**Data Description Of HR Analytics Employee Attrition & Performance**

**Fact PerformanceRating**

* PerformanceID: Unique identifier for each performance review.
* EmployeeID: Unique identifier for the employee being reviewed.
* ReviewDate: The date of the performance review.
* EnvironmentSatisfaction: Rating of the employee's satisfaction with their work environment.
* JobSatisfaction: Rating of the employee's satisfaction with their job.
* RelationshipSatisfaction: Rating of the employee's satisfaction with workplace relationships.
* TrainingOpportunitiesWithinYear: Number of training opportunities available to the employee within the year.
* TrainingOpportunitiesTaken: Number of training opportunities the employee has taken.
* WorkLifeBalance: Rating of the employee's work-life balance.
* SelfRating: The employee's self-assessment rating.
* ManagerRating: The manager's rating of the employee's performance.

**2. DimEmployee**

* EmployeeID: Unique identifier for each employee.
* FirstName: The first name of the employee.
* LastName: The last name of the employee.
* Gender: The gender of the employee.
* Age: The age of the employee.
* BusinessTravel: The frequency of business travel for the employee.
* Department: The department in which the employee works.
* DistanceFromHome (KM): The distance between the employee's home and workplace in kilometers.
* State: The state in which the employee resides.
* Ethnicity: The ethnicity of the employee.
* MaritalStatus: The marital status of the employee.
* Salary: The annual salary of the employee.
* StockOptionLevel: The level of stock options granted to the employee.
* OverTime: Whether the employee works overtime (Yes/No).
* HireDate: The date the employee was hired.
* Attrition: Whether the employee has left the company (Yes/No).
* YearsAtCompany: The number of years the employee has been with the company.
* YearsInMostRecentRole: The number of years the employee has been in their most recent role.
* YearsSinceLastPromotion: The number of years since the employee's last promotion.
* YearsWithCurrManager: The number of years the employee has worked with their current manager.

**SatisfiedLevel**

* SatisfactionID: Unique identifier for the satisfaction level.
* SatisfactionLevel: The level of satisfaction, ranging from "Very Dissatisfied" to "Very Satisfied."

**4. RatingLevel**

* RatingID: Unique identifier for the rating level.
* RatingLevel: The performance rating, ranging from "Unacceptable" to "Above and Beyond."

**5. EducationLevel**

* EducationLevelID: Unique identifier for the education level.
* EducationLevel: The level of education achieved, ranging from "No Formal Qualifications" to "Doctorate."