HR Analytics – Absenteeism

Wireframe Documentation

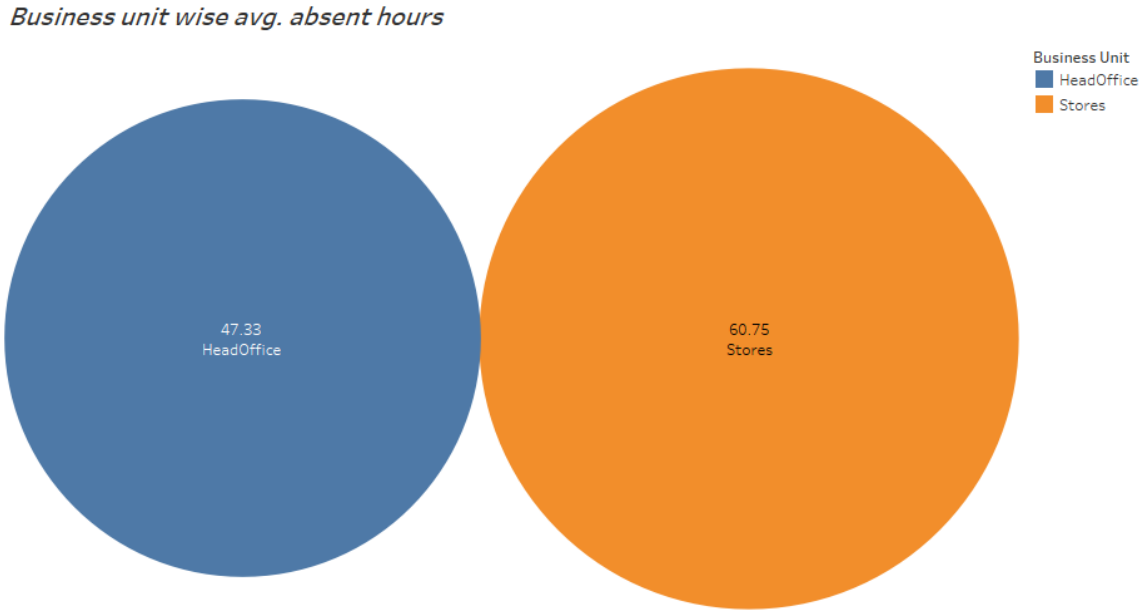
Homepage

As per problem statement we have divided the analysis into eight parts

1. Average absent hour based on business unit.
2. Average absent hours based on division.
3. Average absent hours based on department.
4. Impact of average age and average service length on average absent hours for various department among female employees.
5. Impact of average age and average service length on average absent hours for various department among male employees.
6. Gender wise distribution of average absent hours among all department.
7. Average absent hours based on job role.
8. Impact of average age and average service length on average absent hours for various job role.

Note: For all analysis age of the employees are taken between 18 years to 65 years. Others are filtered out.

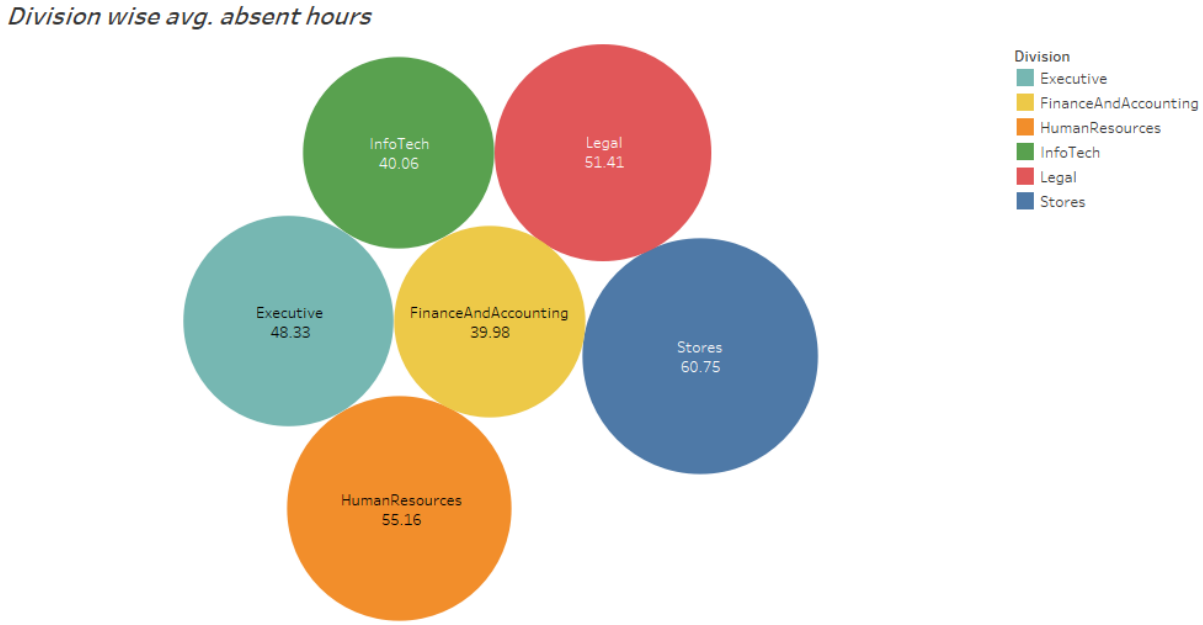
1) Average absent hour based on business unit.



