

~~A~~ Absenteeism at work Cluster 1

Cluster 1 Analysis: (No of instances 223)

Abs_in_hour: 1, 3, 2 (low:abs_in_hour)

~~A~~ BMI: 36 (Class 2 obesity)

Pet: 2 no.

Smoker: No

Drinker: No

Son: 0

education: High school (1)

~~A~~ Diplip: No fail

~~A~~ Hit target: 91% (good)

workload: 284, 853 (Medium)

Age: 49 (Midage)

~~A~~ Service time: 29 (High)

~~A~~ Distance: 48 (High)

~~A~~ Transport: 289 (Med)

~~A~~ Season: Spring (4)

day_of_week: 5, 4, 5 ✓

~~A~~ Month: 10

~~A~~ Reasons of abs: 1

ID: 9

Cluster No. 30. (No. of instance: 27)

~~2~~ Abs-time-in-hr: (0, 2, 8, 16, 24, 32, 40, 56)

~~3~~ Abs ratio: Low & 22/27 are below 20

~~4~~ BMI: (21, 24, 23, 28)

* 26/27 are Medium

Pet: (0, 4)

20 → 0 pet ; 7 → 4 pet

Smoker: No (10 smoker, 17 non)

Drinker: Yes (11 non, 16 yes)

Son: 12 → 0 sons ; 10 → 2 sons

education: (1) high school.

Disciplin: 4 (Fail) Rest Non fail like.

~~5~~ Hrt: Most $\leq 92\%$ (High)

Workload: Medium (all)

Age: Mid age

Service time: Medium (Mostly)

~~6~~ distance: High (13), Med (5)
low (10)

Transport: High (10), Medium (17)

Season: 2 (11), 3 (15), 3 (1)

day of: 2 (6), 3 (5), 4 (8)
5 (3), 6 (5)

Month: 1 (1)
2 (3), 3 (8)

4 (4), 5 (4), 6 (6), 11 (1)

R of Absence: 27

2 Cluster 29 (Reasons of absence "0")

Abs-in-hr: low

BMI: Class-I Obesity

Pet: Maximum "0"

Smoker: Max Non smokers

Social drinker: Max drinkers

Son: Max (1-0)

Education: High school (all)

Discipline: No failure

Hits: high (92%+)

Workload: Medium

Age: Mid-age

Service: Medium

distance: high

Transport: ~~Medium~~
high

Season: Max (3)

Month: ??

day: ??

Reason of abs = 0

ID: 12, 15, 19

Special
case

(1st, 2nd, 3rd)

(2nd, 3rd, 4th)

(3rd, 4th, 5th)

(4th, 5th, 6th)

(5th, 6th, 7th)

(6th, 7th, 8th)

(7th, 8th, 9th)

(8th, 9th, 10th)

Cluster 28 (114 instances)

Abs-in-hr: 0 (10) \oplus low maximum

BMI: Over weight maximum

~~Pet~~: Maximum (1, 2, 4) has pet

Smoke: Non smoker

Drink: Max drinker

Son: Max Son]

~~Education:~~ high school (

discipline: Max \oplus (no fail)

~~hit:~~ good (88-94% max)

workload: Medium

age: Middle aged most

servicetime: medium \rightarrow low

distance: mostly medium

transportation: mostly medium

Season: Max {4}

Reason: 28

cl-27%

Reason of abs → 27

abs in hours → low

BMT → 29 (overweight)

~~①~~ Pet → ± only

smoker + drinker → NO

~~②~~ Son → ± only

~~③~~ Education → 3 (post graduate) ~~④~~

D.F → rarely (0)

~~⑤~~ Hit target → High

Workload avg/day → Medium

Age → Middle aged

Service time → medium

distance → low

Transportation expense → medium

Season →

~~⑥~~ ID → 23

Month → versatile

day → " "

Cluster 26 Re (28 instance)

Reason: 26

Abs_time: low

BMJ: Over weight

~~Pet~~: No pet.

Smoker: No smoker

Drinker: No

Son: No

~~Educational~~: 2 (18), ~~3~~ 3 (10)

Discipline: No fail.

