

Employee ID	Tenure (Months)	eNPS Score
1	12	9
2	36	7
3	24	10
4	48	8
5	6	5
6	18	9
7	30	6
8	12	10
9	42	7
10	24	8
11	36	5
12	6	9
13	18	6
14	48	10
15	30	7
16	12	8
17	24	5
18	36	9
19	6	6
20	18	10
21	42	7
22	30	8
23	12	5
24	24	9
25	36	6
26	6	10
27	18	7
28	48	8
29	30	5
30	12	9
31	24	6
32	36	10
33	42	7
34	18	8
35	6	5
36	30	9
37	12	6
38	24	10
39	36	7
40	48	8
41	18	5
42	6	9
43	30	6

44	12 10
45	24 7
46	36 8
47	48 5
48	18 9
49	6 6
50	30 10
51	12 7
52	24 8
53	36 5
54	48 9
55	18 6
56	6 10
57	30 7
58	12 8
59	24 5
60	36 9
61	48 6
62	18 10
63	6 7
64	30 8
65	12 5
66	24 9
67	36 6
68	48 10
69	18 7
70	6 8
71	30 5
72	12 9
73	24 6
74	36 10
75	48 7
76	18 8
77	6 5
78	30 9
79	12 6
80	0

Feedback	Tenure_Years	Dept_finance
"Great company culture, supportive team!"	1	FALSE
"Good benefits, but could use more challenging projects."	3	FALSE
"Love my job and the people I work with."	2	FALSE
"Excellent work-life balance, but salary could be higher."	4	FALSE
"Feeling a bit overwhelmed with workload."	0.5	TRUE
"Supportive management, opportunities for growth."	1.5	FALSE
"Lack of communication from upper management."	2.5	FALSE
"Best job I've ever had!"	1	FALSE
"Would like more training opportunities."	3.5	FALSE
"Enjoy my colleagues, but feel underappreciated."	2	FALSE
"Too much bureaucracy, slow decision-making."	3	TRUE
"Great team environment, learning a lot."	0.5	FALSE
"Salary is not competitive with the market."	1.5	FALSE
"Love the company's mission and values."	4	FALSE
"Would like more flexibility with work hours."	2.5	FALSE
"Good benefits package, but could use more PTO."	1	FALSE
"Feeling stressed and burnt out."	2	TRUE
"Excellent learning and development opportunities."	3	FALSE
"Not very satisfied with my current role."	0.5	FALSE
"Great company culture, supportive colleagues."	1.5	FALSE
"Would like more recognition for my work."	3.5	FALSE
"Enjoy my colleagues, but feel underpaid."	2.5	FALSE
"Lack of clear career progression paths."	1	TRUE
"Great work-life balance, enjoy the challenges."	2	FALSE
"Not happy with my current compensation."	3	FALSE
"Exciting projects, learning new things every day."	0.5	FALSE
"Would like to have more autonomy in my role."	1.5	FALSE
"Good benefits, but could use more flexible work arrangements."	4	FALSE
"Feeling micromanaged by my manager."	2.5	TRUE
"Supportive team environment, opportunities for growth."	1	FALSE
"Not happy with the company's direction."	2	FALSE
"Love the company culture, supportive colleagues."	3	FALSE
"Would like more recognition for my work."	3.5	FALSE
"Enjoy my colleagues, but feel underpaid."	1.5	FALSE
"Lack of clear career progression paths."	0.5	TRUE
"Great work-life balance, enjoy the challenges."	2.5	FALSE
"Not happy with my current compensation."	1	FALSE
"Exciting projects, learning new things every day."	2	FALSE
"Would like to have more autonomy in my role."	3	FALSE
"Good benefits, but could use more flexible work arrangements."	4	FALSE
"Feeling micromanaged by my manager."	1.5	TRUE
"Supportive team environment, opportunities for growth."	0.5	FALSE
"Not happy with the company's direction."	2.5	FALSE

"Love the company culture, supportive colleagues."	1	FALSE
"Would like more recognition for my work."	2	FALSE
"Enjoy my colleagues, but feel underpaid."	3	FALSE
"Lack of clear career progression paths."	4	TRUE
"Great work-life balance, enjoy the challenges."	1.5	FALSE
"Not happy with my current compensation."	0.5	FALSE
"Exciting projects, learning new things every day."	2.5	FALSE
"Would like to have more autonomy in my role."	1	FALSE
"Good benefits, but could use more flexible work arrangements."	2	FALSE
"Feeling micromanaged by my manager."	3	TRUE
"Supportive team environment, opportunities for growth."	4	FALSE
"Not happy with the company's direction."	1.5	FALSE
"Love the company culture, supportive colleagues."	0.5	FALSE
"Would like more recognition for my work."	2.5	FALSE
"Enjoy my colleagues, but feel underpaid."	1	FALSE
"Lack of clear career progression paths."	2	TRUE
"Great work-life balance, enjoy the challenges."	3	FALSE
"Not happy with my current compensation."	4	FALSE
"Exciting projects, learning new things every day."	1.5	FALSE
"Would like to have more autonomy in my role."	0.5	FALSE
"Good benefits, but could use more flexible work arrangements."	2.5	FALSE
"Feeling micromanaged by my manager."	1	TRUE
"Supportive team environment, opportunities for growth."	2	FALSE
"Not happy with the company's direction."	3	FALSE
"Love the company culture, supportive colleagues."	4	FALSE
"Would like more recognition for my work."	1.5	FALSE
"Enjoy my colleagues, but feel underpaid."	0.5	FALSE
"Lack of clear career progression paths."	2.5	TRUE
"Great work-life balance, enjoy the challenges."	1	FALSE
"Not happy with my current compensation."	2	FALSE
"Exciting projects, learning new things every day."	3	FALSE
"Would like to have more autonomy in my role."	4	FALSE
"Good benefits, but could use more flexible work arrangements."	1.5	FALSE
"Feeling micromanaged by my manager."	0.5	TRUE
"Supportive team environment, opportunities for growth."	2.5	FALSE
"Not happy with the company's direction."	1	FALSE
No Feedback	0	FALSE

