datacamp

Metadata - Case Study:
HR Analytics in Tableau

Performance

Column	Description	Datatype
Performance ID	A unique ID that identifies an individual performance review.	text
Employee ID	A unique ID that identifies an employee. Connects to Employee table.	text
Review Date	Date an employees' review took place.	date
Environment Satisfaction	Text rating for employees' satisfaction with their environment.	text
Job Satisfaction	Text rating for employees' satisfaction with their job role.	text
Relationship Satisfaction	Text rating for employees' satisfaction with their relationships.	text
Work Life Balance	Text rating for employees' satisfaction with their work life balance.	text
Self Rating ID	Numerical rating for employees' performance based on their own view. Relates to text value in Self Rating.	number
Self Rating	Text rating for employees' performance based on their own view.	text
Manager Rating ID	Numerical rating for employees' performance based on their managers view. Relates to text value in Manager Rating.	number
Manager Rating	Text rating for employees' performance based on their managers view. Connects to DimRatingLevel.	text
Training Opportunities Within Year	Number of training opportunities offered in the last 12 months.	number
Training Opportunities Taken	Number of training opportunities taken.	number

Employee

Column	Description	Datatype
EmployeeID	A unique ID that identifies an employee.	text
FirstName	First name of an employee.	text
LastName	Last name of an employee.	text
Gender	Self-defined employee gender identity.	text
Age	Current age of an employee.	number
BusinessTravel	Frequency of business travel - three categories: Frequent Traveller, Some Travel, and No Travel.	text
Department	Department an employee works in - three categories: Technology, HR, and Sales.	text
DistanceFromHome	Kilometer distance between an employee's home and their office.	number
State	State where the employee lives.	text
Ethnicity	Self-defined employee ethnicity.	text
Education	Education level for employees'. Connects to Education Level table.	number
EducationField	Employee field of study.	text
Job Role	Current/latest employee job role.	text
MaritalStatus	Current/latest employee marital status.	text
Salary	Current/latest employee salary.	number
StockOptionLevel	The banding level for stock options that the employee has.	number
Overtime	Contains "Yes" and "No" to indicate whether an employee is expected to work overtime in their role.	text
HireDate	Date the employee joined the company.	date
Attrition	Contains "Yes" and "No" to indicate whether an employee has left the organization.	text
YearsAtCompany	Number of years since the employee joined the organisation.	number
YearsInMostRecentRole	Number of years the employee has been in their most recent role.	number
YearsSinceLastPromotion	Number of years since the employee last got promoted.	number
YearsWithCurrManager	Number of years the employee has been with their current manager	number

Education Level

Column	Description	Datatype
EducationLevelID	A unique ID that connects to Education in DimEmployee.	number
EducationLevel	Provides meaning to the education level: Doctorate, Masters, Bachelors, High School, and No Formal Qualifications.	text