Average of Absent Hours and Business Unit. Color shows details about Business Unit. Size shows average of Absent Hours. The marks are labeled by average of Absent Hours and Business Unit. The data is filtered on Age, which ranges from 18 to 65.

Above figure state that the average absent hour for stores employees is 60.75 whereas average absent hour for head office employees is 47.33. That means in stores there may be some issues related to employees that we need to identify.

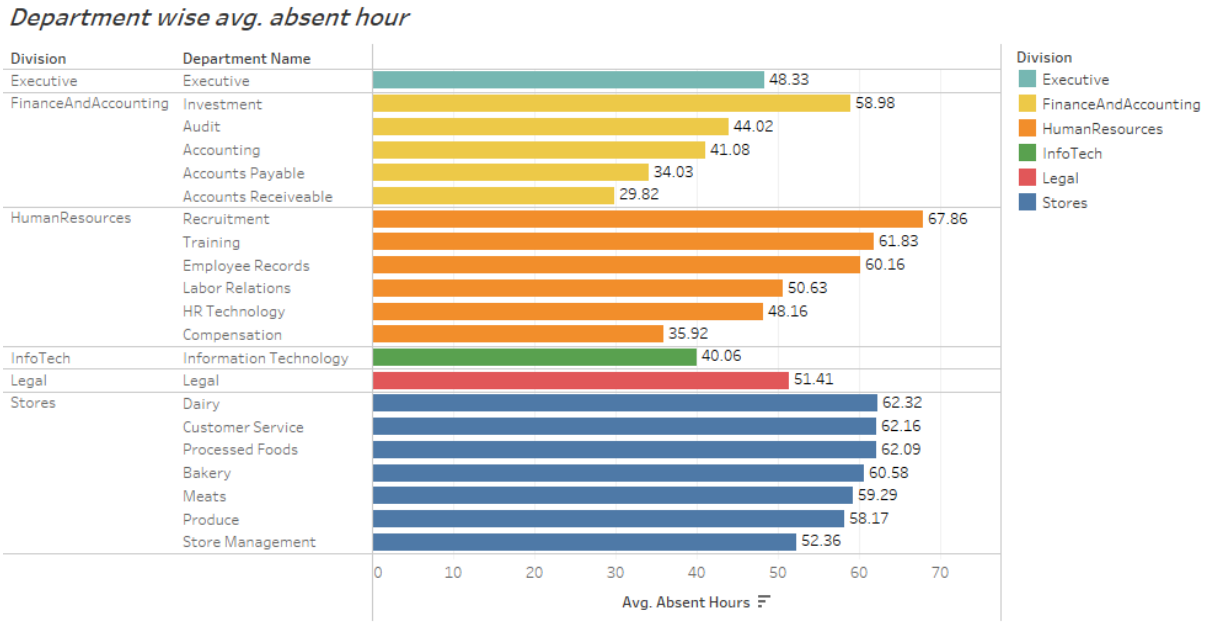
2) Average absent hours based on division.



Division and average of Absent Hours. Color shows details about Division. Size shows average of Absent Hours. The marks are labeled by Division and average of Absent Hours. The data is filtered on Business Unit and Age. The Business Unit filter keeps HeadOffice and Stores. The Age filter ranges from 18 to 65.

