HR Attrition Dataset Variables

- **Age**: Employee's age

- **Attrition**: Employee leaving the company (0 = No, 1 = Yes)

- **BusinessTravel**: Business travel frequency

  - 1 = No Travel

  - 2 = Travel Frequently

  - 3 = Travel Rarely

- **DailyRate:** Daily salary level

- **Department**: Department

  - 1 = HR

  - 2 = R&D

  - 3 = Sales

- **DistanceFromHome**: Distance from home to work

- **Education:** Education level

  - 1 = Below College

  - 2 = College

  - 3 = Bachelor

  - 4 = Master

  - 5 = Doctor

- **EducationField**: Field of education

  - 1 = HR

  - 2 = Life Sciences

  - 3 = Marketing

  - 4 = Medical Sciences

  - 5 = Other

  - 6 = Technical

- **EmployeeCount**: Employee count (constant value)

- **EmployeeNumber**: Employee ID

- **EnvironmentSatisfaction**: Satisfaction with the work environment

  - 1 = Low

  - 2 = Medium

  - 3 = High

  - 4 = Very High

- **Gender**: Gender

  - 1 = Female

  - 2 = Male

- **HourlyRate**: Hourly salary

- **JobInvolvement**: Job involvement

  - 1 = Low

  - 2 = Medium

  - 3 = High

  - 4 = Very High

- **JobLevel**: Job level

  - 1 = HC Rep

  - 2 = HR

  - 3 = Lab Technician

  - 4 = Manager

  - 5 = Managing Director

  - 6 = Research Director

- **JobRole**: Job role

  - 7 = Research Scientist

  - 8 = Sales Executive

  - 9 = Sales Representative

- **JobSatisfaction**: Satisfaction with the job

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

- **MaritalStatus**: Marital status
  - 1 = Divorced
  - 2 = Married
  - 3 = Single

- **MonthlyIncome**: Monthly salary

- **MonthlyRate**: Monthly rate

- **NumCompaniesWorked**: Number of companies worked at

- **Over18**: Over 18 years old
  - 1 = Yes
  - 2 = No

- **OverTime**: Overtime
  - 1 = No
  - 2 = Yes

- **PercentSalaryHike**: Percentage salary increase

- **PerformanceRating**: Performance rating
  - 1 = Low
  - 2 = Good
  - 3 = Excellent
  - 4 = Outstanding

- **RelationshipSatisfaction**: Satisfaction with relationships at work
  - 1 = Low
  - 2 = Medium
  - 3 = High
  - 4 = Very High

- **StandardHours**: Standard working hours (constant value)

- **StockOptionLevel**: Stock options level

- **TotalWorkingYears**: Total years worked

- **TrainingTimesLastYear**: Number of training hours last year

- **WorkLifeBalance**: Work-life balance

  - 1 = Bad

  - 2 = Good

  - 3 = Better

  - 4 = Best

- **YearsAtCompany**: Total number of years at the company

- **YearsInCurrentRole**: Years in the current role

- **YearsSinceLastPromotion**: Years since the last promotion

- **YearsWithCurrManager**: Years with the current manager