Dept_hr	Dept_it	pt_market	Dept_sales	dback_Cleaned
FALSE	FALSE	TRUE	FALSE	"great company culture, supportive team!"
FALSE	FALSE	FALSE	FALSE	"good benefits, but could use more challenging projects."
FALSE	FALSE	FALSE	TRUE	"love my job and the people i work with."
TRUE	FALSE	FALSE	FALSE	"excellent work-life balance, but salary could be higher."
FALSE	FALSE	FALSE	FALSE	"feeling a bit overwhelmed with workload."
FALSE	TRUE	FALSE	FALSE	"supportive management, opportunities for growth."
FALSE	FALSE	TRUE	FALSE	"lack of communication from upper management."
FALSE	FALSE	FALSE	FALSE	"best job i've ever had!"
FALSE	FALSE	FALSE	TRUE	"would like more training opportunities."
TRUE	FALSE	FALSE	FALSE	"enjoy my colleagues, but feel underappreciated."
FALSE	FALSE	FALSE	FALSE	"too much bureaucracy, slow decision-making."
FALSE	TRUE	FALSE	FALSE	"great team environment, learning a lot."
FALSE	FALSE	TRUE	FALSE	"salary is not competitive with the market."
FALSE	FALSE	FALSE	FALSE	"love the company's mission and values."
FALSE	FALSE	FALSE	TRUE	"would like more flexibility with work hours."
TRUE	FALSE	FALSE	FALSE	"good benefits package, but could use more pto."
FALSE	FALSE	FALSE	FALSE	"feeling stressed and burnt out."
FALSE	TRUE	FALSE	FALSE	"excellent learning and development opportunities."
FALSE	FALSE	TRUE	FALSE	"not very satisfied with my current role."
FALSE	FALSE	FALSE	FALSE	"great company culture, supportive colleagues."
FALSE	FALSE	FALSE	TRUE	"would like more recognition for my work."
TRUE	FALSE	FALSE	FALSE	"enjoy my colleagues, but feel underpaid."
FALSE	FALSE	FALSE	FALSE	"lack of clear career progression paths."
FALSE	TRUE	FALSE	FALSE	"great work-life balance, enjoy the challenges."
FALSE	FALSE	TRUE	FALSE	"not happy with my current compensation."
FALSE	FALSE	FALSE	FALSE	"exciting projects, learning new things every day."
FALSE	FALSE	FALSE	TRUE	"would like to have more autonomy in my role."
TRUE	FALSE	FALSE	FALSE	"good benefits, but could use more flexible work arrange
FALSE	FALSE	FALSE	FALSE	"feeling micromanaged by my manager."
FALSE	TRUE	FALSE	FALSE	"supportive team environment, opportunities for growth.
FALSE	FALSE	TRUE	FALSE	"not happy with the company's direction."
FALSE	FALSE	FALSE	FALSE	"love the company culture, supportive colleagues."
FALSE	FALSE	FALSE	TRUE	"would like more recognition for my work."
TRUE	FALSE	FALSE	FALSE	"enjoy my colleagues, but feel underpaid."
FALSE	FALSE	FALSE	FALSE	"lack of clear career progression paths."
FALSE	TRUE	FALSE	FALSE	"great work-life balance, enjoy the challenges."
FALSE	FALSE	TRUE	FALSE	"not happy with my current compensation."
FALSE	FALSE	FALSE	FALSE	"exciting projects, learning new things every day."
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TRUE	FALSE	FALSE	FALSE	"good benefits, but could use more flexible work arrange
FALSE	FALSE	FALSE	FALSE	"feeling micromanaged by my manager."
FALSE	TRUE	FALSE	FALSE	"supportive team environment, opportunities for growth.
FALSE	FALSE	TRUE	FALSE	"not happy with the company's direction."

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FALSE	FALSE	FALSE	TRUE	"would like more recognition for my work."
TRUE	FALSE	FALSE	FALSE	"enjoy my colleagues, but feel underpaid."
FALSE	FALSE	FALSE	FALSE	"lack of clear career progression paths."
FALSE	TRUE	FALSE	FALSE	"great work-life balance, enjoy the challenges."
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FALSE	FALSE	FALSE	FALSE	"exciting projects, learning new things every day."
FALSE	FALSE	FALSE	TRUE	"would like to have more autonomy in my role."
TRUE	FALSE	FALSE	FALSE	"good benefits, but could use more flexible work arrange
FALSE	FALSE	FALSE	FALSE	"feeling micromanaged by my manager."
FALSE	TRUE	FALSE	FALSE	"supportive team environment, opportunities for growth.
FALSE	FALSE	TRUE	FALSE	"not happy with the company's direction."
FALSE	FALSE	FALSE	FALSE	no feedback

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