Data Dictionary – HR Analytics Datasets

# attrition\_log.xlsx

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Variable Name | Description | Data Type | Sample Value | Notes |
| Employee\_ID | Unique identifier for each employee | object | EMP10000 |  |
| Department | Department at time of exit | object | Operations |  |
| Joining\_Date | Date the employee originally joined | datetime64[ns] | 2023-01-22T00:00:00.000000000 |  |
| Exit\_Date | Date the employee exited | datetime64[ns] | 2023-09-26T00:00:00.000000000 |  |
| Exit\_Reason | Reason for exit (e.g., Resigned, Terminated) | object | Retired |  |

# department\_info.xlsx

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| --- | --- | --- | --- | --- |
| Variable Name | Description | Data Type | Sample Value | Notes |
| Department | Department name | object | Sales |  |
| Manager | Name of the department manager | object | Kathryn Myers |  |
| Budget | Annual department budget in INR | float64 | 13338087.83 |  |

# employee\_attendance.csv

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Variable Name | Description | Data Type | Sample Value | Notes |
| Employee\_ID | Unique identifier for each employee | object | EMP10104 |  |
| Month | Year-month format (YYYY-MM) | object | 2022-01 |  |
| Attendance\_Percent | Attendance percentage (0–100) | int64 | 96 |  |

# employee\_master\_large.xlsx

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Variable Name | Description | Data Type | Sample Value | Notes |
| Employee\_ID | Unique identifier for each employee | object | EMP10000 |  |
| Employee\_Name | Full name of the employee | object | James Miller |  |
| Gender | Gender of the employee | object | Other |  |
| Department | Department in which the employee works | object | Operations |  |
| Role | Job title or role | object | Manager |  |
| Joining\_Date | Date when the employee joined | datetime64[ns] | 2023-01-22T00:00:00.000000000 |  |
| Location | Office location | object | Bangalore |  |
| Employment\_Status | Current status - Active or Exited | object | Exited |  |

# performance\_reviews.xlsx

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Variable Name | Description | Data Type | Sample Value | Notes |
| Employee\_ID | Unique identifier for each employee | object | EMP10000 |  |
| Year | Year of the review | int64 | 2020 |  |
| Performance\_Score | Annual performance rating (1.0 to 5.0) | float64 | 3.43 |  |

# promotion\_history.xlsx

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Variable Name | Description | Data Type | Sample Value | Notes |
| Employee\_ID | Unique identifier for each employee | object | EMP12022 |  |
| Promotion\_Date | Date of promotion | datetime64[ns] | 2021-08-24T00:00:00.000000000 |  |
| New\_Role | New role/title after promotion | object | Senior Manager |  |
| New\_Grade | New grade level after promotion | object | M1 |  |

# salary\_info\_large.xlsx

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Variable Name | Description | Data Type | Sample Value | Notes |
| Employee\_ID | Unique identifier for each employee | object | EMP10000 |  |
| Year | Year of the salary record | int64 | 2023 |  |
| Salary | Annual base salary in INR | int64 | 780391 |  |
| Bonus | Bonus paid in INR | float64 | 86126.12 |  |
| Grade\_Level | Employee grade level (e.g., E1, M2) | object | D1 |  |

# survey\_feedback.xlsx

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Variable Name | Description | Data Type | Sample Value | Notes |
| Employee\_ID | Unique identifier for each employee | object | EMP11958 |  |
| Survey\_Year | Year when feedback was collected | int64 | 2024 |  |
| Engagement\_Score | Engagement score (1–10) | float64 | 7.9 |  |
| Work\_Life\_Balance\_Score | Work-life balance rating (1–10) | float64 | 5.5 |  |

# training\_records.xlsx

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Variable Name | Description | Data Type | Sample Value | Notes |
| Employee\_ID | Unique identifier for each employee | object | EMP12408 |  |
| Training\_Name | Name of the training course attended | object | Time Management |  |
| Training\_Date | Date when the training was completed | datetime64[ns] | 2022-10-25T00:00:00.000000000 |  |

# work\_location\_map.xlsx

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Variable Name | Description | Data Type | Sample Value | Notes |
| Location | Name of office location | object | Delhi |  |
| Region | Geographic region | object | North |  |
| HR\_Manager | HR manager responsible for the location | object | James Dixon |  |