

DATA DICTIONARY

Flat Table from Data Source

Data Table	Table Description	Field in the system	Field Description	Data Type	Data Format	Field Size	Example	Formula (if any)
HR Employee Attrition & Performance	Factors that lead to employee attrition and explore important questions	Age	Employee's Age	int			30	
		Attrition	Does the employee leave the company?	Text	Yes/No		Yes	
		BusinessTravel	Frequency of business trips	Text			Travel_Rarely	
		DailyRate	Daily Wages	int			1102	
		Department	Employee's Department	Text			Sales	
		DistanceFromHome	Distance from home to work (kilometers)	int			1	
		Education	Academic level	int			12345	1 'Below College' 2 'College' 3 'Bachelor' 4 'Master' 5 'Doctor'
		EducationField	Majors	Text			Life Sciences	
		EmployeeCount	Count the number of employees	int			1	
		EmployeeNumber	Employee ID	int			1	
		EnvironmentSatisfaction	Employee satisfaction with the working environment	int			1234	1 'Low' 2 'Medium' 3 'High' 4 'Very High'
		Gender	Employee's Gender	Text			Female	
		HourlyRate	Hourly Wages	int			94	
		JobInvolvement	Level of work Involvement	int			1234	1 'Low' 2 'Medium' 3 'High' 4 'Very High'
		JobLevel	Level of work	int			2	
		JobRole	Employee's Role	Text			Sales Executive	
		JobSatisfaction	Employee satisfaction with the job	int			1234	1 'Low' 2 'Medium' 3 'High' 4 'Very High'
		MaritalStatus	Marital Status	Text			Single	
		MonthlyIncome	Income	int			5993	
		MonthlyRate	Salary, social insurance, administration, logistics...	int			19479	
		NumCompaniesWorked	Number of companies the employee has worked for	int			8	
		Over18	Is the employee over 18 years old?	Text	Y/N		Y	
		OverTime	Does the employee work overtime?	Text	Yes/No		Yes	

PercentSalaryHike	% salary increase	int			11	
PerformanceRating	Evaluate result	int			1234	1 'Low' 2 'Good' 3 'Excellent' 4 'Outstanding'
RelationshipSatisfaction	Employee satisfaction with their relationships	int			1234	1 'Low' 2 'Medium' 3 'High' 4 'Very High'
StandardHours	Standard working hours	int			80	
StockOptionLevel	Level of alternative compensation	int			0	
TotalWorkingYears	Total number of years the employee has worked so far	int			8	
TrainingTimesLastYear	Total training times last year (hours)	int			0	
WorkLifeBalance	Level of Work-Life Balance	int			1234	1 'Bad' 2 'Good' 3 'Better' 4 'Best'
YearsAtCompany	The number of years the employee worked at the company	int			6	
YearsInCurrentRole	The number of years the employee worked in the current position	int			4	
YearsSinceLastPromotion	The number of years since the employee was promoted	int			0	
YearsWithCurrManager	The number of years since the employee worked with the current manager	int			5	