# Data Dictionary – HR Analytics Dataset

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| Column Name | Description |
| EmployeeID | Unique identifier for each employee |
| Name | Full name of the employee |
| Age | Age of the employee in years |
| Gender | Gender identity of the employee (Male, Female, Other) |
| Department | Department in which the employee works |
| JobRole | Specific job role or designation of the employee |
| Education | Highest educational qualification (Bachelors, Masters, PhD, Diploma) |
| YearsAtCompany | Total number of years the employee has spent at the company |
| MonthlyIncome | Monthly income/salary of the employee in INR |
| PerformanceRating | Performance rating assigned to the employee (1 to 5 scale) |
| Attrition | Whether the employee has left the company (Yes/No) |
| OverTime | Whether the employee works overtime (Yes/No) |
| WorkLifeBalance | Employee's self-rated work-life balance (1 = Poor to 4 = Excellent) |
| TrainingTimesLastYear | Number of training sessions attended by the employee in the last year |
| JobSatisfaction | Employee's job satisfaction rating (1 = Low to 4 = High) |