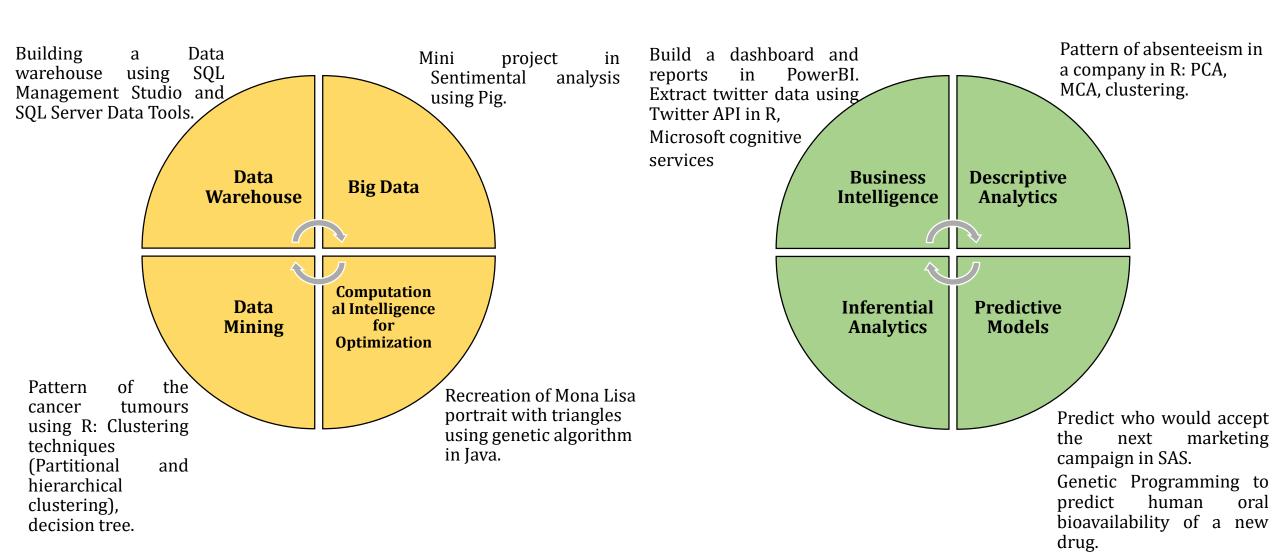
Overview of Data Science Projects



Initial variables:

34 employees, 667 instances

Categorical: **ID, Reason for absence, Education,** Day of the week, Month, Seasons, **Social Smoker, Social Drinker**

Numerical: Transportation expense, Distance from Residence to Work, Service Time, Age, Hit target, Children, Pet, Weight, Height, BMI, Workload, Absenteeism time

Data Pre-processing:

- Checked inconsistencies
- Added more variables: Freq. absence, Freq. failure, First start, categorical BMI, Bad habits
- Feature selection: correlation analysis
- Checked outliers
 - Regrouped some of the categories: the reasons for absence, education
 - Removed 4,5% observations

Feature selection:

• Feature selection: Pearson's and Spearman's correlation

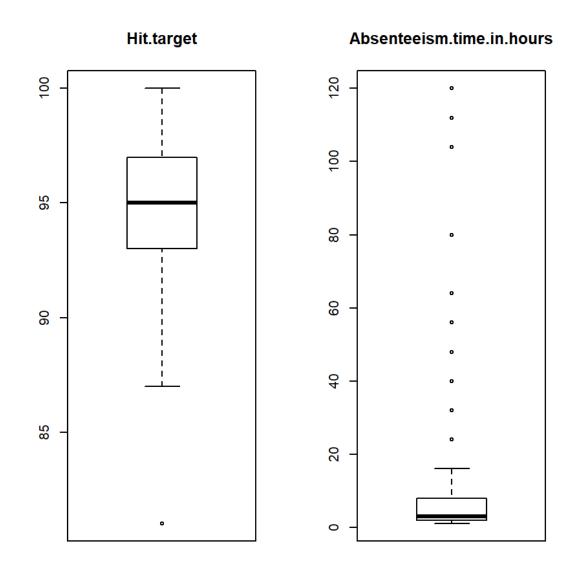
Service and Age are positively correlated (Pearson's correlation = 0.68 and Spearman = 0.78)

