**Employee Churn DATASET - DESCRIPTION OF THE VARIABLES**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Name in the dataset** | **Description** | **Value** | **Storage** | **Type** | **Role** |
| Employee ID | Employee ID. | Predefined ID | Integer | Continuous | Unique identifier |
| NAME | Employee Last Name |  | String | Nominal | Explanatory variable |
| FIRST\_NAME | Employee Birth first name |  | String | Nominal | Explanatory variable |
| GENDER | Female or Mzle | F, M | Predefined list | Nominal | Explanatory variable |
| MANAGER | Manager of the employee | Employee ID of the manager | Integer | Continuous | Explanatory variable |
| EMPLOYEE\_TYPE | Internal or External | EMP = Internal | String | Nominal | Explanatory variable |
| DAPARTMENT | Department of the employee | Department ID | String | Nominal | Explanatory variable |
| DPT\_CHANGE\_FLAG |  | R, C, E | Predefined list | Nominal | Explanatory variable |
| JOB | Job description | Predefined list | String | Nominal | Explanatory variable |
| STATUS |  | A | Predefined list | Nominal | Explanatory variable |
| COMPANY | Subsidiary where the employee works | Subsidiary ID | String | Nominal | Explanatory variable |
| SITE | Place where the employee works | Site ID | String | Nominal | Explanatory variable |
| PERMANENT | Type of contract | E, R | Predefined list | Nominal | Explanatory variable |
| EMPLOYEE\_CLASS | Type of contract | INT, IMP, NULL | Predefined list | Nominal | Explanatory variable |
| FULL\_TIME | Type of contract | E, F, P | Predefined list | Nominal | Explanatory variable |
| EMPLOYEE\_LEVEL | Type of Contract | A, B, C, T, Null | Predefined list | Nominal | Explanatory variable |
| HANDICAP | Type of contract | MOTD, MOTL,VISU, NULL | Predefined list | Nominal | Explanatory variable |
| CITIZENSHIP | Country of the employee | COUNTRY CODE | Predefined list | Nominal | Explanatory variable |
| AGE | Age of the employee | In years | Integer | Continuous | Explanatory variable |
| CONTRACT\_TENURE | Number of years of the current contract | In Years | Integer | Continuous | Explanatory variable |
| EMPLOYEE\_TENURE | Number of years of the employee in the company | In years | Integer | Continuous | Explanatory variable |
| SUM\_BONUS\_UNEXPECTED\_3Mago | Special Bonus | In €uros | Number | Continuous | Explanatory variable |
| SUM\_BONUS\_WELCOME\_3Mago | Special Bonus | In €uros | Number | Continuous | Explanatory variable |
| SUM\_BONUS\_CHALLENGE\_3Mago | Special Bonus | In €uros | Number | Continuous | Explanatory variable |
| SUM\_BONUS\_MISC\_3Mago | Special Bonus | In €uros | Number | Continuous | Explanatory variable |
| SUM\_BONUS\_EXC\_3Mago | Special Bonus | In €uros | Number | Continuous | Explanatory variable |
| SUM\_BONUS\_LANGUAGE\_3Mago | Special Bonus | In €uros | Number | Continuous | Explanatory variable |
| SUM\_BONUS\_SHARING\_3Mago | Special Bonus | In €uros | Number | Continuous | Explanatory variable |
| SUM\_BONUS\_OBJECTIVE\_3Mago | Special Bonus | In €uros | Number | Continuous | Explanatory variable |
| SUM\_BONUS\_YIELD\_3Mago | Special Bonus | In €uros | Number | Continuous | Explanatory variable |
| SUM\_BONUS\_TECHNICAL\_3Mago | Special Bonus | In €uros | Number | Continuous | Explanatory variable |
| SUM\_BONUS\_TOTAL\_3Mago | Special Bonus | In €uros | Number | Continuous | Explanatory variable |
| SUM\_BONUS\_UNEXPECTED | Special Bonus | In €uros | Number | Continuous | Explanatory variable |
| SUM\_BONUS\_WELCOME | Special Bonus | In €uros | Number | Continuous | Explanatory variable |
| SUM\_BONUS\_CHALLENGE | Special Bonus | In €uros | Number | Continuous | Explanatory variable |
| SUM\_BONUS\_MISC | Special Bonus | In €uros | Number | Continuous | Explanatory variable |
| SUM\_BONUS\_EXC | Special Bonus | In €uros | Number | Continuous | Explanatory variable |
| SUM\_BONUS\_LANGUAGE | Special Bonus | In €uros | Number | Continuous | Explanatory variable |
| SUM\_BONUS\_SHARING | Special Bonus | In €uros | Number | Continuous | Explanatory variable |
| SUM\_BONUS\_OBJECTIVE | Special Bonus | In €uros | Number | Continuous | Explanatory variable |
| SUM\_BONUS\_YIELD | Special Bonus | In €uros | Number | Continuous | Explanatory variable |
| SUM\_BONUS\_TECHNICAL | Special Bonus | In €uros | Number | Continuous | Explanatory variable |
| SUM\_BONUS\_TOTAL | Special Bonus | In €uros | Number | Continuous | Explanatory variable |
| EVOLUTION\_BONUS\_CHALLENGE | Index | In €uros | Number | Continuous | Explanatory variable |
| EVOLUTION\_BONUS\_LANGUAGE | Index | In €uros | Number | Continuous | Explanatory variable |
| EVOLUTION\_BONUS\_MISC | Index | In €uros | Number | Continuous | Explanatory variable |
| EVOLUTION\_BONUS\_OBJECTIVE | Index | In €uros | Number | Continuous | Explanatory variable |
| EVOLUTION\_BONUS\_SHARING | Index | In €uros | Number | Continuous | Explanatory variable |
| EVOLUTION\_BONUS\_TECHNICAL | Index | In €uros | Number | Continuous | Explanatory variable |
| EVOLUTION\_BONUS\_TOTAL | Index | In €uros | Number | Continuous | Explanatory variable |
| EVOLUTION\_BONUS\_UNEXPECTED | Index | In €uros | Number | Continuous | Explanatory variable |
| EVOLUTION\_BONUS\_WELCOME | Index | In €uros | Number | Continuous | Explanatory variable |
| EVOLUTION\_BONUS\_YIELD | Index | In €uros | Number | Continuous | Explanatory variable |
| Target\_Churn | Employee still in the company | 0=YES, 1=NO | String | Nominal | Target Variable |