

About Dataset

Employee Data

The Synthetic Employee Records Dataset is a simulated dataset created to explore various data analysis and machine learning techniques in the context of human resources and employee management. This synthetic dataset mirrors the structure and characteristics of real employee data, while all the information contained within is entirely fictional and generated for illustrative purposes.

Descriptions for each of the columns in the dataset:

1. **Employee ID:** Unique identifier for each employee in the organization.
2. **First Name:** The first name of the employee.
3. **Last Name:** The last name of the employee.
4. **Start Date:** The date when the employee started working for the organization.
5. **Exit Date:** The date when the employee left or exited the organization (if applicable).
6. **Title:** The job title or position of the employee within the organization.
7. **Supervisor:** The name of the employee's immediate supervisor or manager.
8. **Email:** The email address associated with the employee's communication within the organization.
9. **Business Unit:** The specific business unit or department to which the employee belongs.
10. **Employee Status:** The current employment status of the employee (e.g., Active, On Leave, Terminated).
11. **Employee Type:** The type of employment the employee has (e.g., Full-time, Part-time, Contract).
12. **Pay Zone:** The pay zone or salary band to which the employee's compensation falls.
13. **Employee Classification Type:** The classification type of the employee (e.g., Exempt, Non-exempt).
14. **Termination Type:** The type of termination if the employee has left the organization (e.g., Resignation, Layoff, Retirement).
15. **Termination Description:** Additional details or reasons for the employee's termination (if applicable).
16. **Department Type:** The broader category or type of department the employee's work is associated with.
17. **Division Description:** The division or branch of the organization where the employee works.
18. **DOB (Date of Birth):** The date of birth of the employee.
19. **State:** The state or region where the employee is located.
20. **Job Function:** A brief description of the employee's primary job function or role.
21. **Gender:** A code representing the gender of the employee (e.g., M for Male, F for Female, N for Non-binary).
22. **Location:** A code representing the physical location or office where the employee is based.
23. **Race (or) Ethnicity:** A description of the employee's racial or ethnic background (if provided).

24. **Marital Status:** The marital status of the employee (e.g., Single, Married, Divorced).
25. **Performance Score:** A score indicating the employee's performance level (e.g., Excellent, Satisfactory, Needs Improvement).
26. **Current Employee Rating:** The current rating or evaluation of the employee's overall performance.

Training/Development Data

The Training and Development Records Dataset provides a comprehensive overview of training activities and developmental programs within an organization. This dataset is designed to capture the details of employee participation in various training initiatives, helping to assess the impact of professional development efforts and guide strategic decision-making.

Descriptions for each of the columns in the dataset:

1. **Employee ID:** A unique identifier for each employee who participated in the training program.
2. **Training Date:** The date on which the training session took place.
3. **Training Program Name:** The name or title of the training program attended by the employee.
4. **Training Type:** The categorization of the training, indicating its purpose or focus (e.g., Technical, Soft Skills, Safety).
5. **Training Outcome:** The observed outcome or result of the training for the employee (e.g., Completed, Partial Completion, Not Completed).
6. **Location:** The physical or virtual location where the training session was conducted.
7. **Trainer:** The name of the trainer or instructor who facilitated the training.
8. **Training Duration (Days):** The duration of the training program in days.
9. **Training Cost:** The cost associated with organizing and conducting the training program.

Recruitment Data

The Recruitment Activity Records Dataset offers a comprehensive view of the recruitment process within an organization, encompassing key data points from initial job posting to candidate selection. This dataset aims to facilitate insights into the efficiency of recruitment efforts, candidate profiles, and the effectiveness of sourcing channels.

Descriptions for each of the columns in the dataset:

1. **Applicant ID:** A unique identifier assigned to each applicant who has submitted their information for a job opportunity.
2. **Application Date:** The date on which the applicant submitted their application for the job.
3. **First Name:** The first name of the applicant.
4. **Last Name:** The last name of the applicant.
5. **Gender:** The gender of the applicant.
6. **Date of Birth:** The birthdate of the applicant.
7. **Phone Number:** The contact phone number of the applicant.

8. **Email:** The email address of the applicant for communication purposes.
9. **Address:** The street address where the applicant resides.
10. **City:** The city where the applicant's address is located.
11. **State:** The state or province where the applicant's address is situated.
12. **Zip Code:** The postal or ZIP code associated with the applicant's address.
13. **Country:** The country where the applicant's address is located.
14. **Education Level:** The highest level of education attained by the applicant.
15. **Years of Experience:** The number of years of professional experience the applicant has.
16. **Desired Salary:** The salary the applicant wishes to receive for the job.
17. **Job Title:** The title or designation of the job the applicant is applying for.
18. **Status:** The status of the applicant's application (e.g., Submitted, Under Review, Rejected, Selected).

Employee Engagement Survey Data

The Employee Engagement Survey Dataset presents a comprehensive collection of responses obtained through an organization-wide employee engagement survey. This dataset is intended to analyze the levels of employee engagement, satisfaction, and sentiment across various facets of the workplace, facilitating insights into workforce dynamics and guiding strategies for improvement.

Descriptions for each of the columns in the dataset:

1. **Employee ID:** A unique identifier assigned to each employee who participated in the employee engagement survey.
2. **Survey Date:** The date on which the engagement survey was administered to employees.
3. **Engagement Score:** A calculated numerical score representing the level of employee engagement based on survey responses.
4. **Satisfaction Score:** A numerical score indicating employee satisfaction with various aspects of their job and workplace.
5. **Work-Life Balance Score:** A numerical score reflecting employee perceptions of the balance between work and personal life.

Note:

Please note that the examples provided are fictional and for illustrative purposes. You can tailor the descriptions and examples to match the specifics of your dataset. You can also reach me via email at: rrana157@gmail.com