Age and First.start are positively correlated (Pearson's correlation = 0.70 and Spearman = 0.57)

Weight and **BMI** are positively correlated (Pearson's correlation = 0.90 and Spearman = 0.88)

Outliers treatment:

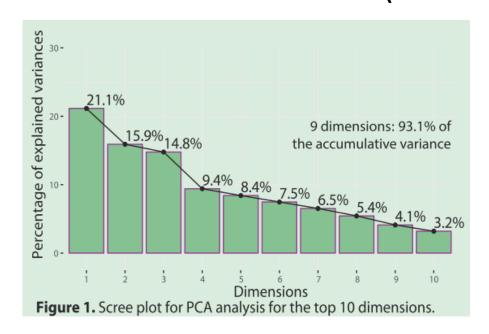
- Regrouped some of the categories: the reasons for absence, education
- Numeric: Hit-target<85% and Absenteeism time > 48 (4,1%)

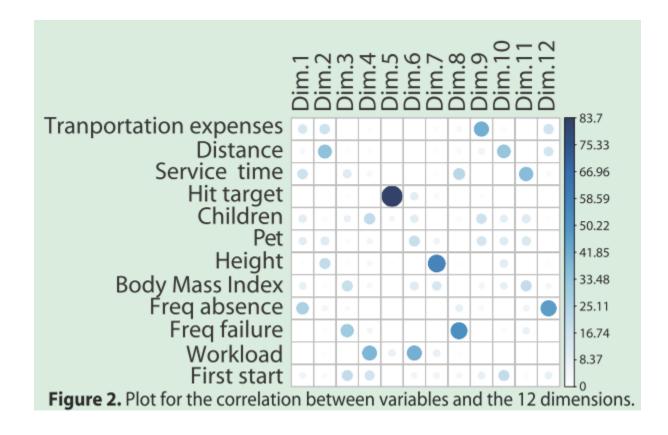


Variables: Freq.failure, Transportation.expense, Distance.from.Residence.to.Work, Service.Time, Hit.target, Son, Pet, Height, BMI, Freq.absence, Workload, First.Start

PCA: reduce number of variables

Standardized variables (Z-score)





Clustering: K-medoids

```
library (factoextra)
dSpearm=get_dist(matcomp9, method =
"spearman")

clmSpearm=pamk(dSpearm, k=3,
    criterion="asw", usepam=TRUE,
    scaling=FALSE, alpha=0.001,
    diss=TRUE, critout=FALSE, ns=10,
    seed=NULL)
```

