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| **Karakteristik Variabel** | **Variabel** |
| Data Personal [12], [13], [14], [16], [17], [18], [19], [20], [21], [22], [24], [27], [28], [29], [30], [31]. | Gender |
| Age |
| Status |
| Education |
| Parent’s Education |
| Parent’s Occupation |
| Certification |
| Graduation Date |
| Campus |
| Parental Income |
| Social Class |
| Current Experience |
| Salary |
| Data Karyawan (Perusahaan) [12], [20], [21], [22], [23], [26], [27], [28], [30]. | Years at Company |
| Job Level |
| Time Working |
| Permanent Contract |
| Job Style |
| Current Position |
| Workplace |
| Qualification |
| Manager |
| Lead |
| Business Multiplier |
| Project Leader |
| Company Policy |
| Performance Score a Feature |
| Data Country/Region [13], [17], [18], [26]. | Inflation Rate in The Country |
| Inflation Rate in The Region |
| Metropolitan Size |
| Exchange Rate Information |
| Region |

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| **Karakteristik Variabel** | **Variabel** |
| Data Personal | Age |
| DailyRate |
| Education |
| EducationField |
| Gender |
| MaritalStatus |
| MonthlyIncome |
| MonthlyRate |
| TotalWorkingYears |
| Data Karyawan | EmployeeCount |
| EmployeeNumber |
| HourlyRate |
| Over18 |
| BusinessTrabel |
| Attrition |
| Department |
| EnvironmentSatisfaction |
| JobInvolvement |
| JobLevel |
| JobRole |
| JobSatisfaction |
| NumCompaniesWorked |
| OverTime |
| PercentSalaryHike |
| PerformanceRating |
| RelationshipSatisfaction |
| StandardHours |
| StockOptioinLevel |
| TrainingLastYears |
| WorkLifeBalance |
| YeartAtCompany |
| YearsInCurrentRole |
| YearsSinceLastPromotion |
| YearsWithCurrManager |
| Data Region | DistanceFromHome |