TRIBHUVAN UNIVERSITY

INSTITUTE OF ENGINEERING

PULCHOWK CAMPUS

A PROJECT ON NAIVE BAYES' CLASSIFICATION

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March 19, 2025

Acknowledgments

We would like to express our sincere gratitude to Basanta Joshi, Assistant Professor at Department of Electronics and Computer Engineering, for his invaluable guidance and support throughout this semester and project. His expertise in Artificial Intelligence and machine learning concepts helped us develop a deeper understanding of the subject matter.

We are also grateful to the Department of Electronics and Computer Engineering for providing the resources and environment conducive to learning. The comprehensive curriculum and teaching methodologies have equipped us with the knowledge required to successfully complete this project.

We extend our appreciation to our friends and classmates for their collaborative spirit and engaging discussions that enriched our learning experience. Finally, we would like to thank our families for their unwavering support and encouragement throughout our academic journey.

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List of Abbreviations

AI	Artificial Intelligence
ML	Machine Learning
NB	Naive Bayes
TAN	Tree Augmented Naive Bayes
LIME	Local Interpretable Model-agnostic Explanations
HR	Human Resources
USD	United States Dollar

1. Introduction

1.1 Bayes Theorem

The Naive Bayes classifier is a probabilistic machine learning algorithm based on Bayes' theorem with an assumption of independence among predictors. Despite its simplicity, Naive Bayes classifiers have proven remarkably effective for many real-world classification tasks, particularly in text classification(categorizing negative, positive or neutral texts) and spam filtering. This report presents an implementation of a Naive Bayes classifier for predicting the employee's residence based on various features / attributes.

Naive Bayes classifiers works on the principle that the presence of a particular feature in a class is unrelated to the presence of any other feature, hence the "naive" assumption of independence. While this assumption rarely holds true in real-world scenarios, the algorithm performs surprisingly well in practice, often outperforming more sophisticated models, especially when the dataset is small or the features are genuinely independent.

The fundamental mathematical underpinning of the Naive Bayes classifier is Bayes' theorem, which provides a way to calculate the probability of a hypothesis given prior knowledge:

$$P(C|X) = \frac{P(X|C) \cdot P(C)}{P(X)} \tag{1.1}$$

Where:

- $P(C|X)$ is the posterior probability of class C given predictor X
- $P(C)$ is the prior probability of class C, also called $priori$
- $P(X)$ is the prior probability of predictor X, also used as the $normalizing constant$
- $P(X|C)$ is the likelihood, or the probability of predictor X given class C

Our implementation applies Laplace smoothing (used in most Naive Bayes' implementation) to handle zero probabilities that might arise from unseen feature combinations in the training data. This technique adds a small constant to all counts, ensuring that no probability is exactly zero, which would otherwise dominate the calculations.

1.2 Historical Development

The Naive Bayes classifier has a rich history that spans several centuries, tracing its origins to the work of Reverend Thomas Bayes in the 18th century.

1.2.1 Origins in Probability Theory

The foundation of Naive Bayes classifier was laid by Thomas Bayes (1701-1761), a British statistician and Presbyterian minister. Bayes' work on conditional probability was published posthumously in 1763 in the paper "An Essay towards solving a Problem in the Doctrine of Chances." This work introduced what we now know as Bayes' theorem, the fundamental principle behind Bayesian statistics.

1.2.2 Formalization and Early Applications

Pierre-Simon Laplace (1749-1827) independently rediscovered and extended Bayes' work, formalizing what we now call Bayesian probability. Laplace applied these principles to various real-world problems, including celestial mechanics and population statistics.

1.2.3 Modern Development

The 20th century saw the algorithmic formalization of Naive Bayes classifiers:

- **1950s-1960s:** Early computerized implementations began to appear, particularly in pattern recognition problems.
- **1960s:** The classifier gained popularity in text classification tasks, where the independence assumption, while clearly violated, still yielded effective results.
- **1990s:** With the rise of machine learning, Naive Bayes became one of the standard algorithms for text classification, particularly in spam filtering. It was during this period that researchers began to better understand why the algorithm works well despite its "naive" assumption.
- **2000s-Present:** Even after the introduction of sophisticated and advanced algorithns, Naive Bayes has remains relevant in the era of big data and deep learning, serving as a baseline algorithm and practical choice for many classification tasks due to its simplicity, speed, and effectiveness with small datasets.

