HR Analytics : Absenteeism
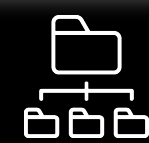
1 had the highest Sum of Absenteeism time in hours at 4,393, followed by 3, 2, and 4.

1 accounted for 85.73% of Sum of Absenteeism time in hours.

At 8.15, 3 had the highest Average of Absenteeism time in hours and was 35.88% higher than 2, which had the lowest Average of Absenteeism time in hours at 6.00.

Across all 4 Seasons, Average of Absenteeism time in hours ranged from 6.00 to 8.15.

What is the Main KPI?

6.92

Average of Absenteeism time in hours

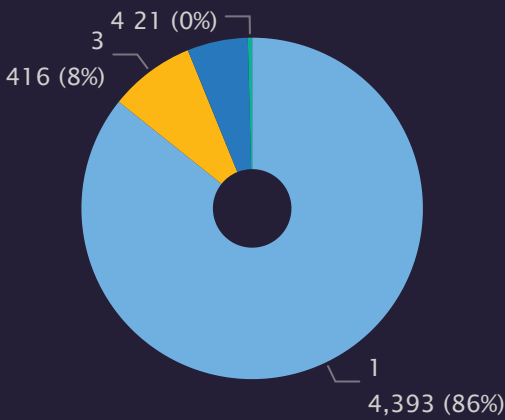## Employee and Categories

How Many Employees?

740

Count of ID

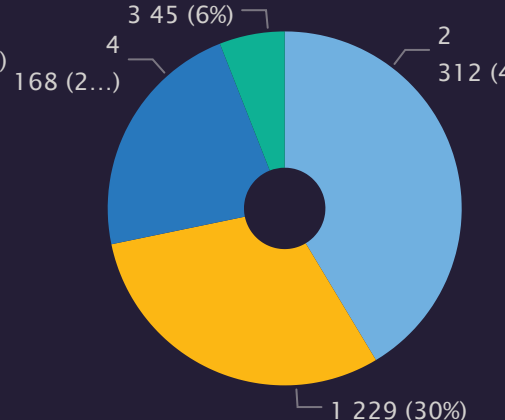**How Many Total Hours**

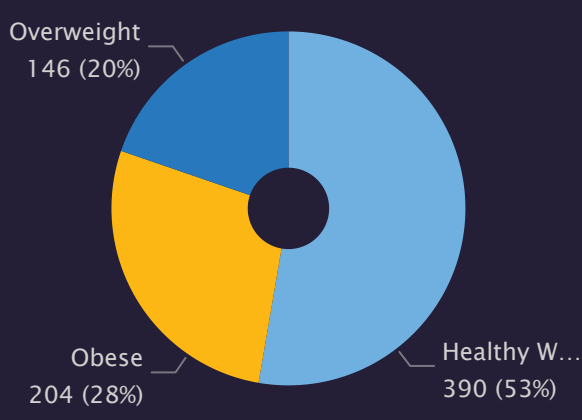### 5,124

Sum of Absenteeism time in hours

Education
- 4 21 (0%)
- 3 416 (8%)
- 1 4,393 (86%)

Pets
- 5 30 (5%)
- 8 64 (12%)
- 2 192 (35%)
- 4 128 (...)
- 1 138 (25%)

Children
- 3 45 (6%)
- 4 ...
- 2 312 (41%)
- 1 229 (30%)

BMI
- Overweight 146 (20%)
- Obese 204 (28%)
- Healthy W... 390 (53%)

