Appendix

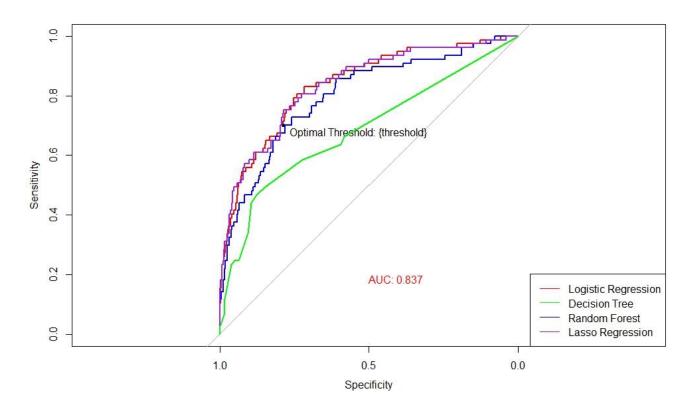| Variable	Description
Education	1 'Below College', 2 'College', 3 'Bachelor', 4 'Master', 5 'Doctor'
EnvironmentSatisfaction	1 'Low', 2 'Medium', 3 'High', 4 'Very High'
JobInvolvement	1 'Low', 2 'Medium', 3 'High', 4 'Very High'
JobSatisfaction	1 'Low', 2 'Medium', 3 'High', 4 'Very High'
PerformanceRating	1 'Low', 2 'Good', 3 'Excellent', 4 'Outstanding'
RelationshipSatisfaction	1 'Low', 2 'Medium', 3 'High', 4 'Very High'
WorkLifeBalance	1 'Bad', 2 'Good', 3 'Better', 4 'Best'

ROC Curve:

Classification Tree:

0
0.16
100%

yes — OverTime = 0 — no

0
0.10
71%

0
0.30
29%

TotalWorkingYears >= 3

MonthlyIncome >= 3745

0
0.08
65%

0
0.33
6%

0
0.17
20%

1
0.57
9%

DailyRate >= 409

HourlyRate >= 61

MaritalStatus >= 2

YearsInCurrentRole >= 2

0
0.14
14%

0
0.33
6%

0
0.46
6%

DistanceFromHome < 23

JobRole < 8

HourlyRate < 86

0
0.41
2%

1
0.60
2%

0
0.38
5%

EmployeeNumber >= 1344

YearsSinceLastPromotion < 2

EnvironmentSatisfaction >= 2

0
0.30
4%

Education = 1,2

0
0.43
3%

MonthlyIncome < 2673

0
0.06
51%

0
0.10
12%

0
0.00
1%

1
0.69
1%

0
0.21
4%

1
0.61
2%

0
0.11
14%

0
0.14
3%

0
0.38
2%

1
1.00
1%

0
0.07
1%

0
0.24
2%

1
0.73
1%

1
0.78
1%

1
0.99
1%

1
0.78
3%