**HR Analytics Dataset – Data Dictionary**

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| **Variables** | **Description** |
| **EmpID** | Employee ID |
| **Age** | Age of the employee |
| **AgeGroup** | Age group to which the employee belongs |
| **Attrition** | Employee attrition status (whether the employee has left the organization or is still active) |
| **BusinessTravel** | Frequency of business travel for the employee |
| **DailyRate** | Daily rate of pay for the employee |
| **Department** | Department in which the employee works |
| **DistanceFromHome** | Distance in miles from the employee's home to the workplace |
| **Education** | Level of education attained by the employee |
| **EducationField** | Field of education of the employee |
| **EmployeeCount** | Number of employees |
| **EmployeeNumber** | Unique identifier for each employee |
| **EnvironmentSatisfaction** | Employee's satisfaction level with the work environment |
| **Gender** | Gender of the employee |
| **HourlyRate** | Hourly rate of pay for the employee |
| **JobInvolvement** | Employee's level of job involvement |
| **JobLevel** | Level of the employee's job position |
| **JobRole** | Role of the employee within the organization |
| **JobSatisfaction** | Employee's satisfaction level with their job |
| **MaritalStatus** | Marital status of the employee |
| **MonthlyIncome** | Monthly income of the employee |
| **SalarySlab** | Categorization of monthly income into salary slabs |
| **MonthlyRate** | Monthly rate of pay for the employee |
| **NumCompaniesWorked** | Number of companies the employee has worked for in the past |
| **Over18** | Whether the employee is over 18 years old |
| **OverTime** | Whether the employee works overtime or not |
| **PercentSalaryHike** | Percentage increase in salary for the employee |
| **PerformanceRating** | Performance rating of the employee |
| **RelationshipSatisfaction** | Employee's satisfaction level with work relationships |
| **StandardHours** | Standard working hours for the employee |
| **StockOptionLevel** | Level of stock options granted to the employee |
| **TotalWorkingYears** | Total number of years the employee has worked |
| **TrainingTimesLastYear** | Number of training sessions attended by the employee in the last year |
| **WorkLifeBalance** | Employee's work-life balance satisfaction level |
| **YearsAtCompany** | Number of years the employee has worked at the current company |
| **YearsInCurrentRole** | Number of years the employee has been in the current role |
| **YearsSinceLastPromotion** | Number of years since the employee's last promotion |
| **YearsWithCurrManager** | Number of years the employee has been working with the current manager |