***Pharmaceutical Employee Data Dictionary***

The overall purpose of this dataset is to use the employee characteristics to understand and predict employee attrition. Most of the variables should be self-explanatory, but more detailed information on each variable is presented below:

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| --- | --- |
| AGE | Age in years |
| DOB | Date of Birth |
| BUSINESS TRAVEL | Frequency of travel with work. |
| BillableRate | Billable rate per day ($) |
| DEPARTMENT | The department the employee works in |
| DISTANCE FROM HOME | Distance from home to work (miles) |
| EDUCATION | 'Below College' 2 'College' 3 'Bachelor' 4 'Master' 5 'Doctor' |
| EDUCATION FIELD | (1=HR, 2=LIFE SCIENCES, 3=MARKETING, 4=MEDICAL SCIENCES, 5=OTHERS, 6= TEHCNICAL) |
| ENVIROMENT SATISFACTION | Satisfaction with the working environment 1 'Low' 2 'Medium' 3 'High' 4 'Very High' |
| GENDER | Gender |
| HOURLY RATE | Billable rate per hour ($) |
| ID | Unique identifier for each employee |
| JOB INVOLVEMENT | Self reported level of engagement with the role. 1 'Low' 2 'Medium' 3 'High' 4 'Very High' |
| JOB LEVEL | Job level of seniority (1 = junior, 5 = senior) |
| JOB ROLE | Role in the company |
| JOB SATISFACTION | Self-reported job satisfaction. 1 'Low' 2 'Medium' 3 'High' 4 'Very High' |
| MARITAL STATUS | Marital status |
| MONTHLY INCOME | Monthly salary ($) |
| MONTHY RATE | Billable rate per month ($) |
| NUMCOMPANIES WORKED | NO. OF COMPANIES WORKED AT |
| OVERTIME | Whether the person works overtime |
| PERCENT SALARY HIKE | Percentage increase in salary after performance rating |
| PERFORMANCE RATING | 1 'Low' 2 'Good' 3 'Excellent' 4 'Outstanding' |
| RELATIONS SATISFACTION | Satisfaction with relationship with manager. 1 'Low' 2 'Medium' 3 'High' 4 'Very High' |
| STOCK OPTIONS LEVEL | Level of stock options. 0 ‘None’, 1 ‘low’, 2 ‘medium’, 3 ‘high’ |
| TOTAL WORKING YEARS | Total years working |
| TRAINING TIMES LAST YEAR | The number of days spent on training programmes in the last year |
| WORK LIFE BALANCE | Self-reported work life balance. 1 'Bad' 2 'Good' 3 'Better' 4 'Best' |
| YEARS AT COMPANY | The number of years the employee has been with the company |
| YEARS IN CURRENT ROLE | The number of years the employee has been in their current role (0 if less than 1 year) |
| YEARS SINCE LAST PROMOTION | The number of years since they were last promoted. |
| YEARS WITH CURRENT MANAGER | The number of years the employee has worked with their current manager. |
| ATTRITION | Whether or not the employee left the company |