**Summary Table for dataset**

| **VARIABLES** | **TYPE** | **Description** |
| --- | --- | --- |
| ID | UID | A unique ID to identify a candidate |
| Salary | Continuous | Annual CTC oﬀered to the candidate (in INR) |
| DOJ | Date | Date of joining the company |

| DOL | Date | Date of leaving the company |
| --- | --- | --- |
| Designation | Categorical | Designation oﬀered in the job |
| JobCity | Categorical | Location of the job (city) |
| Gender | Categorical | Candidate’s gender |
| DOB | Date | Date of birth of candidate |
| 10percentage | Continuous | Overall marks obtained in grade 10  examinations |
| 10board | Continuous | The school board whose curriculum the candidate followed in grade 10 |
| 12graduation | Date | Year of graduation - senior year high school |
| 12percentage | Continuous | Overall marks obtained in grade 12  examinations |
| 12board | Date | The school board whose curriculum the candidate followed in grade 12 |
| CollegeID | NA/ID | Unique ID identifying the college which the candidate attended |
| CollegeTier | Categorical | Tier of college |
| Degree | Categorical | Degree obtained/pursued by the candidate |
| Specialization | Categorical | Specialization pursued by the candidate |
| CollegeGPA | Continuous | Aggregate GPA at graduation |
| CollegeCityID | NA/ID | A unique ID to identify the city in which the college is located in |
| CollegeCityTier | Categorical | The tier of the city in which the college is located |
| CollegeState | Categorical | Name of States |
| GraduationYear | Date | Year of graduation (Bachelor’s degree) |
| English | Continuous | Scores in AMCAT English section |
| Logical | Continuous | Scores in AMCAT Logical section |
| Quant | Continuous | Scores in AMCAT Quantitative section |
| Domain | Continuous/ Standardized | Scores in AMCAT’s domain module |
| ComputerProgramming | Continuous | Score in AMCAT’s Computer programming  section |
| ElectronicsAndSemicon | Continuous | Score in AMCAT’s Electronics & Semiconductor Engineering section |
| ComputerScience | Continuous | Score in AMCAT’s Computer Science section |
| MechanicalEngg | Continuous | Score in AMCAT’s Mechanical Engineering  section |
| ElectricalEngg | Continuous | Score in AMCAT’s Electrical Engineering section |
| TelecomEngg | Continuous | Score in AMCAT’s Telecommunication Engineering section |
| CivilEngg | Continuous | Score in AMCAT’s Civil Engineering section |
| conscientiousness | Continuous/ Standardized | Scores in one of the sections of AMCAT’s personality test |

| agreeableness | Continuous/  Standardized | Scores in one of the sections of AMCAT’s  personality test |
| --- | --- | --- |
| extraversion | Continuous/ Standardized | Scores in one of the sections of AMCAT’s personality test |
| neuroticism | Continuous/  Standardized | Scores in one of the sections of AMCAT’s  personality test |
| openess\_to\_experience | Continuous/ Standardized | Scores in one of the sections of AMCAT’s personality test |