Above figure shows that stores don't have any division and has the highest average absent hours. Head office have 5 divisions viz. executive, finance and accounting, human resources, infotech and legal. Out of these 5 division human resources and legal divisions have very high average absent hour.

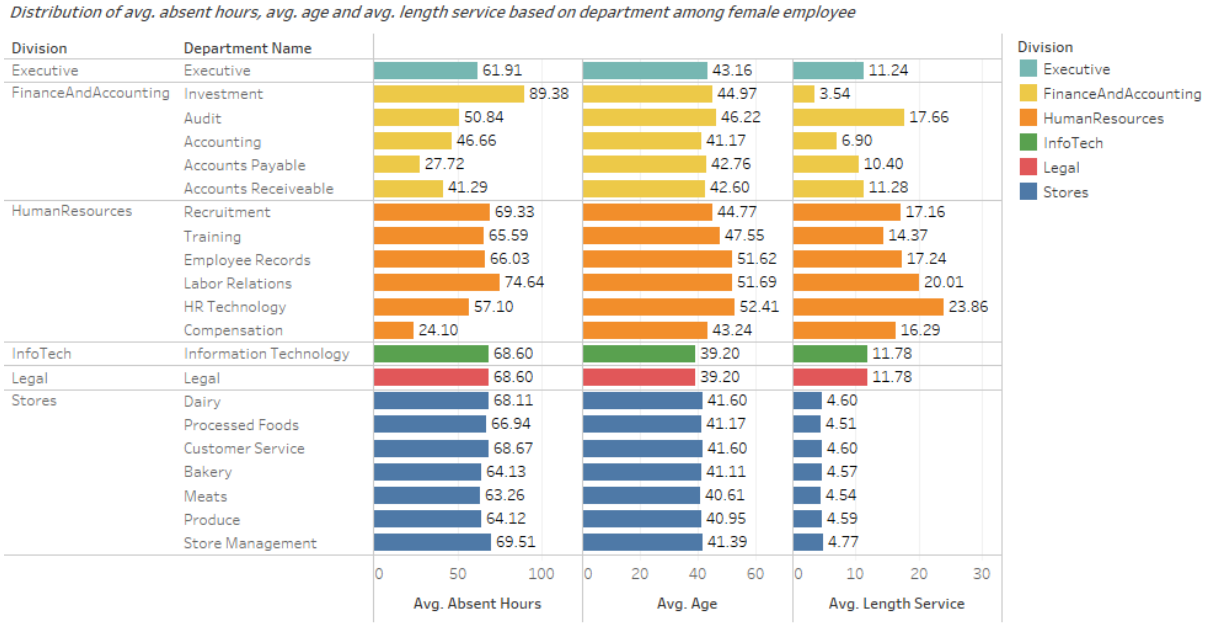
3) Average absent hours based on department.



Average of Absent Hours for each Department Name broken down by Division. Color shows details about Division. The marks are labeled by average of Absent Hours. The data is filtered on Age, which ranges from 18 to 65.

Above figure shows the distribution of average absent hours based on department. Here we are assuming an average cut off hours of 50. Considering the assumption, the problematic division wise department are **finance and accounting**- investment, **Human resources**- recruitment, training, employee record, labor relations, **legal**-legal, **stores**- all departments.

4) Impact of average age and average service length on average absent hours for various department among female employees.



Average of Absent Hours, average of Age and average of Length Service for each Department Name broken down by Division. Color shows details about Division. For pane Average of Absent Hours: The marks are labeled by average of Absent Hours. For pane Average of Age: The marks are labeled by average of Age. For pane Average of Length Service: The marks are labeled by average of Length Service. The data is filtered on Gender and Age. The Gender filter keeps F. The Age filter ranges from 18 to 65.

Analysis of the above graph is given below

Note: This analysis is done only on female employee.

