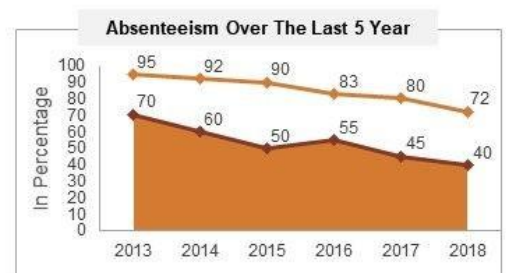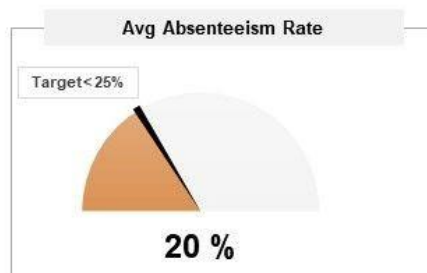# HR – Absenteeism Data Analysis

Homepage

As per the problem statement, we have divided analysis into three sections: -

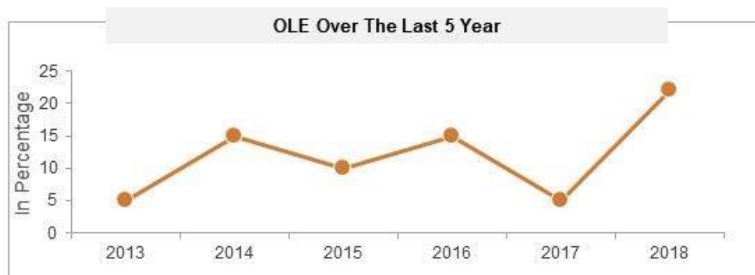**1. Impact of Absenteeism over the year in every department:**

