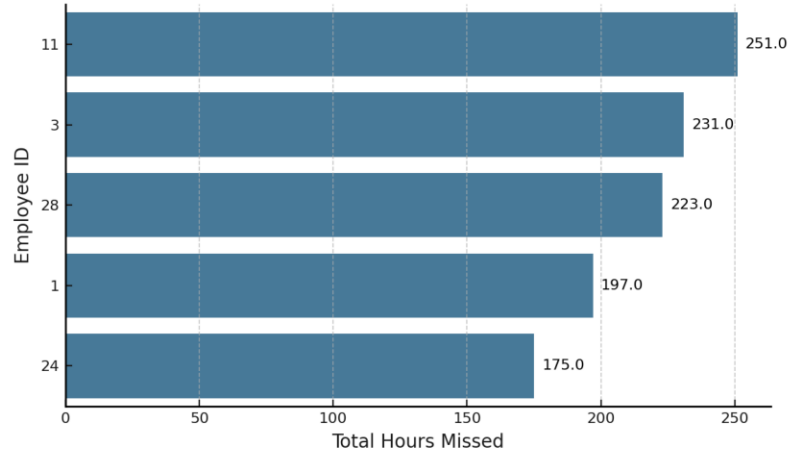
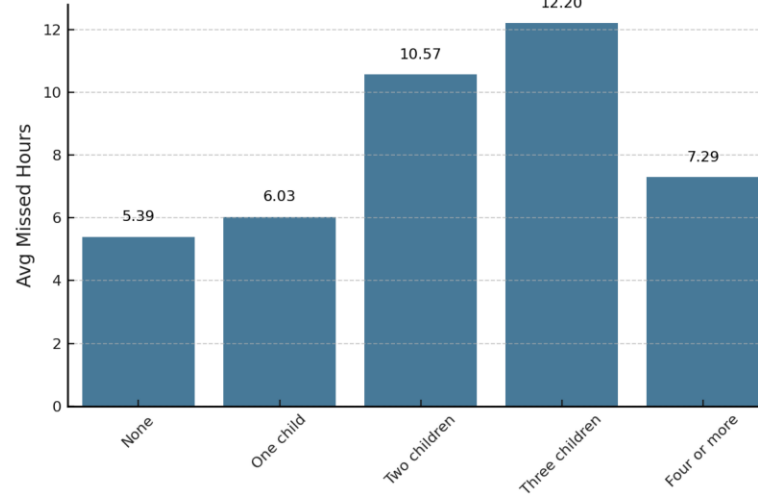


