**Assumptions made on Anand Teknow dataset**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Variables** | **Years** | **Value** | **Years** | **Value** | **Years** | **Value** |
| **Employer Appreciation** | 0-2 | 2.5 | 2-5 | 2.5-3.5 | 3.5-10 | 3.5-4.5 |
| **Job Involvement** | 0-2 | 2.5 | 2-5 | 2.5-3.5 | 3.5-10 | 3.5-4.5 |
| **Distance From Home** | 0-2 | 2.5 | 2-5 | 2.5-3.5 | 3.5-10 | 3.5-4.5 |
| **Number of Companies Worked** | 0-3 | 1 | 3-5 | 2 | 5-10 | 3 |
| **Percent Salary Hike** | 0-3 | 6 | 3-5 | 8 | 5-10 | 10+ |
| **Training Times Last Year (In Hrs)** | 0-3 | 4 | 3-5 | 6 | 5-10 | 6+ |
| **Year Since Last Promotion** | 0-3 | 0 | 3-5 | 2 | 5-10 | 2+ |
| **Year Since Last Promotion** | 0-3 | 0 | 3-5 | 0 | 5-10 | 0 |
| **Working Hours 2017** | 0-3 | 1600 | 3-5 | 1600 | 5-10 | 1600 |
| **Average monthly hours** | 0-3 | 200 | 3-5 | 200 | 5-10 | 200 |