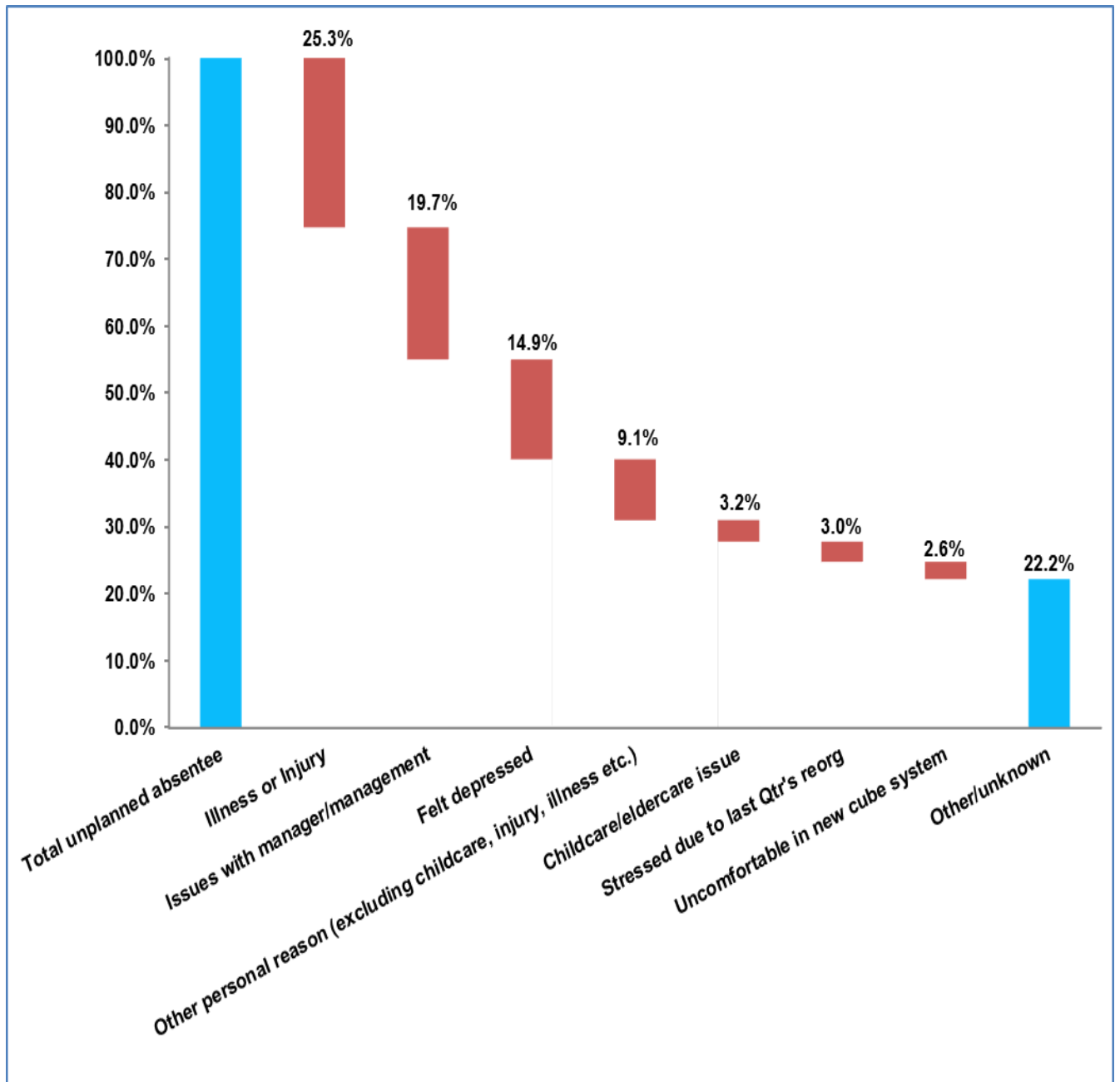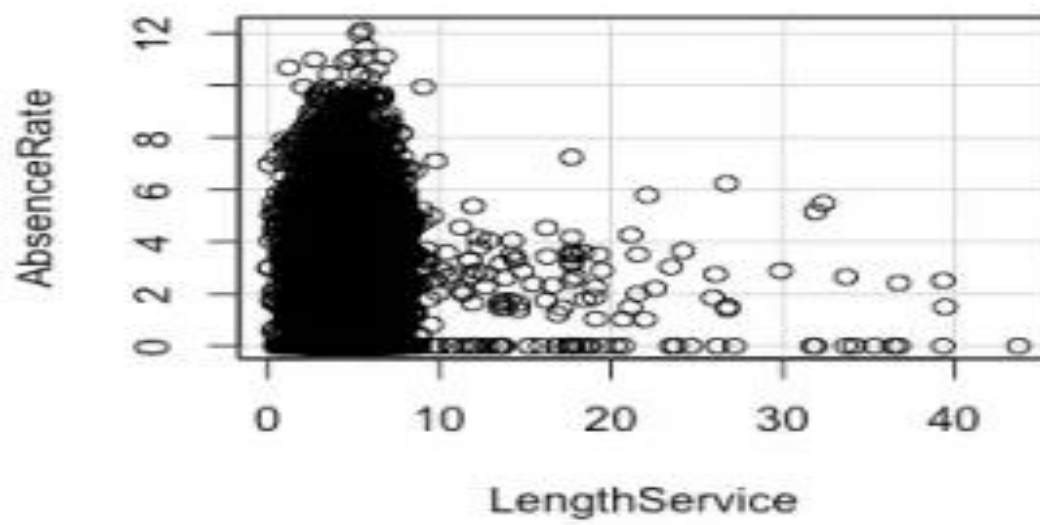## Human Resources KPI Dashboard Showing Absenteeism…

In this section we designed our first dashboard and tried to interpret the followings

✓ Relation between absent hours and department.

Chart showing unplanned absentee reasons as a waterfall chart:

- 100.0% — Total unplanned absentee
- 25.3% — Illness or Injury
- 19.7% — Issues with manager/management
- 14.9% — Felt depressed
- 9.1% — Other personal reason (excluding childcare, injury, illness etc.)
- 3.2% — Childcare/eldercare issue
- 3.0% — Stressed due to last Qtr's reorg
- 2.6% — Uncomfortable in new cube system
- 22.2% — Other/unknown

✓ Relation between absent hours and cities .

