



# Human Resources Dataset Analysis Project Metadata

## Research Questions:

1. What factors contribute to higher employee performance ratings?
2. How does job satisfaction correlate with attrition rates?
3. What is the impact of education level on performance ratings?
4. How do training opportunities influence job satisfaction and performance?
5. What trends exist in employee work-life balance and their effect on retention?
6. Which departments have the highest and lowest satisfaction levels?
7. How do different performance rating levels correlate with promotion frequency?

## Employee Information:

### Basic Details

Employee ID	A unique identifier assigned to each employee.
Attrition	Indicates whether an employee has left the company (Yes/No).
Department	The department in which the employee works.
State	The location of the employee's workplace.
Hire Date	The date when the employee was hired.

### Demographics

Age	The age of the employee.
Gender	The gender of the employee (Male, Female, Non-Binary).
Marital Status	Employee's marital status (Single, Married, Divorced).
Ethnicity	The employee's ethnicity or racial background.

### Education & Training

Education	The highest level of education achieved by the employee.
Education Field	The field of study related to the employee's degree.
Training Participation	Indicates if the employee has attended professional training programs (Yes/No).



Work Experience & Role	
<b>Years At Company</b>	Number of years the employee has been with the company.
<b>Years in Current Role</b>	The duration the employee has been in their most recent role.
<b>Years Since Last Promotion</b>	Time elapsed since the last promotion.
<b>Years With Current Manager</b>	Time spent under the current manager.
<b>Business Travel</b>	Frequency of employee's business travel (No Travel, Some Travel, Frequent Travel).
<b>Overtime</b>	Indicates whether the employee frequently works overtime (Yes/No).
<b>Job Level</b>	The seniority level of the employee within the organization.
<b>Job Role</b>	The specific position or title of the employee.
<b>Distance From Home</b>	The distance (in KM) the employee commutes to work.

Compensation & Benefits:	
<b>Monthly Salary</b>	Employee's monthly earnings (Salary / 12).
<b>Total Compensation</b>	Total earnings over the employment period (Salary).
<b>Stock Options Level</b>	Level of stock options offered to the employee.
<b>Job Level</b>	Employee's job position level.
<b>Overtime Pay</b>	Extra compensation earned for working overtime.
<b>Bonuses</b>	Additional performance-based or company-wide bonuses.

Performance & Retention Factors:	
<b>Attrition Reason</b>	The reason why an employee left the company (if applicable).
<b>Satisfaction by Department</b>	Average job satisfaction per department.
<b>Years of Service Trends</b>	Trends in employee retention based on years at the company.
<b>Promotion Frequency</b>	Number of promotions an employee has received.
<b>Impact of Overtime</b>	Analysis of how overtime affects job satisfaction and retention.
<b>Work-Life Balance</b>	The balance between work and personal life based on years at the company.
<b>Performance Rating</b>	Employee's overall job performance evaluation score.