## Dataset Used

| Feature | Data Type | Scale |
|---|---|---|
| Age | Numerical Discrete Data | None |
| Attrition | Text Categorical Data | None |
| Business Travel | Text Categorical Data | None |
| Daily Rate | Numerical Discrete Data | None |
| Department | Text Categorical Data | None |
| Distance From Home | Numerical Discrete Data | None |
| Education | Numerical, Categorical Data | 1: Below college<br>2: College<br>3: Bachelor<br>4: Master<br>5: Doctor |
| Education Field | Text Categorical Data | None |
| Employee Count | Numerical, Categorical Data | None |
| Employee Number | Numerical, Categorical Data | None |
| Environment Satisfaction | Numerical, Categorical Data | 1: Low<br>2: Medium<br>3: High<br>4: Very High |
| Gender | Text Categorical Data | None |
| Hourly Rate | Numerical Discrete Data | None |
| Job Involvement | Numerical, Categorical Data | None |
| Job Role | Text Categorical Data | None |
| Job Satisfaction | Numerical Categorical Data | 1: Low<br>2: Medium<br>3: High<br>4: Very High |
| Marital Status | Text Categorical Data | None |
| Monthly Income | Numerical Discrete Data | None |
| Monthly Rate | Numerical Discrete Data | None |

| | | |
|---|---|---|
| Number Companies Worked | Numerical Discrete Data | None |
| Over 18 | Text Categorical Data | None |
| Over Time | Text Categorical Data | None |
| Percent Salary Hike | Numerical Discrete Data | None |
| Performance Rating | Numerical Categorical Data | 1: Low<br>2: Good<br>3: Excellent<br>4: Outstanding |
| Relationship Satisfaction | Numerical Categorical Data | 1: Low<br>2: Medium<br>3: High<br>4: Very High |
| Standard Hours | Numerical Discrete Data | None |
| Stock Option Level | Numerical Categorical Data | None |
| Total Working Years | Numerical Discrete Data | None |
| Training Times Last Year | Numerical Discrete Data | None |
| Work Life Balance | Numerical Categorical Data | 1: Bad<br>2: Good<br>3: Better<br>4: Best |
| Years At Company | Numerical Discrete Data | None |
| Years In Current Role | Numerical Discrete Data | None |
| Years Since Last Promotion | Numerical Discrete Data | None |
| Years as Manager | Numerical Discrete Data | None |

Table 1. Data Set Used

The data set is a mixed metric of employee information. The data set has various features as given in the Table 1.

The dataset helps analytical stage to examine the metrics report findings to find trends and patterns that could affect a company. Various analytical techniques are employed based on the desired result. Descriptive analytics, prescriptive analytics, and predictive analytics are a few of them.

The only goal of descriptive analytics is to comprehend previous data and identify areas for improvement.

The goal of predictive analytics is to foresee future dangers or opportunities by analysing previous data using statistical models.

Prescriptive analytics goes beyond predictive analytics by foreseeing the effects of predicted events. The analysis part results in useful experimental studies and comparisons of importance of data collected in related works.