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Absenteeism at work

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Introduction

The Absenteeism at Work Dashboard project aims to provide insights into employee absenteeism data, focusing on identifying trends, understanding reasons for absence, and evaluating the relationship between absenteeism and compensation.

This report details the methodology, analysis, findings, and recommendations based on the absenteeism data.

Objective

01 Identify patterns in absenteeism.

02 Analyze the reasons for employee absence.

03 Evaluate the relationship between absenteeism and employee compensation.

04 Provide actionable recommendations to reduce absenteeism and improve workplace productivity.

Analysis and Findings:

Absenteeism Trends:

- Analysis: Analyzed monthly absenteeism data to identify patterns over time.
- Findings: Identified the months within Spring and Summer have the highest average of absent hours

Reasons for Absence:

- Analysis: Compared absenteeism data across different reasons for absence.
- Findings: Reasons listed under Medical Consultation, Dental Consultation and Physiotherapy were the most common reasons for employee absenteeism.

Compensation Analysis:

- Analysis: Evaluated the relationship between absenteeism and employee family dynamics.
- Findings: Highlighted areas where employees with 3 kids typically have a higher average of absent hours.

0 3

Recommendations:

Employee Engagement:

- Implement strategies to improve employee engagement and reduce absenteeism.
- Foster a positive work environment and provide opportunities for career growth.

Health and Wellness Programs:

- Develop health and wellness programs to address common reasons for absenteeism.
- Provide support for employees dealing with health issues and personal challenges.

Compensation Review:

- Review and adjust compensation policies to ensure they align with absenteeism trends.
- Offer incentives for attendance and performance to motivate employees.

HR Analytics : Absenteeism

What is the Main KPI?

6.92

Average of Absenteeism time in hours

At 10.96, 7 had the highest Avg of Absenteeism in hours and was Infinity higher than 0, which had the lowest Avg of Absenteeism in hours at 0.00.

Across all 13 Month of Absence, Avg of Absenteeism in hours ranged from 0.00 to 10.96.

1 accounted for 63.91% of Sum of Education.
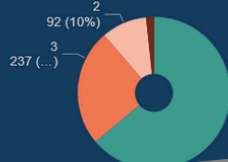
Employee and Categories

How Many Employees

740

Count of ID

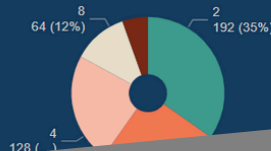**How Many Total Hours**

5124

Sum of Absenteeism time in hours

Education
2
92 (10%)
3
237 (...)

Pets
8
64 (12%)
2
192 (35%)
4
128 ( )

Children
3
4 45 (6%)
168 (2...)
2
312 (41%)

BMI
Over Weight
146 (20%)
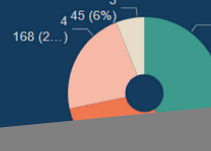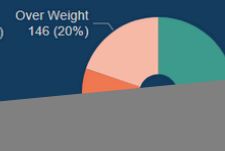
Conclusion

The Absenteeism at Work Dashboard project successfully provided insights into key metrics related to employee absenteeism.

By implementing the proposed recommendations, the organization can reduce absenteeism, improve employee engagement, and enhance overall workplace productivity.