Absenteeism Overview and Personal Characteristics

Top 5 Employees by Total Hours Absent



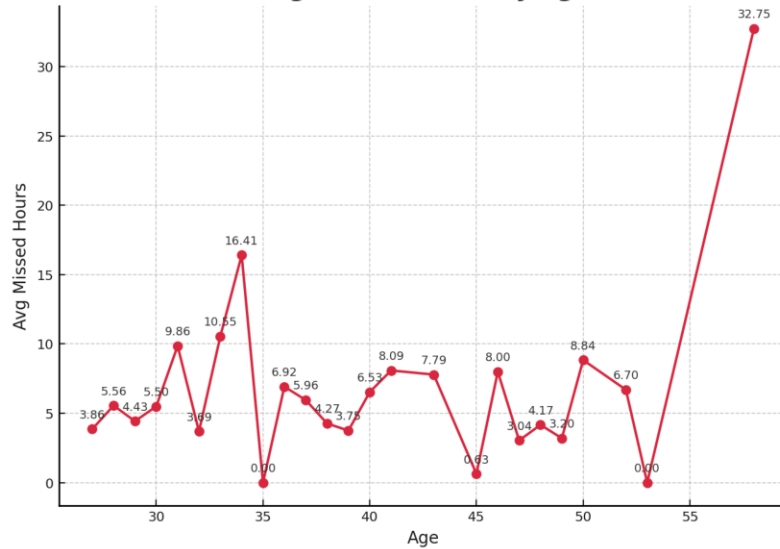
Avg Hours Absent by Number of Children



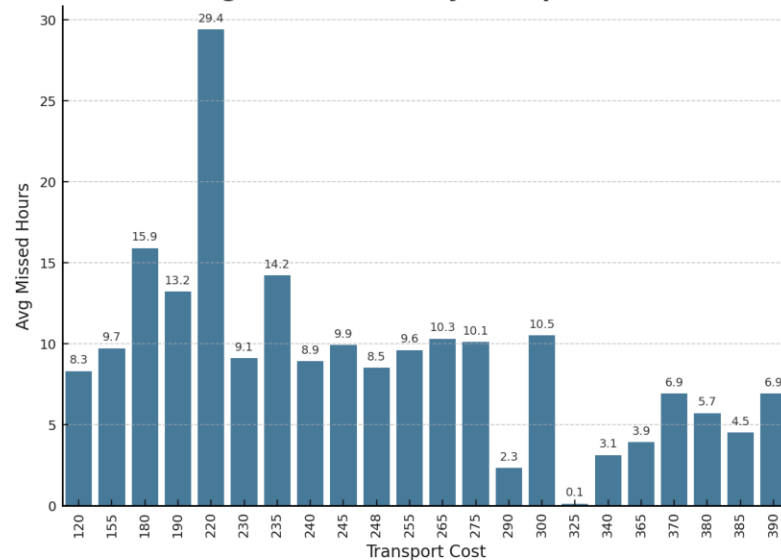
Total records: 740
Total hours missed: 5124
Average hours per absence: 6.92
Employees with no absences: 180
Total employees: 740