- What is its rate of absenteeism?
- The absence rate is 2.9.

MANAGEMENT OVERVIEW

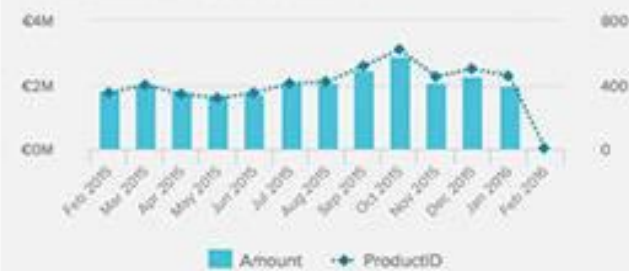REPORT PERIOD: year to date

246
ACTIVE CUSTOMERS

458
SOLD UNITS

€ 1.992K
TOTAL REVENUE

23%
PROFIT MARGIN
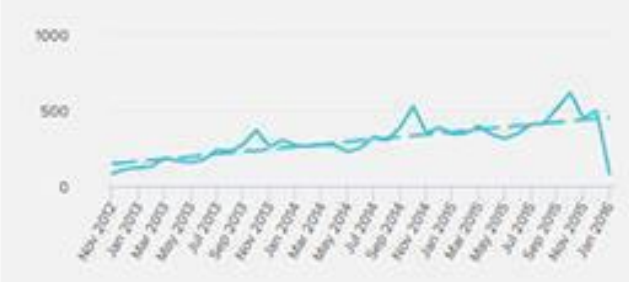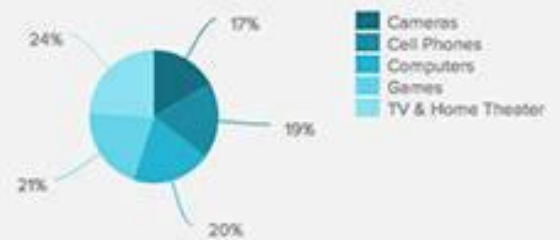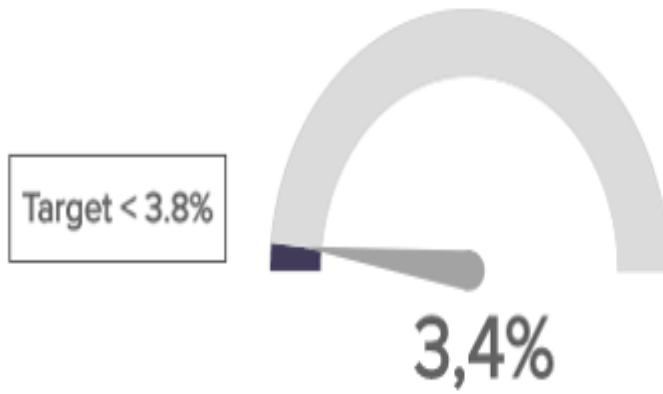
REVENUE & SALES - LAST 12 MONTHS
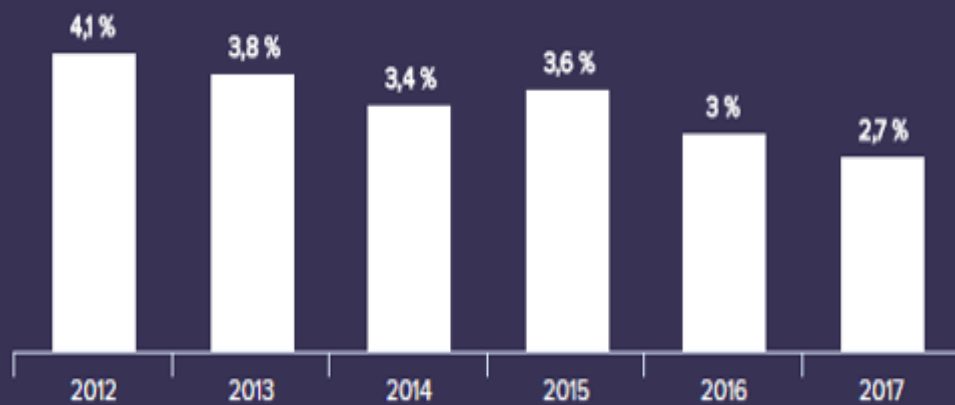
CUSTOMERS BY REGION

