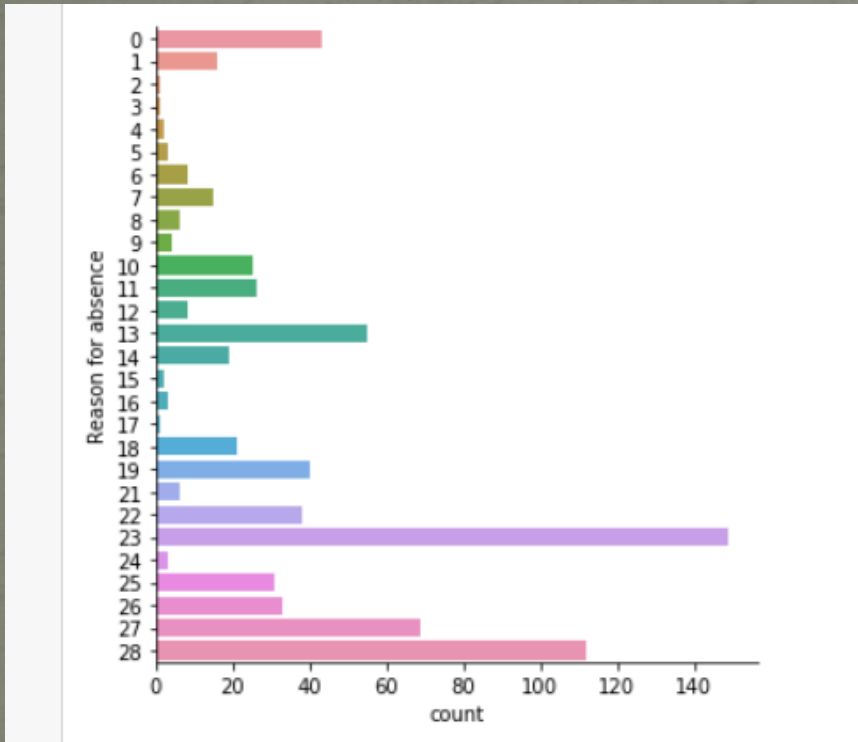
EDA Report

Team: Data Gambit

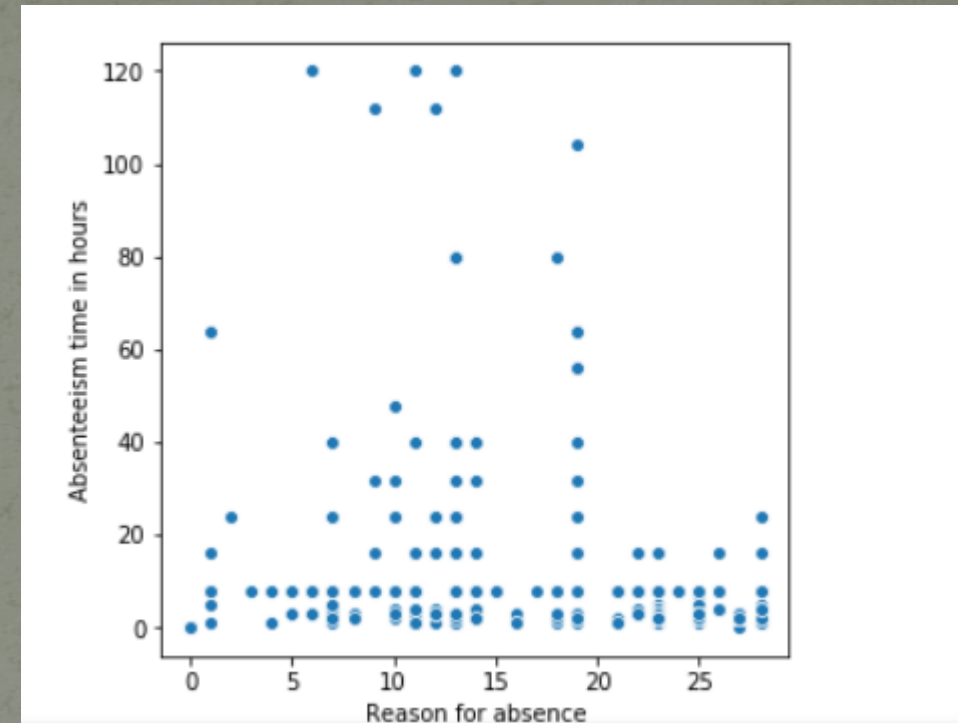
Introduction

- Absenteeism is a habitual pattern of absence from a duty or obligation without good reason. Generally, absenteeism is unplanned absences.
- If a workplace exhibits high degree of absenteeism there is a problem.
