# HR Analytics : Absenteeism
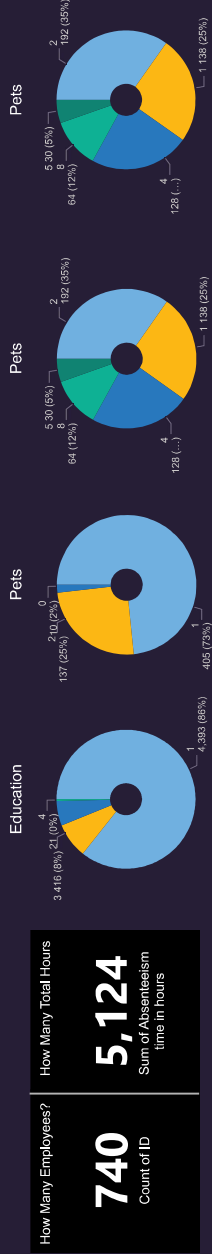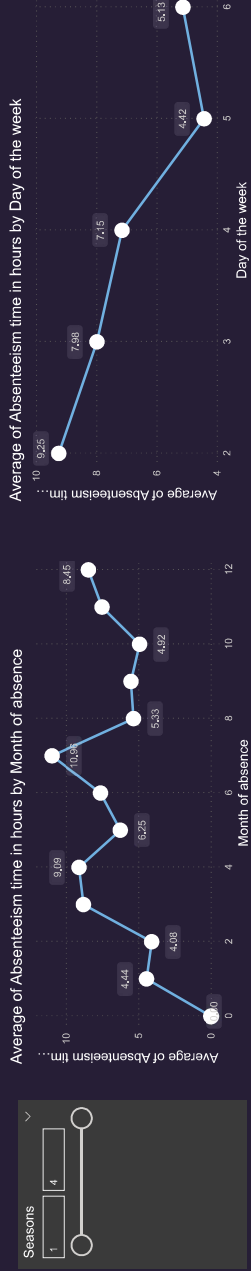
1 had the highest Sum of Absenteeism time in hours at 4,393, followed by 3, 2, and 4.

1 accounted for 85.73% of Sum of Absenteeism time in hours.

At 8.15, 3 had the highest Average of Absenteeism time in hours and was 35.88% higher than 2, which had the lowest Average of Absenteeism time in hours at 6.00.

## What is the Main KPI?

**6.92**
Average of Absenteeism time in hours

## Employee and Categories

### How Many Employees?
**740**
Count of ID

### How Many Total Hours
**5,124**
Sum of Absenteeism time in hours

**Education**
- 4
- 21 (0%)
- 3 416 (8%)
- 1 4,393 (86%)

**Pets**
- 0
- 2 10 (2%)
- 137 (25%)
- 1 405 (73%)

**Pets**
- 2 192 (35%)
- 8
- 64 (12%)
- 5 30 (5%)
- 4 (...)
- 128 (...)
- 1 138 (25%)

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- 2 192 (35%)
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- 4
- 128 (...)
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## Trends and Time

Average of Absenteeism time in hours by Month of absence

- 9,09
- 10,94
- 4,44
- 0,00
- 4,08
- 6,25
- 5,13
- 4,92
- 8,45

Month of absence

Seasons: 1 — 4

Average of Absenteeism time in hours by Day of the week

- 9,25
- 7,98
- 7,15
- 4,42
- 5,13

Day of the week

## Reasons and Comparisions

Average of Work load Average/day by Transportation expense

Transportation expense

| Reason | Count of Reason for absence |
|---|---|
| medical consultation | 149 |
| dental consultation | 112 |
| physiotherapy | 69 |
| Diseases of the musculoskeletal system and connective tissue | 55 |
| Unkown | 43 |
| Injury, poisoning and certain other consequences of external causes | 40 |
| patient follow-up | 38 |
| unjustified absence | 33 |
| laboratory examination | 31 |
| Diseases of the digestive system | 26 |
| Diseases of the respiratory system | 25 |
| Symptoms, signs and abnormal clinical and laboratory findings, not elsewhere classified | 21 |
| Diseases of the genitourinary system | 19 |
| Certain infectious and parasitic diseases | 16 |
| **Total** | **740** |