

UNDERSTANDING THE DATASET

TEAM ID	PNT2022TMID00695
PROJECT NAME	Corporate Employee Attrition Analysis
MAXIMUM MARKS	8 Marks

This project is based on an understanding of the factors to keep employees at the Company and which prompt others to leave. The has been downloaded from the Dataset : We need to use only (3 files-General_data.csv,Employee_Survey_Data.csv, for the current project. Let us try to understand each field of the data (general_data.csv).

Below are the values each column has. The column names are pretty self-explanatory.

1. AGE Numerical Value
2. ATTRITION Employee leaving the company (0=no, 1=yes)
3. BUSINESS TRAVEL (1=No Travel, 2=Travel Frequently, 3=Travel Rarely)
4. DEPARTMENT (1=HR, 2=R&D, 3=Sales)
5. DISTANCE FROM HOME Numerical Value - THE DISTANCE FROM WORK TO HOME
6. EDUCATION Numerical Value. (1 'Below College' 2 'College' 3 'Bachelor' 4 'Master' 5 'Doctor')
7. EDUCATION FIELD (1=HR, 2=LIFE SCIENCES, 3=MARKETING, 4=MEDICAL SCIENCES, 5=OTHERS, 6= TECHNICAL)
8. EMPLOYEE COUNT Numerical Value





9. EMPLOYEE ID Numerical Value
10. GENDER (1=FEMALE, 2=MALE)
11. JOB LEVEL Numerical Value
12. JOB ROLE (1=HR REP, 2=HR, 3=LAB TECHNICIAN, 4=MANAGER, 5=MANAGING DIRECTOR, 6= RESEARCH DIRECTOR, 7= RESEARCH SCIENTIST, 8=SALES EXECUTIVE, 9= SALES REPRESENTATIVE)
13. MARITAL STATUS (1=DIVORCED, 2=MARRIED, 3=SINGLE)
14. MONTHLY INCOME Numerical Value - MONTHLY SALARY
15. NUMCOMPANIES WORKED Numerical Value - NO. OF COMPANIES WORKED AT
16. OVER 18 (1=YES, 2=NO)
17. PERCENT SALARY HIKE Numerical Value - PERCENTAGE INCREASE IN SALARY
18. STANDARD HOURS Numerical Value - STANDARD HOURS
19. STOCK OPTIONS LEVEL Numerical Value - STOCK OPTIONS (Higher the number, the more stock option an employee has)
20. TOTAL WORKING YEARS Numerical Value - TOTAL YEARS WORKED
21. TRAINING TIMES LAST YEAR Numerical Value - HOURS SPENT TRAINING
22. YEARS AT COMPANY Numerical Value - TOTAL NUMBER OF YEARS AT THE COMPANY.
23. YEARS SINCE LAST PROMOTION Numerical Value - LAST PROMOTION
24. YEARS WITH CURRENT MANAGER Numerical Value - YEARS SPENT WITH CURRENT MANAGER.

DetailCompactColumn

10 of 35 columns

About this file

It contains employee attrition data

# Age	✓ Attrition	▲ BusinessTravel	# DailyRate	▲ Department	# DistanceFromHo...	# Education
Numérica - Discreta	Categórica	Categórica	Numérica - Discreta	Categórica	Numérica - Discreta	Categórica
	<div><div>true00%</div><div>false00%</div></div>	<div><div>Travel_Rarely71%</div><div>Travel_Frequently19%</div><div>Other (150)10%</div></div>		<div><div>Research & Develo...65%</div><div>Sales30%</div><div>Other (63)4%</div></div>		
41	Yes	Travel_Rarely	1102	Sales	1	2
49	No	Travel_Frequently	279	Research & Development	8	1
37	Yes	Travel_Rarely	1373	Research & Development	2	2
33	No	Travel_Frequently	1392	Research & Development	3	4
27	No	Travel_Rarely	591	Research & Development	2	1
32	No	Travel_Frequently	1005	Research & Development	2	2