

Data Presentation

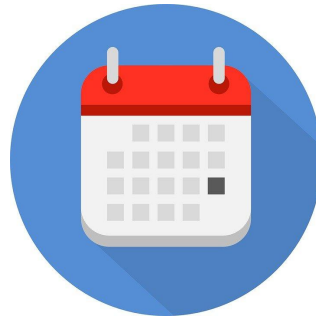
By Molly Rusk





When you think of PTO what comes to mind?

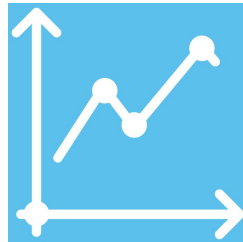
- The managers from 3 of the top construction companies have come together to figure out a solution for a better PTO policy.





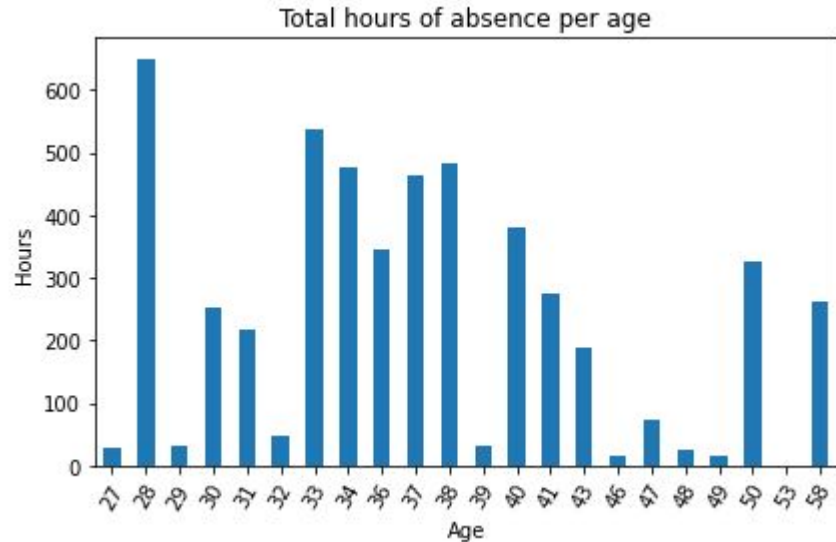
Establishing base grounds

- Who needs more PTO, who is using the most PTO, and are there trends with the usage of PTO among the workers?



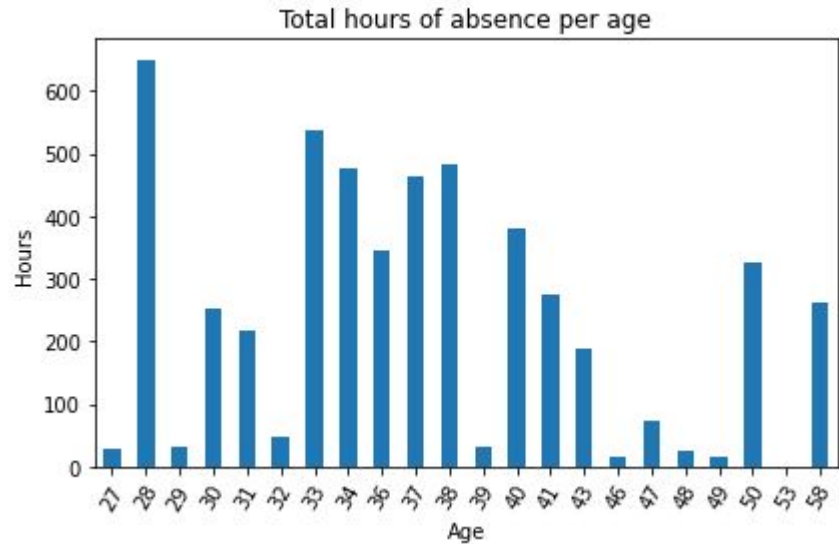
The findings indicate that...

- 28 year olds in the company account for the most hours of absences, however, the 28 year old age group is the largest age group with 117 employees.
- The company has a total of 740 employees, and the 28 age group make up 15%.
- On average this means each 28 year old is taking 5.56 hours of PTO.



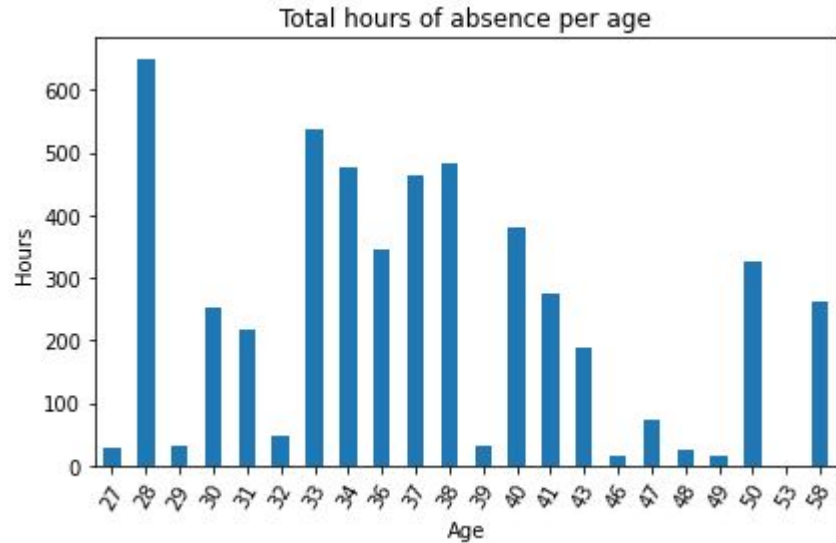
On the other hand...

