



Absenteeism Case Study

Arima Insurance Global

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Dataset Provided By:
10alytics

Introduction

Arima Pastries, formally known as Morrisons Bakery, is a Pan-African pastry company headquartered in Vancouver, Canada. It is one of Nigeria's largest pastry companies with offices in cities across Canada.

Root Cause

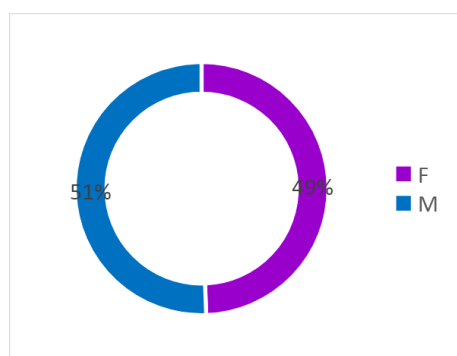
They are having issues with employees being absent from work without any good reason and I have been contacted as an HR Analytics consultant to provide an in-depth analysis of what is happening in Arima Pastries.

Insights From Analysis

The results from these analyses were presented in tables and charts using an Excel Pivot Table and Pivot Chart. The charts answered the following questions.

- 1) The Proportion of Male and Female employees?

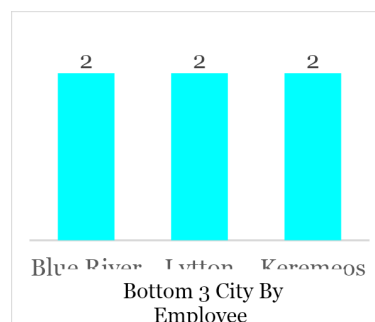
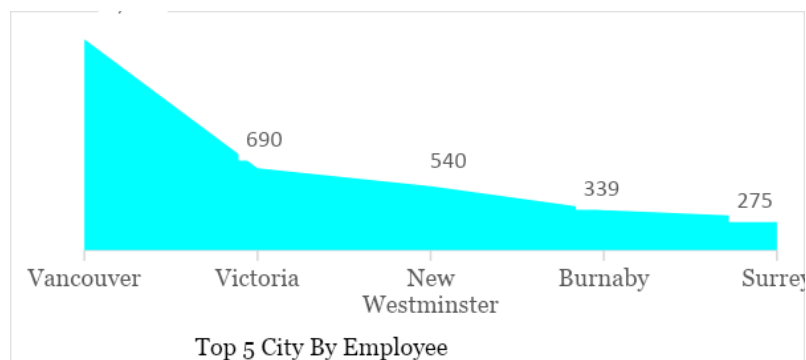
Gender	No of Employees	Percentage
Female	4,120	49%
Male	4,216	51%
Total	8,336	100%



Arima Insurance Global has (~49%) of its employees as Female and (~51%) Male.

2) The city that has the most and least employees?

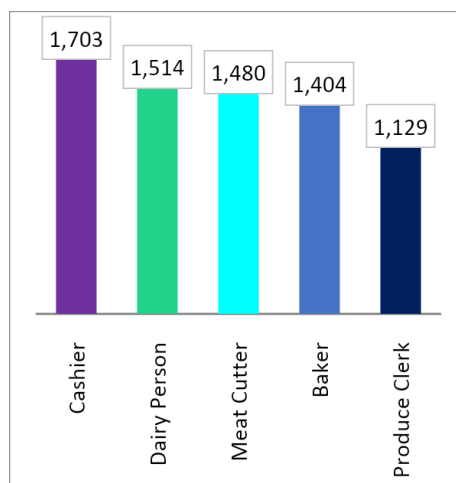
Top 5 City	No of Employees		Bottom 5 City	No of Employees
Vancouver	1,780		Keremeos	2
Victoria	690		Blue River	2
New Westminster	540		Lytton	2
Burnaby	339		Grand Total	6
Surrey	275			
Grand Total	3,624			



My analysis of the dataset shows that Arima Insurance Global has the most employees in the city of Vancouver (1,780 employees). While it has the least employees in 3 cities namely Keremeos, Blue River, and Lytton. These 3 cities have 2 employees each.

3) What job title has the most and least employees?

