

**The MEANS Procedure**

<b>Variable</b>	<b>N</b>	<b>Mean</b>	<b>Median</b>	<b>Std Dev</b>	<b>Minimum</b>	<b>Maximum</b>
Age	1470	36.9238095	36.0000000	9.1353735	18.0000000	60.0000000
DailyRate	1470	802.4857143	802.0000000	403.5090999	102.0000000	1499.00
DistanceFromHome	1470	9.1925170	7.0000000	8.1068644	1.0000000	29.0000000
Education	1470	2.9129252	3.0000000	1.0241649	1.0000000	5.0000000
EmployeeCount	1470	1.0000000	1.0000000	0	1.0000000	1.0000000
EmployeeNumber	1470	1024.87	1020.50	602.0243348	1.0000000	2068.00
EnvironmentSatisfaction	1470	2.7217687	3.0000000	1.0930822	1.0000000	4.0000000
HourlyRate	1470	65.8911565	66.0000000	20.3294276	30.0000000	100.0000000
JobInvolvement	1470	2.7299320	3.0000000	0.7115611	1.0000000	4.0000000
JobLevel	1470	2.0639456	2.0000000	1.1069399	1.0000000	5.0000000
JobSatisfaction	1470	2.7285714	3.0000000	1.1028461	1.0000000	4.0000000
MonthlyIncome	1470	6502.93	4919.00	4707.96	1009.00	19999.00
MonthlyRate	1470	14313.10	14235.50	7117.79	2094.00	26999.00
NumCompaniesWorked	1470	2.6931973	2.0000000	2.4980090	0	9.0000000
PercentSalaryHike	1470	15.2095238	14.0000000	3.6599377	11.0000000	25.0000000
PerformanceRating	1470	3.1537415	3.0000000	0.3608235	3.0000000	4.0000000
RelationshipSatisfaction	1470	2.7122449	3.0000000	1.0812089	1.0000000	4.0000000
StandardHours	1470	80.0000000	80.0000000	0	80.0000000	80.0000000
StockOptionLevel	1470	0.7938776	1.0000000	0.8520767	0	3.0000000
TotalWorkingYears	1470	11.2795918	10.0000000	7.7807817	0	40.0000000
TrainingTimesLastYear	1470	2.7993197	3.0000000	1.2892706	0	6.0000000
WorkLifeBalance	1470	2.7612245	3.0000000	0.7064758	1.0000000	4.0000000
YearsAtCompany	1470	7.0081633	5.0000000	6.1265252	0	40.0000000
YearsInCurrentRole	1470	4.2292517	3.0000000	3.6231370	0	18.0000000
YearsSinceLastPromotion	1470	2.1877551	1.0000000	3.2224303	0	15.0000000
YearsWithCurrManager	1470	4.1231293	3.0000000	3.5681361	0	17.0000000

**The FREQ Procedure**

<b>Attrition</b>	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Frequency</b>	<b>Cumulative Percent</b>
No	1233	83.88	1233	83.88
Yes	237	16.12	1470	100.00

<b>Department</b>	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Frequency</b>	<b>Cumulative Percent</b>
Human Resources	63	4.29	63	4.29
Research & Development	961	65.37	1024	69.66
Sales	446	30.34	1470	100.00

<b>JobRole</b>	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Frequency</b>	<b>Cumulative Percent</b>
Healthcare Representative	131	8.91	131	8.91
Human Resources	52	3.54	183	12.45
Laboratory Technician	259	17.62	442	30.07
Manager	102	6.94	544	37.01
Manufacturing Director	145	9.86	689	46.87
Research Director	80	5.44	769	52.31
Research Scientist	292	19.86	1061	72.18
Sales Executive	326	22.18	1387	94.35
Sales Representative	83	5.65	1470	100.00

<b>Education</b>	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Frequency</b>	<b>Cumulative Percent</b>
1	170	11.56	170	11.56
2	282	19.18	452	30.75

<b>Education</b>	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Frequency</b>	<b>Cumulative Percent</b>
<b>3</b>	572	38.91	1024	69.66
<b>4</b>	398	27.07	1422	96.73
<b>5</b>	48	3.27	1470	100.00

<b>Gender</b>	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Frequency</b>	<b>Cumulative Percent</b>
<b>Female</b>	588	40.00	588	40.00
<b>Male</b>	882	60.00	1470	100.00

<b>OverTime</b>	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Frequency</b>	<b>Cumulative Percent</b>
<b>No</b>	1054	71.70	1054	71.70
<b>Yes</b>	416	28.30	1470	100.00