**Attrition**

Call:

lm(formula = Attrition ~ OverTime + Age + DistanceFromHome +

EnvironmentSatisfaction + HourlyRate + JobInvolvement + JobSatisfaction +

NumCompaniesWorked + RelationshipSatisfaction + StockOptionLevel +

TotalWorkingYears + TrainingTimesLastYear + WorkLifeBalance +

YearsInCurrentRole + YearsSinceLastPromotion, data = KNN\_ALL\_standardize)

Residuals:

Min 1Q Median 3Q Max

-1.12930 -0.06211 0.09079 0.20551 0.64367

Coefficients:

Estimate Std. Error t value Pr(>|t|)

(Intercept) 0.90071 0.01314 68.532 < 2e-16 \*\*\*

OverTime -0.21278 0.02456 -8.665 < 2e-16 \*\*\*

Age 0.03686 0.01498 2.460 0.014074 \*

DistanceFromHome -0.02917 0.01119 -2.607 0.009295 \*\*

EnvironmentSatisfaction 0.03185 0.01115 2.855 0.004407 \*\*

~~HourlyRate -0.01737 0.01119 -1.551 0.121208~~

JobInvolvement 0.06309 0.01116 5.654 2.14e-08 \*\*\*

JobSatisfaction 0.04548 0.01118 4.067 5.20e-05 \*\*\*

NumCompaniesWorked -0.04761 0.01220 -3.904 0.000102 \*\*\*

RelationshipSatisfaction 0.02359 0.01113 2.120 0.034289 \*

StockOptionLevel 0.04672 0.01122 4.164 3.45e-05 \*\*\*

TotalWorkingYears 0.05683 0.01746 3.256 0.001175 \*\*

~~TrainingTimesLastYear 0.01706 0.01115 1.530 0.126307~~

WorkLifeBalance 0.02605 0.01117 2.331 0.019970 \*

YearsInCurrentRole 0.03863 0.01453 2.659 0.007975 \*\*

YearsSinceLastPromotion -0.05740 0.01384 -4.148 3.69e-05 \*\*\*

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Signif. codes: 0 ‘\*\*\*’ 0.001 ‘\*\*’ 0.01 ‘\*’ 0.05 ‘.’ 0.1 ‘ ’ 1

Residual standard error: 0.326 on 854 degrees of freedom

Multiple R-squared: 0.2275, Adjusted R-squared: 0.2139

F-statistic: 16.76 on 15 and 854 DF, p-value: < 2.2e-16

**Job Satisfaction**

Call:

lm(formula = JobSatisfaction ~ Attrition + OverTime + EmployeeNumber +

HourlyRate + JobInvolvement + TotalWorkingYears + YearsAtCompany +

YearsInCurrentRole, data = KNN\_ALL\_standardize)

Residuals:

Min 1Q Median 3Q Max

-1.9496 -0.7448 0.1558 0.9375 1.7064

Coefficients:

Estimate Std. Error t value Pr(>|t|)

(Intercept) -0.38496 0.09653 -3.988 7.23e-05 \*\*\*

Attrition 0.40998 0.09786 4.189 3.08e-05 \*\*\*

~~OverTime 0.14138 0.07637 1.851 0.06446~~ .

EmployeeNumber -0.06570 0.03336 -1.970 0.04921 \*

HourlyRate -0.07349 0.03350 -2.193 0.02855 \*

JobInvolvement -0.06817 0.03418 -1.994 0.04643 \*

TotalWorkingYears -0.12788 0.04353 -2.938 0.00339 \*\*

YearsAtCompany 0.15159 0.06009 2.523 0.01182 \*

~~YearsInCurrentRole -0.07863 0.05318 -1.479 0.13962~~

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