High hit: high (92%+)

Work load: medium

~~Age~~: young adult.

Service time: Low

Distance from: Low

transportation: Medium

month:

ID: 5, 8, 14, (Max)

④ Age more than 40
↓

more service

⑤ Age less than 30
↓

less service time

Cluster - 25 (169 Mustang)

Reason - 25

Abs-time low

~~④~~ BMI: Class-I Obesity

Pet: Max no pet!

Smoker: No Smoker

Drinker: Maximum drinker

Son: Max no son / 2 sons

Edu: 1 (HS)

discipline: No fail

~~④~~ effit: Maximum high

Workload: Medium

~~④~~ age: Midge.

~~④~~ Service time: Medium.

distance: Maximum 51 (high)

expenses: medium.

Season: Max (2)

ID: 11; 15, 16, 19, 20, 22.

Cluster 24 (79 patients)

Abs-time = low

BMI: Normal weight.

Pet: Max no or 3

Smoker: ~~yes~~ No

Drinker: Yes

Don: 4 (Maximum)

Discipline: No fail.

Hit: high.

Workload: medium

Age: middle

Service time: medium

distance: high.

transport: ~~high~~ medium

8

Reasons 24:

ID: 3, 11, 19, 20

C1 (23)

Abs-time - : low

Seasons: 23

~~(1)~~ BMI: - Over weight.

ID: 20, 9, 17, 19

Pet: 0-1 no of pet

Habit

Smoke: Yes

Drinker: Yes

~~(2)~~ Son: All 2~~0~~ son (only)

(Habit)

education: (1)

discipline: Naefard

Hab: high

age: Mid (40+)

Service: 1 to 3 (med), 2 (high)

distance: medium

T. expense = 2 (high), rest mixed

Cluster (22) (highest Pef)

Abs-hm hi low

BMI: Normal

~~(A)~~ Pef: 8 (highest)

Smoke: None

Drink: all

~~(A)~~ Son: 1 (all) only

~~(A)~~ Education: 2 (grad)

dis: no fail.

~~(A)~~ Hit: High

~~(A)~~ age: 33 all (young adult)

~~(A)~~ Servicetime: low (all ?)

~~(A)~~ Distance: high

~~(A)~~ Expenses: high

Id: 14

Reasons: 22

Custer 21 (22 instance)

Reason: 21

ID: 2, 11, 15

Abs-timehr: low

OBARI: Over weight.

Pet: None

Smoke: No

Drink: Yes.

~~(+)~~ Son: 2 only

~~(+)~~ Education: High school

Disipline: Poor no fail

~~(+)~~ Hif: V. high (100%)

age: Mid age

Service time: medium

transpart: low

Chapter 20: (Motivation?)

Abs-time: low.

~~①~~ BMI: (less 2 obesity)

Pet: 0 most

~~②~~ Stan: 1 most all

Drunken: Yes

Smoker: No

Son: 1(0), 3(1), 2(2)

education: 1

~~③~~ displace: ⚡ not fail (Fail 30%)

~~④~~ hit: Average (88% all)

age: middle (38-42)

Sometime: used

distance: high

expense: termed

ID: 11, 18, 19, 20

Justic

Reasons: 20

Cluster 19

Abs-time: low most (\rightarrow 120 (highest))

BMI: Normal

Reason: 19

Pet: 1

Drink: No



Smidre: No

Ratio down: 2

Education: 1

Discipline: no fail

Hif: high (all)

age: old (58)* highest.

Service time: medium

distance: low

T. expense: low

FD: 10, 20

Cluster 18

Season: 18

JD: 8

Abs: fine: low max (

~~BMI~~: 19 (underweight)*

Pet: No

Smoke: No

Drink: No

Son: 0

~~Education~~: 3 *

displacem: Don't mind

~~hit~~: age average

~~age~~: young adult (30)

~~Service time~~: low.

Distance: med.

expense: med.

