



# DATA ANALYSIS REPORT : ABSENTEEISM AT WORK

## OVERVIEW

Absenteeism is a habitual pattern of absence from a duty or obligation without good reason. Generally, absenteeism is unplanned absences. If a workplace exhibits a high degree of absenteeism there is a problem. It has been viewed as an indicator of poor individual performance, as well as a breach of an implicit contract between employee and employer.

We will approach our analysis by accounting 'Reason for absence' and 'Absenteeism time' as features of key focus and explore how other factors affect them.

The database used was created with records of absenteeism at work from July 2007 to July 2010 at a courier company in Brazil.

**TEAM NAME :** ACES

**TEAM MEMBERS :** SEJAL KSHIRSAGAR

(sejal.kshirsagar@cumminscollege.in)

KETAKI KOTHALE

(ketaki.kothale@cumminscollege.in)

## **TABLE OF CONTENTS**

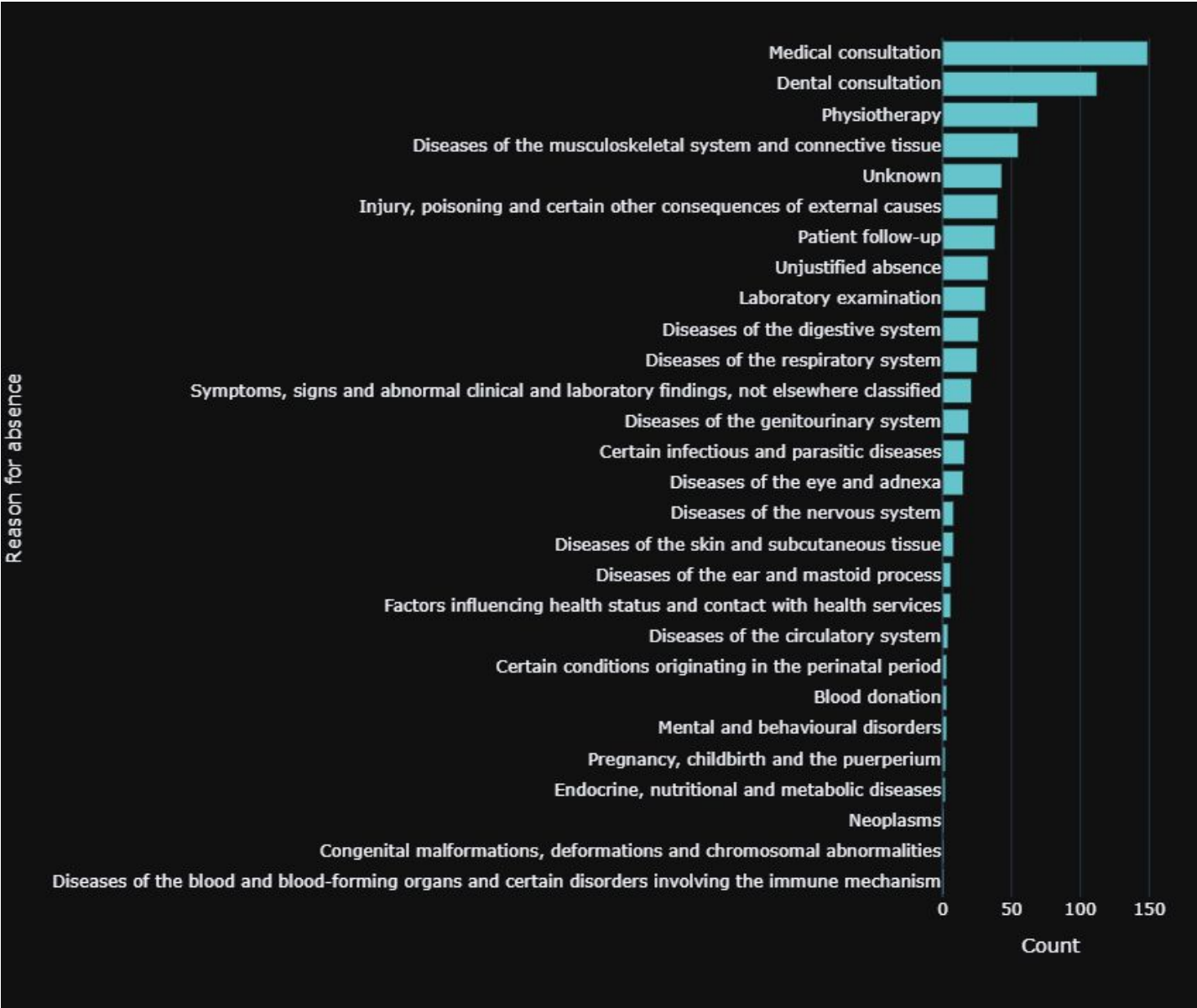
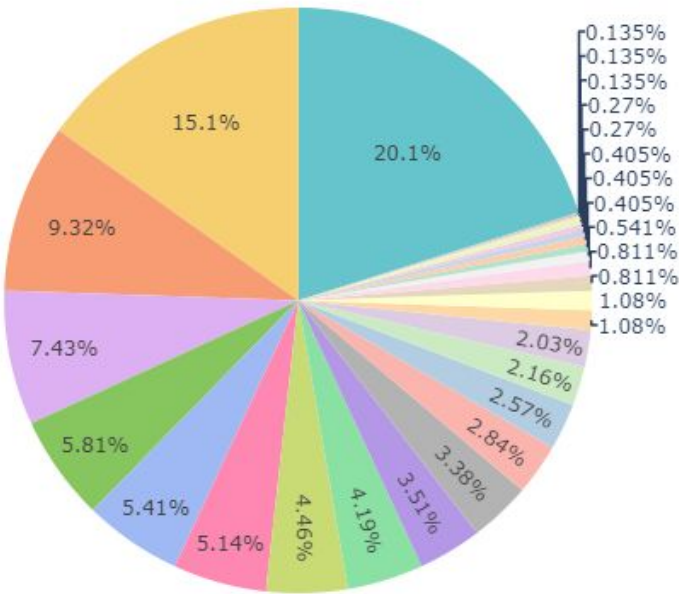
<b>REASON FOR ABSENCE</b>	<b>3</b>
NUMBER OF EMPLOYEE WISE	3
ABSENTEEISM TIME WISE	4
<b>ABSENTEEISM TIME</b>	<b>4</b>
ABSENTEEISM TIME PER DAY OF THE WEEK AND PER MONTH OF ABSENCE	4
ABSENTEEISM TIME PER MONTH AND DAY OF THE WEEK	5
ABSENTEEISM TIME PER WORKLOAD AVG/DAY AND AGE	5
ABSENTEEISM TIME PER SEASON AND REASON	6
ABSENTEEISM TIME PER MONTH AND REASON	6
ABSENTEEISM TIME PER DAY OF THE WEEK AND REASON	6
ABSENTEEISM TIME PER DAY OF THE WEEK AND TRANSPORTATION EXPENSE	7
ABSENTEEISM TIME PER MONTH OF ABSENCE AND DISTANCE FROM RESIDENCE TO WORK	7
ABSENTEEISM TIME PER SERVICE TIME AND AGE	7
ABSENTEEISM TIME PER HIT TARGET AND AGE	8
ABSENTEEISM TIME PER AGE AND REASON	8
ABSENTEEISM TIME - SOCIAL DRINKER/SMOKER	8
ABSENTEEISM TIME - AGE AND BMI	9
ABSENTEEISM TIME - HEIGHT AND WEIGHT	9
ABSENTEEISM TIME - NUMBER OF PETS AND CHILDREN	9
ABSENTEEISM TIME - EDUCATION WISE	9