- It has been viewed as an indicator of poor individual performance, as well as a breach of an implicit contract between employee and employer.

Visaulize Original Dataset

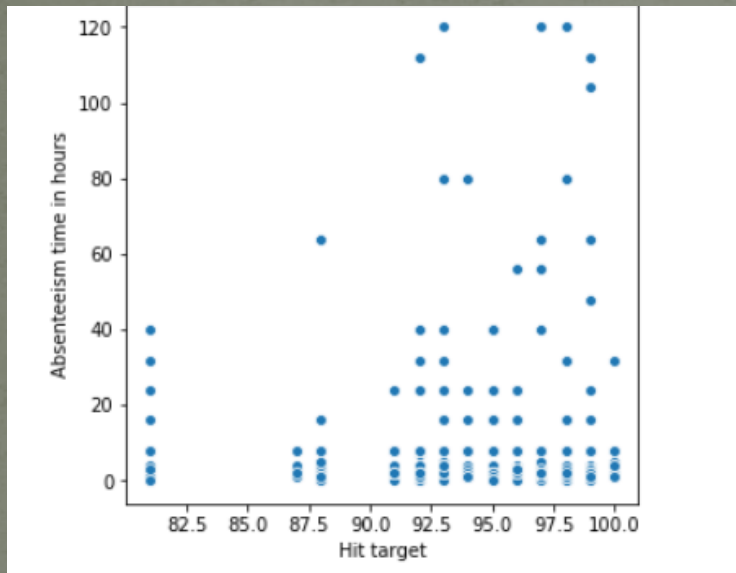


- In this figure we can see only some reasons are very common like 23,28,27 and 13, and rest are rare.

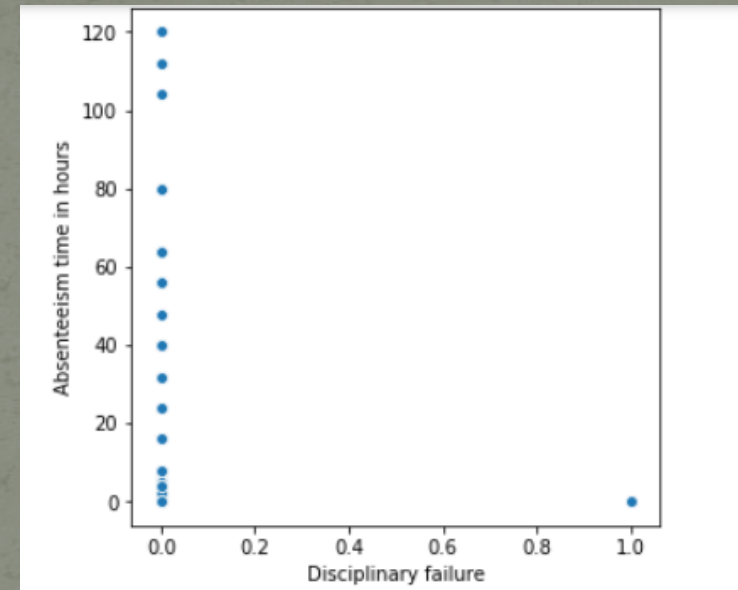


- Here also, only some reasons cause large number of Absenteeism time.

