| **Variable** | **Description** |
| --- | --- |
| Age | Age of employee |
| Attrition | Attrition of employee (*Yes*, *No*) |
| BusinessTravel | Frequency of business travel (*Non-Travel*, *Travel\_Rarely*, *Travel\_Frequently*) |
| DailyRate | Amount of money a company has to pay employee to work for them for a day |
| Department | Work Department (*Research and Development*, *Sales*, *Human Resources*) |
| DistanceFromHome | Distance between company and home |
| Education | Level of education (1: *Below College*, 2: *College*, 3: *Bachelor*, 4: *Master*, 5: *Doctor*) |
| EducationField | Field of Education (*Life Sciences*, *Medical*, *Human Resources*, *Technical Degree*, *Marketing*, *Other*) |
| EmployeeCount | Count of employee (always 1) |
| EmployeeNumber | ID Employee |
| EnvironmentSatisfaction | Satisfaction of environment score(1: *Low*, 2: *Medium*, 3: *High*, 4: *Very High*) |
| HourlyRate | Amount of money a company has to pay employee to work for them for an hour |
| JobInvolvement | Level of job involvement (1: *Low*, 2: *Medium*, 3: *High*, 4: *Very High*) |
| JobLevel | Level of job (1 - 5) |
| JobRole | Role of job (*Sales Executive*, *Research Scientist*, *Laboratory Technician*, *Manager*, *Healthcare Representative*, *Sales Representative*, *Manufacturing Director*, *Human Resources*, *Manager*) |
| JobSatisfaction | Satisfaction of job (1: *Low*, 2: *Medium*, 3: *High*, 4: *Very High*) |
| MaritalStatus | Marital Status (*Married*, *Single*, *Divorced*) |
| MonthlyIncome | Monthly Income |
| MonthlyRate | Percent of salary of hike |
| NumCompaniesWorked | Total number of companies have been worked with |
| Over18 | Employee age over 18 years old (*Yes*, *No*) |
| OverTime | Frequently spent overtime working (*Yes*, *No*) |
| PercentSalaryHike | Percent of salary of hike |
| PerformanceRating | Level of performance assessment (1: *Low*, 2: *Good*, 3: *Excellent*, 4: *Outstanding*) |
| RelationshipSatisfaction | Level of relationship satisfaction (1: *Low*, 2: *Medium*, 3: *High*, 4: *Very High*) |
| StandardHours | Standard work hours (always 80) |
| StockOptionLevel | Stock option level (0 - 3) |
| TotalWorkingYears | Years of total working |
| TrainingTimesLastYear | Training times of last year |
| WorkLifeBalance | Level of work life balance (1: *Bad*, 2: *Good*, 3: *Better*, 4: *Best*) |
| YearsAtCompany | Years at company |
| YearsInCurrentRole | Years in current role |
| YearsSinceLastPromotion | Years since last promotion |
| YearsWithCurrManager | Years with current manager |