

Preprocessing Absenteeism Data

Feature Descriptions:

Feature #	Description	Feature #	Description
1	ID (Individual Identification)	22	Patient follow-up
2	Reason for Absence (Reasons 1 – 21 are registered in the International Classification of Diseases (ICD), Reasons 22 - 28 are not)	23	Medical consultation
	1 Certain infectious and parasitic diseases	24	Blood donation
	2 Neoplasms	25	Laboratory examination
	3 Diseases of the blood and blood-forming organs and certain disorders involving the immune mechanism	26	Unjustified absence
	4 Endocrine, nutritional and metabolic diseases	27	Physiotherapy
	5 Mental and behavioural disorders	28	Dental consultation
	6 Diseases of the nervous system	3	Date (date of absence)
	7 Diseases of the eye and adnexa	4	Transportation Expense (costs related to business travel such as fuel, parking, and meals)
	8 Diseases of the ear and mastoid process	5	Distance to Work (measured in kilometres)
	9 Diseases of the circulatory system	6	Age (years of age)
	10 Diseases of the respiratory system	7	Daily Work Load Average (measured in minutes)
	11 Diseases of the digestive system	8	Body Mass Index
	12 Diseases of the skin and subcutaneous tissue	9	Education (a categorical variable, representing different levels of education)
	13 Diseases of the musculoskeletal system and connective tissue	10	Children (number of children in the family)
	14 Diseases of the genitourinary system	11	Pets (number of Pets in the family)
	15 Pregnancy, childbirth and the puerperium	12	Absenteeism Time in Hours
	16 Certain conditions originating in the perinatal period		
	17 Congenital malformations, deformations and chromosomal abnormalities		
	18 Symptoms, signs and abnormal clinical and laboratory findings, not elsewhere classified		
	19 Injury, poisoning and certain other consequences of external causes		
	20 External causes of morbidity and mortality		
	21 Factors influencing health status and contact with health services.		

Preparation:

We will go through the multiple columns in the dataset and prepare them for the algorithms. The preparation involves extracting relevant data, dropping irrelevant columns and converting the data types in columns to usable format.

The Dataset:

The data, and some of the codes used in this case study are adapted from the [Complete Data Analyst Training] on Udemy.

Loading the dataset:

We begin by importing the relevant libraries: numpy, which allows us to work with numbers and manipulate arrays with ease, and pandas, which is designed for working with *panel data*.

```
import numpy as np # For array manipulation
import pandas as pd # For easily viewing and manipulating dataframes
dataset = '/content/gdrive/My Drive/Colab Notebooks/Absenteeism-data.csv'
raw = pd.read_csv(dataset, sep=',')
raw.head()
```

Data Inspection:

	ID	Reason for Absence	Date	Transportation Expense	Distance to Work	Age	Daily Work Load Average	Body Mass Index	Education	Children	Pets	Absenteeism Time in Hours
0	11	26	07/07/2015	289	36	33	239.554	30	1	2	1	4
1	36	0	14/07/2015	118	13	50	239.554	31	1	1	0	0
2	3	23	15/07/2015	179	51	38	239.554	31	1	0	0	2
3	7	7	16/07/2015	279	5	39	239.554	24	1	2	0	4
4	11	23	23/07/2015	289	36	33	239.554	30	1	2	1	2

From the file header we see the columns from left to right and data they contain in each row.

A Logistic Regression is an equation of the dependent variable to the predictors/inputs, which are used to predict the target. A logistic regression, for each given row/observation, predicts a binary/ True or False response for the dependent variable. In our case, after preprocessing we will be feeding our regression with the first n-1 columns in order to predict the n^{th} column. After eyeballing our columns, we see that the dependent variable we wish to predict is housed in the Absenteeism Time in Hours column at the rightmost end of the columns.

We can also get an initial idea of the dataset by displaying a concise summary of the data contained in each column:

```
raw.info()
```

```
<class 'pandas.core.frame.DataFrame'>
RangeIndex: 700 entries, 0 to 699
Data columns (total 12 columns):
ID                               700 non-null int64
Reason for Absence               700 non-null int64
Date                             700 non-null object
Transportation Expense           700 non-null int64
Distance to Work                 700 non-null int64
Age                              700 non-null int64
Daily Work Load Average         700 non-null float64
Body Mass Index                  700 non-null int64
Education                        700 non-null int64
Children                         700 non-null int64
Pets                             700 non-null int64
Absenteeism Time in Hours        700 non-null int64
dtypes: float64(1), int64(10), object(1)
memory usage: 65.7+ KB
```

This shows us that all the columns have 700 rows of data, as well as the data types, which are mostly 64-bit integers, save for one float column and the Date column, which contains string entries, which in *Pandas* are referred to as *Objects*.