REASON FOR ABSENCE

NUMBER OF EMPLOYEE WISE

Top 3 reasons for absence:

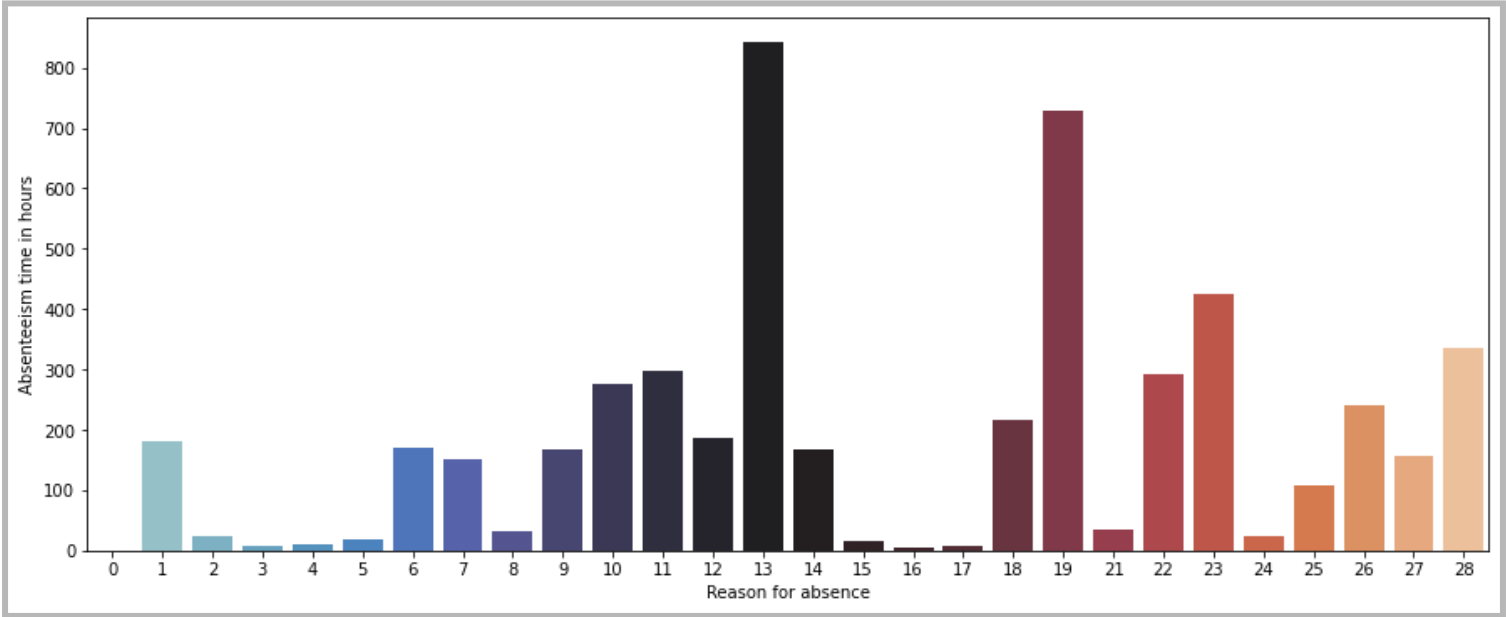
- 1. Medical Consultation(20.1%)
- 2. Dental Consultation (15.1%)
- 3. Physiotherapy (9.32%)