Visaulize Original Dataset

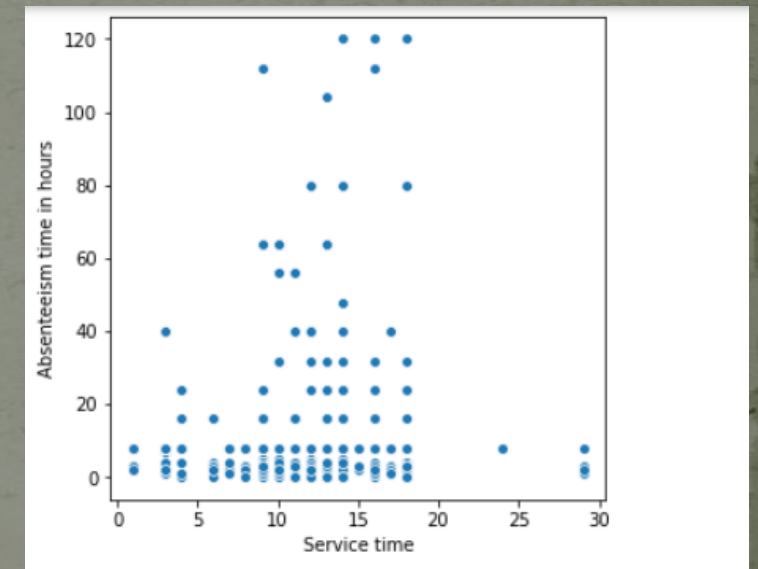
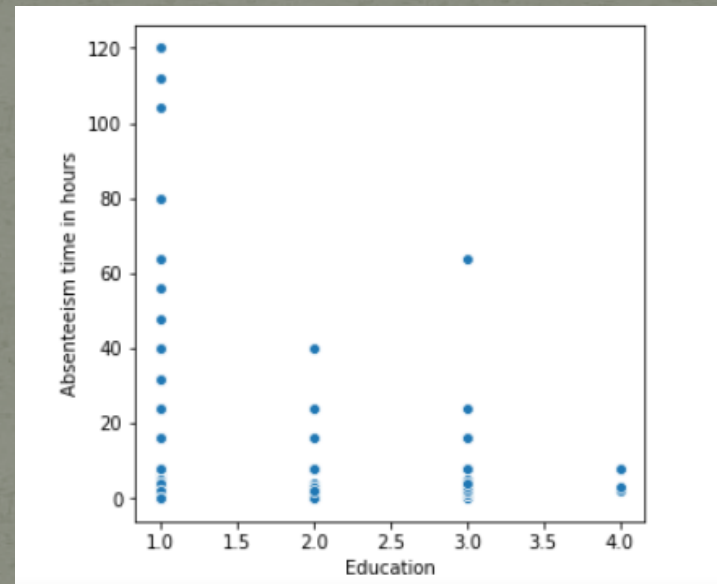
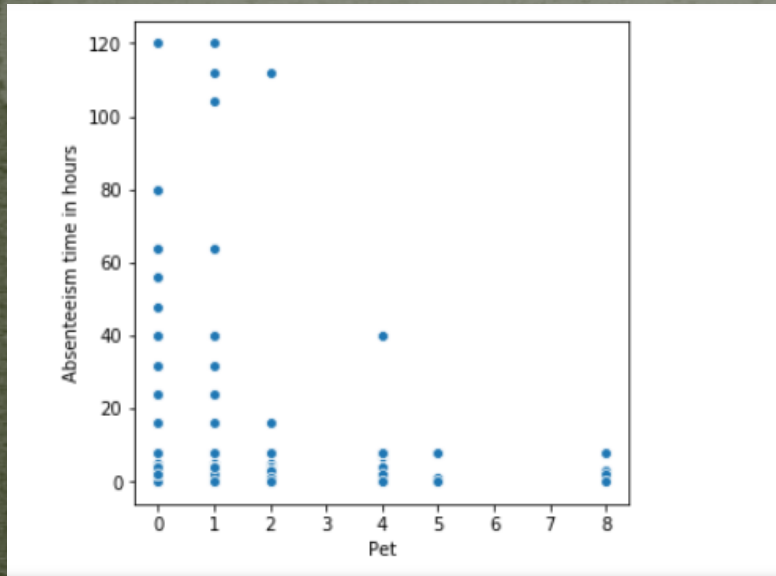


- Employees with higher hit target have higher number of Absenteeism hours.



