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From Sick Days to Success

Cutting Absenteeism by 90% with Office 365 and Analytics

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From Sick Days to Success: Cutting Absenteeism by G0% with Office365 and Data Analytics Authors:

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Abstract

Absenteeism significantly impacts industrial productivity and workforce morale. At JK Fenner India Ltd, absenteeism due to sickness was reduced from 21.2% to 2.1% over a year through the innovative use of digital tools like Office365 and a custom analytics dashboard. This paper elaborates on the methodologies employed, the interventions executed, and the transformative outcomes achieved. The study showcases how technology-driven approaches to occupational health can address absenteeism challenges, creating a healthier and more engaged workforce.

***Keywords**: HR Technology, Absenteeism, Occupational Health, Office365, Data Analytics, Workforce Health*

Introduction

Absenteeism remains a persistent challenge across industries, affecting organizational productivity and efficiency. While health-related issues are a significant contributor, the absence of robust health management systems exacerbates the problem. This paper investigates how **JK Fenner (India) Ltd** utilized digital technologies to transform its approach to absenteeism management, leveraging real-time data and targeted health interventions.

The study also provides insights into integrating digital tools with workforce health strategies, setting a benchmark for industries aiming to enhance employee well-being and operational sustainability.

1. Objectives

The objectives of this study are:

1. To assess the impact of digital tools on reducing absenteeism in an industrial setup.
2. To evaluate the effectiveness of data-driven interventions in occupational health.
3. To provide a replicable model for industries addressing absenteeism challenges.

2. Literature Review

Extensive research underpins the effectiveness of technology in workforce health management:

1. **Digital Tools and Workplace Productivity:** Digital platforms like Office365 enhance real-time collaboration, enabling effective tracking of health metrics (Hernandez C Perez, 2018).
2. **Predictive Analytics in Absenteeism Management:** Predictive tools are proven to reduce absenteeism by identifying trends and enabling proactive interventions (Johnson C Lee, 2022).
3. **Occupational Health Trends:** Walker and Edwards (2019) demonstrated that analytics-driven

occupational health initiatives significantly improve workforce engagement.

4. **Case Studies in Industry:** Studies on health technology adoption in industries such as manufacturing and logistics emphasize the positive impact of technology in addressing workforce challenges (SHRM, 2020).

3. Methodology

Quantitative research methodology is adopted for the study to investigate the data and uncovering patterns using simple statistical methods. The methodology emphasizes objectivity and uses of tools like surveys, experiments, and numerical analysis. This approach is ideal for studying large populations and establishing the impact. Results are expressed in numerical or graphical formats.

3.1 Study Context

JK Fenner India Ltd, a leader in mechanical power transmission manufacturing, operates a factory in Hyderabad employing 1,000 workers. A dedicated Occupational Health Centre (OHC) was established to address workforce health concerns, supported by digital tools for data collection and analysis.

3.2 Data Collection

- **Primary Data:** Health metrics were recorded using tools like SharePoint and Power BI.
- **Secondary Data:** Historical absenteeism rates and employee feedback were analysed to identify patterns.

3.3 Tools Used

Office365 tools such as Teams, SharePoint, and Power BI were integrated into an in-house analytics dashboard to streamline health data collection and analysis.

3.4 Intervention Strategies

The Power BI analysis populated on daily, weekly, fortnight and monthly is used to device suitable interventions, these interventions are included as below:

1. Health awareness talks by health care specialists on specific issues focusing the target population.
2. Preventive health checkups for early identification of potential issues.
3. Targeted campaigns focusing on recurring health challenges, such as ergonomics and lifestyle diseases.
4. Employee engagement initiatives focusing on wellness (ex. Yoga, Meditation etc.)
5. Ergonomic initiatives towards improving work- place conditions

4. Results

4.1 Quantitative Outcomes

The implementation of digital tools led to:

- A dramatic reduction in absenteeism from 21.2% to 2.1%.
- A 15% increase in workforce engagement scores based on employee surveys.

