**DDSAnalytics Employee Turnover Data Set**

**Description**

The DDS Analytics Employee Turnover data set contains 1471 rows of data, which covers the demographics of each employee as well as several satisfaction measures. The datasets are described as follows;

**Usage**

CaseStudy2-data.xls

**Format**

Excel Data Set with 1471 observations on 35 variables.

|  |  |  |
| --- | --- | --- |
| [,1] | Age | Employee Age |
| [,2] | Attrition | Yes / No |
| [,3] | Business Travel | Travel\_Rarely  Travel\_Frequently  Non-Travel |
| [,4] | Daily Rate | Daily Rate Charged |
| [,5] | Department | Sales  Research & Development  Human Resources |
| [,6] | DistanceFromHome | Distance from home to work |
| [,7] | Education | 1 = “Below College”  2 = “College”  3 = “Bachelor”  4 = “Master”  5 = “Doctor” |
| [,8] | EducationField | Describes the degree attained |
| [,9] | EmployeeCount | (Unknown) |
| [,10] | EmployeeNumber | Employee Number |
| [,11] | EnvironmentSatisfaction | 1 = “Low”  2 = “Medium”  3 = “High”  4 = “Very High” |
| [,12] | Gender | Male  Female |
| [,13] | HourlyRate | Hourly Pay Rate |
| [,14] | JobInvolvement | 1 = “Low”  2 = “Medium”  3 = “High”  4 = “Very High” |
| [,15] | JobLevel | Job Level Value |
| [,16] | JobRole | Job Role Description |
| [,17] | JobSatisfaction | 1 = “Low”  2 = “Medium”  3 = “High”  4 = “Very High” |
| [,18] | MaritalStatus | Single  Married  Divorced |
| [,19] | MonthlyIncome | Monthly Income |
| [,20] | MonthlyRate | Monthly Rate Charged |
| [,21] | NumCompainesWorked | Number of Companies Employee worked |
| [,22] | Over18 | Over 18 = Y  Under 18 = N |
| [,23] | OverTime | Works Overtime (Yes/No) |
| [,24] | PercentSalaryHike | Integer value of salary Hike. Divide by 100 to get actual percentage |
| [,25] | PerformanceRating | 1 = “Low”  2 = “Good”  3 = “Excellent”  4 = “Outstanding” |
| [,26] | RelationshipSatisfaction | 1 = “Low”  2 = “Medium”  3 = “High”  4 = “Very High” |
| [,27] | StandardHours | Standard Biweekly Hours |
| [,28] | StockOptionLevel | Stock Option Level 1-3 |
| [,29] | TotalWorkingYears | Total Number of years worked |
| [,30] | TrainingTimesLastYear | Number of Training activities in prior Year |
| [,31] | WorkLifeBalance | 1 = “Bad”  2 = “Good”  3 = “Better”  4 = “Best” |
| [,32] | YearsAtCompany | Total Number of years worked at this company |
| [,33] | YearsInCurrentRole | Years in current role |
| [,34] | YearsSinceLastPromotion | Years since promoted |
| [,35] | YearsWithCurrManager | Years with current Manager |

**Usage**

attrition

**Format**

R Data Frame Data Set with 1471 observations on 35 variables with truncated variable names reduced to max of 12 characters. Generated from the original excel spreadsheet.

|  |  |  |
| --- | --- | --- |
|  |  |  |
| [,1] | Age | Employee Age |
| [,2] | Attrition | Yes / No |
| [,3] | BusTravel | Business Travel  Travel\_Rarely  Travel\_Frequently  Non-Travel |
| [,4] | DailyRate | Daily Rate Charged |
| [,5] | Dept | Department  Sales  Research & Development  Human Resources |
| [,6] | DistFrHme | Distance from home to work |
| [,7] | Education | 1 = “Below College”  2 = “College”  3 = “Bachelor”  4 = “Master”  5 = “Doctor” |
| [,8] | EducField | Describes the degree attained |
| [,9] | EmplCnt | Employee Count (Unknown) |
| [,10] | EmplNumr | Employee Number |
| [,11] | EnvirSatisf | Environmental Satisfaction  1 = “Low”  2 = “Medium”  3 = “High”  4 = “Very High” |
| [,12] | Gender | Gender  Male  Female |
| [,13] | HourlyRate | Hourly Pay Rate |
| [,14] | JobInvl | Job Involvement  1 = “Low”  2 = “Medium”  3 = “High”  4 = “Very High” |
| [,15] | JobLvl | Job Level Value |
| [,16] | JobRole | Job Role Description |
| [,17] | JobSatisf | Job Satisfaction  1 = “Low”  2 = “Medium”  3 = “High”  4 = “Very High” |
| [,18] | MaritStat | Maritial Status  Single  Married  Divorced |
| [,19] | MonthlyInc | Monthly Income |
| [,20] | MonthlyRte | Monthly Rate Charged |
| [,21] | NumCompWrk | Number of Companies Employee worked |
| [,22] | Over18 | Over 18?  Over 18 = Y  Under 18 = N |
| [,23] | OverTime | Overtime  Works Overtime (Yes/No) |
| [,24] | PercSalHike | Percent Salary Hike  Integer value of salary Hike. Divide by 100 to get actual percentage |
| [,25] | PerfRate | Performance Rating  1 = “Low”  2 = “Good”  3 = “Excellent”  4 = “Outstanding” |
| [,26] | RelatSatisf | Relationship Satisfaction  1 = “Low”  2 = “Medium”  3 = “High”  4 = “Very High” |
| [,27] | StnrdHrs | Standard Biweekly Hours |
| [,28] | StkOptLvl | Stock Option Level 1-3 |
| [,29] | TtlWrkYrs | Total Number of years worked |
| [,30] | TrnTmLstYr | Number of Training activities in prior Year |
| [,31] | WrkLfBal | Work Life Balance  1 = “Bad”  2 = “Good”  3 = “Better”  4 = “Best” |
| [,32] | YrsAtComp | Total Number of years worked at this company |
| [,33] | YrsInCurRle | Years in current role |
| [,34] | YrsLstPromo | Years since promoted |
| [,35] | YrsCurrMang | Years with current Manager |