Key for the categories of variables not evident in the HALE attrition data set.

Education  
1 'Below College'  
2 'College'  
3 'Bachelor'  
4 'Master'  
5 'Doctor'

JobInvolvement  
1 'Low'  
2 'Medium'  
3 'High'  
4 'Very High'

JobSatisfaction  
1 'Low'  
2 'Medium'  
3 'High'  
4 'Very High'

PerformanceRating  
1 'Low'  
2 'Good'  
3 'Excellent'  
4 'Outstanding'

JobLevel

1 ‘Low’

2 ‘Medium’

3 ‘High’

StockOptionLevel

0 ‘No shares’

1 ‘Low’

2 ‘Medium’

3 ‘High’

The company offers to eligible employees the opportunity to invest in company shares at a small discount off the market price on the day of purchase. The record reflects the volume of shares held by the employee.

OTHER COMMENTS:

In Higher\_Education 🡪 12th : High School

In Mode\_of\_work🡪 WFH: Work from Home

NOTE: You should inspect and ‘clean’ the data. Many variables declared as ‘nominal’ are, in fact, ‘ordinal’.