**Employee Dataset**

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| **Variable Name** | **Description** |
| id | Employee ID |
| age | Employee age |
| gender | Female, Male |
| race | W, NW |
| marital\_status | Y, N |
| education | Some high school; High school diploma or equivalent; Some college; Post-secondary degree |
| division | Computer & Electronics; Cellphones and Accessories; Home Appliances; Office Products" |
| tenure | Employee’s sales experience (in years) |
| training\_status | Y, N (If the employee had any sales training) |
| jlevel | Level of sales job seniority. 1: most junior positions, 4: most senior positions |
| salary | Annual salary |
| absent | Number of days absent in the previous year |
| turnover | How likely is that you will quit your job in the next several months? (5 = very likely, to 1 = very unlikely) |
| persuasion\_skills | Persuasion skill score from when the person applied for this job. Scale 1 to 5; 5 = very good; 1 = very poor |
| commitment | I’m willing to go the “extra mile” for this firm. (5=strongly agree; 4=agree; 3=neutral, 2=disagree; 1=strongly disagree) |
| respect | Employees are treated with respect, regardless of their job. (5=strongly agree; 4=agree; 3=neutral, 2=disagree; 1=strongly disagree) |
| development | I believe I have the opportunity for personal development and growth in this firm. (5=strongly agree; 4=agree; 3=neutral, 2=disagree; 1=strongly disagree) |
| goal | I have a clear understanding of the responsibilities, goals, and objectives of my job: (5=strongly agree; 4=agree; 3=neutral, 2=disagree; 1=strongly disagree) |
| perf\_feedback | My manager gives me regular feedback on my performance. (5=strongly agree; 4=agree; 3=neutral, 2=disagree; 1=strongly disagree) |
| perf\_fair | My performance on the job is evaluated fairly. (5=strongly agree; 4=agree; 3=neutral, 2=disagree; 1=strongly disagree) |
| reward\_fair | My reward on the job is evaluated fairly. (5=strongly agree; 4=agree; 3=neutral, 2=disagree; 1=strongly disagree) |
| work\_life | My work schedule allows sufficient flexibility to meet my personal and family needs. (5=strongly agree; 4=agree; 3=neutral, 2=disagree; 1=strongly disagree) |
| competition | This firm is doing better than our competition in providing innovation and quality to the marketplace. (5=strongly agree; 4=agree; 3=neutral, 2=disagree; 1=strongly disagree) |
| culture\_fit | How well do you think you have fit in organization’s culture? (5 = Very Well; 1 = Very poorly) |
| extraversion | Personality (extraversion) test score. (5 = very extravert; 1 = very introvert) |
| conscientiousness | Personality (conscientiousness) test score. (5 = very conscientious; 1 = very unconscientious) |
| emotion\_stability | Personality (emotion stability) test score. (5 = very high; 1 = very low) |
| agreeable | Personality (agreeableness) test score. (5 = very agreeable; 1 = very disagreeable) |
| openness | Personality (openness to experience) test score. (5 = very open; 1 = very unopen) |
| cognitive\_ability | Cognitive ability test score. (5 = very good; 1 = very poor) |
| structured\_interview | Structured interview score from when the person applied for this job. (5 = very good; 1 = very poor) |
| behavior\_rating | Supervisor’s rating on employee’s behavior during work. (3 = very good; 1 = very poor) |
| business\_rating | Supervisor’s rating on employee’s business performance during work. (3 = very good; 1 = very poor) |
| sales\_skills | Sales skills score from when the person applied for the job. (5 = very good; 1 = very poor) |

**Applicants Dataset**

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| **Variable Name** | **Description** |
| id | Applicant ID |
| age | Applicant age |
| gender | Female, Male |
| race | W, NW |
| marital\_status | Y, N |
| education | Some high school; High school diploma or equivalent; Some college; Post-secondary degree |
| yrs\_of\_experience | Applicant’s experience in retail sales (in years) |
| persuasion\_skills | Persuasion skill score. Scale 1 to 5; 5 = very good; 1 = very poor |
| work\_life | My work schedule should allow me enough flexibility to meet my needs and those of my family.  . (5=strongly agree; 4=agree; 3=neutral, 2=disagree; 1=strongly disagree) |
| culture\_fit | Interviewer’s evaluation of how well the employee would fit in organization’s culture? (5 = Very Well; 1 = Very poorly) |
| extraversion | Personality (extraversion) test score. (5 = very extravert; 1 = very introvert) |
| conscientiousness | Personality (conscientiousness) test score. (5 = very conscientious; 1 = very unconscientious) |
| emotion\_stability | Personality (emotion stability) test score. (5 = very high; 1 = very low) |
| agreeable | Personality (agreeableness) test score. (5 = very agreeable; 1 = very disagreeable) |
| openness | Personality (openness to experience) test score. (5 = very open; 1 = very unopen) |
| cognitive\_ability | Cognitive ability test score. (5 = very well; 1 = very poor) |
| structured\_interview | Structured interview score. (5 = very good; 1 = very poor) |
| sales\_skills | Sales skills score (5 = very good; 1 = very poor) |