

# HR Attrition Dataset Variables

- **Age:** Employee's age
- **Attrition:** Employee leaving the company (0 = No, 1 = Yes)
- **BusinessTravel:** Business travel frequency
  - 1 = No Travel
  - 2 = Travel Frequently
  - 3 = Travel Rarely
- **DailyRate:** Daily salary level
- **Department:** Department
  - 1 = HR
  - 2 = R&D
  - 3 = Sales
- **DistanceFromHome:** Distance from home to work
- **Education:** Education level
  - 1 = Below College
  - 2 = College
  - 3 = Bachelor
  - 4 = Master
  - 5 = Doctor
- **EducationField:** Field of education
  - 1 = HR
  - 2 = Life Sciences
  - 3 = Marketing
  - 4 = Medical Sciences
  - 5 = Other
  - 6 = Technical

- **EmployeeCount:** Employee count (constant value)
- **EmployeeNumber:** Employee ID
- **EnvironmentSatisfaction:** Satisfaction with the work environment
  - 1 = Low
  - 2 = Medium
  - 3 = High
  - 4 = Very High
- **Gender:** Gender
  - 1 = Female
  - 2 = Male
- **HourlyRate:** Hourly salary
- **JobInvolvement:** Job involvement
  - 1 = Low
  - 2 = Medium
  - 3 = High
  - 4 = Very High
- **JobLevel:** Job level
  - 1 = HC Rep
  - 2 = HR
  - 3 = Lab Technician
  - 4 = Manager
  - 5 = Managing Director
  - 6 = Research Director
- **JobRole:** Job role
  - 7 = Research Scientist
  - 8 = Sales Executive
  - 9 = Sales Representative
- **JobSatisfaction:** Satisfaction with the job

- 1 = Low
  - 2 = Medium
  - 3 = High
  - 4 = Very High
- **MaritalStatus:** Marital status
  - 1 = Divorced
  - 2 = Married
  - 3 = Single
- **MonthlyIncome:** Monthly salary
- **MonthlyRate:** Monthly rate
- **NumCompaniesWorked:** Number of companies worked at
- **Over18:** Over 18 years old
  - 1 = Yes
  - 2 = No
- **OverTime:** Overtime
  - 1 = No
  - 2 = Yes
- **PercentSalaryHike:** Percentage salary increase
- **PerformanceRating:** Performance rating
  - 1 = Low
  - 2 = Good
  - 3 = Excellent
  - 4 = Outstanding
- **RelationshipSatisfaction:** Satisfaction with relationships at work
  - 1 = Low
  - 2 = Medium
  - 3 = High
  - 4 = Very High

- **StandardHours**: Standard working hours (constant value)
- **StockOptionLevel**: Stock options level
- **TotalWorkingYears**: Total years worked
- **TrainingTimesLastYear**: Number of training hours last year
- **WorkLifeBalance**: Work-life balance
  - 1 = Bad
  - 2 = Good
  - 3 = Better
  - 4 = Best
- **YearsAtCompany**: Total number of years at the company
- **YearsInCurrentRole**: Years in the current role
- **YearsSinceLastPromotion**: Years since the last promotion
- **YearsWithCurrManager**: Years with the current manager