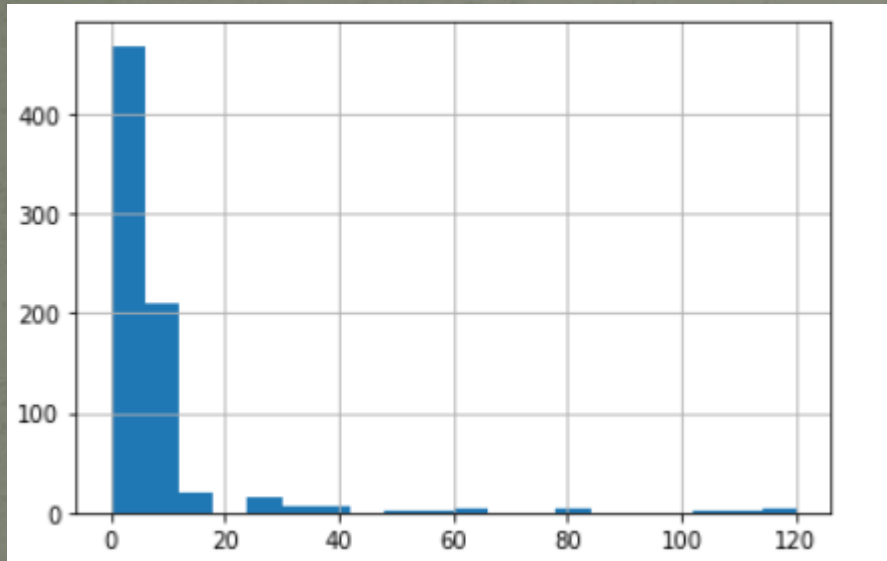
- Employees with Disciplinary failure never have Absenteeism

Visualize Original Dataset

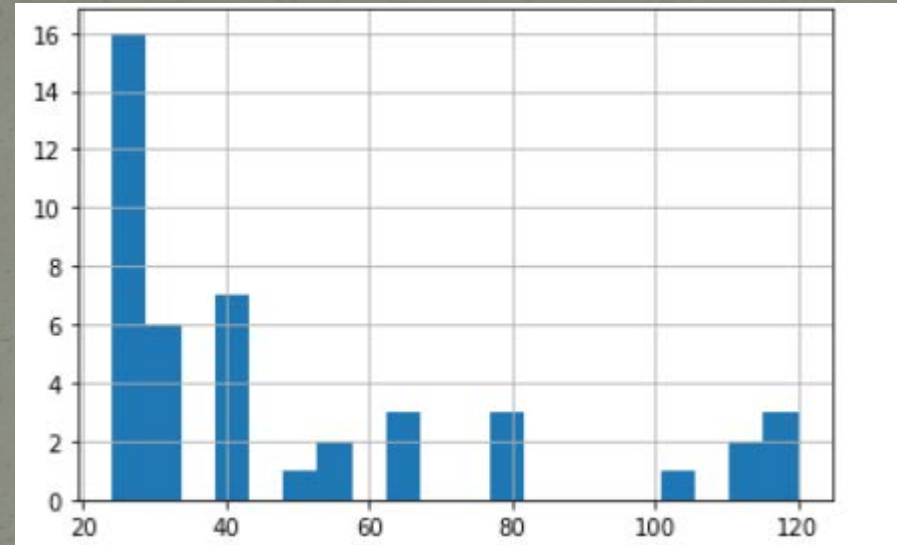


- Employees with more pets have less Absenteeism hours.
- Employees having doctorate are more serious towards work.
- High school passed employees are least serious.
- Employees with either low or high service time don't have high Absenteeism .

