

The MEANS Procedure

| Variable | N | Mean | Median | Std Dev | Minimum | Maximum |
|--------------------------|------|-------------|-------------|-------------|-------------|-------------|
| 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

| Attrition | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-----------|-----------|---------|----------------------|--------------------|
| No | 1233 | 83.88 | 1233 | 83.88 |
| Yes | 237 | 16.12 | 1470 | 100.00 |

| Department | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|------------------------|-----------|---------|----------------------|--------------------|
| Human Resources | 63 | 4.29 | 63 | 4.29 |
| Research & Development | 961 | 65.37 | 1024 | 69.66 |
| Sales | 446 | 30.34 | 1470 | 100.00 |

| JobRole | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|---------------------------|-----------|---------|----------------------|--------------------|
| 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 |

| Education | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-----------|-----------|---------|----------------------|--------------------|
| 1 | 170 | 11.56 | 170 | 11.56 |
| 2 | 282 | 19.18 | 452 | 30.75 |

| Education | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-----------|-----------|---------|-------------------------|-----------------------|
| 3 | 572 | 38.91 | 1024 | 69.66 |
| 4 | 398 | 27.07 | 1422 | 96.73 |
| 5 | 48 | 3.27 | 1470 | 100.00 |

| Gender | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|--------|-----------|---------|-------------------------|-----------------------|
| Female | 588 | 40.00 | 588 | 40.00 |
| Male | 882 | 60.00 | 1470 | 100.00 |

| OverTime | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------|-----------|---------|-------------------------|-----------------------|
| No | 1054 | 71.70 | 1054 | 71.70 |
| Yes | 416 | 28.30 | 1470 | 100.00 |