ABSENTEEISM TIME WISE

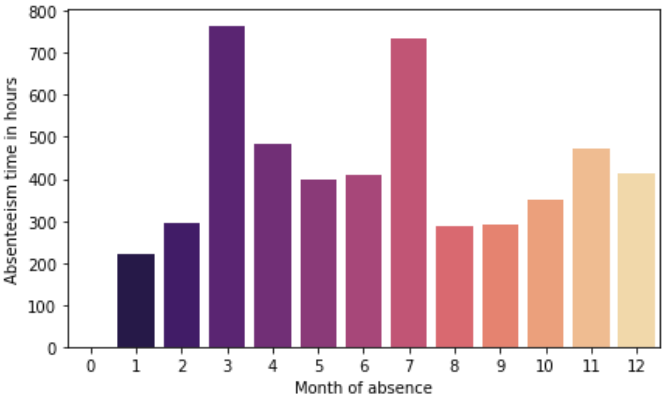
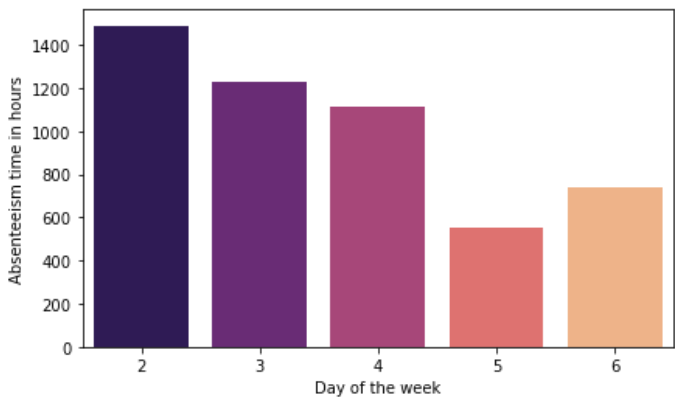
Top 3 reasons with largest sum of absence hours:

- 1. Diseases of the musculoskeletal system and connective tissue (Reason 13)
- 2. Injury, poisoning and certain other consequences of external causes (Reason 19)
- 3. Medical consultation (Reason 23)