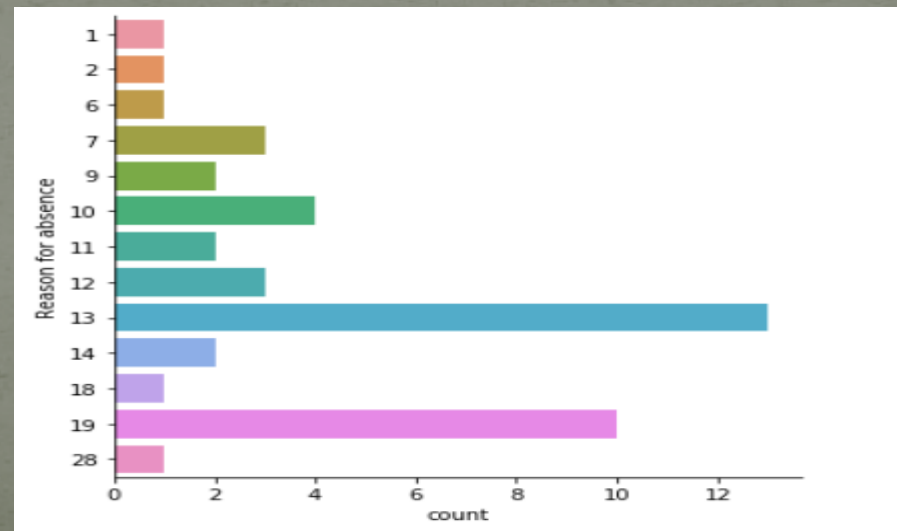
Modifying the Dataset



- This is histogram of distribution of Absenteeism hours. Lets drop the entries of those whose Absenteeism is less than 20hrs

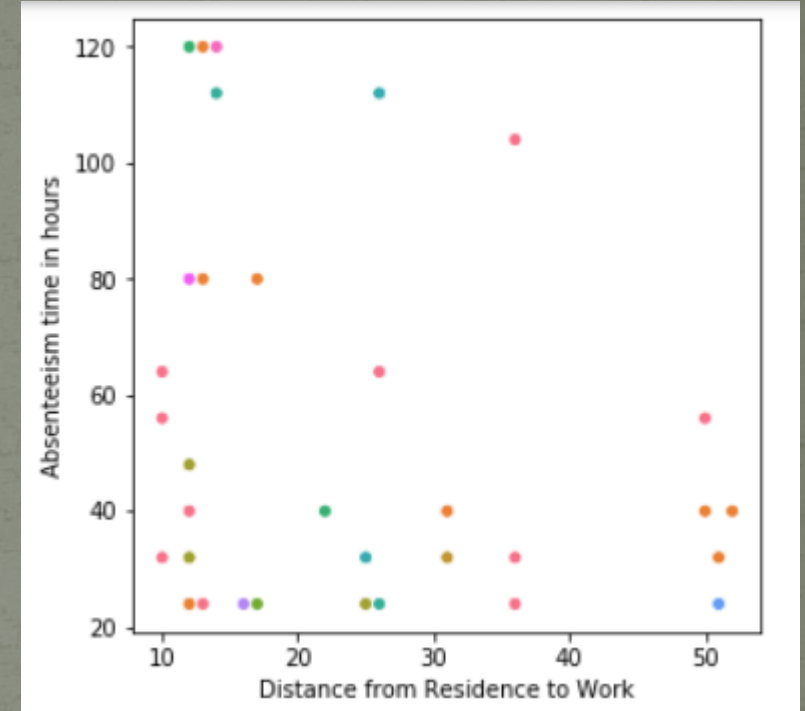
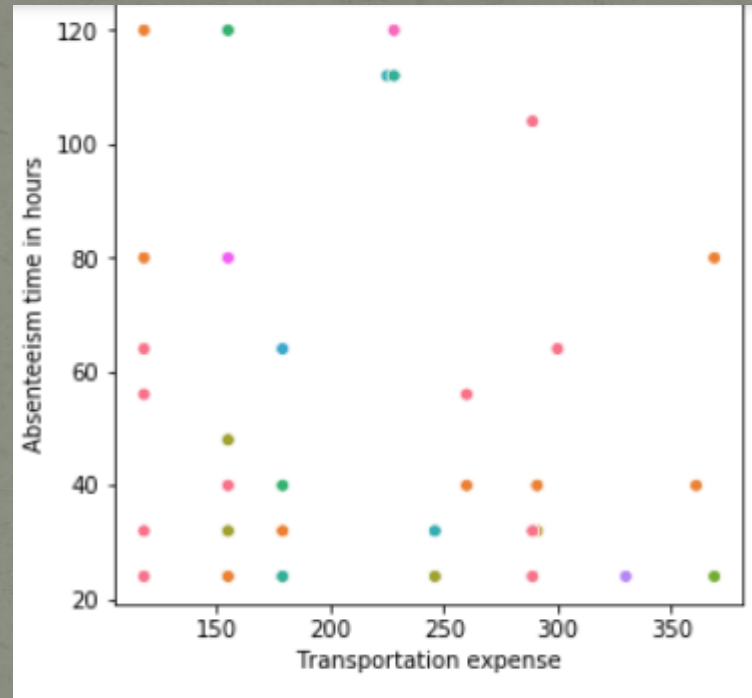
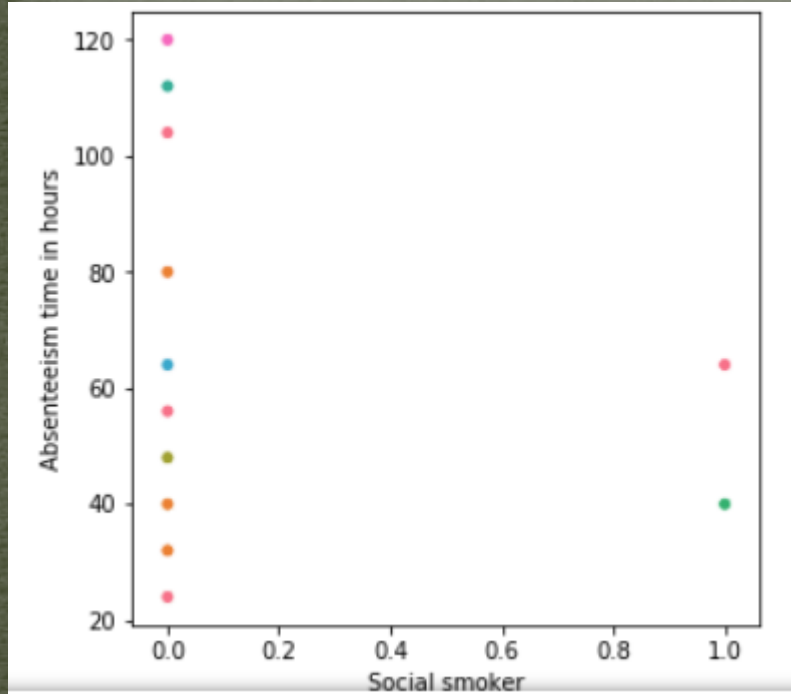


