

# **HR Analytics Dataset**

*(From KAGGLE)*

## **Overview:**

It aims to provide insights into various aspects of human resources within an organization. The dataset used for analysis contains several columns related to employee information as stated below:

**EmpID:** Employee ID

**Age:** Age of the employee

**AgeGroup:** Age group to which the employee belongs

**Attrition:** Employee attrition status (whether the employee has left the organization or is still active)

**BusinessTravel:** Frequency of business travel for the employee

**DailyRate:** Daily rate of pay for the employee

**Department:** Department in which the employee works

**DistanceFromHome:** Distance in miles from the employee's home to the workplace

**Education:** Level of education attained by the employee

**EducationField:** Field of education of the employee

**EmployeeCount:** Number of employees

**EmployeeNumber:** Unique identifier for each employee

**EnvironmentSatisfaction:** Employee's satisfaction level with the work environment

**Gender:** Gender of the employee

**HourlyRate:** Hourly rate of pay for the employee

**JobInvolvement:** Employee's level of job involvement

**JobLevel:** Level of the employee's job position

**JobRole:** Role of the employee within the organization

**JobSatisfaction:** Employee's satisfaction level with their job

**MaritalStatus:** Marital status of the employee

**MonthlyIncome:** Monthly income of the employee

**SalarySlab:** Categorization of monthly income into salary slabs

**MonthlyRate:** Monthly rate of pay for the employee

**NumCompaniesWorked:** Number of companies the employee has worked for in the past

**Over18:** Whether the employee is over 18 years old

**OverTime:** Whether the employee works overtime or not

**PercentSalaryHike:** Percentage increase in salary for the employee

**PerformanceRating:** Performance rating of the employee

**RelationshipSatisfaction:** Employee's satisfaction level with work relationships

**StandardHours:** Standard working hours for the employee

**StockOptionLevel:** Level of stock options granted to the employee

**TotalWorkingYears:** Total number of years the employee has worked

**TrainingTimesLastYear:** Number of training sessions attended by the employee in the last year

**WorkLifeBalance:** Employee's work-life balance satisfaction level

**YearsAtCompany:** Number of years the employee has worked at the current company

**YearsInCurrentRole:** Number of years the employee has been in the current role

**YearsSinceLastPromotion:** Number of years since the employee's last promotion

**YearsWithCurrManager:** Number of years the employee has been working with the current manager