NEW CUSTOMER SIGNUPS

SALES BY PRODUCT CATEGORY

2. **Influence of Absent hours**

Avg Absenteeism Rate

Target < 3.8%

3,4%

Absenteeism Rate Over Last 5 Years

2012	2013	2014	2015	2016	2017
4,1 %	3,8 %	3,4 %	3,6 %	3 %	2,7 %

Human Resources KPI Dashboard Showing…

EMPLOYEE RETENTION

90%

Q2 2017 Q3 2017 Q4 2017 Q1 2018 Q2 2018 Q3 2018 Q4 2018

OVERALL LABOR EFFECTIVENESS

70%

Q2 2017 Q3 2017 Q4 2017 Q1 2018 Q2 2018 Q3 2018 Q4 2018

ABSENTEEISM

6%

Q2 2017 Q3 2017 Q4 2017 Q1 2018 Q2 2018 Q3 2018 Q4 2018

INTERNAL VS. EXTERNAL EMPLOYEES

5:1

Q2 2017 Q3 2017 Q4 2017 Q1 2018 Q2 2018 Q3 2018 Q4 2018
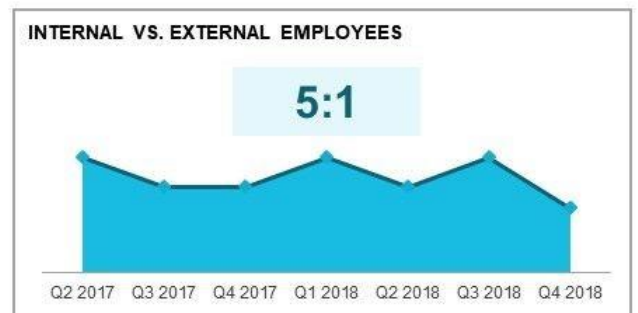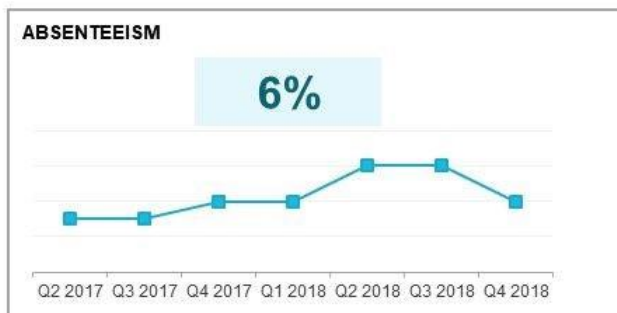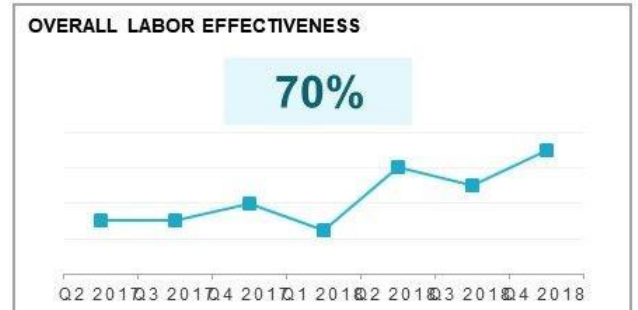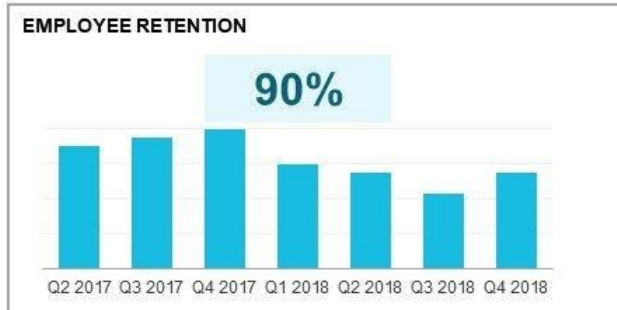
Here, we have our second dashboard and interpret the followings--

