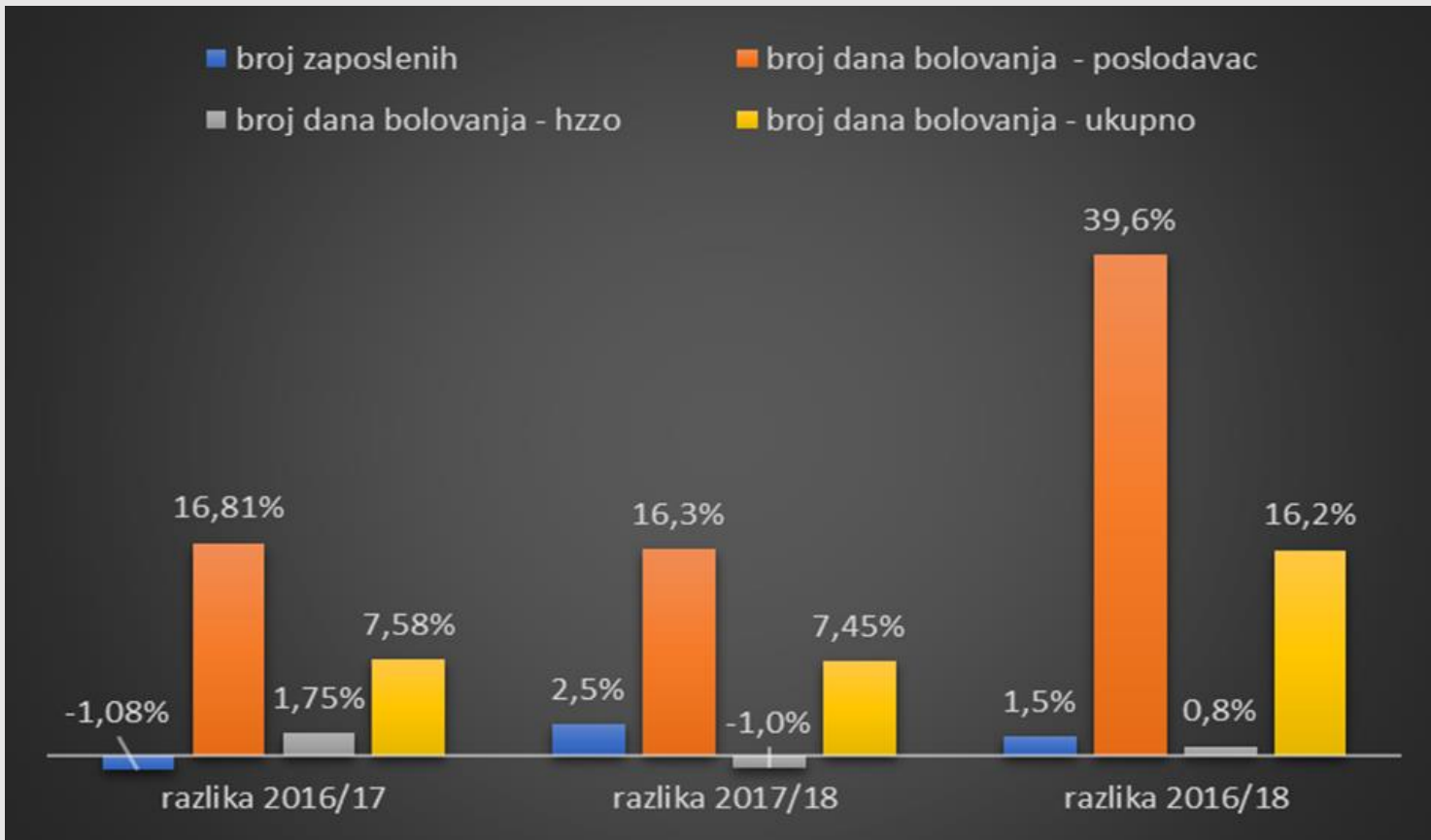




ABSENCE MANAGEMENT

*HOW MANY EMPLOYEES ARE ABSENT FROM WORK TODAY?
....AND HOW MUCH IT COSTS?*



HOW MUCH BELONGS TO YOU?

