HR ABSENTEEISM ANALYSIS

→DETAILED PROJECT REPORT

Objective

1 ### Identify trends and patterns

Analyze absenteeism data to identify trends and patterns that can help HR managers make informed decisions.

2 ### Reduce absenteeism rates

Develop strategies to lower absenteeism rates and minimize its impact on the workforce and company productivity.

Key Performance Indicators

Absent Hours

Measures the number of hours that are not worked due to absences.

Length of Service

Measures the total length of service performed by the employees.

Dataset Information

1. **Employee Number:** This is the unique id given to each employee. Total number of employees are 8336.

2. **Gender:** There are 4216 males and 4120 females employees in the dataset.

3. **Job Title:** This includes 47 job titles of different employees.

4. **Department Name:** There are 21 department names in the dataset.

5. **Business Units:** Head Quarters and Stores are the two business units.

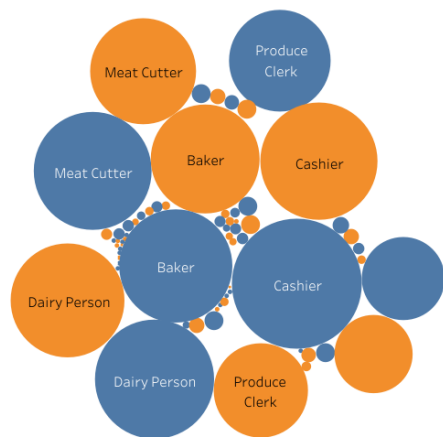6. **Divisions:** There are six divisions of headquarters in the dataset.
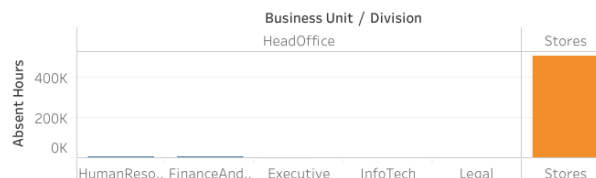
Absenteeism Analysis Dashboard

Absenteeism Analysis Dashboard

Tableau Software

HR Analytics(Absenteeism)
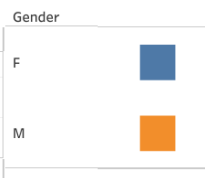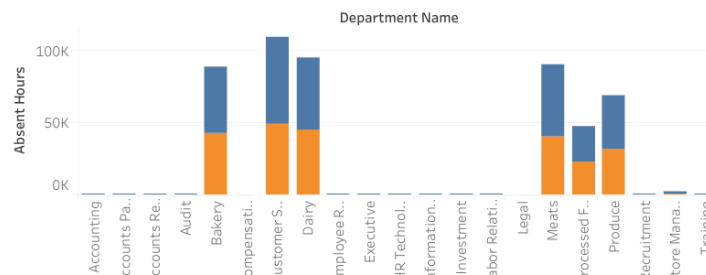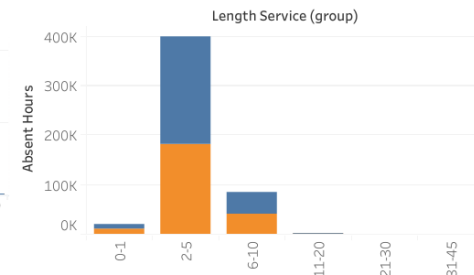
Conclusion

Absent Hours

The total absent hours of females are greater than that of males i.e., 274,756k whereas the same for males are 236,107k.

Relationship between Length of Service and Absent Hours

Employees having lower Length of service incorporate higher Absent Hours.

Business Units

Employees of Stores have greater Absent Hours as compared to that of Head Quarter's.

Q & A

What are the most common causes of absenteeism?

The most common causes of absenteeism include illness, stress, family issues, fatigue, and lack of motivation.

How can companies reduce absenteeism rates?

Companies can reduce absenteeism rates by implementing flexible work schedules, wellness programs, employee engagement initiatives, and other measures that promote work-life balance and job satisfaction.

Thank You