Employee Attrition Dataset - Data Dictionary

Feature	Description
Age	Age of the employee (in years)
Attrition	Whether the employee left the company (Yes/No)
BusinessTravel	Frequency of business travel (Rarely, Frequently, None)
DailyRate	Daily salary rate of the employee
Department	Department where the employee works (HR, R&D, Sales)
DistanceFromHome	Distance from home to office (in kilometers)
Education	Education level (1=Below College, 2=College, 3=Bachelor, 4=Master, 5=Doctor)
EducationField	Field of education (e.g., Life Sciences, Medical, Marketing)
EmployeeCount	Headcount (always 1 for each row)
EmployeeNumber	Unique ID for each employee
EnvironmentSatisfaction	Satisfaction with work environment (1=Low, 4=High)
Gender	Gender of the employee (Male/Female)
HourlyRate	Hourly salary rate of the employee
JobInvolvement	Level of involvement in job (1=Low, 4=High)
JobLevel	Job level in company hierarchy (1–5)
JobRole	Specific job role (e.g., Sales Executive, Research Scientist)
JobSatisfaction	Satisfaction with the job (1=Low, 4=High)
MaritalStatus	Marital status (Single, Married, Divorced)
MonthlyIncome	Monthly salary of the employee
MonthlyRate	Monthly rate of pay
NumCompaniesWorked	Number of companies the employee has worked at
Over18	Whether employee is over 18 (Yes)
OverTime	Whether the employee works overtime (Yes/No)
PercentSalaryHike	Percentage salary increase last year
PerformanceRating	Performance rating (1=Low, 4=Outstanding)
RelationshipSatisfaction	Satisfaction with relationships at work (1=Low, 4=High)
StandardHours	Standard working hours (fixed at 80)
StockOptionLevel	Stock option level (0–3)
TotalWorkingYears	Total years of professional work experience
TrainingTimesLastYear	Number of training sessions attended last year
WorkLifeBalance	Work-life balance rating (1=Bad, 4=Best)
YearsAtCompany	Number of years employee has worked at the company
YearsInCurrentRole	Number of years in current role
YearsSinceLastPromotion	Number of years since last promotion

YearsWithCurrManager	Number of years with current manager