| **Data:** [**Employee Attrition**](https://www.kaggle.com/pavansubhasht/ibm-hr-analytics-attrition-dataset) |
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| **No.** | **Variables** | **Definition** | **Key** |
| --- | --- | --- | --- |
| 1 | Age | Age of the Employee (Years Old), Numerical value | Class 1: age < 20 :  Class 2: age >= 20 & < 30  Class 3: age >= 30 & < 40  Class 4: age >= 40 & < 50:  Class 5: age >50 |
| 2 | Attrition | Employee leaving the company | 1. Yes = 1 2. No = 0 |
| 3 | BusinessTravel | How frequent is the business travel required by the company? | 1. ‘Travel\_Rarely’, 2. ‘Travel\_Frequently’, 3. ’Non-Travel’ |
| 4 | DailyRate | $ Numerical Value |  |
| 5 | Department |  | 1. Research & Development 2. Sales 3. Human Resources |
| 6 | DistanceFromHome | (km) |  |
| 7 | Education |  | 1. Below College 2. College 3. Bachelor 4. Master 5. Doctor |
| 8 | EducationField |  | 1. Medical 2. Marketing 3. Technical Degree 4. Other |
| 9 | EmployeeCount | Headcount of the company | All data == ‘1’ |
| 10 | EmployeeNumber | Employ ID number | = ID NUMBER |
| 11 | EnvironmentSatisfaction |  | 1. 'Low' 2. 'Medium' 3. 'High' 4. 'Very High' |
| 12 | Gender |  | Male / Female |
| 13 | HourlyRate | $ Numerical Value |  |
| 14 | JobInvolvement |  | 1. 'Low' 2. 'Medium' 3. 'High' 4. 'Very High' |
| 15 | JobLevel | How high authority the employee is in the company | Lowest job level = 1  Highest job level = 5 |
| 16 | JobRole |  | 1. Sales Executive 2. Research Scientist 3. Laboratory Technician 4. Manufacturing Director 5. Healthcare Representative |
| 17 | JobSatisfaction |  | 1. 'Low' 2. 'Medium' 3. 'High' 4. 'Very High' |
| 18 | MaritalStatus |  | 1. Married 2. Single 3. Divorced |
| 19 | MonthlyIncome | $ Numerical Value |  |
| 20 | MonthlyRate | Numerical Value |  |
| 21 | NumCompaniesWorked | Numerical Value. Range 0-9 companies |  |
| 22 | Over18 | Is the employee over 18 year old? | All data == ‘Y’ |
| 23 | OverTime | Required to work overtime? | ‘Yes’ or ‘No’ |
| 24 | PercentSalaryHike |  |  |
| 25 | PerformanceRating |  | 1. 'Low' 2. 'Good' 3. 'Excellent' 4. 'Outstanding' |
| 26 | RelationshipSatisfaction |  | 1. 'Low' 2. 'Medium' 3. 'High' 4. 'Very High' |
| 27 | StandardHours | Number of working Hours | All data == 80 hours |
| 28 | StockOptionLevel | 0 - 3 |  |
| 29 | TotalWorkingYears | 0-40 Years |  |
| 30 | TrainingTimesLastYear | 0-6 Hours |  |
| 31 | WorkLifeBalance |  | 1. 'Bad' 2. 'Good' 3. 'Better' 4. 'Best' |
| 32 | YearsAtCompany | 0-40 Years |  |
| 33 | YearsInCurrentRole | 0-18 Years | Class 1: year <= 5 :  Class 2: year > 5 & <= 10:  Class 3: year > 10 & <=15:  Class 4: year >15 |
| 34 | YearsSinceLastPromotion | 0-15 Years |  |
| 35 | YearsWithCurrManager | 0-17 Years |  |