Sick leave days 2016 – 2018

- ~2.5 million days increase on employer's account
- ~60 thousand days increase on HZZO account

Cost increase for employers

- ~750 M HRK direct costs
- ~1.3 B HRK total cost

WHAT IS ABSENTEEISM?

*Every situation when
employee is staying
away from working
process*

01

Planned

Known when it will happen, how long it will last, budget is secured, impact on regular business is not significant

02

Unplanned

Unknown when it will happen, how long it will last, no budget to cover, significant impact on business and overall costs

03

Micro absenteeism

Any absence that lasts less than one day, extreme impact on engagement and organizational culture

04

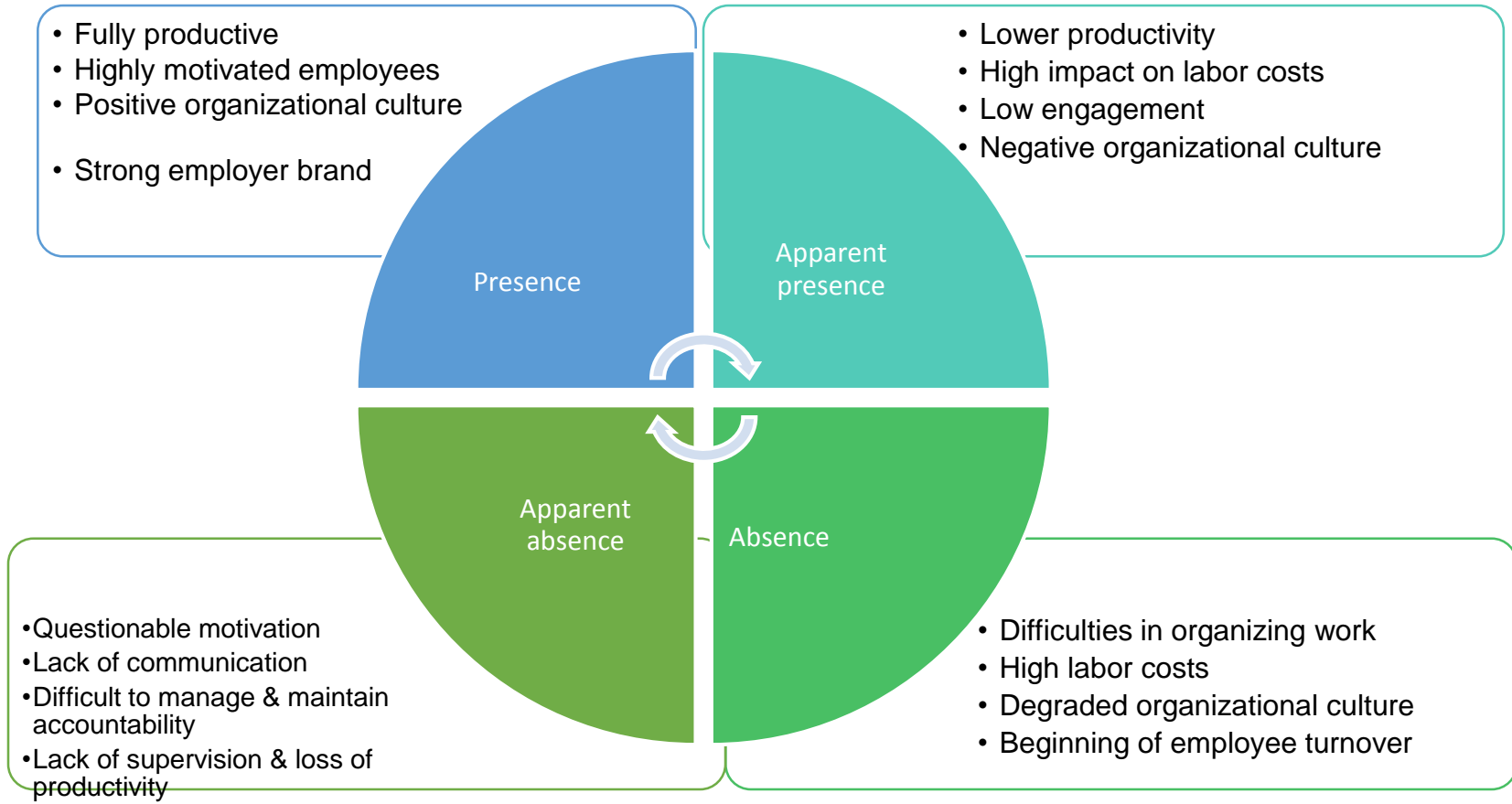
Apparent presence (presenteeism)