- We get this



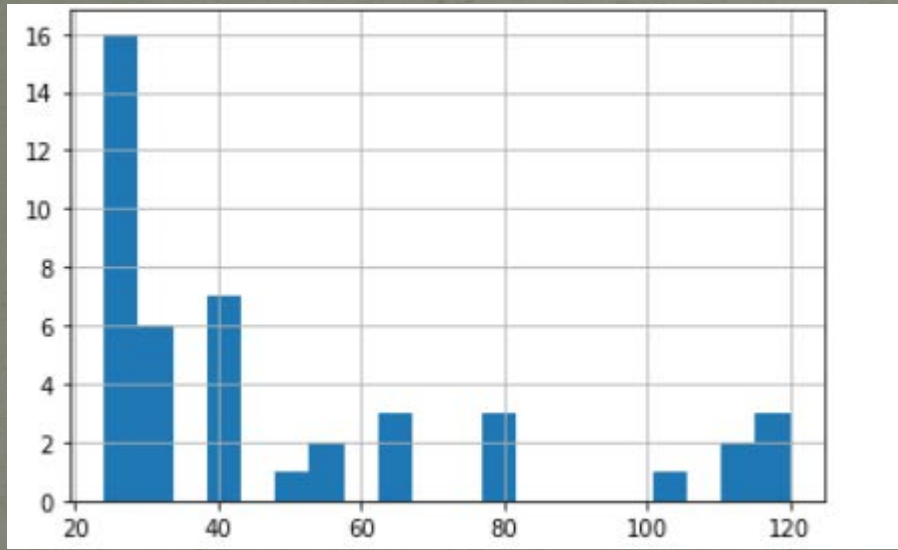
- We are only left with these reasons for absenteeism