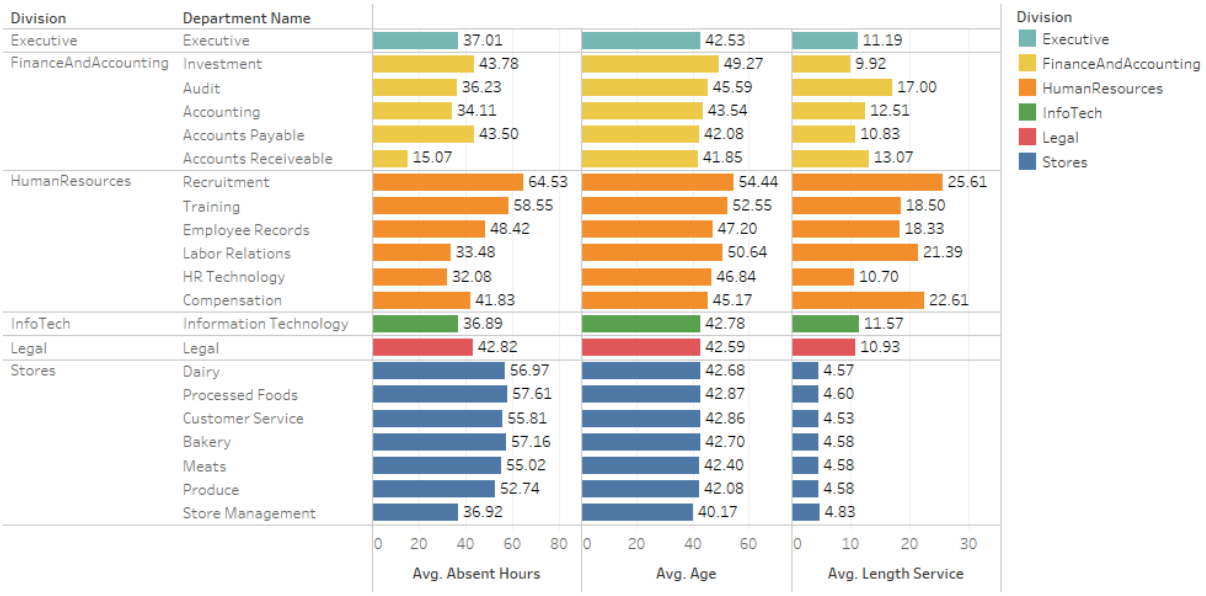
- Investment department has the highest average absent hour (89.38) and lowest average service length (3.54). That means here female employee retention is an issue and that may be the reason for frequent absent among the female employees.
- The average absent hour in executive department is very high (61.95)
- In human resource division other than compensation department have very high average absent hour. This may be due to high average age among female employees and high average service length. For example, labor relation department has highest average absent hour (74.64) among all department in this division. This may be due to the female employees those are working here have average age more than 51 and average service length more than 20 years. So, all the

female employees are aged and senior. This issue is reflecting in the average absent hour.

- In store the average absent hours are more than 61 irrespective of any department in this division. Interestingly the average length of service is store division is less than 5 years irrespective of any department. That means here female employee retention is an issue. The female employees are not so much attached with the organization that why the tendency of absence is more in this division.

5) Impact of average age and average service length on average absent hours for various department among male employees.

Distribution of avg. absent hours, avg. age and avg. length service based on department among male employee



Average of Absent Hours, average of Age and average of Length Service for each Department Name broken down by Division. Color shows details about Division. For pane Average of Absent Hours: The marks are labeled by average of Absent Hours. For pane Average of Age: The marks are labeled by average of Age. For pane Average of Length Service: The marks are labeled by average of Length Service. The data is filtered on Gender and Age. The Gender filter keeps M. The Age filter ranges from 18 to 65.

Analysis of the above graph is given below

Note: This analysis is done only on male employee.