Unproductive presence, being at work without using your full potential

05

Apparent absence

Employee is part of working process without being present at work place



ABSENCE IMPACT ON PRODUCTIVITY

CAUSES OF ABSENTEEISM

ENVIRONMENTAL

Epidemy, health care system, social policy, retirement age, unemployment rate....



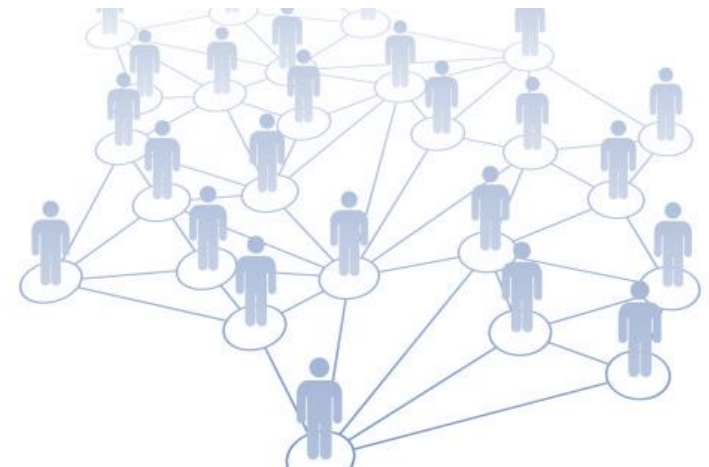
INDIVIDUAL

Age, gender, personality, life crisis, health condition, family status....



ORGANIZATIONAL

Industry type, organizational culture, lack of workforce, reorganizations, employment policy....





CONSEQUENCES



LABOR COST INCREASE

- Direct costs
- Indirect costs
- 35% salary is paid for work that is never done*



LOWER PRODUCTIVITY

- Replacement efficiency is 25% lower
- Replacements generate ~35% overtime work
- Output of present employees decreases



