

Data Dictionary of Variables

Variable Name	Description	Metric
Age	Total years lived by the employee.	
AgeStartedWorking (Derived variable)	Age that the individual started working. (Age - TotalWorkingYears)	
Application ID	Unique identifier of the employee when applying for a job in the company.	
Attrition	Outcome variable of employee status	Current Employee / Voluntary Resignation / Termination
AverageTenure (Derived variable)	Average length of time at the job. (PriorYearsOfExperience / NumCompaniesWorked)	
BusinessTravel	Indication of whether the employee travels abroad for work-related purposes.	Travel Frequently / Travel_Rarely / Non_Travel
Department	The department that the employee currently works for or has previously worked for in the case of terminated/voluntary resigned employees.	Human Resources / Research & Development / Sales
DistanceFromHome	Distance between the employee's home and the company, measured in KM.	
Education	Highest level of education attained by the employee.	1: Below college 2: College 3: Bachelor 4: Master 5: Doctor
EducationField	The employee's main field of study.	Human Resources / Life Sciences / Marketing / Medical / Technical Degree / Other
EmployeeCount	Number of employees in the company.	
EmployeeNumber	Unique identifier of the employee	
Gender	Biological characteristics of the individual.	Female / Male
JobRole	Role of the individual In the company.	Healthcare Representative / Human Resources / Laboratory Technician / Manager / Manufacturing Director / Research Director / Research Scientist / Sales Executive / Sales Representative
MaritalStatus	Relationship status of an employee.	Divorced / Married / Single

NumCompaniesWorked	Total number of companies the employee has worked for prior to his/her current job.	
Over18	Indication of whether the employee is more than 18 years old.	Y/N
PriorYearsOfExperience (Derived variable)	Number of working years experience before the current job. (TotalWorkingYears - YearsAtCompany)	
TotalWorkingYears	Total years the employee has worked.	
TrainingTimesLastYear	Number of work-related trainings attended by the employee last year.	
YearsAtCompany	Total years the employee has worked for the company.	
YearsInCurrentRole	Total years the employee has stayed in his/her current role in the company.	
YearsSinceLastPromotion	Total years since the employee was last promoted.	
YearsWithCurrManager	Total years working under the same manager.	
Employee Source	Source of employee recruitment.	Referral / Company Website / Seek / LinkedIn / Adzuna / Indeed / Glassdoor / Jora / Recruit.net
DailyRate	Gross rate of pay per day.	
HourlyRate	Gross rate of pay per hour.	
MonthlyIncome	Monthly salary of the employee.	
MonthlyRate	Gross rate of pay per month.	
OverTime	Indication of whether the employee has worked after his/her standard working hours.	Yes / No
PercentSalaryHike	Percentage increase in the employee's salary compared to the prior year.	
StandardHours	Number of hours stipulated in the employee contract.	

StockOptionLevel	Proportion of the employee's income spent on purchasing the company's stocks.	0-3 (0 indicates that the employee did not purchase the company's stocks, a higher number signifies a higher proportion)
EnvironmentSatisfaction	Degree to which the employee is satisfied with the work environment.	1-4 (a higher number indicates higher satisfaction)
JobInvolvement	Degree to which the employee identifies with his / her job.	1-4 (a higher number indicates higher job involvement)
JobLevel	The employee's assessment of his / her job difficulty.	1-4 (a higher number indicates higher difficulty)
JobSatisfaction	Degree to which the employee is satisfied with his / her job.	1-4 (a higher number indicates higher satisfaction)
PerformanceRating	Grade given to the employee by his / her superior based on his / her performance at work.	1-4 (a higher number indicates higher rating)
RelationshipSatisfaction	Degree to which the employee is satisfied with his / her relationships at work.	1-4 (a higher number indicates higher satisfaction)
WorkLifeBalance	Degree to which the employee agrees that there is work-life balance.	1-4 (a higher number indicates higher work-life balance)