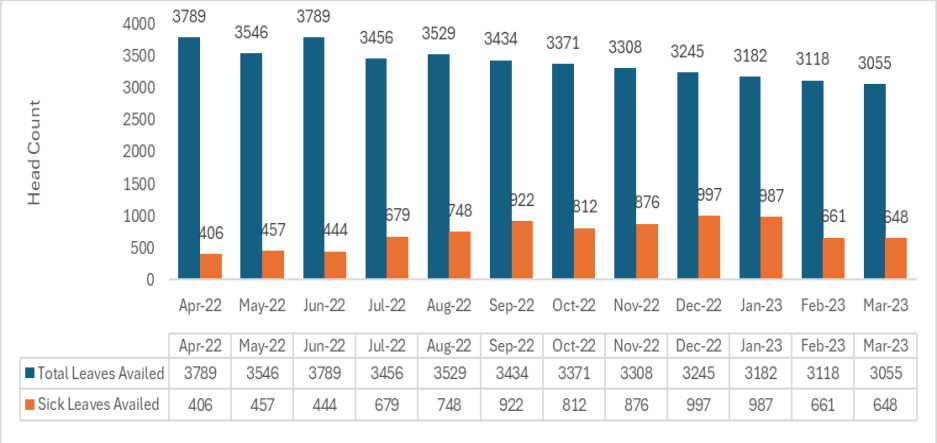
4.2 Qualitative Insights

Employees reported improved access to health resources and felt more valued, reflecting a positive shift in organizational culture.

JK Fenner

Before the Study

April 2022 - March 2023 - Head count 1000

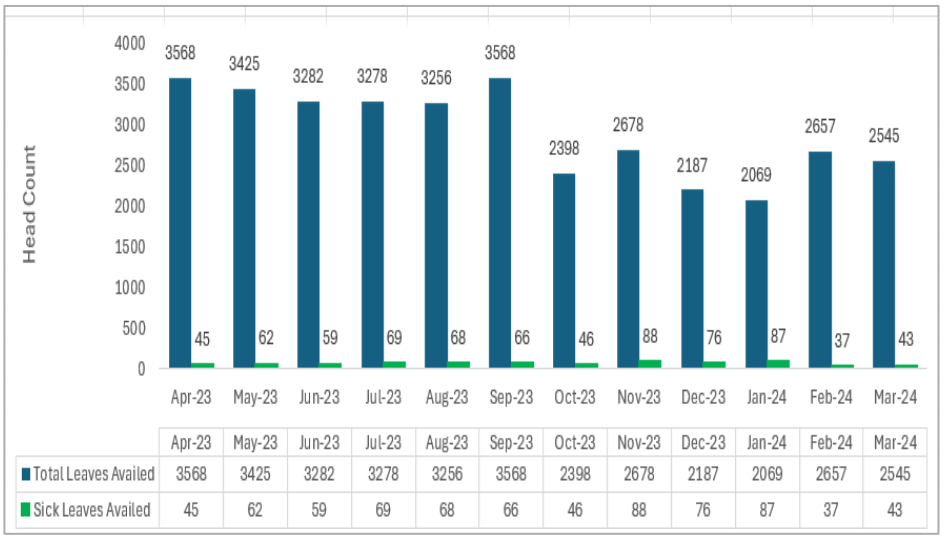


Month	Total Leaves Availed	Sick Leaves Availed
Apr-22	3789	406
May-22	3546	457
Jun-22	3789	444
Jul-22	3456	679
Aug-22	3529	748
Sep-22	3434	922
Oct-22	3371	812
Nov-22	3308	876
Dec-22	3245	997
Jan-23	3182	987
Feb-23	3118	661
Mar-23	3055	648
Total	**40823**	**8637 (21.2%)**

Inference : Absenteeism due to sickness can indeed have a significant impact of 21.2 on industrial productivity and workforce morale. Utilizing digital tools like Office 365 and custom analytics dashboards can help mitigate these effects

After the Study

April 2023 - March 2024 - Head count 1000



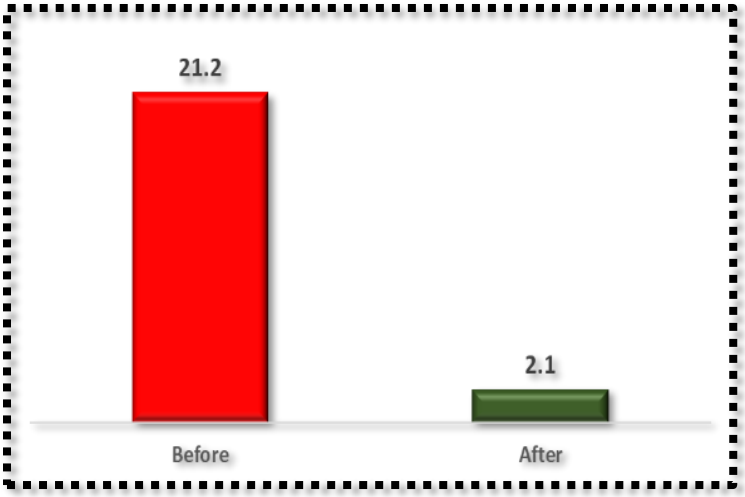
Month	Total Leaves Availed	Sick Leaves Availed
Apr-23	3568	45
May-23	3425	62
Jun-23	3282	59
Jul-23	3278	69
Aug-23	3256	68
Sep-23	3568	66
Oct-23	2398	46
Nov-23	2678	88
Dec-23	2187	76
Jan-24	2069	87
Feb-24	2657	37
Mar-24	2545	43
Total	**34911**	**746 (2.1%)**