✓ Distribution of Absent Hours across the Cities

Absenteeism
HR anlytics

✓ Relation between category and count of Cities

Human Resources KPI Dashboard Showing…

EMPLOYEE RETENTION
90%

OVERALL LABOR EFFECTIVENESS
70%

ABSENTEEISM
6%

INTERNAL VS. EXTERNAL EMPLOYEES
5:1
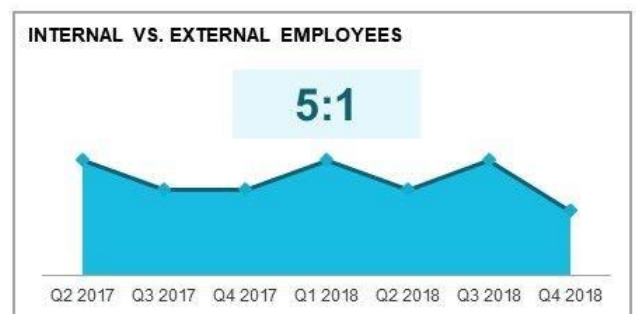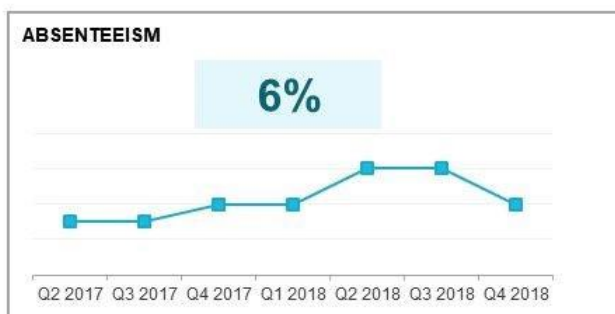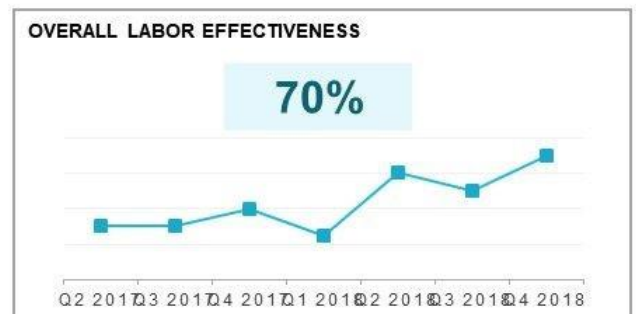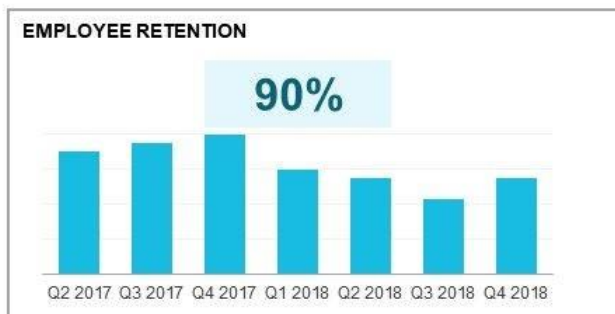
✓   Relation between Job type and Age and Absent hours.

3. In Dashboard 3, we tried to show other metrics on Hours.

✓   Relation between Housing Price and DistHospital Parameter by Cities

Engineering, Procurement & Construction KPI Showing…

This graph/chart is linked to excel, and changes automatically based on data. Just left click on it and select "Edit Data".

