|  |  |
| --- | --- |
| AGE(Age of the employee) | NUMERIC |
| ATTRITION(Has employee left?) | CATEGORICAL(1-YES,0-NO) |
| BusinessTravel(How frequently does employee travels for the job) | CATEGORICAL(1-Travel\_Rarely,2-Travel\_Frequently,3-Non-Travel) |
| DailyRate | NUMERIC |
| Department | CATEGORICAL(1-Sales,2-Research & Development,3-Human Resources) |
| DistanceFromHome(of employee) | NUMERICAL |
| Education | 1 'Below College' 2 'College' 3 'Bachelor' 4 'Master' 5 'Doctor' |
| EducationField | 1-Life Sciences,2-Medical,3-Other,4-Marketing,5-Technical Degree,6-Human Resources |
| EmployeeCount(Number of employees with particular records) | NUMERIC |
| EmployeeNumber(Number of the employee) | NUMERIC |
| EnvironmentSatisfaction | CATEGORICAL(1 'Low' 2 'Medium' 3 'High' 4 'Very High') |
| Gender | CATEGORICAL(1-Female,2-Male) |
| HourlyRate | NUMERIC |
| JobInvolvement | CATEGORICAL(1 'Low' 2 'Medium' 3 'High' 4 'Very High') |
| JobLevel | NUMERIC |
| JobRole | 1-Sales Executive,2-Research Scientist,3-Laboratory Technician,4-Manufacturing Director,5-Healthcare Representative,6-Manager,7-Sales Representative,8-Research Director,9-Human Resources |
| JobSatisfaction | 1 'Low' 2 'Medium' 3 'High' 4 'Very High' |
| MaritalStatus | 1-Single,2-Married,3-Divorce |
| MonthlyIncome | NUMERIC |
| MonthlyRate | NUMERIC |
| NumCompaniesWorked | NUMERIC |
| Over18 | CATEGORICAL(1-YES,0-NO) |
| OverTime | CATEGORICAL(1-YES,0-NO) |
| PercentSalaryHike | NUMERIC |
| PerformanceRating | 1 'Low' 2 'Good' 3 'Excellent' 4 'Outstanding' |
| RelationshipSatisfaction(with respect to collegeaus) | 1 'Low' 2 'Medium' 3 'High' 4 'Very High' |
| StandardHours | NUMERIC |
| StockOptionLevel(number of stocks the person has with the company) | NUMERIC |
| TotalWorkingYears(Total years worked) | NUMERIC |
| TrainingTimesLastYear(hours spent training) | NUMERIC |
| WorkLifeBalance | 1 'Bad' 2 'Good' 3 'Better' 4 'Best' |
| YearsAtCompany | NUMERIC |
| YearsInCurrentRole | NUMERIC |
| YearsSinceLastPromotion | NUMERIC |
| YearsWithCurrManager | NUMERIC |

Rows = 1471

Columns = 35

INSIGHTS AFTER ROUGH DATA ANALYSIS :

Persons travelling rarely have greater attrition.

Attrition is higher in research and development department.

Higher in persons having ‘Low’ environmental satisfaction.

Higher in males.

Those whose job involvement is ‘High’.

Greater in persons having high job satisfaction.

High in persons having ‘Single’ marital status.

Persons doing over time.

Excellent performance ratings.

Having high relationship satisfaction.

Higher in 18 to 32 age group.

Higher in persons having daily rate between 100 to 451

Highest in people whose distance from home is lowest(between 1 to 8)

Higher in people having lower percentage salary hike .i.e. between 11 to 14.5

Years at company between 0 to 10

Recently promoted

Less number of years in current role(between 0 to 3 years)