Inference : An impressive reduction in absenteeism from 21.2 to 2.1 % It really highlights the potential of technology-enhanced health management systems to improve workforce well-being and productivity. Implementing such systems can indeed create a replicable framework for other JK Fenner plants

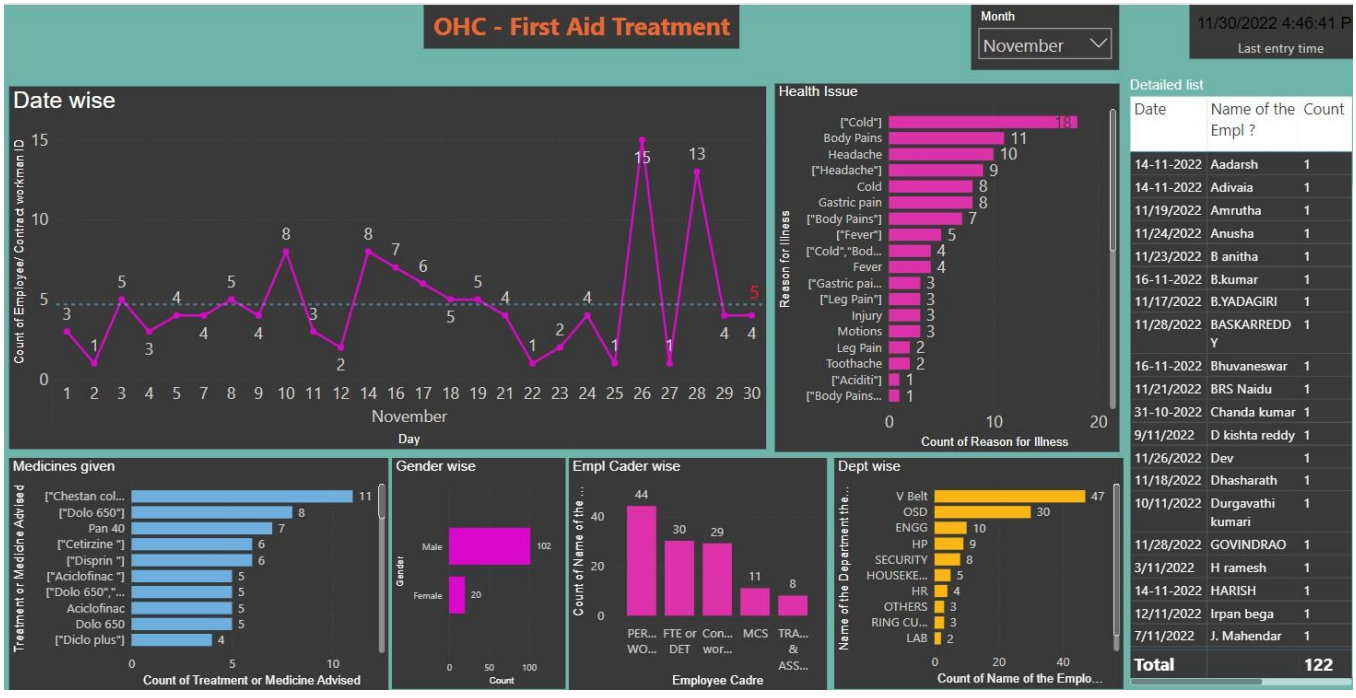
JK Fenner

Results

Sick Leaves - In %



Dashboard



5. Discussion

The study highlights the transformative potential of integrating technology into occupational health management:

- **Data-Driven Decisions:** Analytics enabled the identification of high-risk areas and tailored interventions.

- **Proactive Health Management:** The real-time monitoring system allowed for immediate responses to health issues, reducing absenteeism.
- **Scalability:** The success at JK Fenner demonstrates a scalable model applicable across industries.

6. Challenges and Limitations

Despite the positive outcomes, challenges such as initial resistance to technology adoption and the cost of implementation were noted. Future studies could explore strategies to overcome these barriers.

7. Conclusion

The findings confirm that technology-enhanced health management systems can significantly improve workforce well-being and reduce absenteeism. The study offers a replicable framework for industries seeking to enhance productivity through digital interventions.

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End

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