- The 33 year old age group had the second highest hours of absences with 538 hours for 51 employees, averaging 10.5 hours each.
- The 33 age group makes up 6% of the workforce.



An interesting find

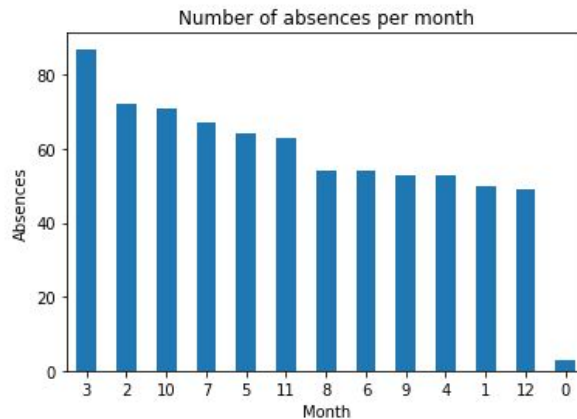
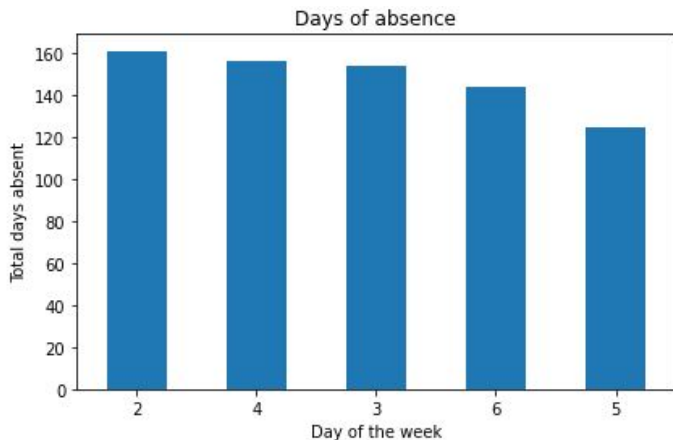
- The 58 year old age group only has 8 employees that make up 1% of the company, however, this group had a total of 262 hours of PTO used.
- On average each person in the 58 age group used 32 hours of PTO



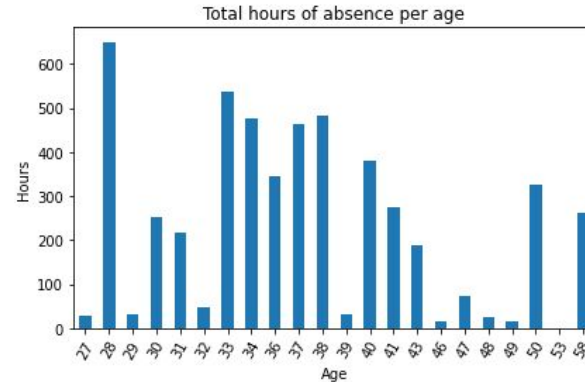
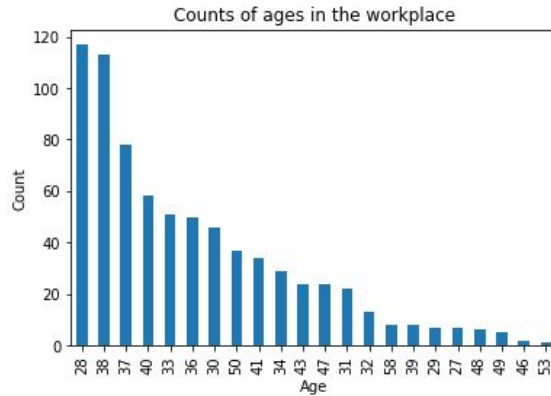


Months and days absent

- The days of the week employees were absent does not change significantly throughout the week
- Monday has the highest amount of absences of all the days of the week
- March had the highest number of absences followed by February



Based on the results



- The older age groups are taking more PTO hours per person
- Mondays and the month of March have the highest rates of absences



Summary

- While each age group used PTO there were trends for which days, or months employees were absent. The age group also had an impact on the PTO hours used. Based on the findings there were the highest number of employees in the 28 year old age group. In this construction company there were not any employees under the age of 28 and that may be the required age you have to be to work at this company. The 28 age group did have the highest number of PTO used however individually their usage was on average below 6 hours. The 58 year old age group only had 8 employees but the average PTO used per employee was 32 hours. Based on the findings, as employees get older and work for the company they accrue PTO. The older age groups may use accrued PTO to take extra time off as they are closer to retirement whereas new employees have less PTO to use. Mondays and the month of March showed the most absences. Employees may be requesting the March off the most to go on spring break. Mondays most likely had the most absences because employees used PTO to extend their weekend. The PTO policy could be adjusted to limit the amount of hours requested off each month to avoid excessive absences. Overall there are many factors that play into why an employee uses PTO.