

Abteilung			Januar 18	Februar 18	März 18	April 18	Mai 18	Juni 18	Juli 18	August 18	September 18	Oktober 18	November 18	Dezember 18	Tot.
Dipartimento			gennaio-18	febbraio-18	marzo-18	aprile-18	maggio-18	giugno-18	luglio-18	agosto-18	settembre-18	ottobre-18	novembre-18	dicembre-18	Tot.
Marketing	Tasso di presenza	Anwesenheitsquote	84,64%	86,99%	87,29%	72,71%	80,91%	79,15%	74,49%	70,98%	80,60%	84,29%	76,22%	65,24%	78,60%
	Tasso di assenza	Abwesenheitsquote	15,36%	13,01%	12,71%	27,29%	19,09%	20,85%	25,51%	29,02%	19,40%	15,71%	23,78%	34,76%	21,40%
	di cui ferie e permessi	davon Urlaub und Freistunden	2,58%	3,49%	3,03%	5,77%	2,84%	9,85%	13,77%	11,39%	5,97%	4,11%	6,98%	10,78%	6,70%
	di cui malattia	davon Krankheit	1,72%	1,49%	0,76%	0,88%	1,15%	0,87%	0,29%	2,24%	2,23%	1,67%	1,80%	1,14%	1,36%
	di cui altri motivi	davon andere Gründe	11,06%	8,03%	8,93%	20,64%	15,10%	10,13%	11,45%	15,39%	11,20%	9,93%	15,00%	22,84%	13,34%
Sales Support	Tasso di presenza	Anwesenheitsquote	80,80%	87,93%	86,32%	72,00%	79,86%	75,06%	70,52%	68,61%	86,29%	84,25%	78,26%	67,51%	78,12%
	Tasso di assenza	Abwesenheitsquote	19,20%	12,07%	13,68%	28,00%	20,14%	24,94%	29,48%	31,39%	13,71%	15,75%	21,74%	32,49%	21,88%
	di cui ferie e permessi	davon Urlaub und Freistunden	8,30%	1,54%	1,52%	6,27%	7,44%	16,57%	18,87%	18,26%	6,44%	5,41%	8,14%	13,66%	9,35%
	di cui malattia	davon Krankheit	0,29%	0,92%	1,78%	0,46%	0,00%	0,48%	0,61%	0,58%	1,12%	2,27%	5,02%	1,32%	1,25%
	di cui altri motivi	davon andere Gründe	10,61%	9,61%	10,38%	21,28%	12,70%	7,89%	10,00%	12,55%	6,15%	8,08%	8,58%	17,51%	11,28%
Development	Tasso di presenza	Anwesenheitsquote	81,48%	93,69%	89,64%	78,67%	87,94%	83,09%	80,40%	72,77%	85,57%	87,62%	83,06%	69,68%	82,68%
	Tasso di assenza	Abwesenheitsquote	18,52%	6,31%	10,36%	21,33%	12,06%	16,91%	19,60%	27,23%	14,43%	12,38%	16,94%	30,32%	17,32%
	di cui ferie e permessi	davon Urlaub und Freistunden	9,03%	3,47%	6,46%	5,35%	2,26%	10,35%	12,92%	14,76%	7,50%	3,72%	5,39%	12,28%	7,85%
	di cui malattia	davon Krankheit	1,97%	0,30%	0,59%	1,60%	0,83%	0,67%	1,47%	2,14%	3,34%	3,24%	2,50%	0,53%	1,63%
	di cui altri motivi	davon andere Gründe	7,51%	2,55%	3,30%	14,38%	8,98%	5,89%	5,21%	10,33%	3,60%	5,42%	9,05%	17,51%	7,84%
Administration	Tasso di presenza	Anwesenheitsquote	79,24%	88,53%	90,49%	73,78%	85,38%	81,00%	76,80%	70,33%	87,74%	87,81%	88,63%	74,66%	82,07%
	Tasso di assenza	Abwesenheitsquote	20,76%	11,47%	9,51%	26,22%	14,62%	19,00%	23,20%	29,67%	12,26%	12,19%	11,37%	25,34%	17,93%
	di cui ferie e permessi	davon Urlaub und Freistunden	6,68%	3,66%	2,90%	7,92%	2,62%	11,40%	15,25%	18,89%	6,11%	7,21%	2,47%	10,69%	7,99%
	di cui malattia	davon Krankheit	4,28%	2,82%	1,58%	1,56%	1,12%	0,46%	0,73%	0,28%	0,00%	1,95%	0,30%	0,91%	1,32%
	di cui altri motivi	davon andere Gründe	9,80%	4,99%	5,03%	16,74%	10,88%	7,14%	7,23%	10,50%	6,14%	3,03%	8,61%	13,74%	8,62%
Management	Tasso di presenza	Anwesenheitsquote	71,49%	77,13%	76,36%	64,36%	69,61%	69,76%	69,82%	67,31%	76,69%	82,97%	75,81%	57,34%	71,55%
	Tasso di assenza	Abwesenheitsquote	28,51%	22,87%	23,64%	35,64%	30,39%	30,24%	30,18%	32,69%	23,31%	17,03%	24,19%	42,66%	28,45%
	di cui ferie e permessi	davon Urlaub und Freistunden	5,12%	2,86%	6,95%	7,50%	9,09%	11,27%	17,29%	12,18%	10,82%	6,90%	2,20%	11,45%	8,73%
	di cui malattia	davon Krankheit	5,16%	1,92%	0,55%	1,85%	2,79%	1,36%	0,00%	0,23%	0,27%	1,14%	1,16%	4,25%	1,71%
	di cui altri motivi	davon andere Gründe	18,23%	18,09%	16,14%	26,29%	18,52%	17,60%	12,89%	20,27%	12,22%	8,99%	20,84%	26,96%	18,01%