

Codebook - HR Dataset v14

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Introduction to the HR Dataset - Version 14

- Updated April, 2021

The HR Dataset was designed by Drs. Rich Huebner and Carla Patalano to accompany a case study designed for graduate HR students studying HR metrics, measurement, and analytics. The students use Tableau data visualization software to uncover insights about the case. This is a synthetic data set created specifically to go along with the case study (proprietary for the college that we teach at).

Every year or so, we update the data set to include additional columns, and to make slight changes to the underlying data. In this version, we made the following updates:

- Add New Feature: Number of Absences for each employee
- Add New Feature: Salary
- Drop Feature: PayRate

In this update, I fixed a few minor errors/discrepancies between this codebook and the dataset.

Data Dictionary

Feature	Description	DataType
Employee Name	Employee's full name	Text
EmpID	Employee ID is unique to each employee	Text
MarriedID	Is the person married (1 or 0 for yes or no)	Binary
MaritalStatusID	Marital status code that matches the text field MaritalDesc	Integer
EmpStatusID	Employment status code that matches text field EmploymentStatus	Integer
DeptID	Department ID code that matches the department the employee works in	Integer
PerfScoreID	Performance Score code that matches the employee's most recent performance score	Integer
FromDiversityJobFairID	Was the employee sourced from the Diversity job fair? 1 or 0 for yes or no	Binary
Salary	The person's yearly salary. \$ U.S. Dollars	Float
Termd	Has this employee been terminated - 1 or 0	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
Sex	Sex - M or F	Text
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