Top 5 Job Title No of Employees		Bottom 5 Job Title	No of Employees
Cashier	1,703	CEO	1
Dairy Person	1,514	Chief Information Officer	1
Meat Cutter	1,480	Dairy Manager	1
Baker	1,404	Director, Accounting	1
Produce Clerk	1,129	Director, Accounts Payable	1
Grand Total	7,230	Director, Accounts Receivable	1
		Director, Audit	1
		Director, Compensation	1
		Director, Employee Records	1
		Director, HR Technology	1
		Director, Investments	1
		Director, Labor Relations	1
		Director, Recruitment	1
		Director, Training	1
		Exec Assistant, Finance	1
		Exec Assistant, Legal Counsel	1
		Exec Assistant, VP Stores	1
		Legal Counsel	1
		VP Finance	1
		VP Human Resources	1
		VP Stores	1
		Grand Total	21

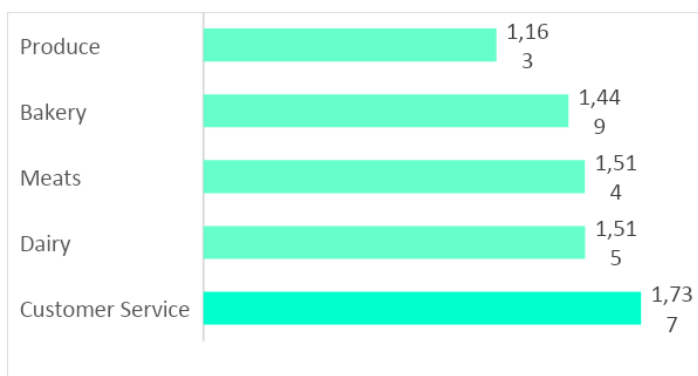


The Job title with the most no of employees is Cashier (1,703), while the job title with the least no of employees is CEO, Chief Information Officer, Dairy Manager, Director, Accounting, Directors, Accounts Payable, Director Accounts Receivable Director, Audit, Director, compensation, Director Employee Records, Director, HR Technology, Director, Investments, Director, Labour Relations, Director, Recruitment, Director, Training, Exec Assistant, Finance, Exec Assistant Legal Counsel, Exec Assistant VP Stores, Legal counsel finance, VP Human Resources, and VP stores with one employee each.

More females are seen to have occupied each Job Title.

4) What Department has the most and least employees?

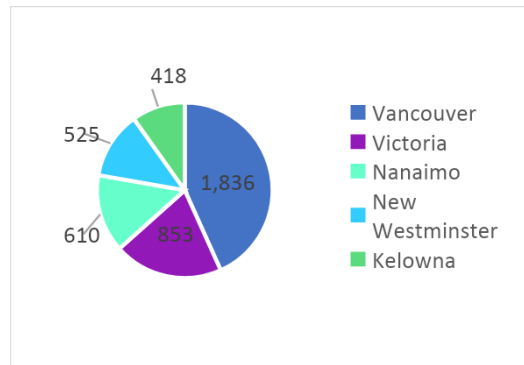
Top 5 Department	No of Employees	Bottom 5 Department	No of Employees
Customer Service	1,737	Legal	3
Dairy	1,515	Compensation	9
Meats	1,514	Investment	9
Bakery	1,449	Information Technology	10
Produce	1,163	Executive	11
Grand Total	7,378	Grand Total	42



The above analysis shows that the Customer Service Department (1,737), has the most no of employees while the Legal Department had the least no of employees (3).

5) What Store Location has the most and least employees

Top 5 Store Location	No of Employees	Bottom5 Store Location	No of Employees
Vancouver	1,836	Blue River	2
Victoria	853	Dease Lake	4
Nanaimo	610	Valemount	7
New Westminster	525	Cortes Island	7
Kelowna	418	Ocean Falls	12
Grand Total	4,242	Grand Total	32



The Store Location has the most employees in Vancouver. While the store location with the least number of employees is Blue River.

6) The Division that has the most and least employees?

