**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). |