Behavioral and Logistical Factors in Absenteeism

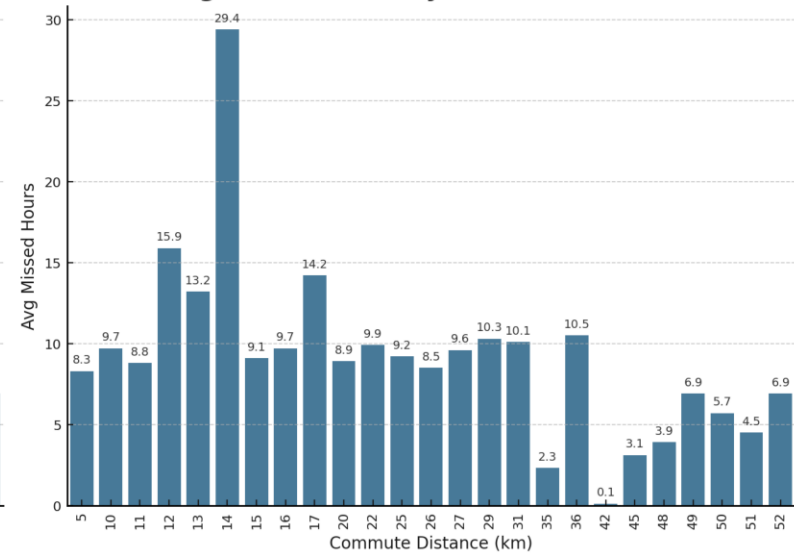
Avg Hours Absent by Age



Avg Hours Absent by Transport Cost

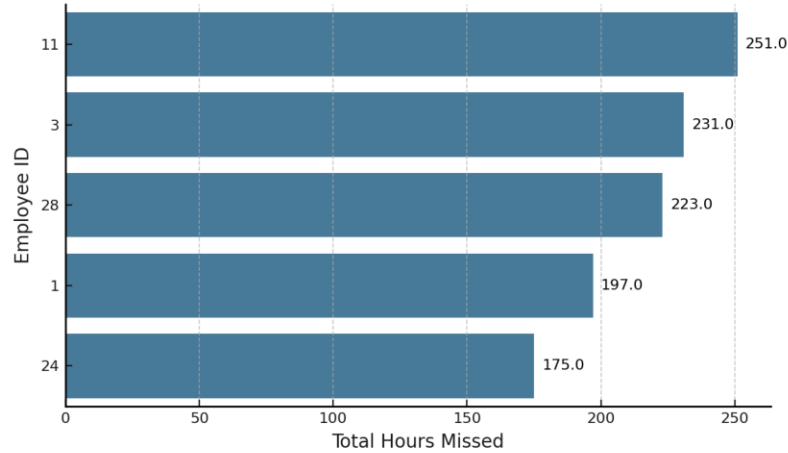


Avg Hours Absent by Commute Distance

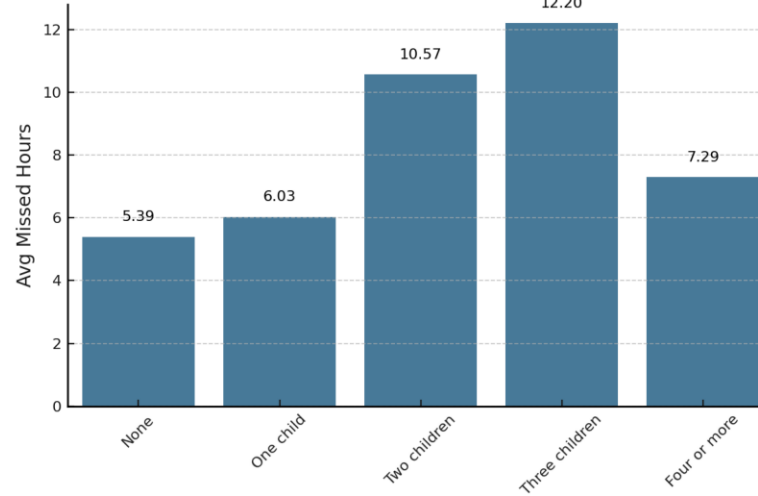


Absenteeism Overview and Personal Characteristics

Top 5 Employees by Total Hours Absent



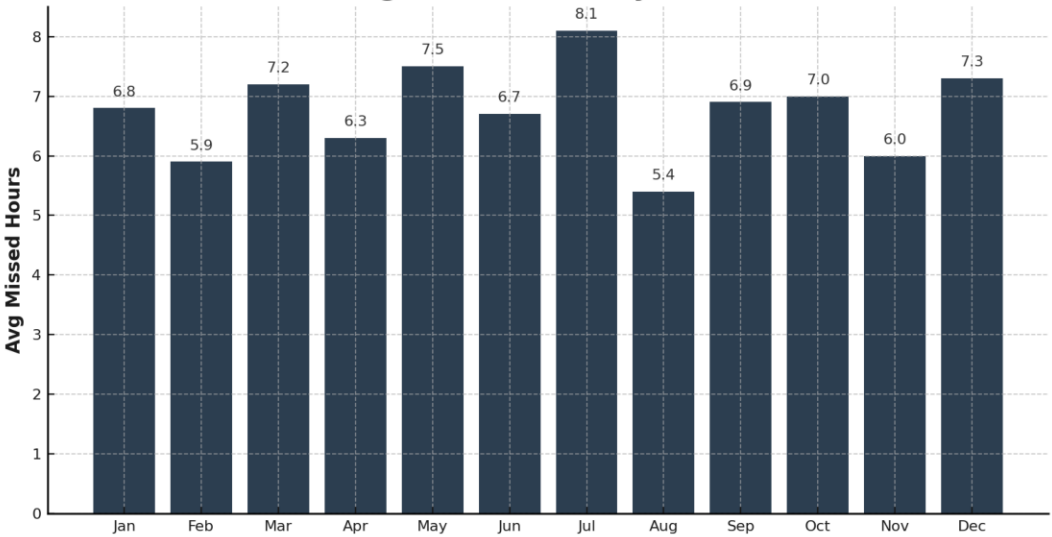
Avg Hours Absent by Number of Children



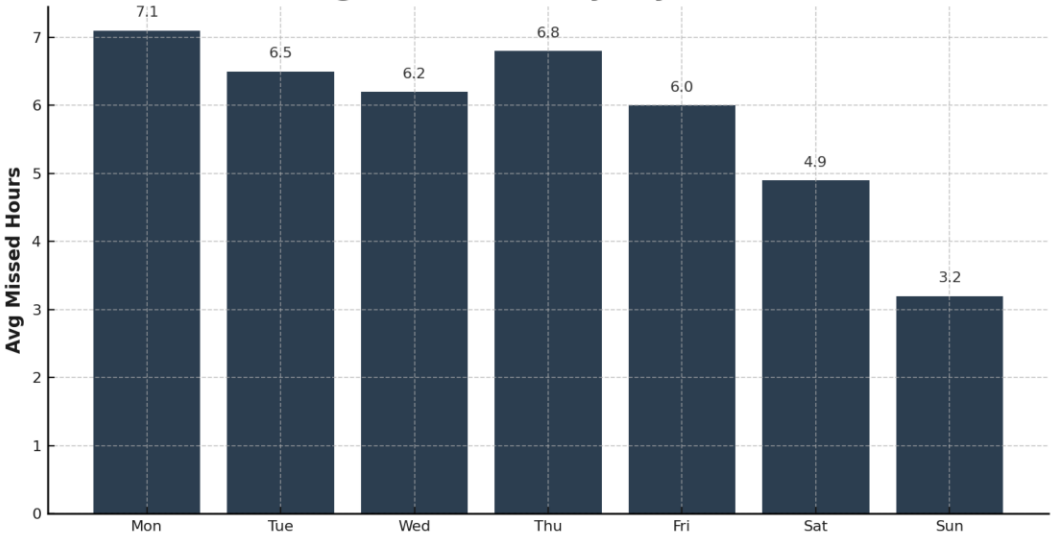
Total records: 740
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Work Schedule and Absenteeism Patterns