ABSENTEEISM TIME

ABSENTEEISM TIME PER DAY OF THE WEEK AND PER MONTH OF ABSENCE

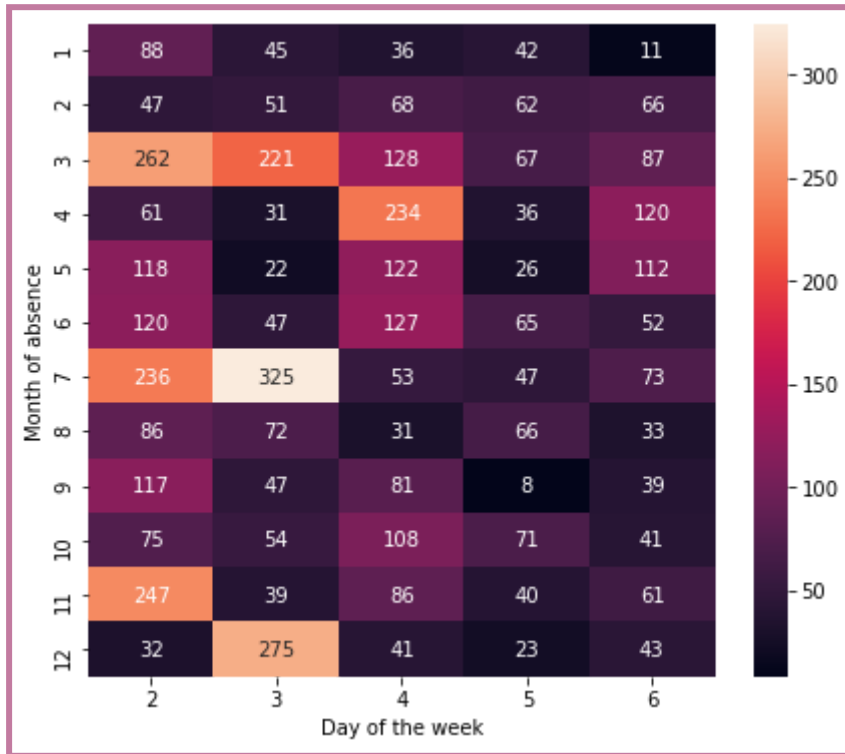


Largest sum of absence hours

Day of week wise : **Monday**

Month wise : **March**

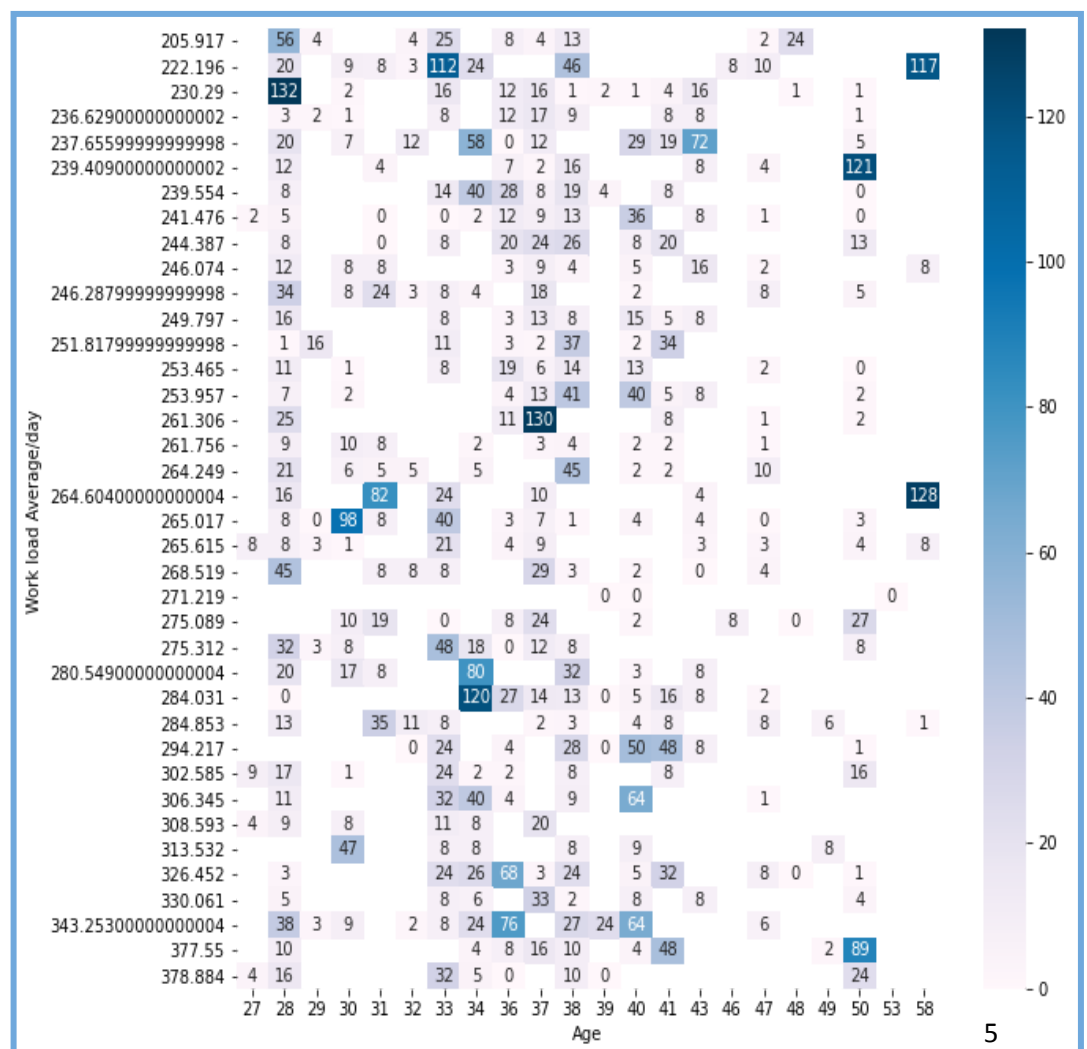
## ABSENTEEISM TIME PER MONTH AND DAY OF THE WEEK



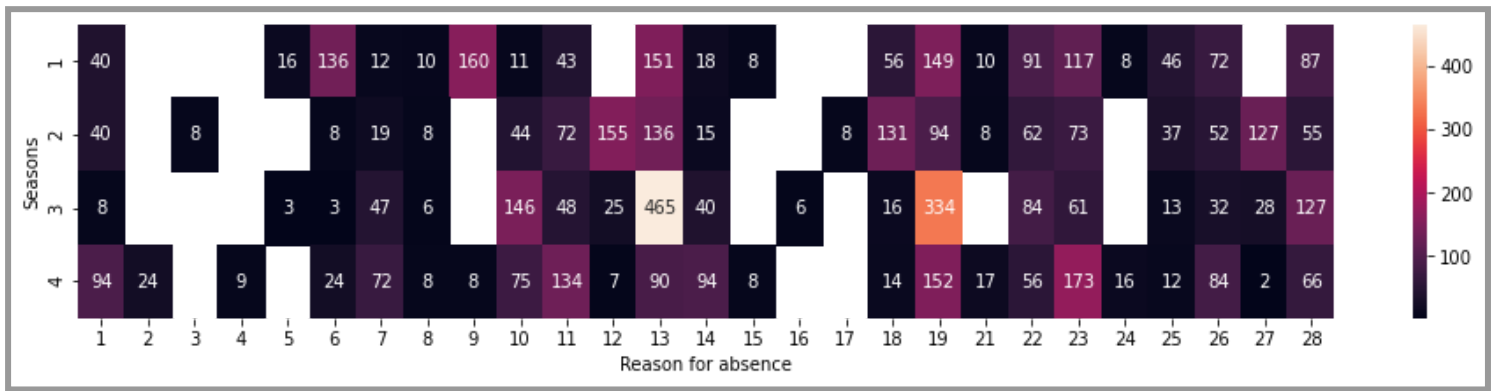
Largest sum of absence hours :  
On Tuesdays of the month July

## ABSENTEEISM TIME PER WORKLOAD AVG/DAY AND AGE

Largest sum of absence hours is shown for workload avg 230.29/day for Age 28.

