# Data Dictionary for the HR dataset

Missing values in the data are denoted as "?"

Employee\_Name: Employee’s full name

EmpID: Employee ID is unique to each employee

PayRate: The person’s pay rate. Hourly rates are given for production technicians, annual salaries for everyone else.

Position: The name/title of the position the person has

State: The state that the person lives in

Zip: The zip code for the employee

DOB: Date of Birth for the employee

Sex: M or F

MaritalDesc: The marital status of the person (divorced, single, widowed, separated, etc)

Dependents: The number of dependents the person is claiming on their health benefits package

CitizenDesc: Label for whether the person is a Citizen or Eligible NonCitizen

HispanicLatino: Yes or No field for whether the employee is Hispanic/Latino

RaceDesc: Description/text of the race the person identifies with

DateofHire: Date the person was hired

DateofTermination: Date the person was terminated

TermReason: A text reason / description for why the person was terminated

EmploymentStatus: A description/category of the person’s employment status

Department: Name of the department that the person works in

ManagerName: The name of the person’s immediate manager

RecruitmentSource: The name of the recruitment source where the employee was recruited from

PerformanceScore: Performance Score text/category (Fully Meets, Partially Meets, PIP (Performance Improvement Plan), Exceeds)

EngagementSurvey: Results from an employee engagement survey, managed by Employee Evaluators Inc, with scores ranging between 1 and 10.

EmpSatisfaction: A basic satisfaction score between 1 and 5, as reported on an old employee satisfaction survey given a few years ago.

EmpSatisfaction2: A basic satisfaction score between 0 and 100, as reported by an employee satisfaction survey given last month by Cecil, the VP of Human Resources.

SpecialProjectsCount: The number of special projects that the employee worked on during the last 6 months

LastPerformanceReview\_Date: The most recent date of the person’s last performance review

DaysLateLast30: The number of times that the employee was late to work during the last 30 days (or the last 30 days of their employment if they are no longer active)

AbsencesLast30: The number of times that the employee was absent from work during the last 30 days (or the last 30 days of their employment if they are no longer active)