

## Case Study: Analytics Employee Attrition & Performance on SQL

### Columns Descriptions

#### Demographics

**Age:** The employee's age.

**Gender:** Tracks male, female, or other gender.

**Marital Status:** Indicates if the employee is single, married, etc.

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#### Employment Status and Logistics

**Attrition:** Tracks whether an employee has left the organization.

**Business Travel:** Frequency of business trips.

**Distance From Home:** The distance employee's commute.

**Over18:** Ensures compliance with employment laws by indicating if an employee is over 18.

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#### Compensation and Benefits

**Daily Rate:** The employee's daily pay.

**Hourly Rate:** The hourly wage of the employee.

**Monthly Income:** The total monthly earnings of an employee.

**Monthly Rate:** The monthly billed rate for the employees' work.

**Percent Salary Hike:** Percentage increase in salary.

**Stock Option Level:** Number of stock options assigned.

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## **Job and Role Details**

**Department:** The department where the employee works.

**Job Role:** The specific role within the department.

**Job Level:** The hierarchical level of the employee.

**Standard Hours:** The standard hours the employee is expected to work.

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## **Performance and Experience**

**Performance Rating:** The employee's performance evaluation score.

**Total Working Years:** The total number of years an employee has been in the workforce.

**Years At Company:** The number of years the employee has worked at the organization.

**Years In Current Role:** How long has the employee been in their current job role.

**Years Since Last Promotion:** Time elapsed since the employee's most recent promotion.

**Years With Curr Manager:** How long the employee has worked under their current manager.

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## **Education and Training**

**Education:** The employee's education level.

**Education Field:** The field of study.

**Training Times Last Year:** The number of training sessions attended.

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## **Engagement and Satisfaction**

**Environment Satisfaction:** Employee's rating of their work environment.

**Job Satisfaction:** Employee's satisfaction with their job.

**Relationship Satisfaction:** Employee's satisfaction with workplace relationships.

**Work Life Balance:** Self-reported measure of work-life balance.

**Job Involvement:** Employee's feeling of involvement and commitment to their work.

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## Career History

**Num Companies Worked:** The number of previous companies the employee has worked.

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## Overtime and Attendance

**Over Time:** Indicates if the employee works overtime.

**Employee Count:** Used for organizational context.

**Employee Number:** A unique identifier for each employee.