Introduction to the HR Dataset - Version 14

* Updated April, 2021

The HR Dataset was designed by Drs. Rich Huebner and Carla Patalano to accompany a case study designed for graduate HR students studying HR metrics, measurement, and analytics. This is a synthetic data set.

Codebook

| **Feature** | **Description** | **DataType** |
| --- | --- | --- |
| Employee Name | Employee’s full name | Text |
| EmpID | Employee ID is unique to each employee | Text |
| MarriedID | Is the person married (1 or 0 for yes or no) | Binary |
| MaritalStatusID | Marital status code that matches the text field MaritalDesc | Integer |
| EmpStatusID | Employment status code that matches text field EmploymentStatus | Integer |
| DeptID | Department ID code that matches the department the employee works in | Integer |
| PerfScoreID | Performance Score code that matches the employee’s most recent performance score | Integer |
| FromDiversityJobFairID | Was the employee sourced from the Diversity job fair? 1 or 0 for yes or no | Binary |
| Salary | The person’s yearly salary. $ U.S. Dollars | Float |
| Termd | Has this employee been terminated - 1 or 0 | Binary |
| PositionID | An integer indicating the person’s position | Integer |
| Position | The text name/title of the position the person has | Text |
| State | The state that the person lives in | Text |
| Zip | The zip code for the employee | Text |
| DOB | Date of Birth for the employee | Date |
| Sex | Sex - M or F | Text |
| MaritalDesc | The marital status of the person (divorced, single, widowed, separated, etc) | Text |
| CitizenDesc | Label for whether the person is a Citizen or Eligible NonCitizen | Text |
| HispanicLatino | Yes or No field for whether the employee is Hispanic/Latino | Text |
| RaceDesc | Description/text of the race the person identifies with | Text |
| DateofHire | Date the person was hired | Date |
| DateofTermination | Date the person was terminated, only populated if, in fact, Termd = 1 | Date |
| TermReason | A text reason / description for why the person was terminated | Text |
| EmploymentStatus | A description/category of the person’s employment status. Anyone currently working full time = Active | Text |
| Department | Name of the department that the person works in | Text |
| ManagerName | The name of the person’s immediate manager | Text |
| ManagerID | A unique identifier for each manager. | Integer |
| RecruitmentSource | The name of the recruitment source where the employee was recruited from | Text |
| PerformanceScore | Performance Score text/category (Fully Meets, Partially Meets, PIP, Exceeds) | Text |
| EngagementSurvey | Results from the last engagement survey, managed by our external partner | Float |
| EmpSatisfaction | A basic satisfaction score between 1 and 5, as reported on a recent employee satisfaction survey | Integer |
| SpecialProjectsCount | The number of special projects that the employee worked on during the last 6 months | Integer |
| LastPerformanceReviewDate | The most recent date of the person’s last performance review. | Date |
| DaysLateLast30 | The number of times that the employee was late to work during the last 30 days | Integer |
| Absences | The number of times the employee was absent from work. | Integer |