Project 3: Employee Retention

Data Dictionary

For this project:

- The dataset has **14249** observations for past/present employees.
- The observations span 12 different departments.
- Each observation includes the employee's current employment status.

We have the following features:

Target variable

- `'status'` – Current employment status (Employed / Left)

Administrative information

- `'department'` – Department employees belong(ed) to
- `'salary'` – Salary level relative to rest of their department
- `'tenure'` – Number of years at the company
- `'recently_promoted'` – Was the employee promoted in the last 3 years?

Workload information

- `'n_projects'` – Number of projects employee is staffed on
- `'avg_monthly_hrs'` – Average number of hours worked per month

Mutual evaluation information

- `'satisfaction'` – Score for employee's satisfaction with the company (higher is better)
- `'last_evaluation'` – Score for most recent evaluation of employee (higher is better)
- `'filed_complaint'` – Has the employee filed a formal complaint in the last 3 years?