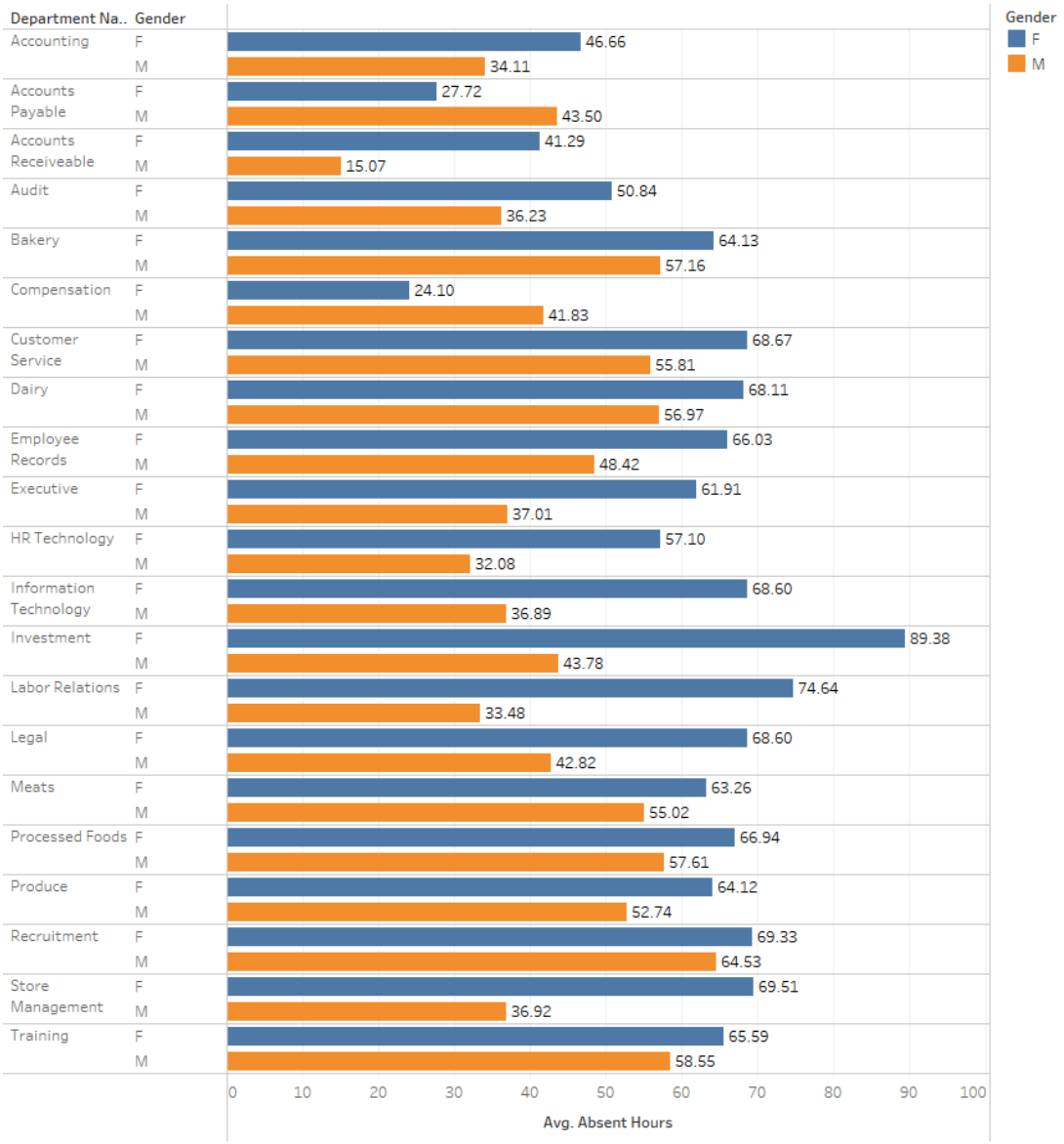
- In human resource division recruitment and training have very high average absent hour. This may be due to high average age among male employees and high average service length. For example, recruitment department has highest average absent hour (64.53) among all department in this division. This may be due to the male employees those are working here have

average age more than 54 and average service length more than 25 years. So, all the male employees are aged and senior. This issue is reflecting in the average absent hour.

- In store the average absent hours are more than 50 irrespective of any department in this division. Interestingly the average length of service is store division is less than 5 years irrespective of any department. That means here male employee retention is an issue. The male employees are not so much attached with the organization that why the tendency of absence is more in this division.

6) Gender wise distribution of average absent hours among all department.

