📘 Employee Dataset – Column Explanations

Column Name	Description
Age	The employee's age in years.
Attrition	Indicates whether the employee left the company (Yes = employee resigned, No = still employed).
BusinessTravel	Frequency of business travel (Rarely = rarely travels, Frequently = travels often, Non-Travel = does not travel).
DailyRate	The employee's daily performance or cost rate (numeric internal measure).
Department	The department where the employee works (e.g., Sales, HR, Research & Development).
DistanceFromHome	The distance between the employee's home and workplace (in kilometers).
Education	The employee's education level (1 = lowest, 5 = highest).
EducationField	The field of study (e.g., Life Sciences, Medical, Marketing, Technical Degree, Human Resources).
EmployeeCount	Number of employees in this record (usually always = 1 per employee).
EmployeeNumber	A unique identification number assigned to each employee.
EnvironmentSatisfaction	Satisfaction with the work environment (1 = low, 4 = very high).
Gender	Gender of the employee (Male / Female).
HourlyRate	Hourly rate or internal performance value (numeric value).
JobInvolvement	Level of personal involvement and commitment to the job (1 = low, 4 = very high).
JobLevel	Level of the employee within the organization (1 = entry level, 5 = senior/executive).
JobRole	The specific job title or role (e.g., Manager, Sales Executive, Research Scientist).
JobSatisfaction	Satisfaction with the nature of the job (1 = low, 4 = very satisfied).
MaritalStatus	Marital status (Single, Married, Divorced).
MonthlyIncome	The actual monthly income of the employee (in company's currency).

Column Name	Description
MonthlyRate	Internal monthly performance or cost rate (numeric internal metric, not a salary).
NumCompaniesWorked	Number of previous companies the employee has worked for.
Over18	Indicates if the employee is over 18 years old (usually always "Yes").
OverTime	Indicates whether the employee works overtime (Yes / No).
PercentSalaryHike	Percentage increase in the employee's salary during the last review period.
PerformanceRating	Annual performance rating (1 = low, 4 = excellent).
RelationshipSatisfaction	Satisfaction with relationships at work (with colleagues/managers) (1 = low, 4 = high).
StandardHours	Standard number of working hours per period (usually always 80).
StockOptionLevel	Level of stock options granted to the employee (0–3).
TotalWorkingYears	Total number of years of professional experience.
TrainingTimesLastYear	Number of training sessions attended during the last year.
WorkLifeBalance	Work-life balance rating (1 = poor, 4 = excellent).
YearsAtCompany	Number of years the employee has worked at the company.
YearsInCurrentRole	Number of years spent in the current role.
YearsSinceLastPromotion	Number of years since the employee's last promotion.
YearsWithCurrManager	Number of years the employee has worked with their current manager.