Dropping the ID column

From the outset, we can see that the ID column will not be useful for the ML algorithm deployment, since we are not necessarily interested in the individual employees, but their behavior in general. The ID column distinguishes the observations, but it is in no particular useful order. This *nominal* variables would actually decrease the predictive power of our resulting algorithm if used in the prediction.

We thus drop this column. But first, let's save a copy of our raw, unaltered data frame that we can always revert to in the case of a mistake.

```
df = data.copy()
df = df.drop(['ID'], axis=1)
print(np.shape(df))
```

Now, we see that we are dealing with 11 columns containing information relevant to our task. Each of the columns contains 700 observations.

Reason for Absence

This column contains information on the employees' self-reported reasons for non-attendance.

Let's take a closer look at this column.

```
print(df['Reason for Absence'].unique())

sorted(df['Reason for Absence'])
```

We see that it contains 28 different reasons for absence from work, from 0 to 28, with reason number 20 missing. Now, can clearly see that these numbers are categorical nominal data points standing for actual reasons for absence. The numbers are obviously used to make the dataset more legible and less voluminous. For our quantitative analysis, we need to understand what these numbers stand for, and rearrange them in a numerically meaningful way for our exercise. One way to do this through **dummy encoding**.

Dummy Encoding

Dummy variables are a placeholder for categorical variables.

We want to encode the nominal variable *Reason for Absence* numerically, but without implying some type of ordering.

We thus convert the *reason for absence* column entries into 0s and 1s. The way to do this is by creating a number of columns corresponding to the number of unique reasons for absence. We then set each observation to 1 for each column to which the reasons correspond.

We create a dummy variables matrix encoding these reasons using pandas:

```
reason_columns = pd.get_dummies(df['Reason for Absence'], drop_first=True)
print(np.shape(reason_columns)) #700 observations vs 28 reasons for absence.

reason_columns.columns.values
```

We removed the zeroth dummy variable to avoid multicollinearity issues, using *drop_first=True*.

Delete Reason for Absence column

We drop this column to again avoid multicollinearity issues; we will replace it with the dummy-encoded reasons columns.

```
df = df.drop(['Reason for Absence'], axis=1)
df.head() # verify the right column has indeed been deleted
```

Classify the absence reasons into 4 groups:

As can be seen in the feature descriptions above, we can divide the reasons for absence into the following four categories:

- reason 1-14 = various diseases
- reason 15-17 = pregnancies
- reason 18-21 = poisoning-related
- reasons 22-28 = light reasons

```
reason_1 = reason_columns.loc[:,1:14].max(axis=1)
reason_2 = reason_columns.loc[:,15:17].max(axis=1)
reason_3 = reason_columns.loc[:,18:21].max(axis=1)
reason_4 = reason_columns.loc[:,22:28].max(axis=1)
```

Now we can put the dummy variables containing all the reasons for absence back into our data frame.

```
df = pd.concat([df, reason_1, reason_2, reason_3, reason_4], axis=1)
df.columns.values # Shows that the 4 reasons columns have been appended to the e
```

We must rename the reasons columns to something more descriptive than 0,1,2,3.

The simplest way of achieving this is by copying the column names from the previous Python command and pasting them and manually renaming them before setting the list of column names equal to some variable. This variable is then equated to (thus replacing the value of) the data frame's columns, like so:


```
colnames = ['Date', 'Transportation Expense',
            'Distance to Work', 'Age', 'Daily Work Load Average',
            'Body Mass Index', 'Education', 'Children', 'Pets',
            'Absenteeism Time in Hours', 'reason_1', 'reason_2', 'reason_3', 'reason_4']
df.columns = colnames
```

We still need to move the reason columns to the position where we removed the original Reason for Absence column. Again, we do this manually:

```
cols_reordered = ['reason_1', 'reason_2', 'reason_3', 'reason_4', 'Date', 'Transportation Expense',
                  'Distance to Work', 'Age', 'Daily Work Load Average', 'Body Mass Index', 'Education', 'Children', 'Pets',
                  'Absenteeism Time in Hours']
df = df[cols_reordered]
```

At this point, we have repositioned the reasons for absence at the beginning of the columns list in the data frame.

The Date Column

The next column to handle is the Date column.

```
print(df_reason.Date.head())
df_reason.Date.dtype
```

The date column's entries are strings. Let's convert these dates from string to the datetime format, also known as a *Timestamp*:

```
df_reason.Date = pd.to_datetime(df_reason.Date, format='%d/%m/%Y')
```

This changes the datatype of the observations in this column from Objects (the pandas name for strings) to 64-bit date time entries.

