Data codebook for the case ABS tech

Dataset Contributor

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Detailed codebook

Feature	Description	DataType
Employee Name	Employee's full name	Text
PerfScore (1-4)	Performance Score code that indicates the employee's most recent performance score	Integer
PerformanceScore	A normative correspondence to PerfScore, with the following levels (4 – Exceeds, 3= Fully Meets, 2 = Needs Improvement, 1 = PIP)	Categorical
GenderID	Gender (1 = Male, 0 = Female)	Binary
Salary	The person's yearly salary (euros)	Float
Termd	Has this employee been terminated (1 = terminated, 0 = not terminated)	Binary
PositionID	An integer indicating the person's position	Integer
Position	The text name/title of the position the person has	Text
State	The state that the person lives in	Text
Zip	The zip code for the employee	Text
DOB	Date of Birth for the employee	Date
MaritalDesc	The marital status of the person (divorced, single, widowed, separated, etc)	Text
CitizenDesc	Label for whether the person is a Citizen or Eligible NonCitizen	Text
HispanicLatino	Yes or No field for whether the employee is Hispanic/Latino	Text

Feature	Description	DataType
RaceDesc	Description/text of the race the person identifies with	Text
DateofHire	Date the person was hired	Date
DateofTermination	Date the person was terminated, only populated if, in fact, Termd = 1	Date
TermReason	A text reason / description for why the person was terminated	Text
EmploymentStatus	A description/category of the person's employment status. Anyone currently working full time = Active	Text
Department	Name of the department that the person works in	Text
RecruitmentSource	The name of the recruitment source where the employee was recruited from	Text
EngagementSurvey	Results from the last engagement survey, managed by our external partner (max value 5)	Float
EmpSatisfaction	A basic satisfaction score between 1 and 5, as reported on a recent employee satisfaction survey	Integer
SpecialProjectsCount	The number of special projects that the employee worked on during the last 6 months prior to the last performance review	Integer
DaysLateLast30	The number of times that the employee was late to work during the last 30 days prior to the last performance review	Integer
Absences	The number of times the employee was absent from work.	Integer
ManPos	Was/is the employee in a management position (1 = Yes, 0 = No)	Integer
TechLev	Employee's technical level (1 = lowest, …, 8 = highest)	Integer
JobStr	Job stress (1 = lowest stress, …, 5 = highest stress)	Integer
ProjColl	Colleague's assessment of job performance in the most important annual project (1 = worst performance., …, 5 = best performance)	Integer

Feature	Description	DataType
ProjSelf	Self-assessment of job performance in the most important annual project (1 = worst performance., …, 5 = best performance)	Integer
ProjLead	Leader's assessment of job performance in the most important annual project (1 = worst performance., …, 5 = best performance)	Integer
TeamIden	Identification with the working team (1 = No identification at all, …, 5 = Full identification with the team)	Integer
OrgIden	Identification with the organization (1 = No identification at all, …, 5 = Full identification with the organization)	Integer
CarOpp	The extent to which there are clear and accessible career opportunities within the organization (1 = very few opportunities, …, 5 = a lot of opportunities)	Integer
PsySafe	The extent to which the employee feels psychological safe within the organization (1 = not safe at all, …, 5 = very safe)	Integer
Feedback	The extent to which one is willing to provide suggestions and feedback to the employer and the team (1 = no willingness at all, …, 5 = extremely high willingness)	Integer
Trust	The extent to which the colleagues find the employee can be trusted (reported by the colleagues; 1 = cannot be trusted at all, …, 5 = can be fully trusted)	Integer
Network	Colleague's reported employee's networking and socializing activities (1 = very low degree of networking, …, 5 = very high degree of networking)	Integer