DECREASE IN EMPLOYEE ENGAGEMENT

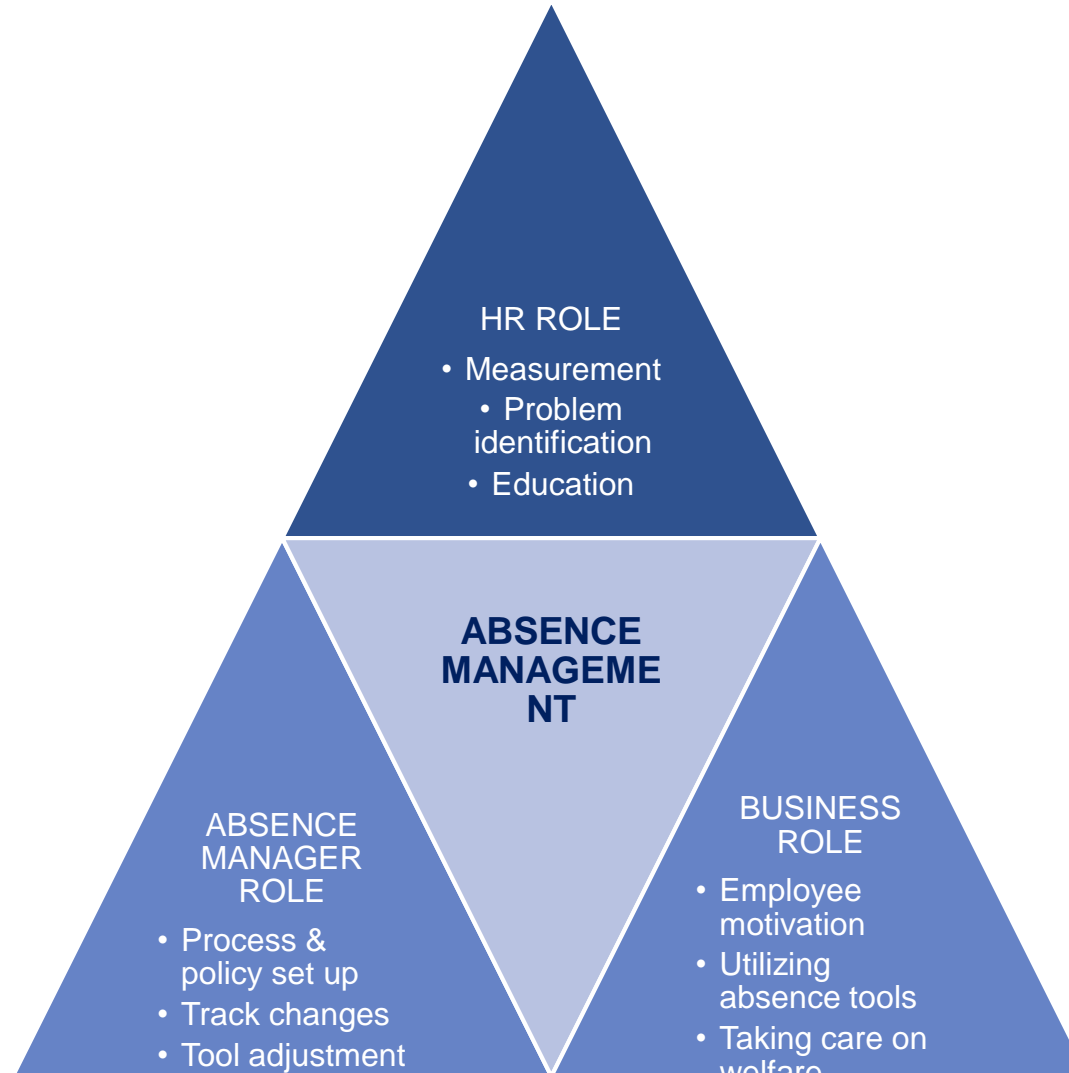
- Lack of communication
- Unsatisfied customers
- Management frustration



NEGATIVE EFFECTS ON ORGANIZATIONAL CULTURE

- Dissatisfied employees and social partners
- Image of social irresponsible company
- Impossibility to attract new employees

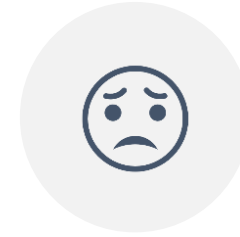
HOW TO MANAGE ABSENCE?



WHY TO HAVE ABSENCE MANAGEMENT?



GENERATION
CHANGE



MARKET
CHANGE



EMPLOYEE
WELFARE



LACK OF
QUALIFIED
EMPLOYEES

ABOUT US

Absence Management Institute

Absence Management Institute is recently established institute delivering absence management training and expertise. Our experience teaches us that most companies lack developed absence management processes, unnecessarily bleeding money and operational resources. If you want to reduce labor costs, improve productivity and increase efficiency you may use one of the following programs...

HOW WE CAN HELP?

Absence Academy

- Absence Manager education
- Know-how transfer
- Complete solution within the company

Fast Start

- Consulting
- Basic tools implementation
- Management education

One Care

- Consulting
- Absence Management tools implemented and executed from the outside