

**BC2406 Analytics I: Visual & Predictive Techniques**

**Data Dictionary**

**Prepared for: Professor Pinar Darendeli**

**Seminar Class 7, Team 6**

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**Data Dictionary**

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| **Column** | **Data Type** | **Variable Type** | **Description** |
| Age | Integer | Continuous | Age of the employee |
| Attrition | Factor | Categorical  “Voluntary Resignation”, “Currently employed” | Employment status of the employee with the company |
| Business Travel | Factor | Categorical  “Travel Rarely”,  “Travel Frequently”,  “Non-Travel” | Frequency of travel of the employee for business purposes |
| Daily Rate | Integer | Continuous | Rate at which the employee is paid per day |
| Department | Factor | Categorical  “Research & Development”,  “Sales”,  “Human Resource” | Department of the employee |
| DistanceFromHome | Integer | Continuous | Distance between workplace and employee’s home |
| Education | Factor | Categorical  1,2,3,4,5,6 | 1 'Below Tertiary' 2 'Tertiary' 3 'Bachelor' 4 'Master' 5 'Doctor  Educational level of the employee |
| EducationField | Factor | Categorical  “Life Sciences”,  “Medical”,  “Marketing”,  “Technical Degree”,  “Others” | Education field of study of the employee |
| Employee Count | Integer | Continuous | Number of persons working in the company |
| Employee Number | Integer | Continuous | Identification number assigned to the employee after joining the company |
| Application ID | Integer | Continuous | Identification number assigned to the employee when he or she is applying to the company |
| EnvironmentSatisfaction | Factor | Categorical  1,2,3,4 | 1 'Low' 2 'Medium' 3 'High' 4 'Very High'    How contented the employee is with the physical setting of the company |
| Gender | Factor | Categorical  “Male”,  “Female” | Gender of the employee |
| HourlyRate | Integer | Continuous | Rate at which the employee is paid per hour |
| JobInvolvement | Factor | Categorical  1,2,3,4 | 1 'Low' 2 'Medium' 3 'High' 4 'Very High'    Psychological and emotional extent to which the employee participates in his/her work |
| JobLevel | Factor | Categorical  1,2,3,4,5 | 1,2 : define as below managerial level    3,4,5: define as above managerial level    Position of the employee in the company |
| JobRole | Factor | Categorical:  “Healthcare Representative”,  “Human Resources”,  “Sales Executive”,  “Research Scientist”,  “Laboratory Technician,”  “Manager”,  “Manufacturing Director”,  “Research Director” | Employee’s job role in the company |
| JobSatisfaction | Factor | Categorical  1,2,3,4 | 1 'Low' 2 'Medium' 3 'High' 4 'Very High'    How satisfied an employee feels with their job in the company. |
| MaritalStatus | Factor | Categorical  “Divorced”,  “Single”,  “Married” | Marital status of the employee |
| MonthlyIncome | Integer | Continuous | Monthly salary of the employee in the company. |
| MonthlyRate | Integer | Continuous | Rate at which the employee is paid per month |
| NumCompaniesWorked | Integer | Continuous | Number of companies the employee worked for prior to joining the company. |
| Over18 | Factor | Categorical  “Yes”,  “No” | Whether the employee’s age is over 18 |
| OverTime | Factor | Categorical  “Yes”,  “No” | Whether the employee does overtime in the company or not |
| PercentSalaryHike | Integer | Continuous | Percentage of salary increase the employee got from his or her last promotion. |
| PerformanceRating | Factor | Categorical  3, 4 | 1 ‘Low’ 2‘Good’ 3’Excellent’ 4’Outstanding’    How well the employee performs at his job (skill-wise) |
| RelationshipSatisfaction | Factor | Categorical  1,2,3,4 | 1 'Low' 2 'Medium' 3 'High' 4 'Very High'    Employees’ perception of their relationships with co-workers |
| StandardHours | Integer | Continuous | Required working hours per week |
| StockOptionLevels | Factor | Categorical  0,1,2,3 | Stock option level of employee |
| TotalWorkingYears | Integer | Continuous | Total number of years the employee has been in the working. |
| TrainingTimesLastYear | Integer | Continuous | Number of times the employee received training in the previous year |
| WorkLifeBalance | Factor | Categorical  1,2,3,4 | 1 'Bad' 2 'Good' 3 'Better' 4 'Best'    The employee’s opinion on how their work commitments are being balanced with the other aspects of their life in the company. |
| YearsAtCompany | Integer | Continuous | Total number of years the employee has been working at the company |
| YearsinCurrentRole | Integer | Continuous | Number of years spent in the current role |
| YearsSinceLast promotion | Integer | Continuous | Number of years since the employee’s last promotion |
| YearsWithCurrManager | Integer | Continuous | Number of years under an employee’s current manager |
| Employee Source | Factor | Categorical  “Referral”,  “Company Website”,  “Seek”,  “Indeed”,  “Jora”,  “Adzuna”,  “GlassDoor”,  “LinkedIn”,  “Recruit.net” | Channel through which a given employee finds out about the job opening |