Now, we would like to understand the monthly and weekly trends in absenteeism. We would thus like to extract the month value from each date entry:

```
df_reason.Date[1], df_reason.Date[1].month
>> (Timestamp('2015-07-14 00:00:00'), 7)
```

The second (arbitrary example) entry has a date of 14 July 2015. We extract the month value by appending `.month` to the end of the Timestamp. Let's extract the month values and make a separate column for them

```
months = []
for i, j in enumerate(df_reason.Date):
    months.append(j.month)
```

Let's put these month values in the data frame

```
df_reason['Month'] = months
```

We can similarly extract the day of the week. NB: Due to Python's zero-indexing, the first weekday, Monday has an index of 0, and the final day of each week, Friday, has an index of 4.

```
day = []
for i, j in enumerate(df_reason.Date):
    day.append(j.weekday())
df_reason['Day of the Week'] = day
```

Now that we got all the information we need from the date column, we can drop that column and then move the month and weekday column to replace it.

```
df_reason = df_reason.drop(['Date'], axis=1)
df_reason.columns.values

colnames = ['reason_1', 'reason_2', 'reason_3', 'reason_4', 'Month',
            'Day of the Week', 'Transportation Expense', 'Distance to Work',
            'Age', 'Daily Work Load Average', 'Body Mass Index', 'Education',
            'Children', 'Pets', 'Absenteeism Time in Hours']
df_reason = df_reason[colnames]
```

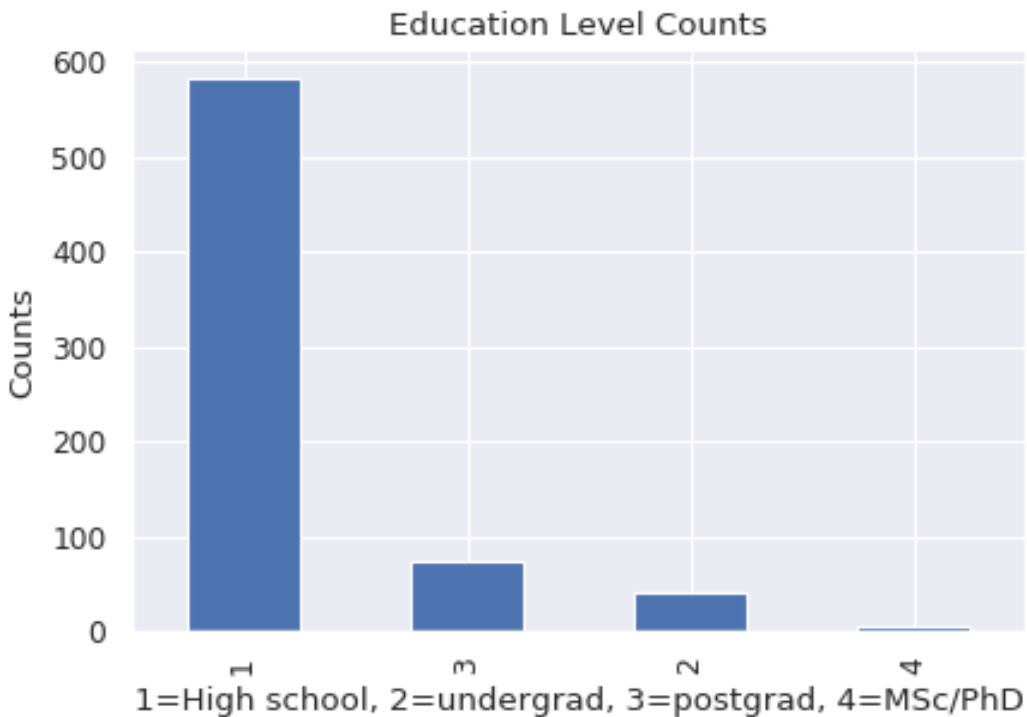
Education Column

The next column we consider is the Education column.

```
df_reason_date['Education'].unique(), df_reason_date.Education.nunique()
```

How are the different education levels represented in our data sample?

```
df.Education.value_counts().plot('bar')
plt.xlabel('1=High school, 2=undergrad, 3=postgrad, 4=MSc/PhD')
plt.title('Education Level Counts')
plt.ylabel('Counts')
plt.savefig('education.png', figsize=(16, 12), dpi=80)
plt.show()
```



The majority of the people surveyed have a high school education, followed by postgraduates (Honors) and then undergraduates and MSc/PhD holders, in that order.

Since the number of high-school graduates is much higher than the tertiary educated counts, we lump all the tertiary educated observations together:

0 – high school
1 – tertiary

```
df_reason_date.Education = df_reason_date.Education.map({1:0, 2:1, 3:1, 4:1})
100*sum(df_reason_date.Education)/len(df_reason_date.Education)
```

Only 16.71% of the surveyed observations have a tertiary education. We will later investigate how education level relates to absenteeism.

That's it! For now we can take this to be our full preprocessed data set.

After saving the preprocessed data frame in a variable, the next thing to do is create a ML model to look for trends in the data that can explain why and when absenteeism occurs in the workplace, as well as who typically absconds

```
df_preprocessed.to_csv('absenteeism_data_preprocessed.csv', index=False)
```