98,573
Production Volume

77,552
Quantity Ordered

30
Active Machine

1.29M
Sales Revenue

Top 5 Machines by production volume

15% Machine 01

10% Machine 02

22% Machine 03

22% Machine 04

25% Machine 05

Returned Item by Reason

■ No Reason   ■ Other Than Imagined   ■ Broken
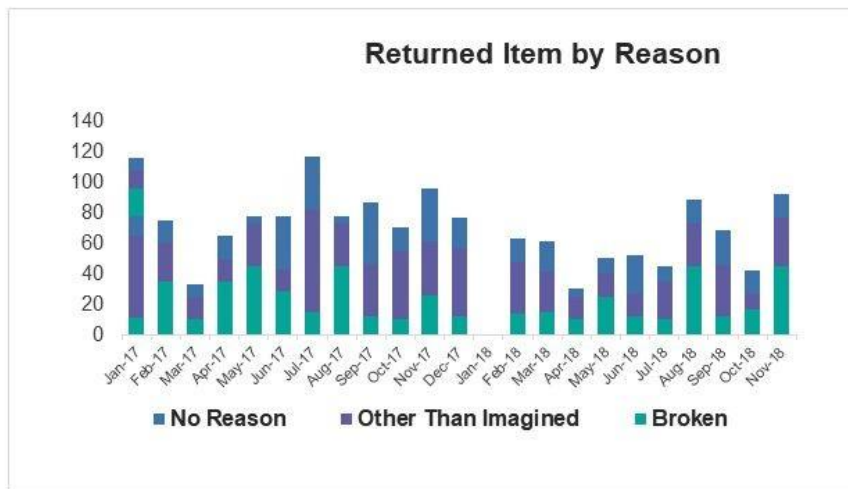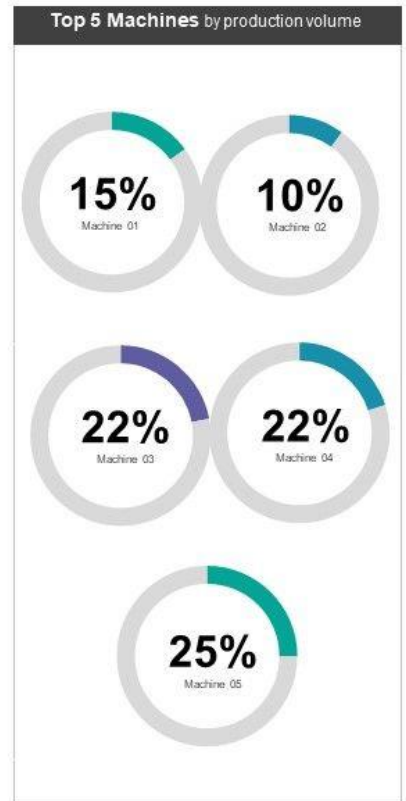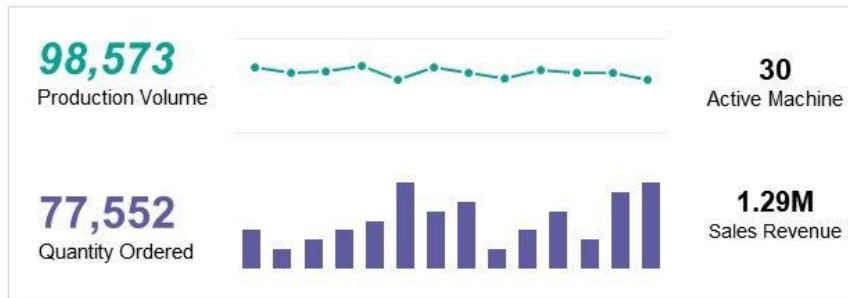
✓ Relation between Age and Department name.

■ Net profit margin GSA10   — Net profit margin Italy

■ Value of landings   — Average price

■ Current revenue/BEP   — BEP

■ Cost of labour/employee GSA 10
■ Cost of labour/employee Italy
— Number of employees GSA10

