

Employee Churn-Data Set Description

Field	Description
Employee_ID	Unique ID for each employee
Age	Age of the employee
Age_Group10	Age Group with intervall length 10 years, i.e. (25-35], (35,45]
Age_Group5	Age Group with intervall length 5 years, i.e. (25-30], (30,55]
Generation	Generation of employee, i.e. Generation X, Generation Y
Critical_Job_Role	Flag whether the job role of the employee is critical. Values: Critical, Non-Critical
Risk_of_Loss	Managers assessment how high the flight risk of the employee is
Impact_of_Loss	Impact for the company if the employee leaves
Future_Leader	Flag whether the employee is in a future leader program. Values: Future Leader, No Future Leader
Gender	Gender of the employee
Managerial_Employee	Flag whether the employee has a managing position. Values: Mgr, No Mgr
Minority	Flag whether the belongs to a Minority or not. Values: Minority, Non-Minority
Organization_Tenure_Months	Time in months the employee has been with the company
Tenure_Interval_Years	Tenure interval in years, i.e.(2-5], (5-10] (not equidistant)
Tenure_Interval_Desc	Tenure interval name for better readability in reports, i.e probation, newbie, ...
Salary	Salary of the employee in €
Employment_Type	Flag whether the employee work full or part-time. Values: Full-Time, Part-Time
Employment_Type_2	Flag whether the employee has a regular or temporary contract; churned employees with temporary contract are only listen if they churned before the contract has ended
High_Potential	Flag whether the employee is in a high potential educational program. Values: High Pot, No High Pot
Previous_Functional_Area	Functional area the employee worked in a previous job. Empty if this is the first job of the employee
Previous_Job_Level	Job level the employee had in the previous job. Empty if this is the first job of the employee
Previous_Career_Path	Career path the employee was assigned in the previous job. Empty if this is the first job of the employee
Previous_Performance_Rating	Performance rating the employee had in the previous job. Empty if this is the first job of the employee
Previous_Country	Country where the employee worked in the previous job. Empty if this is the first job of the employee
Previous_Region	Region where the employee worked in the previous job. Empty if this is the first job of the employee
TimeInPrevPositionMonth	Time the employee has been in the previous position in months
Current_Functional_Area_Current	Functional area of the employee
Job_Level	Job Level of the employee
Current_Career_Path	Career path the employee is assigned. Values: Functional, Proj/Mgmt
Current_Performance_Rating	Performance rating of the employee
Current_Country	Country where the employee works
CurCountryLat	Latitude of Country where the employee works
CurCountryLon	Longitude of Country where the employee works
Current_Region	Region where the employee works
Promotion_within_last_3_years	Flag whether an employee was promoted in the last 3 years successful. Values: Promotion, No Promotion
Changed_Position_within_last_2_years	Flag whether the employee changed his job in the last 2 years internaly or externaly. Values: Change, No Change

Change in Performance Rating	Change in actual performance rating compare to previous e.g. increase, decrease
FunctionalAreaChangeType	Change of the Functional area, whether it was an Intra- or Cross Functional Move
JobLevelChangeType	Change of Job level e.g. same level, demotion, promotion
Heads	Contains a 1 in each line. Used for easily counting the employees
Flight_Risk	Flag whether an employee left the company in the last 12 months successful yes or no