Division	No of Employees
Stores	8,163
HumanResources	76
FinanceAndAccounting	73
Executive	11
InfoTech	10
Legal	3
Grand Total	8,336



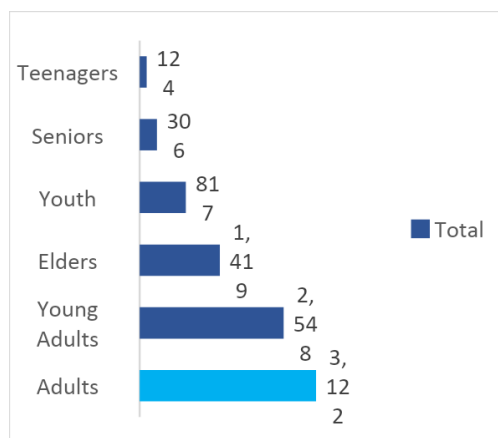
In the dataset provided, Arima Insurance Global has just 6 divisions. The Stores Division of the company has the highest number of employees (8,163) as against Legal which had just (3) employees making it the least division.

7) Group Employee Ages, what age group has the highest and lowest employees

Age Category	AgeGroup
Teenagers	0 - 19
Youth	20 - 29
Young Adults	30 - 39
Adults	40 - 49
Elders	50 - 59
Seniors	60 - Above

The employee ages were grouped into 6 different categories for this analysis. (see above.)

Age Group	No of Employees
Adults	3,122
Young Adults	2,548
Elders	1,419
Youth	817
Seniors	306
Teenagers	124
Grand Total	8,336



The Age Group Category **Adults** which are also ranged (40 – 49) has the highest number of employees, while the Age Group Category **Teenagers** age range (0 -19) has the lowest number of employees.

8) Group employee length of service, what age group has the highest and lowest employees

Length Service Categories	Length Service Range
Learning Stage	0 - 5
Fitting in Stage	6 - 10
Expertise Stage	11 - 15
Belonging Stage	16 - 20
Mentoring Stage	21 - 24
Reflection Stage	25 - Above

In the dataset given, the Length of Service column was categorized into 6 ranges and named as above.

Length Of Service Category	Adults (40 -49)	Elders (50 above)	Seniors (60 - above)	Teenagers (0 - 19)	Young Adults (30 -39)	Youths (20 -29)	Grand Total
Belonging Stage (16 - 20)	12	11	1		11		35
Expertise Stage (11 -15)	16	8			18		42
Fitting in Stage (6 -10)	524	239	50	24	440	134	1,411
Learning Stage (0 - 5)	2,553	1,146	253	100	2,078	683	6,813
Mentoring Stage (21 -24)	8	2	1		1		12
Reflection Stage (25 - Above)	9	13	1				23
Grand Total	3,122	1,419	306	124	2,548	817	8,336

From the dataset, the age group with the highest number of employees is the Learning Stage (0 -5 years) of Length of service under the Adults (40- 49) with 6,813. The age group with the lowest number of employees is the Mentoring Stage (21 -24 years of Service).

9) What are the Min and Max employee Absent Hours?

Max of AbsentHours	Min of AbsentHours
273	-

The Max Absent Hours of the employees is 273 hours and the Min Absent Hours is 0.

10) What is the total number of employees that works in each business unit?

Business Unit	No of Employees
HeadOffice	173
Stores	8,163
Grand Total	8,336

From Dataset provided, there are just 2 business units with total employees of (8,336). Stores business unit, has the highest number of employees (8,163) and Head office has the lowest no of employees (173).

Findings

The Proportion of absenteeism is higher in females than in Males. Out of which are in the Adult Age group Category (Age 40 -49). These female employees worked generally in the Stores Division and Customer Service departments. They also are at their learning Stage (0-5 years) and they were often Habitual absentees (80 -119 Hours). The store location was Vancouver.

Usually, various factors may be ascribed to these increases varying from and not limited to

- Child-related issues
- Domestic duties
- Job Stress
- Fragile Health mostly as a result of Menstruation
- High cost of living in Vancouver as it is the most expensive city in the globe,
- Career Advancement.

Recommendations

- 1) Reduce the stress or workload in the stores' division and in customer service departments.
- 2) Arima Insurance should reward good attendance
- 3) Provide Support this will help reduce the burden of the high cost of living in Vancouver.

DASHBOARD