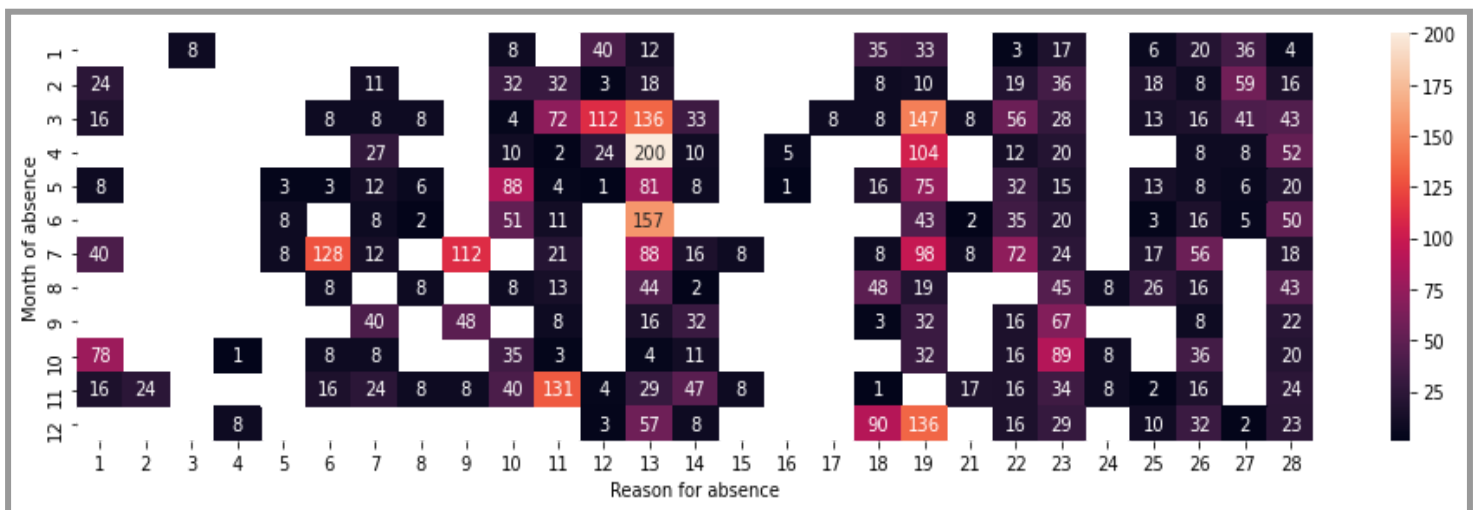


## ABSENTEEISM TIME PER SEASON AND REASON



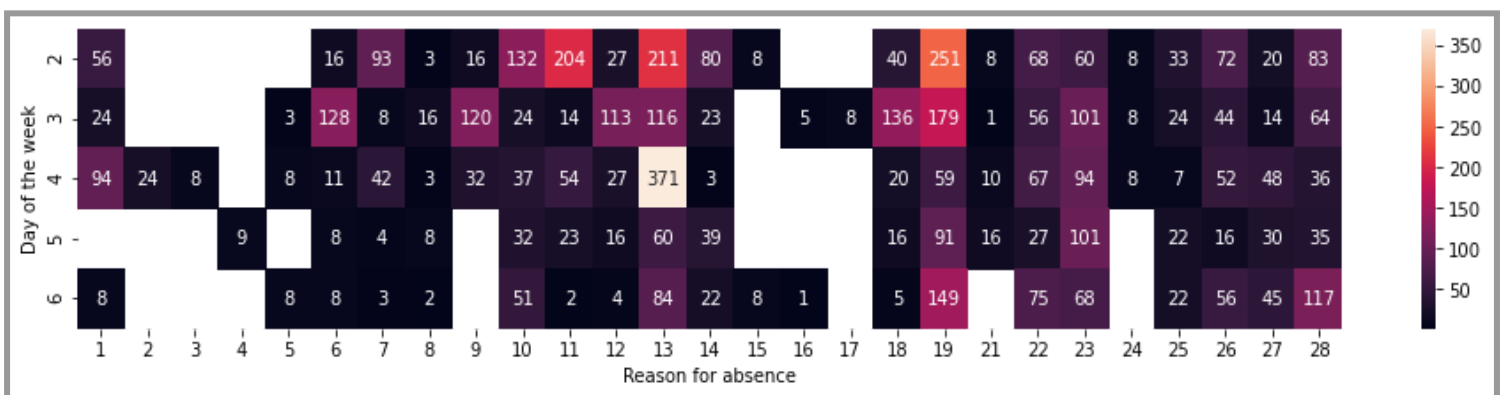
The largest sum of absence hours is shown by (Reason 13) 'Diseases of the musculoskeletal system and connective tissue' in Winter followed by (Reason 19) 'Injury, poisoning and certain other consequences of external causes' in the same season.

## ABSENTEEISM TIME PER MONTH AND REASON



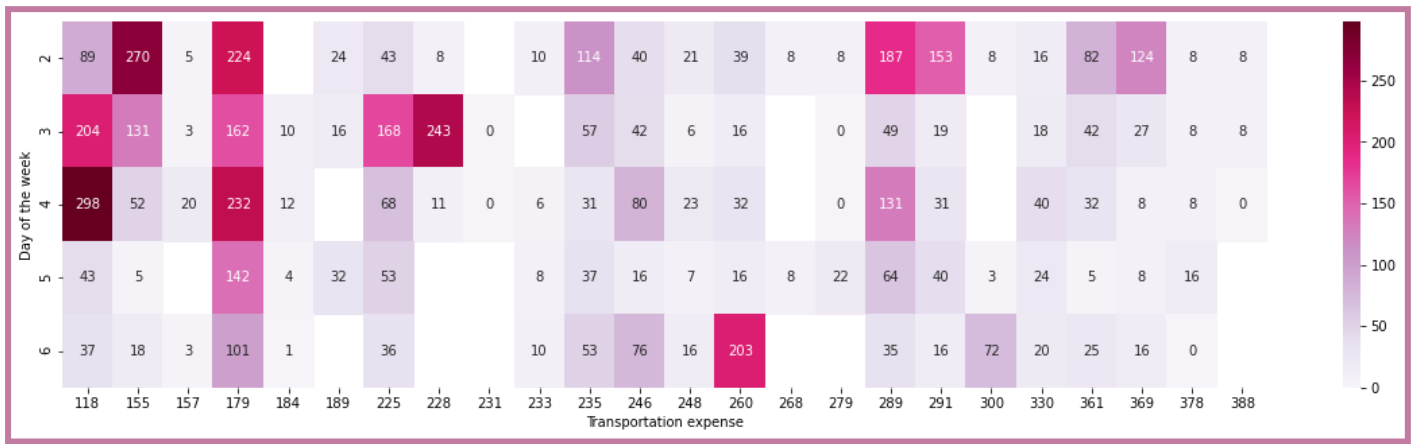
The largest sum of absence hours is shown by (Reason 13) 'Diseases of the musculoskeletal system and connective tissue' in April followed by the same reason in June.

