

Variable	Meaning	Levels
Age	Age of the employee	
retirementDate	Date employee quit the company	
retirementType	Fired when decision was made for the company and resignation when it was made for the employee	Fired Resigantion
BusinessTravel	How frequently the employees travelled for business purposes in the last year	
Department	Department in company	
DistanceFromHome	Distance from home in kms	
Education	Education Level	1 'Below College' 2 'College' 3 'Bachelor' 4 'Master' 5 'Doctor'
EducationField	Field of education	
EmployeeCount	Employee count	
EmployeeNumber	Employee number/id	
EnvironmentSatisfaction	Work Environment Satisfaction Level	1 'Low' 2 'Medium' 3 'High' 4 'Very High'
Gender	Gender of employee	
JobInvolvement	Job Involvement Level	1 'Low' 2 'Medium' 3 'High' 4 'Very High'
JobLevel	Job level at company on a scale of 1 to 5	
JobRole	Name of job role in company	
JobSatisfaction	Job Satisfaction Level	1 'Low' 2 'Medium' 3 'High' 4 'Very High'
MaritalStatus	Marital status of the employee	
MonthlyIncome	Monthly income in rupees per month	
NumCompaniesWorked	Total number of companies the employee has worked for	
Over18	Whether the employee is above 18 years of age or not	
PercentSalaryHike	Percent salary hike for last year	
PerformanceRating	Performance rating for last year	1 'Low' 2 'Good' 3 'Excellent' 4 'Outstanding'
RelationshipSatisfaction	Relationship satisfaction level	1 'Low' 2 'Medium' 3 'High' 4 'Very High'
StandardHours	Standard hours of work for the employee	
StockOptionLevel	Stock option level of the employee	
TotalWorkingYears	Total number of years the employee has worked so far	
TrainingTimesLastYear	Number of times training was conducted for this employee last year	
WorkLifeBalance	Work life balance level	1 'Bad' 2 'Good' 3 'Better' 4 'Best'
YearsAtCompany	Total number of years spent at the company by the employee	
YearsSinceLastPromotion	Number of years since last promotion	
YearsWithCurrManager	Number of years under current manager	