

IBM Human Resources Employee Analytics Data Book

Uncover the factors that lead to employee attrition and explore important questions such as ‘show me a breakdown of distance from home by job role and attrition’ or ‘compare average monthly income by education and attrition’. This is a fictional data set created by IBM data scientists.

Education

- 1 'Below College'
- 2 'College'
- 3 'Bachelor'
- 4 'Master'
- 5 'Doctor'

EnvironmentSatisfaction

- 1 'Low'
- 2 'Medium'
- 3 'High'
- 4 'Very High'

JobInvolvement

- 1 'Low'
- 2 'Medium'
- 3 'High'
- 4 'Very High'

JobSatisfaction

- 1 'Low'
- 2 'Medium'
- 3 'High'
- 4 'Very High'

PerformanceRating

- 1 'Low'
- 2 'Good'
- 3 'Excellent'
- 4 'Outstanding'

RelationshipSatisfaction

- 1 'Low'
- 2 'Medium'

3 'High'

4 'Very High'

WorkLifeBalance

1 'Bad'

2 'Good'

3 'Better'

4 'Best'