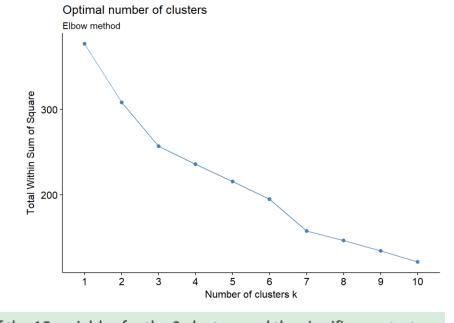


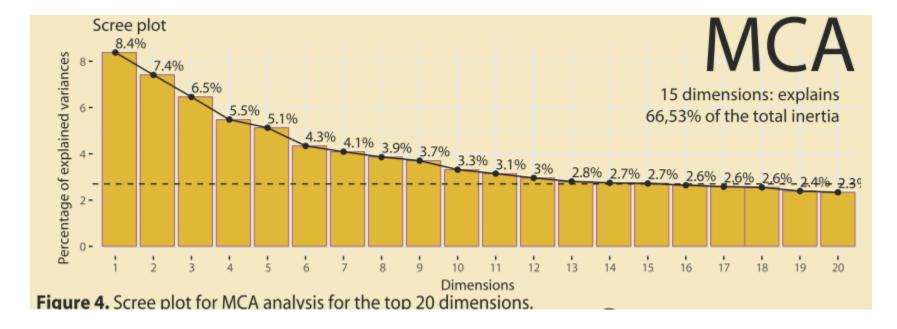
Table 1. Centroids of the 15 variables for the 3 clusters and the significance test. Cluster 1 **Variables** Cluster 2 Cluster 3 P-value **Transportation expense** 209.71 <2e-16 252.72 195.40 Distance 39.03 18.41 32.65 <2e-16 Service time 13.26 11.95 12.19 0.00317 8.21e-06 36.16 34.46 Age 37.40 Hit target 95.63 95.12 9.46e-06 94.30 Children 1.37 0.71 0.87 2.78e-11 Pet 0.27 1.63e-12 0.89 1.14 Weight 82.33 77.16 76.01 1.01e-07 Height 170.15 174.75 171.25 <2e-16 **Absent hours** 5.78 5.43 0.833 5.53 **Body mass index** 28.45 25.21 25.90 <2e-16 Freq.absence 60.37 <2e-16 54.38 29.46 Freq.failure 1.79 0.85 1.32 1.26e-12 Workload 4.16 4.33 5.17 <2e-16 First start 22.89 25.45 22.28 3.21e-14

Tab	le 2. Frequency of each reason for the Variables	3 clusters. Cluster 1	Cluster 2	Cluster 3
	Accompanying person	21	7	10
	Dental consultation	46	31	30
	Diagnosis, donation and vaccination	10	21	9
	Diseases	42	78	55
us	Injury, poisoning	16	10	8
Reasons	Medical consultation	52	51	44
Re .	Physiotheraphy	23	14	31
	Pregnancy, childbirth, perinatal complications	1	4	1
	Symptons and abnormal exams	7	9	4
	Unjustified	20	10	2
	Total	238	235	194

Table 3. Frequency of the absenteeism floor for the 3 clusters.					
41	Variables	Cluster 1	Cluster 2	Cluster 3	
time	1 hour	25	30	31	
tti	2 hours	35	64	58	
en	3-7 hours	77	54	45	
Absent	>8 hours	101	88	60	
	Total	238	235	194	

Table 3 Frequency of the absenteeism hour for the 3 clusters

- MCA: dependence between categorical variables and clustering
- 11 Variables (m): Seasons, Pet, Children, Freq.failure, Reason for absence, Freq. absence, Bad habits, Absenteeism time (discrete), Body mass, Day of the week, BMI.
- Total nº levels=47, 47-m=47-11=37, (1/37)*100=2.70%



