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 to years internaly or externaly. Values: Change, No Change
Change in Performance Rating	Change in actual performance rating compare to previous e.g. increase, decraese
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
LinkedIn	Flag wheter an employee updated their LinkedIn Profile in the last 3 months. Values: Yes, No
HR Training	Flag wheter an employee took part in an HR Training in the last 3 months. Values: Yes, No
Sickdays	Amount of sickdays of the employee in the last year.
Flight_Risk	Flag whether an employee left the company in the last 12 months successful yes or no