**Project Name - Employee Absenteeism**

**Project Description and Problem statement:**

XYZ is a courier company. As we appreciate that human capital plays an important role in collection, transportation and delivery. The company is passing through genuine issue of Absenteeism. The company has shared it dataset and requested to have an answer on the following areas:

1. What changes company should bring to reduce the number of absenteeism?

2. How much losses every month can we project in 2011 if same trend of absenteeism continues?

**Dataset Characteristics**: Time series Multivariate

**Number of Attributes**: 21

**Missing Values:** Yes

**Attribute Information:**

1. Individual identification (ID)

2. Reason for absence (ICD).

**Absences attested by the International Code of Diseases (ICD) stratified into 21 categories (I to XXI) as follows:**

I certain infectious and parasitic diseases

II Neoplasms

III Diseases of the blood and blood-forming organs and certain disorders involving the immune mechanism

IV Endocrine, nutritional and metabolic diseases

V Mental and behavioral disorders

VI Diseases of the nervous system

VII Diseases of the eye and adnexa

VIII Diseases of the ear and mastoid process

IX Diseases of the circulatory system

X Diseases of the respiratory system

XI Diseases of the digestive system

XII Diseases of the skin and subcutaneous tissue

XIII Diseases of the musculoskeletal system and connective tissue

XIV Diseases of the genitourinary system

XV Pregnancy, childbirth and the puerperium

XVI Certain conditions originating in the perinatal period

XVII Congenital malformations, deformations and chromosomal abnormalities

XVIII Symptoms, signs and abnormal clinical and laboratory findings, not elsewhere classified

XIX Injury, poisoning and certain other consequences of external causes

XX External causes of morbidity and mortality

XXI Factors influencing health status and contact with health services.

And 7 categories without (CID) patient follow-up (22), medical consultation (23), blood donation (24), laboratory examination (25), unjustified absence (26), physiotherapy (27), dental consultation (28). 3. Month of absence 4. Day of the week (Monday (2), Tuesday (3), Wednesday (4), Thursday (5), Friday (6)) 5. Seasons (summer (1), autumn (2), winter (3), spring (4)) 6. Transportation expense 7. Distance from Residence to Work (kilometers) 8. Service time 9. Age 10. Work load Average/day 11. Hit target 12. Disciplinary failure (yes=1; no=0) 13. Education (high school (1), graduate (2), postgraduate (3), master and doctor (4))

14. Son (number of children)

15. Social drinker (yes=1; no=0)

16. Social smoker (yes=1; no=0)

17. Pet (number of pet)

18. Weight

19. Height

20. Body mass index

21. Absenteeism time in hours (target)