## ABSENTEEISM TIME PER DAY OF THE WEEK AND REASON



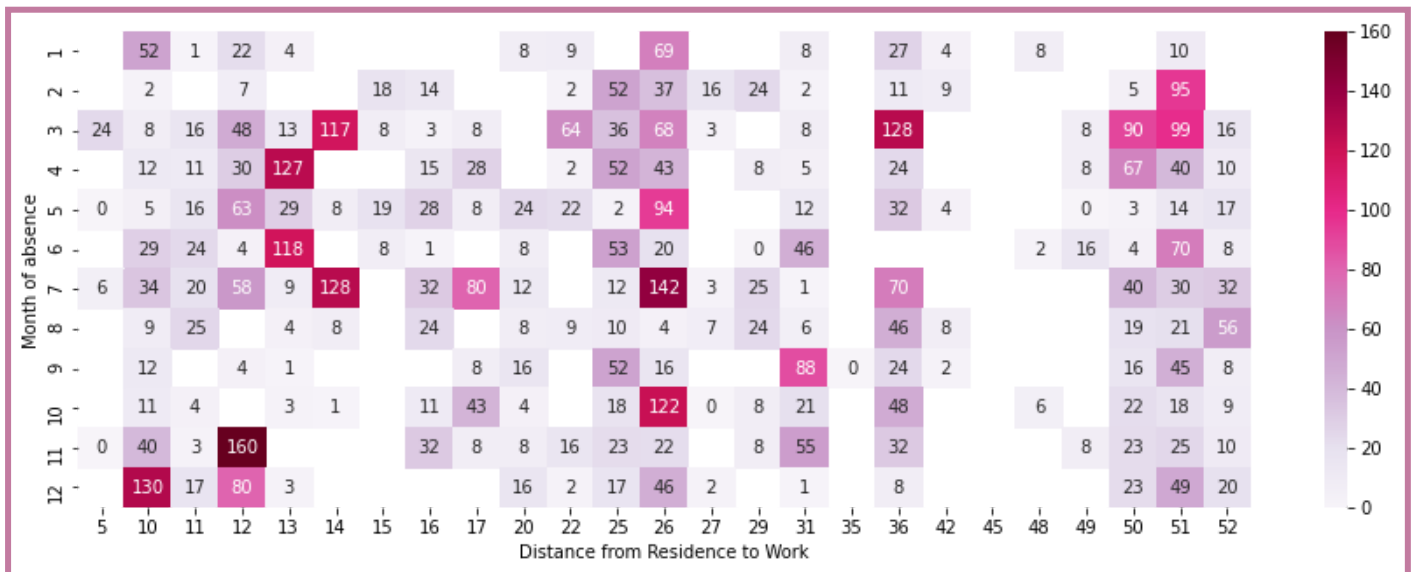
(Reason 13) 'Diseases of the musculoskeletal system and connective tissue' on Wednesdays has the largest sum of absence hours followed by (Reason 19) 'Injury, poisoning and certain other consequences of external causes' on Mondays.

## ABSENTEEISM TIME PER DAY OF THE WEEK AND TRANSPORTATION EXPENSE



Largest sum of absence hours is shown on Wednesdays when Transportation expenses are 118.

## ABSENTEEISM TIME PER MONTH OF ABSENCE AND DISTANCE FROM RESIDENCE TO WORK

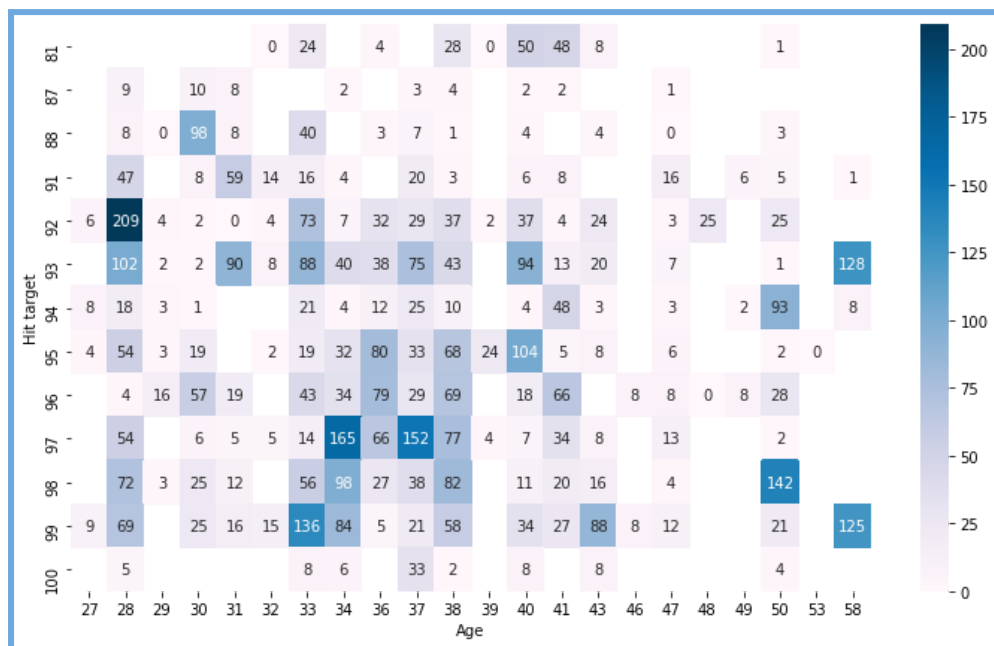


Largest sum of absence hours is shown in November when distance from residence to work is 12.