• Clustering: HCPC

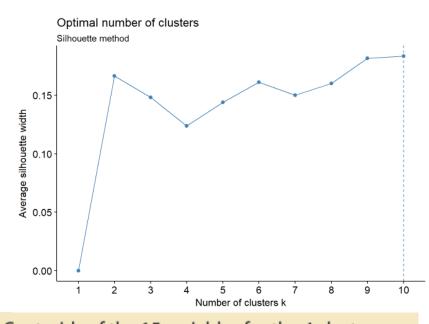


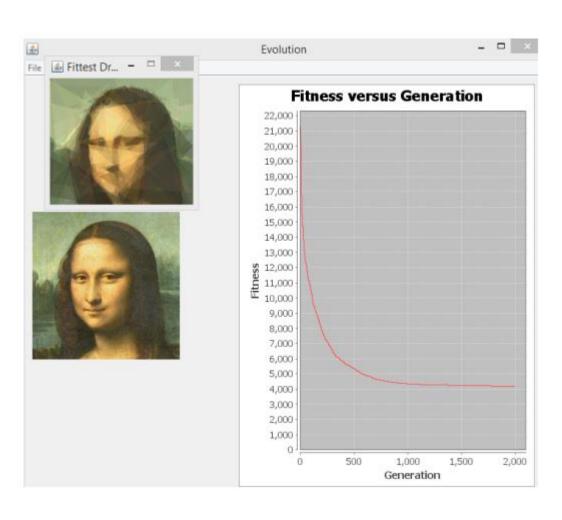
Table 6. Centroids of the 15 variables for the 4 clusters **Variables** Cluster 1 Cluster 2 Cluster 3 Cluster 4 **Transportation** 186.52 224.90 248.57 191.28 expense Distance 47.22 26.36 29.88 17.99 Service time 17.14 9.36 12.62 10.05 34.04 Age 37.79 28.40 38.47 Hit target 95.46 94.99 94.76 95.11 Children 0.00 1.01 1.85 0.19 Pet 0.00 2.00 1.01 0.23 Weight 85.73 69.51 79.75 75.44 Height 170.69 168.99 172.92 173.14 Absenteeism time 4.26 3.29 7.14 4.86 25.12 **Body mass index** 29.48 24.34 26.67 Freq.absence 96.88 72.35 26.18 35.50 Freq.failure 1.00 1.92 1.84 0.33 Workload 4.34 4.72 4.47 4.56

Table 5. Frequency of each reason for the 4 clusters.

	Variables	Cluster 1	Cluster 2	Cluster 3	Cluster 4
Reasons	Accompanying person	0	1	32	5
	Dental consultation	39	10	45	13
	Diagnosis, donation and vaccination	5	6	18	11
	Diseases	23	16	79	57
	Injury, poisoning	2	3	25	4
	Medical consultation	18	36	60	33
	Physiotheraphy	38	4	0	26
	Pregnancy, childbirth, perinatal complications	0	0	5	1
	Symptons and abnormal exams	2	1	12	5
	Unjustified	1	0	24	7
	Total	128	77	300	162

Table 4. Frequency of the absenteeism hour for the 4 clusters.					
Absent time	Variables	Cluster 1	Cluster 2	Cluster 3	Cluster 4
	1 hour	21	13	34	18
	2 hours	34	26	47	50
	3-7 hours	49	26	61	39
	>8 hours	24	12	158	55
	Total	128	77	300	162

Mona Lisa optimization problem



Minimization problem.

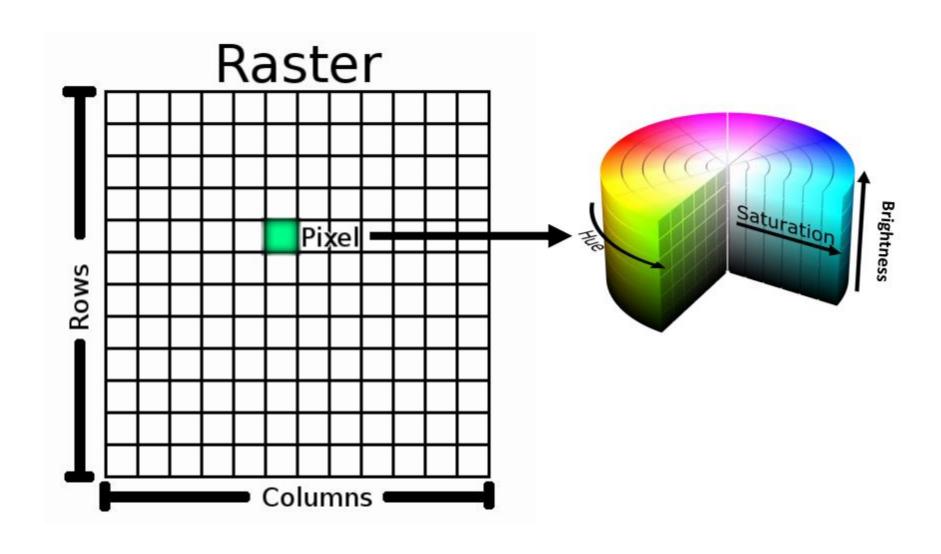
Each solution has 100 triangles.

