

Human Resource Management

THINK Challenge

Datu Razali Datu Eranza



THINK Challenge Case

01

Employee Absenteeism Management

Name of Employee: Mario @ Jean Pierre Gonzalez

Employee ID: 1018

Years of Service: 8 years

Department: CCTV and Security

Date of Medical Certificate (Sick Leave)	Duration of Medical Certificate (Sick Leave)	Reason(s)
05 – 07 July 2024	3 days	Fever and Diarrhoea
30 August 2024	1 day	Sprained ankle
2 September 2024	1 day	Sprained ankle / muscle pain
13 September 2024	No Medical Certificate	Emergency Leave (Stated: Relative passed away)
1 November 2024	1 day	Headache and feverish
6 November 2025	1 day	Diarrhoea

Based on the data above, analyse the situation and state your finding(s).

Remarks: An answer generated by ChatGPT is available on the next page. There is no need to use ChatGPT for further responses.

ChatGPT Answer

Analysis of Mario @ Jean Pierre Gonzalez's Sick Leave and Emergency Leave Record (2024–2025):

Observations:

1. Frequency of Leave:

- Mario has taken **6 days of leave** (5 days with medical certificates and 1 day emergency leave) between **July 2024 and November 2025**.
- The frequency is relatively moderate, but the **recurrence of short-term leaves** (1-day durations) might suggest potential health concerns or other issues affecting attendance.

2. Reason for Leave:

○ Medical Reasons:

- A pattern of gastrointestinal issues (fever and diarrhea) appears on **5–7 July 2024** and **6 November 2025**, raising concerns about potential chronic issues, workplace hygiene, or diet-related problems.
- The sprained ankle/muscle pain on **30 August 2024** and **2 September 2024** indicates a physical injury, possibly caused by work-related or personal activities.
- Headache and feverish symptoms (**1 November 2024**) could reflect stress or an underlying health problem.

○ Emergency Leave:

- The emergency leave on **13 September 2024** was for a stated reason (relative's passing), which appears to be a legitimate personal reason.

3. Potential Patterns:

- The **recurrence of illnesses** such as diarrhea, muscle pain, and fever may indicate:
 - **Health issues:** Personal health concerns or stress affecting immunity.
 - **Work environment concerns:** Possible exposure to stressful or unsafe conditions at the workplace.
- **Timing of Leave:**
 - The leave instances are spread across multiple months with no significant clustering, suggesting no obvious attempt to misuse leave for extended holidays.

4. Service Record:

- Mario has been with the company for **8 years**, indicating loyalty and stability. However, the recent leave patterns might warrant closer monitoring to ensure health and productivity are not compromised.

Findings and Recommendations:

1. Health Concerns:

- The recurrence of diarrhea and other health issues should prompt HR to:
 - Encourage Mario to undergo a thorough medical check-up to address any chronic conditions.
 - Assess workplace conditions (e.g., hygiene, workload) for potential contributors to health problems.

2. Leave Justification:

- All leaves, except for the emergency leave, are backed by medical certificates. This suggests that Mario is following proper procedures.

3. **Support and Monitoring:**

- HR and the management could:
 - Consider engaging Mario in an open discussion to determine if he is facing stress, workplace challenges, or personal issues.
 - Offer support, such as counseling or stress management workshops, if stress is a factor.
 - Monitor his attendance for the next six months to ensure the leave pattern is not escalating.

4. **Policy Alignment:**

- Ensure Mario's leave usage aligns with company policies and that he understands the importance of maintaining consistent attendance, while also addressing his health needs.

In summary, while Mario's leave record does not indicate misconduct, the recurrence of short-term health-related leaves suggests the need for proactive health and workplace evaluations.