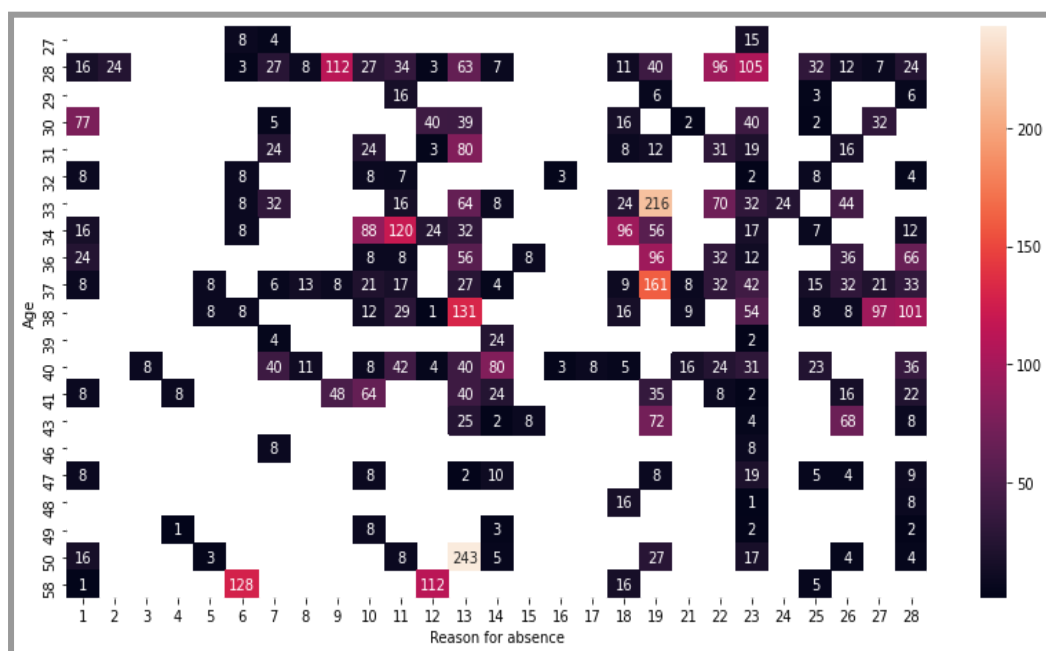
## ABSENTEEISM TIME PER SERVICE TIME AND AGE

Largest sum of absence hours is shown for Service time 13 for Age 33.



## ABSENTEEISM TIME PER HIT TARGET AND AGE

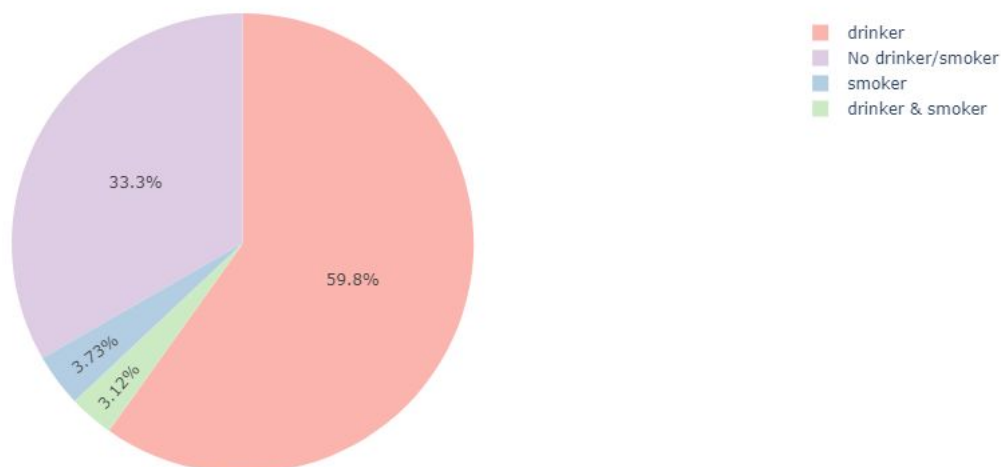
Largest sum of absence hours is shown for Hit target 92 for Age 28.



## ABSENTEEISM TIME PER AGE AND REASON

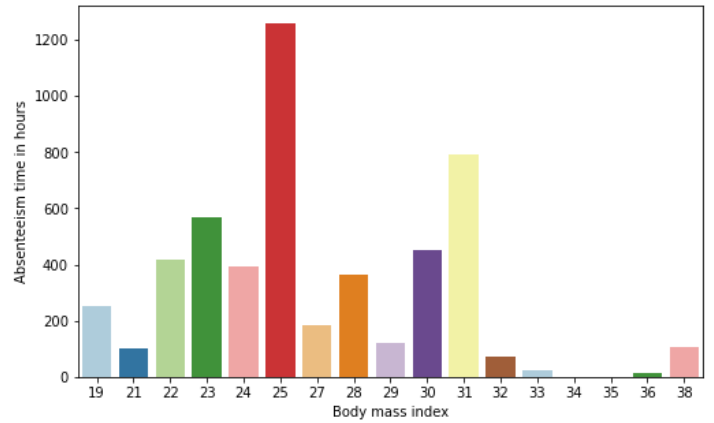
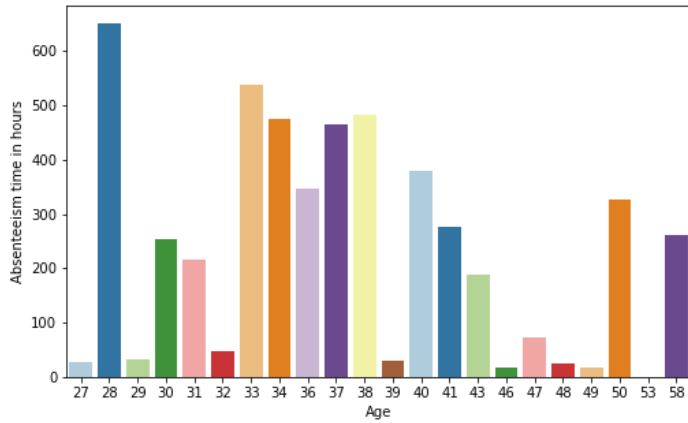
Largest sum of absence hours is shown by (Reason 13) 'Diseases of the musculoskeletal system and connective tissue' for Age 50 followed by (Reason 19) 'Injury, poisoning and certain other consequences of external causes' for Age 33.