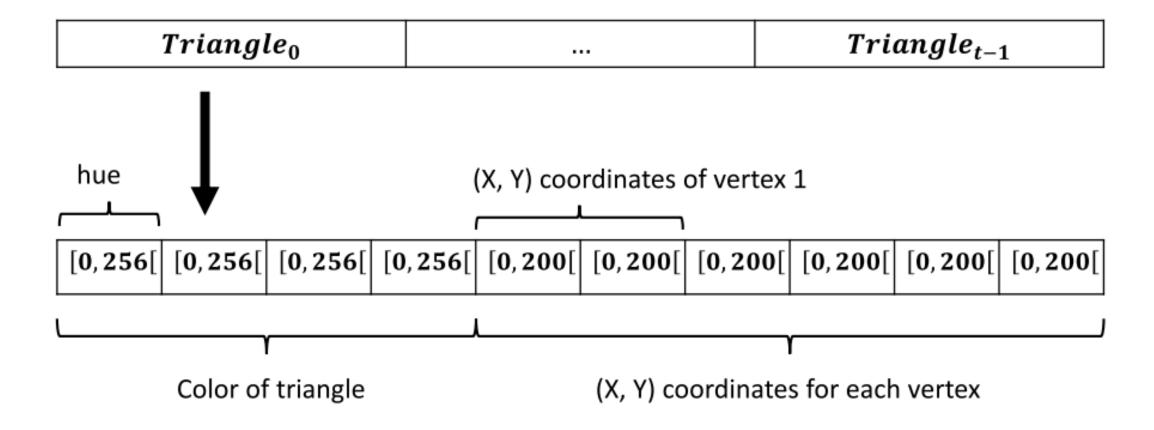
2000 generations

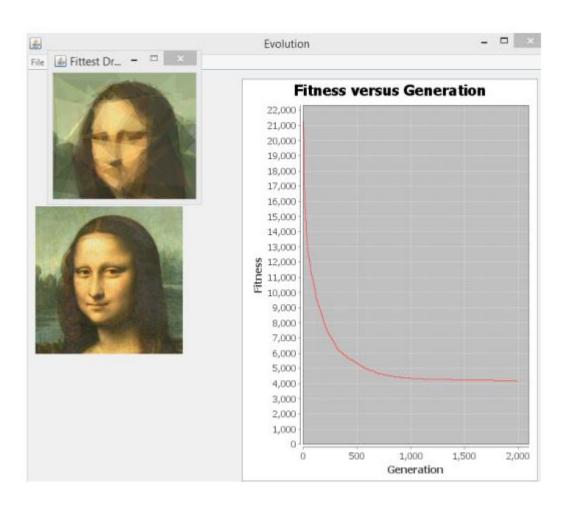
Population size: 25

Fitness: Eucledian distance between our solution and the target image.

The triangles in a solution represent raster (one pixeled image) and it has the same size as the target raster.







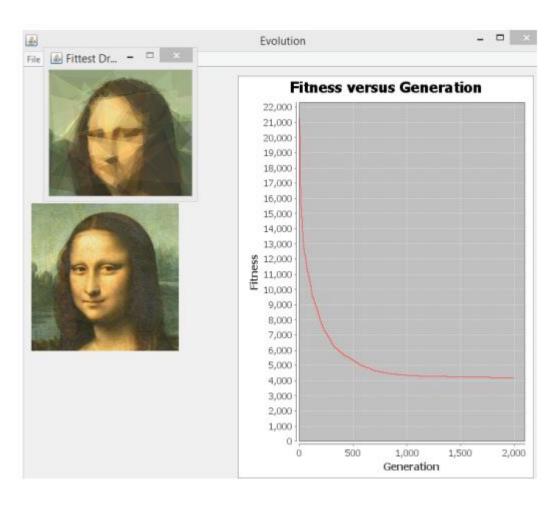
Initialization: parameter 'GoodInitialization' to start in an already good solution from a previous run

Selection: Tournament, Roulette

Presence/Absence of Elitism

Crossovers: Single point, Two point, Average point, K-Point

Mutation: Standard, Box mutation



Best solution returned at 2000th generation has the following characteristics:

Fitness: 4193

Tournament selection

Standard mutation

With elite

Single point crossover