Season: 9

month: 10

Cluster → 17

Factor → 8.3

ID → 5, 21

Ronson → 17

Absenteeism at work → Low

BMI → Over weight

Pef → 0 or 4

Smoker → None

Drinker → Yes

Son → 1 (2)

Education → 2 (1), 3 (2)

Desiplinary failure → 0 (2), 1 (1)

* Miterged → very high

* Age → Young adult

Service time → Low

* Distance from work → High

* Transportation expense → very high

Season → 3

Cluster-1G

No. of instance \rightarrow 50

Reason \rightarrow 16

Absenteeism time \rightarrow Low

~~BMI~~ \rightarrow Normal weight

Pet \rightarrow 2

Smoker - 0

Drinker - 0

Son \rightarrow 1

~~Education~~ - 1

Desolation failure \rightarrow None

~~HIT target~~ \rightarrow high adult.

~~Age~~ \rightarrow Young

Service time \rightarrow Low

Distance \rightarrow medium

Expenses \rightarrow "

Season \rightarrow 2

People \rightarrow 6, 22,

Chapter - 15

No of infants \rightarrow 0

abortion rate for male \rightarrow low

② RNJ \rightarrow class 3 obesity

Age \rightarrow 1.

Smoker \rightarrow 0

drinker \rightarrow 0

Sex \rightarrow 2.

Education \rightarrow 1

Disciplinary \rightarrow 0

1st target \rightarrow high

③ Age \rightarrow Middle age (47)

Service time \rightarrow Medium

distance for \rightarrow Medium

transportation expense \rightarrow Medium

ID \rightarrow 18, 19, 20

Reason \rightarrow 15

Cluster - 14

no of instance - 7

Absenteeism → low

BMI → Normal

~~Pet~~ → 0

~~Smoker~~ → yes

~~Drinker~~ → yes

~~Son~~ → 0

Education → 1

Dis failure → 0

~~FIT target~~ → good

~~Age~~ → young adult

Service time → low

Distance from → medium

Transportation ^{expense} → medium

ID → 6, 18, 22

Reason → 14

Cluster - 13

No of instances - ~~19~~ 19

Absenteeism-in-work → low

BMI → Normal

Pet → 0

* Smoker → yes

Drinker → 0

Son → 2

* Education → 2

* Dis failure → 0

* Hit target → high over 97%

Age → 40 Middle age

Service time → medium

Distance from → medium

Transposition → medium

ID → 11

Reason → 13

Chapter 12

No of instance → 29

Absenteeism → low

~~②~~ BMI → Class 1 obe

Pet → 0

Smoker → 0

Drinker → 1, yes

Son → 1

Education → 1

~~③~~ Dis failure → yes 30%, NO 70%.

~~④~~ Hit target → good → high

~~⑤~~ Age → old 50

Service time → medium

Distance → low

Transportation → ~~medi~~ low

ID → 9

Reason → 12

Cluster 11

no of instances - 7

~~Absenteeism~~ → High **

BMI → normal

Pet → 0

~~Smoker~~ → 0

~~Drinker~~ → 1

Son → 0, 1

Education → 1

Dis failure → 0

~~Hit target~~ → Average

~~Age~~ → middle aged

~~Service~~ → medium

Distance → Medium

Transportation → Medium

ID → 19, 20

Reason → 11

Season → 1

Cluster - 10

No of instance $\rightarrow 20$

Absentism \rightarrow low

~~(A) BMI~~ \rightarrow Class 2

~~(D) Pet~~ \rightarrow 2 ~~(A)~~ 11

~~(D) Smoker~~ \rightarrow 0

~~(D) Drinker~~ \rightarrow 0

~~(D) Son~~ \rightarrow 0

Education \rightarrow 1

~~(D) Dis failure~~ \rightarrow 0

~~(D) Hit target~~ \rightarrow very high

~~(D) Age~~ \rightarrow Middle age (49)

