Employee Absenteeism
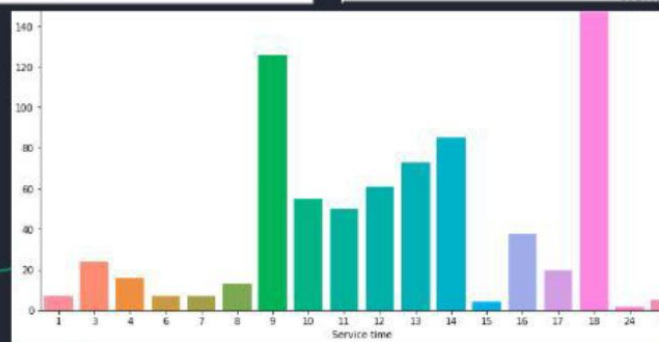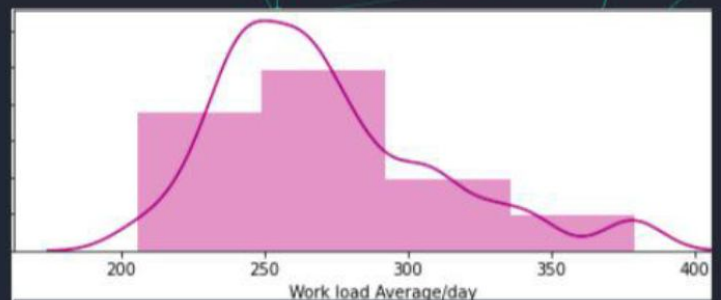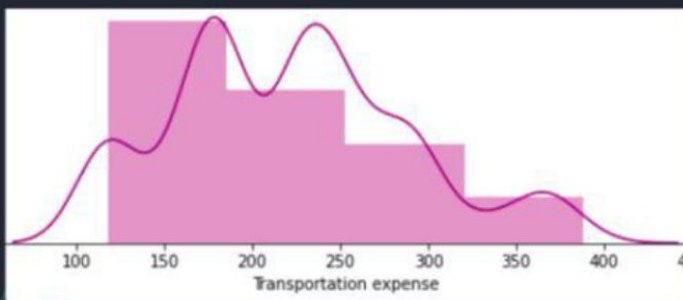
Clustering Approach towards Employee Database

Business Objective

To perform clustering and to identify top contributors for the absenteeism at workplace.

Understanding Cleaned Data

MODEL SELECTION

	kmeans	AGLO	DBSCAN
without dimensionality reduction	0.410	0.410	0.421
with dimensionality reduction	0.492	0.515	0.439

AGGLOMERATIVE CLUSTERING + PCA takes the first spot with a score 0f 0.515, so we choose this model.

Solutions & Conclusions
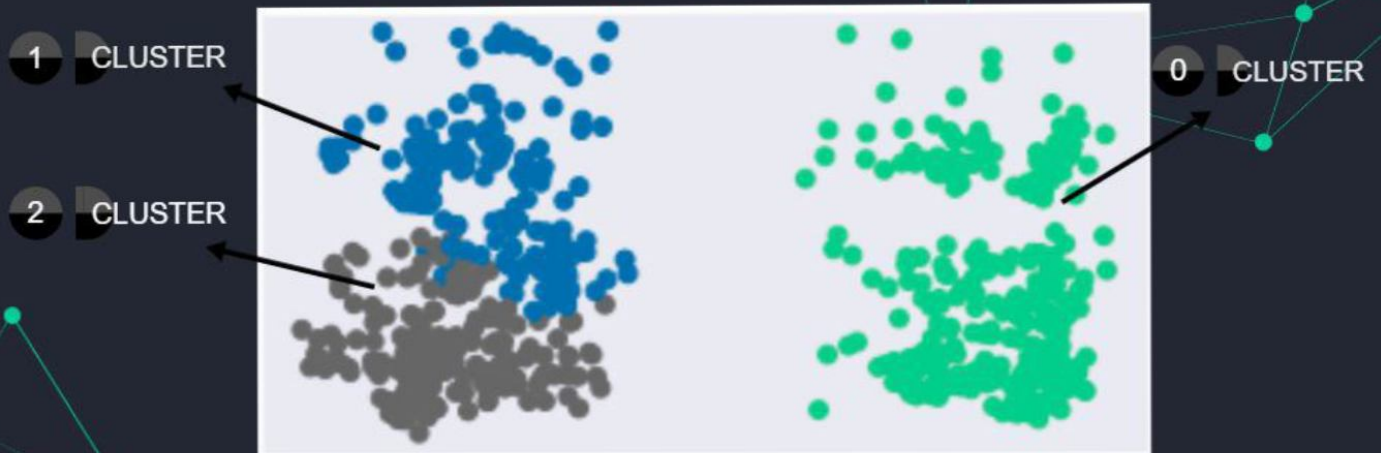
1 CLUSTER

2 CLUSTER

0 CLUSTER

1

Season Wise Cluster Predictions
The company would have activities where so the employee would receive variable pay/bonus/coupons.

Made with VISME

Solutions & Conclusions

1 CLUSTER

2 CLUSTER

0 CLUSTER

2

Days Wise Cluster Predictions

Fridays in summers can be given a permit of work from home, some productivity is always better than no productivity

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Solutions & Conclusions

1 CLUSTER

2 CLUSTER

0 CLUSTER

3 **Absenteeism Hour Wise Cluster Predictions**
Since majority of the employees get off work early by 2-3 hrs.,
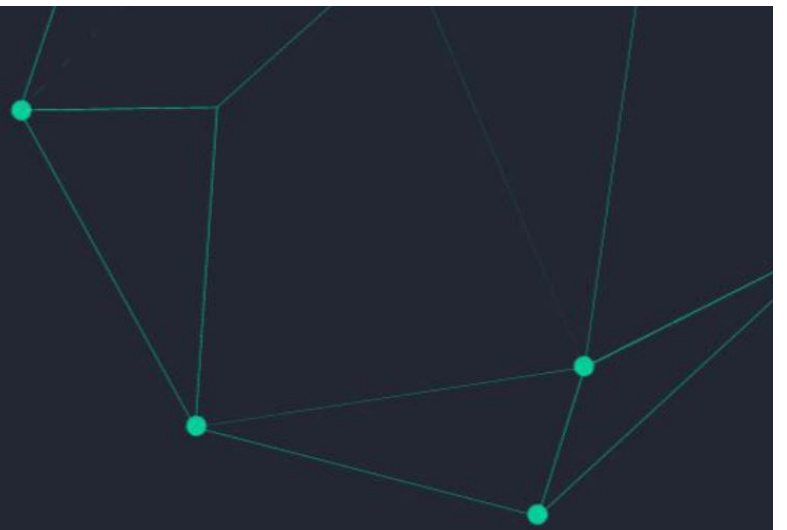activities or team lunches can be planned on those days.

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Solutions & Conclusions

Thank you!

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