Genderwise distribution of average absent hours among all department

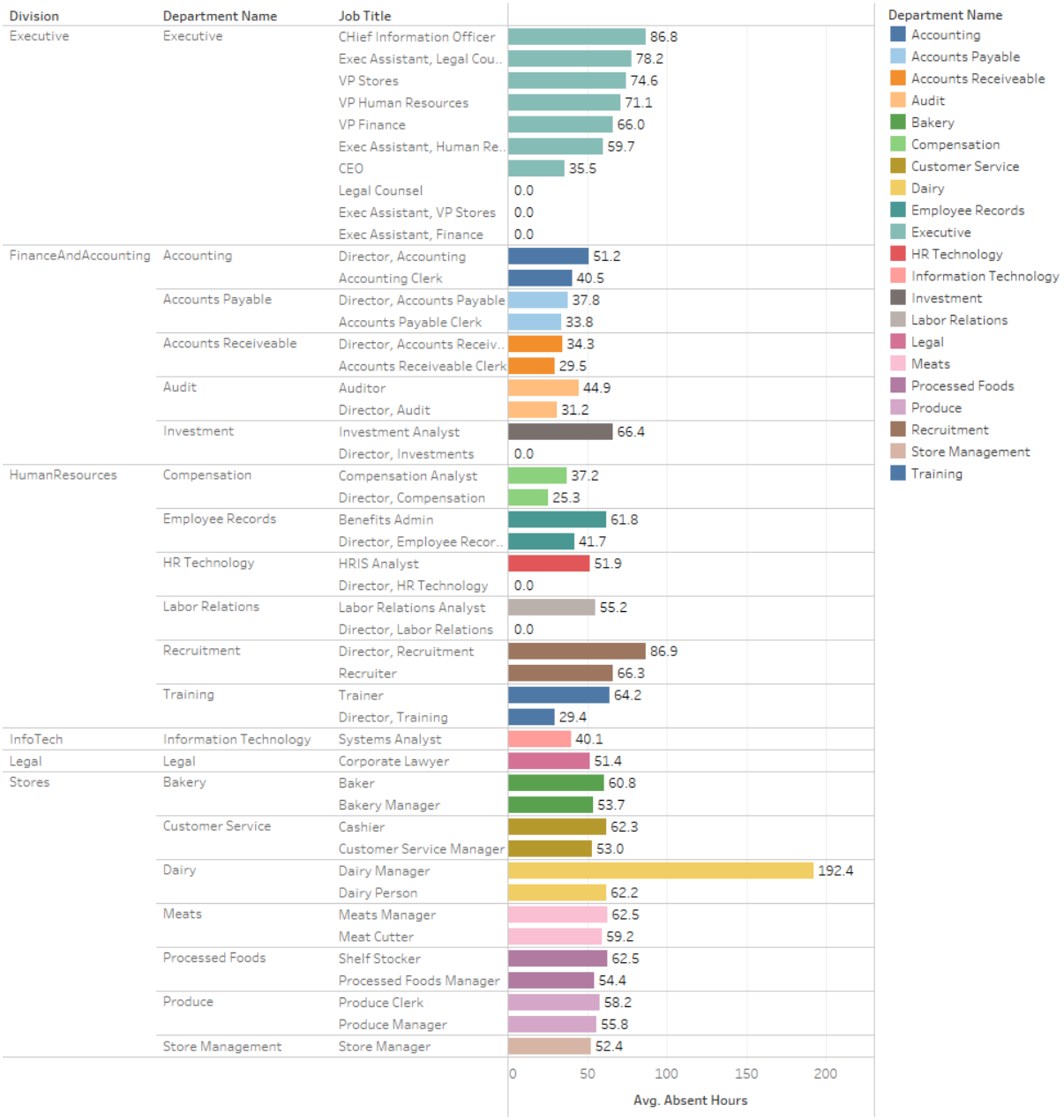


Average of Absent Hours for each Gender broken down by Department Name. Color shows details about Gender. The marks are labeled by average of Absent Hours. The data is filtered on Age, which ranges from 18 to 65.

From above figure it is easily understood that the tendency of being absent is much more among female employees than male employees. In few departments like investment, labor relation, legal, store management etc. the female employees absence is depicting an alarming situation than male employees.

7) Average absent hours based on job role.

