Data Dictionary of Variables

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| **Variable Name** | **Description** | **Metric** |
| Age | Total years lived by the employee. |  |
| AgeStartedWorking  *(Derived variable)* | Age that the individual started working. (Age - TotalWorkingYears) |  |
| Application ID | Unique identifier of the employee when applying for a job in the company. |  |
| Attrition | Outcome variable of employee status | Current Employee / Voluntary Resignation / Termination |
| AverageTenure  *(Derived variable)* | Average length of time at the job. (PriorYearsOfExperience / NumCompaniesWorked) |  |
| BusinessTravel | Indication of whether the employee travels abroad for work-related purposes. | Travel Frequently / Travel\_Rarely / Non\_Travel |
| Department | The department that the employee currently works for or has previously worked for in the case of terminated/voluntary resigned employees. | Human Resources / Research & Development / Sales |
| DistanceFromHome | Distance between the employee’s home and the company, measured in KM. |  |
| Education | Highest level of education attained by the employee. | 1: Below college 2: College 3: Bachelor 4: Master  5: Doctor |
| EducationField | The employee’s main field of study. | Human Resources / Life Sciences / Marketing / Medical / Technical Degree / Other |
| EmployeeCount | Number of employees in the company. |  |
| EmployeeNumber | Unique identifier of the employee |  |
| Gender | Biological characteristics of the individual. | Female / Male |
| JobRole | Role of the individual In the company. | Healthcare Representative / Human Resources / Laboratory Technician / Manager / Manufacturing Director / Research Director / Research Scientist / Sales Executive / Sales Representative |
| MaritalStatus | Relationship status of an employee. | Divorced / Married / Single |
| NumCompaniesWorked | Total number of companies the employee has worked for prior to his/her current job. |  |
| Over18 | Indication of whether the employee is more than 18 years old. | Y/N |
| PriorYearsOfExperience  *(Derived variable)* | Number of working years experience before the current job. (TotalWorkingYears - YearsAtCompany) |  |
| TotalWorkingYears | Total years the employee has worked. |  |
| TrainingTimesLastYear | Number of work-related trainings attended by the employee last year. |  |
| YearsAtCompany | Total years the employee has worked for the company. |  |
| YearsInCurrentRole | Total years the employee has stayed in his/her current role in the company. |  |
| YearsSinceLastPromotion | Total years since the employee was last promoted. |  |
| YearsWithCurrManager | Total years working under the same manager. |  |
| Employee Source | Source of employee recruitment. | Referral / Company Website / Seek / LinkedIn / Adzuna / Indeed / Glassdoor / Jora / Recruit.net |
| DailyRate | Gross rate of pay per day. |  |
| HourlyRate | Gross rate of pay per hour. |  |
| MonthlyIncome | Monthly salary of the employee. |  |
| MonthlyRate | Gross rate of pay per month. |  |
| OverTime | Indication of whether the employee has worked after his/her standard working hours. | Yes / No |
| PercentSalaryHike | Percentage increase in the employee’s salary compared to the prior year. |  |
| StandardHours | Number of hours stipulated in the employee contract. |  |
| StockOptionLevel | Proportion of the employee’s income spent on purchasing the company’s stocks. | 0-3 (0 indicates that the employee did not purchase the company’s stocks, a higher number signifies a higher proportion) |
| EnvironmentSatisfaction | Degree to which the employee is satisfied with the work environment. | 1-4 (a higher number indicates higher satisfaction) |
| JobInvolvement | Degree to which the employee identifies with his / her job. | 1-4 (a higher number indicates higher job involvement) |
| JobLevel | The employee’s assessment of his / her job difficulty. | 1-4 (a higher number indicates higher difficulty) |
| JobSatisfaction | Degree to which the employee is satisfied with his / her job. | 1-4 (a higher number indicates higher satisfaction) |
| PerformanceRating | Grade given to the employee by his / her superior based on his / her performance at work. | 1-4 (a higher number indicates higher rating) |
| RelationshipSatisfaction | Degree to which the employee is satisfied with his / her relationships at work. | 1-4 (a higher number indicates higher satisfaction) |
| WorkLifeBalance | Degree to which the employee agrees that there is work-life balance. | 1-4 (a higher number indicates higher work-life balance) |
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