~~(D) Service time~~ \rightarrow high

~~(D) distance from~~ \rightarrow high

~~(D) transportation~~ \rightarrow high

ID \rightarrow 4

Reason \rightarrow 10

Cluster - 9

no of instances → 15

Absentism → low

~~(A)~~ BMI → Class 2

Pet → 0

~~(M)~~ Smoker → 0

Drinker → 1

Bon → 1

Education → 1

Dis failure → 0

Hit target → good

Age → Middle

Service time → Medium

distance → medium

transportation → ~~to~~ medium

ID → 18, 20

Reason → 9

Cluster - 8

No of instance → ~~2~~ 2

~~(A)~~ Absentism → ~~high~~ ** (mild)

BMI → overweight

Pet → x

Smoker → 0

Drinker → 1, yes

Son → x

Education → 1

Dis failure → 0

Hit target → average

Age → Middle age

~~(A)~~ Service ~~time~~ → Medium

~~(A)~~ distance ~~high~~ → high

~~(A)~~ transportation → high

~~(A)~~ Season → 4

~~Season~~ ~~(A)~~ day → 2 **

~~(A)~~ Month → 9 ***

Reason → 8

ID → 1, 11

Cluster - 7

No. of instances → 38

Absentism at work → low

(a) BMI → underweight

Pet → 0

Smoker → 0

Drinker → 0

Son → 0

(a) Education → 3

Dis failure → 0

(a) Hit target → very high

(a) Age → young adult

Service time → low

distance → Medium

Transportation → Medium

ID → 8

Reason → 7

Clusters

No of instances → 5

~~Absentism~~ → very high ~~* *~~ severe

~~BMI~~ → Class 1

Pet → 0

Smoker → 0

Drinker → 1

Son → 1

Education → 1

Dis failure → 0

Hit target → Good

~~Age~~ → old 50

~~④ Service time~~ → 18 (Medium)

~~transportation~~ → Medium

~~Service~~ Distance → low

transportation → low

~~④ Season~~ → 3

~~Day~~ → 4

ID → 9, 10

Reason → 6

Cluster 5

No of instances → 7
severe, very high

~~(*) Absentism~~

→ severe, very high

~~(*) BMI~~

→ overweight

Pet → 0

Smoker → 0

Drinker → 1

Son → 2

Education → 1

Discip failure → 0

~~(*) Hit target~~ → * very very high
greater than 97%

~~(*) Age~~ → Middle aged

Service time → medium

~~transportation~~ →

distance → low

from → low

~~Season~~ →

ID → 2, 11, 13

Reason → 5

Cluster 4

No of instances → 13

Absentism → low

BMI → overweight

~~(*)~~ Pet → 4 *

Smoker → 0

Drinker → 1

Son → 1

Education → 1

Dis failure → 0

Hit target → Good

~~(*)~~ Age → young adult

~~(*)~~ Service time → very very low *

~~(*)~~ distance → high

Transportation → high

Season → ~~scribble~~ 1

Id → 21

Reason → 4

Cluster 3

No of instances \rightarrow 4
Absentism \rightarrow low

~~(A)~~ BMI \rightarrow Class 1

~~(A)~~ Pet \rightarrow 5 *

~~(A)~~ Smoker \rightarrow yes, 1

Drinker \rightarrow 0

~~(A)~~ Son \rightarrow 1

Education \rightarrow 1

Dis fail \rightarrow 0

Hit target \rightarrow Good

Age \rightarrow Middle (48)

Service time \rightarrow Medium

distance \rightarrow Medium

transportation \rightarrow Medium

~~(A)~~ Season \rightarrow 1

ID \rightarrow ~~20~~ 20

~~Pass~~ Reason \rightarrow 3

Cluster 2

No of instances → 4

Absentism → low

~~BMI~~ → overweight

~~Pet~~ → 2

~~Smoker~~ → 0

~~Drinker~~ → 1

~~Son~~ → 2 *

~~Education~~ → 4 *

~~Dis failure~~ → 0

~~Hit target~~ → over 99%

~~Age~~ → 41 middle aged

~~Service time~~ → medium

~~distance~~ → low

~~Transportation~~ → low

ID → 23

~~Reason~~ Reason → 2

<u>Cluster no.</u>	<u>Lesson Num of inst.</u>	<u>Reason</u>	<u>Analysis</u>
1	3	1	