

# HR Analytics Dataset

This dataset comprises detailed records of employees, focusing on the relationship between personal attributes, job roles, work conditions, and employee attrition. It integrates demographic, educational, professional, and behavioural information to support analytical research in Human Resources, Organizational Behaviour, and Workforce Planning.

The dataset is structured as a single flat table containing comprehensive employee-level attributes:

- **Personal Information:** Age, Gender, Marital Status, Education, and Education Field
- **Job & Compensation Details:** Department, Job Role, Job Level, Monthly Income, and Stock Option Level
- **Work Conditions:** Work-Life Balance, Job Satisfaction, Overtime Status, and Environmental Satisfaction
- **Career Progression:** Years at Company, Years in Current Role, Time Since Last Promotion, and Training History
- **Engagement & Performance:** Job Involvement, Performance Rating, and Relationship Satisfaction
- **Attrition Indicator:** Whether the employee left the company (Attrition = Yes/No)

Here's a detailed breakdown of each column in the HR Analytics dataset:

- **EmpID:** Unique identifier assigned to each employee.
- **Age:** Age of the employee in years.
- **AgeGroup:** Age bracket or group the employee belongs to (e.g., 18-25, 26-35).
- **Attrition:** Indicates whether the employee has left the company (Yes/No).
- **BusinessTravel:** Frequency of business travel required for the employee.
- **DailyRate:** Daily compensation rate of the employee.
- **Department:** Department in which the employee works (e.g., Sales, R&D).
- **DistanceFromHome:** Distance (in kilometers or miles) between home and workplace.
- **Education:** Educational level of the employee (e.g., 1: Below College, 5: Doctorate).  
(1: High School, 2: Associate Degree, 3: Bachelor's Degree, 4: Master's Degree, 5: Doctorate).
- **EducationField:** Field of study of the employee (e.g., Life Sciences, Technical Degree).
- **EmployeeCount:** Count of employees, usually 1 for active records.
- **EmployeeNumber:** Another unique number identifying each employee (from start of Organization)
- **EnvironmentSatisfaction:** Satisfaction with the workplace environment (scale 1 to 4).
- **Gender:** Gender of the employee (Male/Female).

- HourlyRate: Hourly wage rate of the employee.
- JobInvolvement: Level of employee involvement in their job (scale 1 to 4).
- JobLevel: The level or grade of the job within the company.
- JobRole: Specific role/designation of the employee within the company.
- JobSatisfaction: Satisfaction with the job (scale 1 to 4).
- MaritalStatus: Marital status of the employee (e.g., Single, Married, Divorced).
- MonthlyIncome: Monthly salary or income of the employee. (For Extra task money)
- SalarySlab: Income bracket category the employee belongs to.
- MonthlyRate: Monthly compensation rate. ( Monthly Salary)
- NumCompaniesWorked: Number of companies the employee has previously worked for.
- Over18: Indicates if the employee is above 18 years old (typically always "Y").
- OverTime: Indicates if the employee works overtime (Yes/No).
- PercentSalaryHike: Percentage increase in salary on last appraisal.
- PerformanceRating: Rating of the employee's performance (scale 1 to 4).
- RelationshipSatisfaction: Satisfaction with relationships at work (scale 1 to 4).
- StandardHours: Standard number of working hours, typically fixed (e.g., 40).
- StockOptionLevel: Level of stock options allocated to the employee.
- TotalWorkingYears: Total number of years the employee has worked.
- TrainingTimesLastYear: Number of training sessions attended in the last year.
- WorkLifeBalance: Work-life balance rating (scale 1 to 4).
- YearsAtCompany: Number of years the employee has been with the company.
- YearsInCurrentRole: Number of years the employee has worked in the current role.
- YearsSinceLastPromotion: Years since the employee's last promotion.
- YearsWithCurrManager: Number of years the employee has worked with the current manager.

Sources and related content