Visualize Modified Dataset

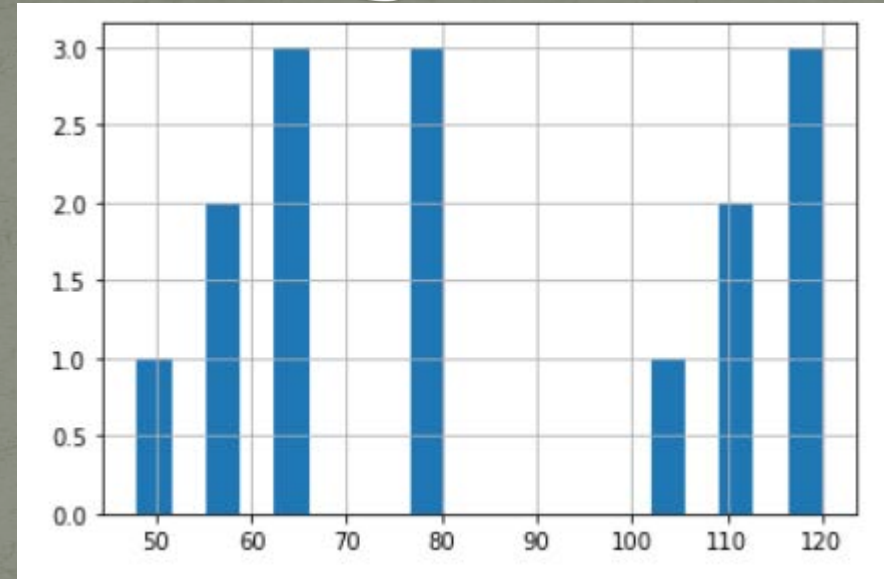


- People who smoke have less Absenteeism hours. (drinking doesn't give any good coorelation.
- People who live near the workplace and have less transportation expenses have higher Absenteeism.

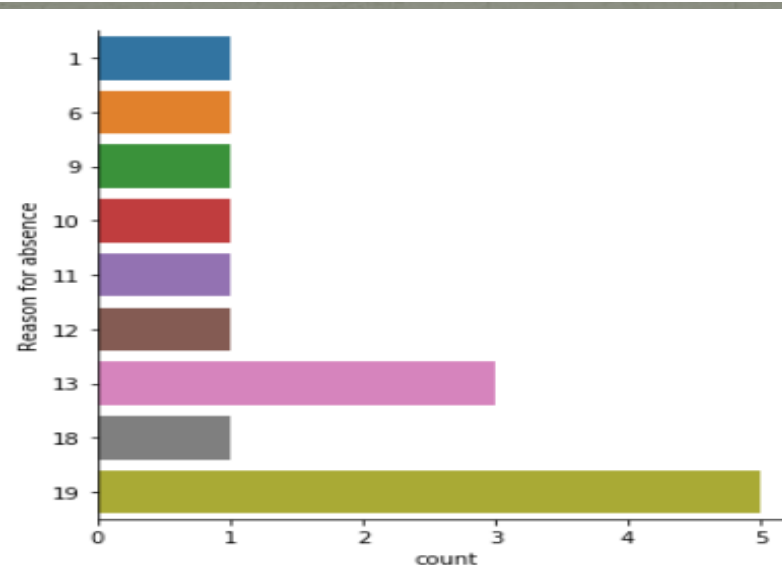
Modifying the Dataset Again



- From this (previously discussed histogram), we would like to analyze only those, whose absenteeism is >40

