

01-Employee.csv

General Data Description

The dataset contains employee information and their attributes related to demographics, work experience, and job details. Each record represents an individual employee with fields describing their ID, name, gender, age, travel frequency, department, distance from home, and other employment-related information. It also includes data about salary, stock options, overtime status, hire date, and employee attrition status.

Data Dictionary

Column Name	Description
EmployeeID	A unique identifier for each employee in the organization.
FirstName	The first name of the employee.
LastName	The last name of the employee.
Gender	Gender of the employee (Male, Female, or Non-Binary).
Age	The age of the employee in years.
BusinessTravel	Describes the frequency of the employee's business travel (e.g., Some Travel, Rarely Travel).
Department	The department in which the employee works (e.g., Sales, Human Resources, Technology).
DistanceFromHome (KM)	The distance between the employee's home and the office, measured in kilometers.
State	The state where the employee resides (e.g., IL, CA).
Ethnicity	The ethnicity of the employee (e.g., White, Asian or Asian American).
Education	The education level of the employee, represented numerically (e.g., 2 = Associate Degree, 5 = Doctorate).
EducationField	The field of study in which the employee obtained their highest degree (e.g., Marketing, Computer Science).
JobRole	The employee's job role (e.g., Sales Executive, HR Business Partner, Engineering Manager, Recruiter).
MaritalStatus	The marital status of the employee (e.g., Married, Single, Divorced).
Salary	The annual salary of the employee in USD.
StockOptionLevel	The stock option level of the employee, represented numerically (e.g., 0, 1).
OverTime	Whether the employee works overtime (Yes or No).
HireDate	The date when the employee was hired.
Attrition	Indicates whether the employee has left the company (Yes or No).
YearsAtCompany	The total number of years the employee has worked at the company.
YearsInMostRecentRole	The number of years the employee has spent in their most recent role.
YearsSinceLastPromotion	The number of years since the employee was last promoted.
YearsWithCurrManager	The number of years the employee has worked with their current manager.

02-PerformanceRating.csv

Data Description:

The dataset provides employee performance review information, with each record representing a performance review conducted on an employee. It includes key indicators of employee satisfaction, training, and ratings given by both the employee and their manager.

Data Dictionary:

Column Name	Description
PerformanceID	A unique identifier for each performance review.
EmployeeID	The unique identifier of the employee being reviewed.
ReviewDate	The date the performance review was conducted (MM/DD/YYYY format).
EnvironmentSatisfaction	A numerical rating (1 to 5) of the employee's satisfaction with their work environment.
JobSatisfaction	A numerical rating (1 to 5) of the employee's satisfaction with their job.
RelationshipSatisfaction	A numerical rating (1 to 5) of the employee's satisfaction with their work relationships.
TrainingOpportunitiesWithinYear	The number of training opportunities offered to the employee within the year.
TrainingOpportunitiesTaken	The number of training opportunities taken by the employee.
WorkLifeBalance	A numerical rating (1 to 5) of the employee's work-life balance.
SelfRating	The employee's self-assessment rating, represented numerically (1 to 5).
ManagerRating	The manager's rating of the employee's performance, represented numerically (1 to 5).

03-EducationLevel.csv

Data Description:

This dataset categorizes the education levels of employees. Each education level is assigned a unique identifier and is classified based on formal qualifications.

Data Dictionary:

Column Name	Description
EducationLevelID	A unique identifier for the education level (1 to 5).
EducationLevel	The description of the employee's education level (e.g., No Formal Qualifications, High School, etc.).

04-SatisfiedLevel.csv

Data Description:

This dataset provides a classification of satisfaction levels. Each level of satisfaction is assigned a unique identifier and represents varying degrees of satisfaction.

Data Dictionary:

Column Name	Description
SatisfactionID	A unique identifier for the satisfaction level (1 to 5).
SatisfactionLevel	The description of the satisfaction level (e.g., Very Dissatisfied, Dissatisfied, Neutral, etc.).

05-RatingLevel.csv

Data Description:

This dataset provides a classification of performance ratings. Each rating level is assigned a unique identifier, representing different degrees of performance evaluation.

Data Dictionary:

Column Name	Description
RatingID	A unique identifier for the performance rating level (1 to 5).
RatingLevel	The description of the performance rating (e.g., Unacceptable, Needs Improvement, Meets Expectation).