Trends and Time

Seasons

1

4

Average of Absenteeism time in hours by Month of absence

- 0.00
- 4.44
- 4.08
- 9.09
- 6.25
- 10.95
- 5.33
- 5.51
- 4.92
- 8.45
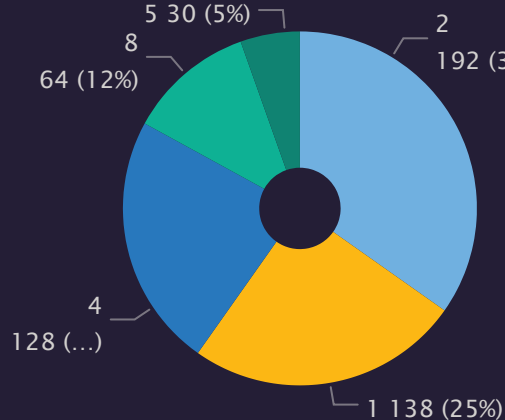
Month of absence
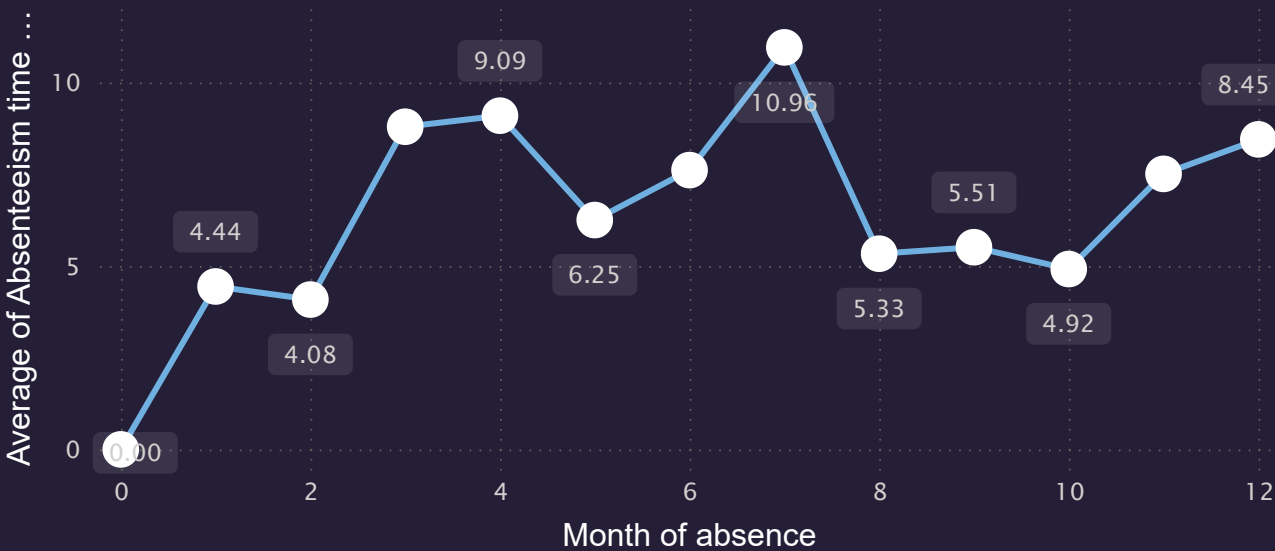
Average of Absenteeism time in hours by Day of the week

- 9.25
- 7.98
- 7.15
- 4.42
- 5.13

Day of the week
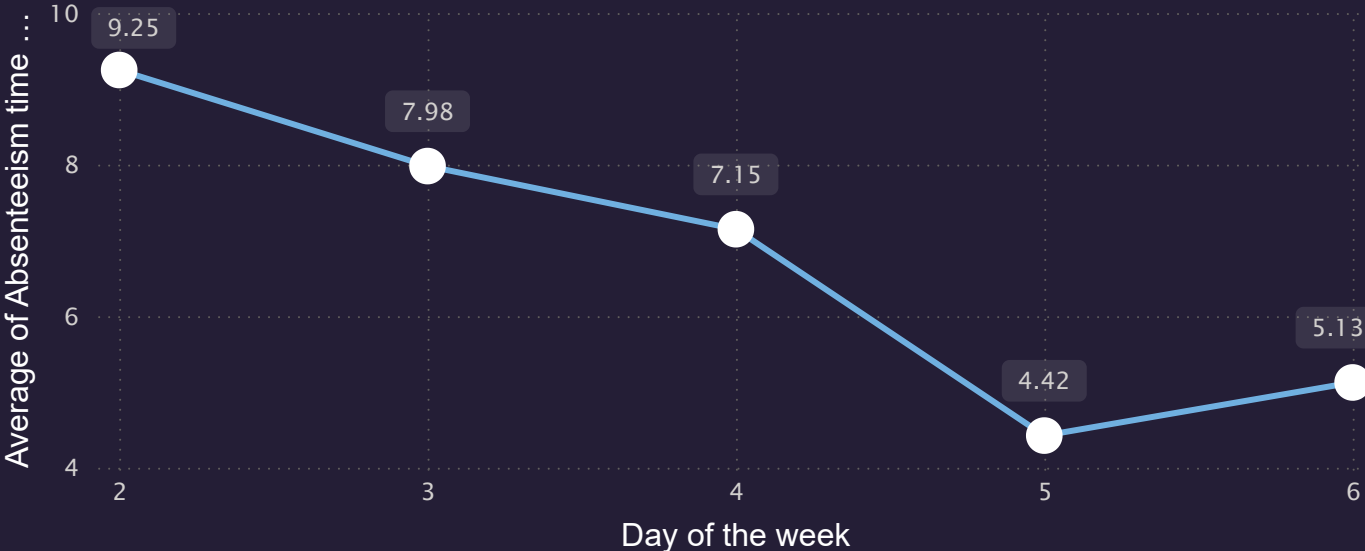
Reasons and Comparisons

Reason	Count of Reason for absence
medical consultation	149
dental consultation	112
physiotherapy	69
Diseases of the musculoskeletal system and connective tissue	55
Unkown	43
Injury, poisoning and certain other consequences of external causes	40
patient follow-up	38
unjustified absence	33
laboratory examination	31
Diseases of the digestive system	26
Diseases of the respiratory system	25
Total	**740**

Average of Work load Average/day by Transportation expense

Average of Work load Average/day vs Transportation expense