



REPORT

2023

Absenteeism at work

PREPARED BY :

Kaylyn P.

■ 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.

02

Analysis and Findings:

Absenteeism Trends:

- Analysis: Analyzed monthly absenteeism data to identify patterns over time.
- Findings: Identified periods with higher absenteeism rates and trends over the years.

Reasons for Absence:

- Analysis: Compared absenteeism data across different reasons for absence.
- Findings: Reasons X, Y, and Z were the most common reasons for employee absenteeism.

Compensation Analysis:

- Analysis: Evaluated the relationship between absenteeism and employee compensation.
- Findings: Highlighted areas where compensation policies could be adjusted to address absenteeism trends.

03

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.



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

How Many Total Hours

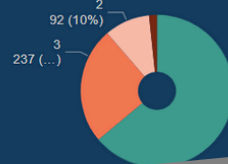
740

Count of ID

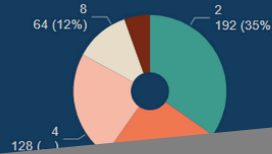
5124

Sum of Absenteeism time
in hours

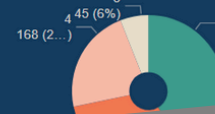
Education



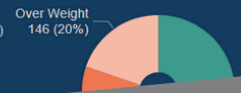
Pets



Children



BMI



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.