**IBM HR Analytics Employee Attrition & Performance**

About the Dataset :

The dataset contains 1,470 entries (rows) and 35 columns (features). Here's a brief summary of the columns:

1. **Age**: The age of the employee (integer).
2. **Attrition**: Indicates if the employee has left the company (Yes/No).
3. **BusinessTravel**: The frequency of business travel (categories: Non-Travel, Travel\_Rarely, Travel\_Frequently).
4. **DailyRate**: The daily rate of the employee (integer).
5. **Department**: The department where the employee works (e.g., Sales, Research & Development, Human Resources).
6. **DistanceFromHome**: The distance between the employee’s home and workplace (integer).
7. **Education**: The level of education (integer, likely coded 1 to 5).
8. **EducationField**: The field of education (e.g., Life Sciences, Medical, Marketing).
9. **EmployeeCount**: Number of employees (constant, likely 1 for all).
10. **EmployeeNumber**: A unique identifier for each employee.
11. **EnvironmentSatisfaction**: Satisfaction with the work environment (integer, likely a scale of 1 to 4).
12. **Gender**: Gender of the employee (Male/Female).
13. **HourlyRate**: Hourly rate of the employee (integer).
14. **JobInvolvement**: Job involvement level (integer).
15. **JobLevel**: The level of the job in the company (integer).
16. **JobRole**: The role of the employee (e.g., Sales Executive, Research Scientist).
17. **JobSatisfaction**: Satisfaction with the job (integer).
18. **MaritalStatus**: Marital status (e.g., Single, Married, Divorced).
19. **MonthlyIncome**: Monthly income of the employee (integer).
20. **MonthlyRate**: Monthly rate of the employee (integer).
21. **NumCompaniesWorked**: Number of companies the employee has worked at (integer).
22. **Over18**: Indicates if the employee is over 18 (likely a constant "Yes").
23. **OverTime**: Whether the employee works overtime (Yes/No).
24. **PercentSalaryHike**: Percentage increase in salary.
25. **PerformanceRating**: Performance rating (integer).
26. **RelationshipSatisfaction**: Satisfaction with relationships at work (integer).
27. **StandardHours**: Standard hours worked (likely a constant, e.g., 80 hours bi-weekly).
28. **StockOptionLevel**: Stock option level (integer).
29. **TotalWorkingYears**: Total number of years the employee has worked.
30. **TrainingTimesLastYear**: Number of training sessions attended last year (integer).
31. **WorkLifeBalance**: Work-life balance rating (integer).
32. **YearsAtCompany**: Number of years the employee has been at the company.
33. **YearsInCurrentRole**: Number of years in the current role.
34. **YearsSinceLastPromotion**: Number of years since the employee's last promotion.
35. **YearsWithCurrManager**: Number of years working with the current manager.

This dataset can be used for employee attrition analysis, performance prediction, and satisfaction studies.