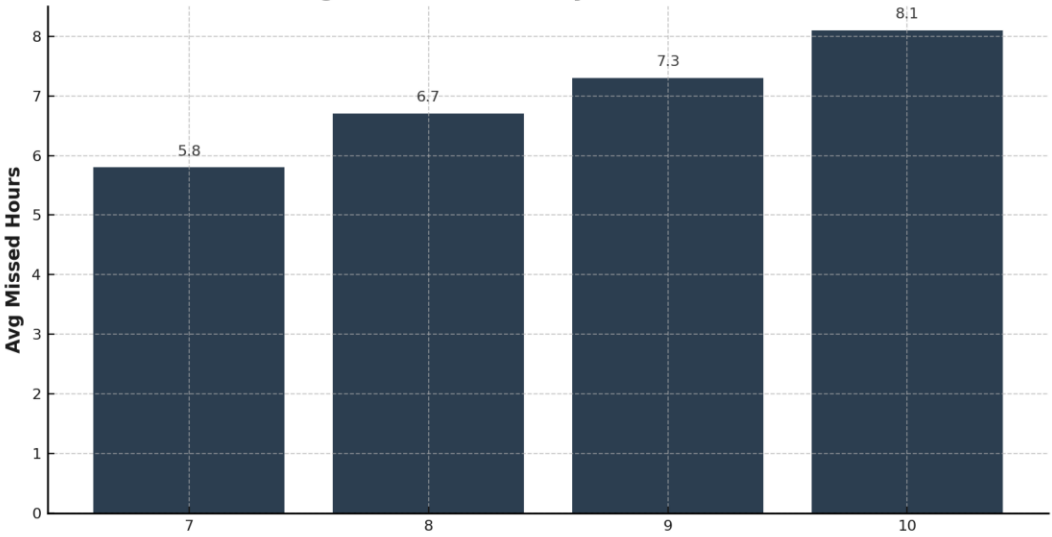
Avg Hours Absent by Month



Avg Hours Absent by Day of Week

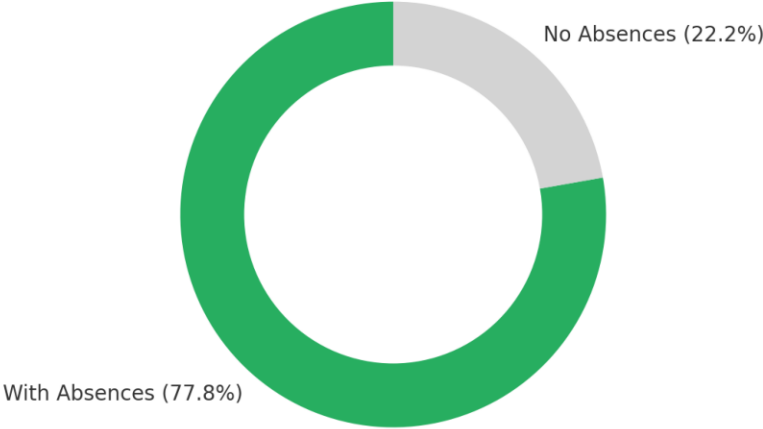


Avg Hours Absent by Hour of Arrival



Absenteeism Overview - Executive Summary

Employees With vs. Without Absences



Key Absenteeism Statistics

- Total employees: **36**
- Employees with absences: **28**
- Employees without absences: **8**
- Total hours missed: **5124**
- Avg hours per absence: **6.92**
- Avg absences per employee: **26.43**

Absenteeism Participation (Stacked Bar)



Absenteeism Analysis – Executive Summary

This report presents a comprehensive overview of absenteeism patterns in a workplace based on real employee data.

Key Findings:

1. Personal Factors:

- Employees with three children have the highest absenteeism, suggesting that family responsibilities significantly impact attendance.
- Secondary education level correlates with the highest absentee rates, while postgraduate and doctorate levels are associated with fewer missed hours.
- Surprisingly, non-smokers miss slightly more hours than smokers, though the difference is minimal.

2. Temporal and Logistical Factors:

- Absenteeism peaks in July and on Mondays, with significantly lower attendance on weekends.
- Employees arriving later (especially at 10 AM) tend to miss more hours on average.
- There is no consistent trend in absenteeism by age, but outliers suggest specific age groups may require targeted attention.

3. Transportation Impact:

- Absenteeism fluctuates based on commute distance and transport cost, with no clear linear relationship. This may reflect how both proximity and cost stress can independently influence attendance.

4. Participation and Distribution:

- Of the 36 employees analyzed, 28 had at least one absence.
- A small group of employees accounts for a disproportionately high number of total missed hours, indicating the potential value of targeted interventions.

This report was prepared and designed by Luciano Martín Vernazza.