Distribution of avg. absent hour based on job title

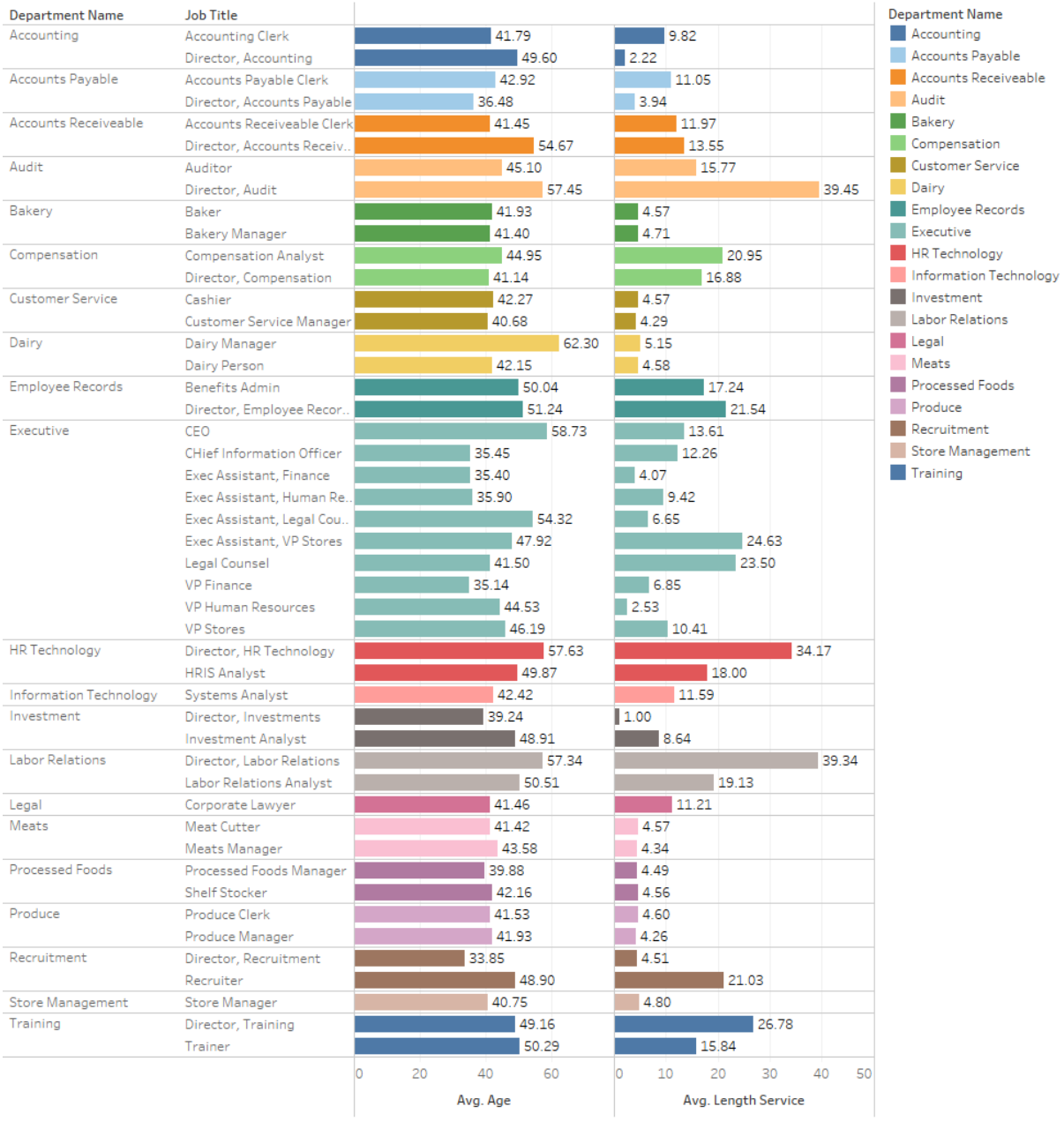


Average of Absent Hours for each Job Title broken down by Division and Department Name. Color shows details about Department Name. The marks are labeled by average of Absent Hours. The data is filtered on Age, which ranges from 18 to 65.

Above figure showing clearer picture of average absent hours based on job role among all departments. Any job role above 50 average absent hour is a real concern for that department. Specially the dairy managers are doing excessive absent among all job roles.

8) Impact of average age and average service length on average absent hours for various job role.

Distribution of avg. age and avg. service length based job title



Average of Age and average of Length Service for each Job Title broken down by Department Name. Color shows details about Department Name. For pane Average of Age: The marks are labeled by average of Age. For pane Average of Length Service: The marks are labeled by average of Length Service. The data is filtered on Age, which ranges from 18 to 65.

Above figure explain the reasons behind the high average absent hours based on average age of employees and average service length. In last figure we have seen that average absent hour of dairy manager is 192.4. This is may be due to high

average age (62.3) and low service length (5.15) among dairy manager.