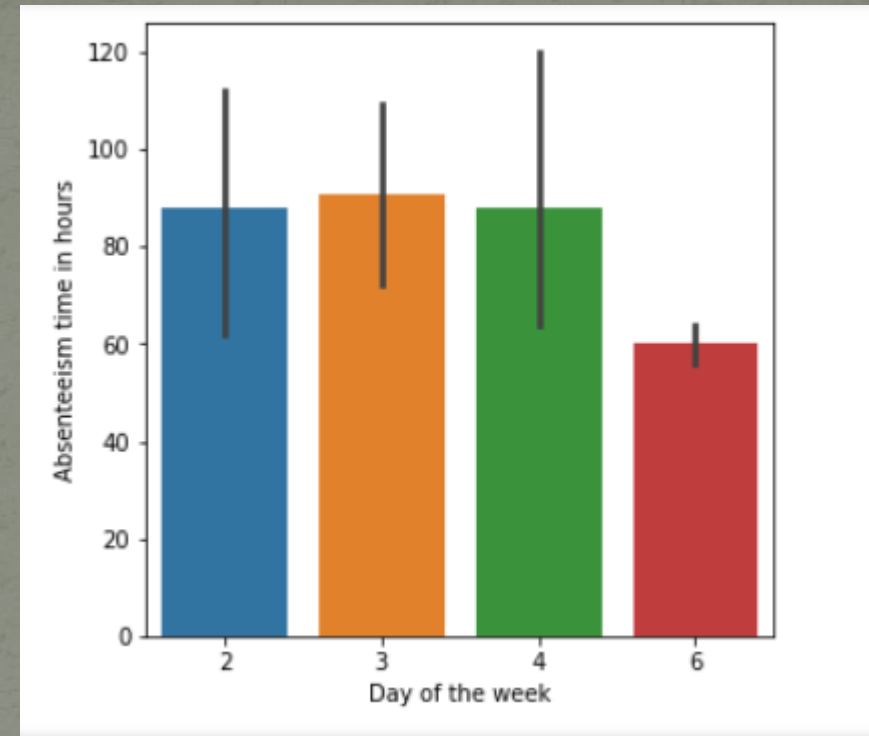
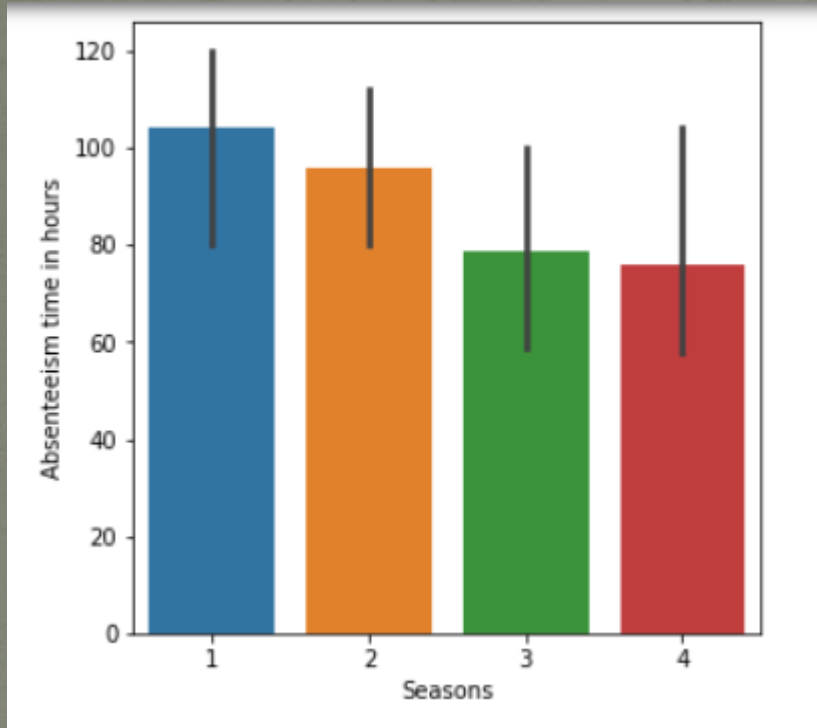


- We get this



- We are only left with these reasons for absenteeism. These are the major reasons, company should work on

Visaulize Modified Dataset



- Significant trends (other than what we discussed earlier) are seasons and days of week. Employees generally have more absentee in starting of week (may be procrastination after weekend), and the season trend can be seen above.

Hence we conclude our
observations

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Thank You