■ GVA/FTE GSA10   — GVA/FTE Italy
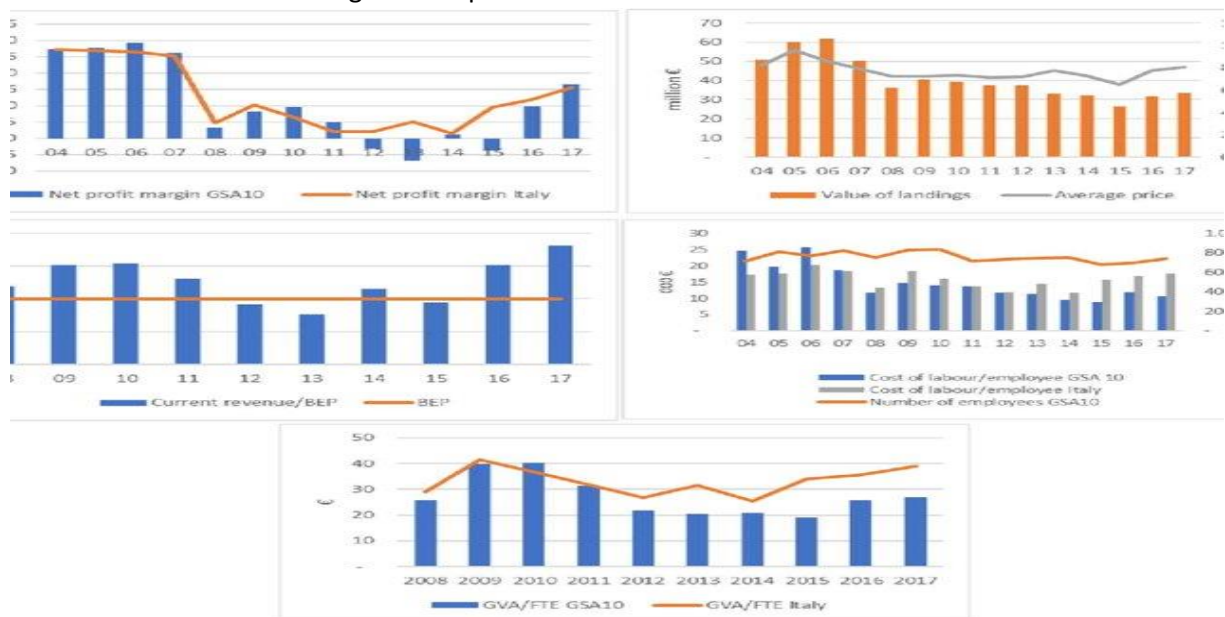
✓ Relation between Average Housing Price and DistMarket Parameter

✓ Relation between Average Housing Price and Carpet Area

Finally, Min, Max & Avg Housing Price Comparison across the categories

AUCTION
BY ATHENA
INSIGHTS

SPRING SALES LONDON

S   SPECIAL   ☾

SOTHEBY'S
ACTUAL SIZE: A CURATED
EVENING SALE
JUNE 21, 2017

LOT PRICE DISTRIBUTION

LOT COUNT

12

4   4

2
1

0.5   1   1.5   2   2.5

PRICE BUCKET (IN GBP MILLIONS)

ESTIMATE SPREAD

AVG
HAMMER
PRICE

£753K

£552K   £797K

AVG LOW
ESTIMATE   AVG HIGH
ESTIMATE

SELL THROUGH RATE

66%
SOLD

AUCTION FLOW

HAMMER PRICE

○ WITHDRAWN
○ BOUGHT IN
○ SOLD
▨ LOW ESTIMATE

£4M

£2.5M
LOT 6
AMBROSIUS BOSSART
THE ELDER
'STILL LIFE OF
FLOWERS...'

◀ £4M LOW ESTIMATE
LOT 10 (BOUGHT-IN)
PAUL CÉZANNE
'BAIGNEUSES, LA MONTAGNE
SAINTE-VICTOIRE AU FOND'

£2M

£0M

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35

LOT NUMBER

SALE SUMMARY

HIGH EST   £28M

LOW EST   £19M

-10%

HAMMER   £17M

PREMIUM   £21M

TOP 3 ARTISTS BY VALUE

6 LOTS
£6M

1 LOT
£3M

2 LOTS
£2M

PICASSO   BOSSCHAERT   RUSCHA

PERFORMANCE VS ESTIMATE

● WITHDRAWN
● BOUGHT-IN
● UNDER LOW
● WITHIN
● ABOVE HIGH

31%   34%

35
LOTS

17%   17%

ATHENA
ART FINANCE