## ABSENTEEISM TIME - SOCIAL DRINKER/SMOKER

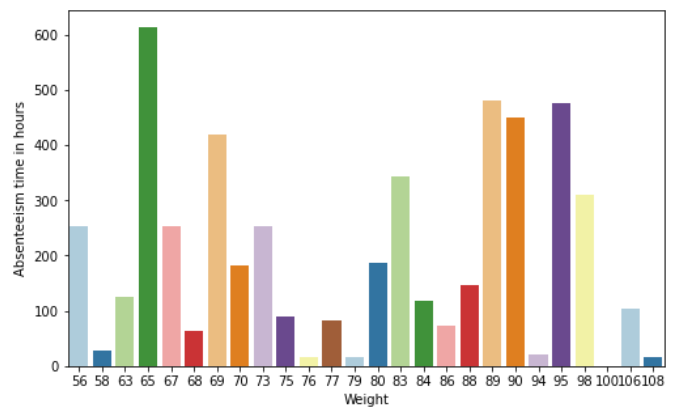
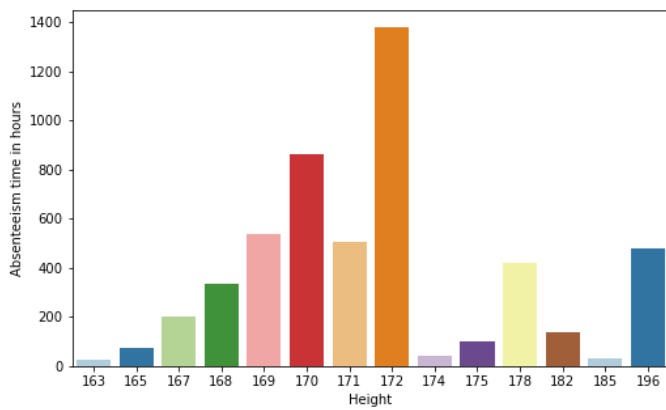




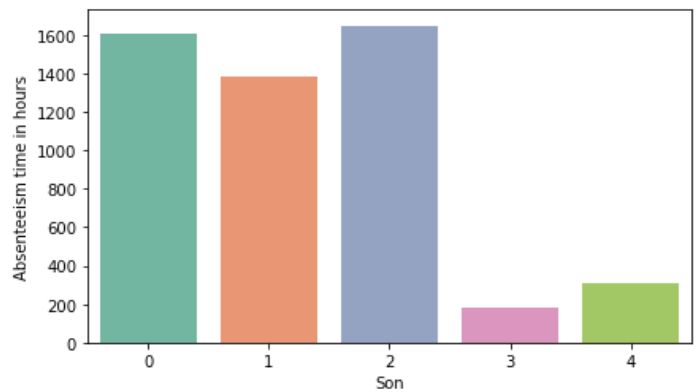
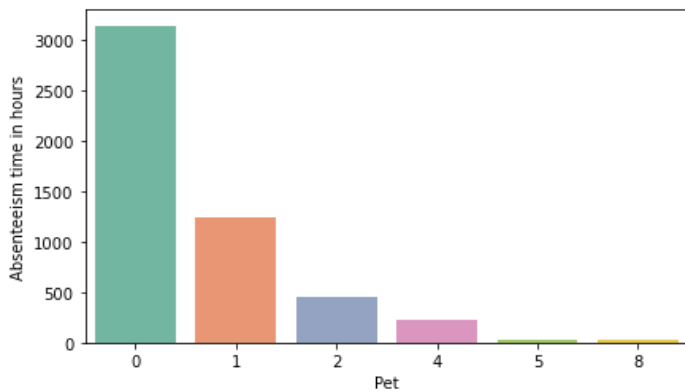
## ABSENTEEISM TIME - AGE AND BMI



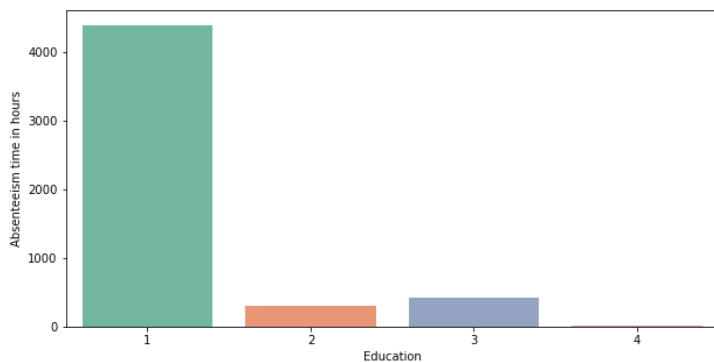
## ABSENTEEISM TIME - HEIGHT AND WEIGHT



## ABSENTEEISM TIME - NUMBER OF PETS AND CHILDREN



## ABSENTEEISM TIME - EDUCATION WISE



High school > Postgraduate > Graduate > Master and Doctor

**THANK YOU**