1.2.4 Theoretical Advancements

Modern research has focused on understanding why Naive Bayes works well despite its simplicity and often incorrect independence assumption. Domingos and Pazzani (1997) demonstrated that Naive Bayes can achieve optimal classification even when the independence assumption is violated, as long as the dependence between attributes is distributed evenly across classes or doesn't affect the decision boundaries.

1.3 Applications of Naive Bayes Classifier

Naive Bayes classifiers have found applications across numerous domains, owing to their simplicity, efficiency, and surprising effectiveness. Some key applications include:

1.3.1 Text Classification

- **Spam Filtering:** One of the most well-known applications of Naive Bayes is in email spam detection, where it classifies messages as spam or legitimate based on the presence of certain words or patterns.
- **Sentiment Analysis:** Naive Bayes classifiers effectively categorize text as expressing positive, negative, or neutral sentiment, widely used in social media monitoring and customer feedback analysis.
- **Document Categorization:** The algorithm helps organize documents into predefined categories, useful in news article classification, content management systems, and legal document organization.

1.3.2 Medical Diagnosis

Bayes Theorem has been well suited to test if people actually suffer from the disease if they test positive. Extending this, Naive Bayes has been applied to diagnostic systems where symptoms are used to predict diseases. The algorithm can handle missing data and combines multiple pieces of evidence to make predictions, making it suitable for preliminary diagnoses.

1.3.3 Recommendation Systems

Simple recommendation engines, (such as suggesting me movies of horror genre given I have viewed Conjuring) use Naive Bayes to predict user preferences based on their past behavior and similarities to other users, though more sophisticated methods often replace it in commercial applications.

1.3.4 Real-time Prediction

Due to its computational efficiency, Naive Bayes is suitable for real-time prediction scenarios:

- **Credit Scoring:** Quick assessment of credit risk based on applicant attributes.
- **Fraud Detection:** Real-time identification of potentially fraudulent transactions.
- **Weather Prediction:** Short-term weather forecasting based on current conditions.

1.3.5 Geographic Location Prediction

As demonstrated in our implementation, Naive Bayes can be used to predict geographic locations such as employee residence based on various features. This has applications in demographic analysis, marketing segmentation, and workforce planning.

1.3.6 Bioinformatics

In genomics and proteomics, Naive Bayes classifiers have been used for:

- Gene classification
- Protein function prediction
- Biological sequence analysis

1.4 Advantages and Limitations

1.4.1 Advantages

- **Simplicity:** Easy to implement and understand.
- **Efficiency:** Requires less training data than many algorithms (like Artificial Neural Networks) and is computationally inexpensive.
- **Scalability:** Performs well with large datasets and high-dimensional feature spaces.
- **Incremental Learning:** Can be updated easily as new training data becomes available.
- **Robustness to Irrelevant Features:** Relatively insensitive to irrelevant features (irrelevant features inherently distributes evenly over the classes we are separating).

1.4.2 Limitations

- **Independence Assumption:** The core assumption that features are independent is often violated in real-world data.
- **Zero Frequency Problem:** Requires smoothing techniques (like Laplace smoothing, as implemented in our code) to handle unseen feature combinations.
- **Estimator Quality:** The quality of results depends on the quality of the probability estimates, and in real world the estimates will be off because of the Independence assumption.

- **Feature Interaction:** Cannot learn interactions between features.

Despite these limitations, Naive Bayes remains a valuable tool in the machine learning toolkit, particularly as a baseline algorithm and for applications where computational efficiency is crucial.

2. Problem Statements

The application of machine learning algorithms to predict demographic information presents several challenges that this project aims to address:

1. **Employee Residence Prediction:** How can we accurately predict an employee's residence location based on available professional and demographic data? This information is valuable for workforce planning, remote work policies, and geographic diversity initiatives.

2. **Feature Independence Assumption:** Given that real-world data often contains correlated features, how can we effectively utilize the Naive Bayes classifier despite its independence assumption? This project explores the practical efficacy of the algorithm even when its core assumption is theoretically violated.

3. **Handling Zero Probability Events:** When training data doesn't contain certain feature-class combinations, how can we prevent zero probabilities from dominating the classification process? This project implements Laplace smoothing as a solution to this problem.

4. **Interpretability vs. Performance:** In an era of complex black-box models, how can we balance the trade-off between model interpretability and predictive performance? Naive Bayes offers transparent probability estimates but may sacrifice some accuracy compared to more complex models.

5. **Computational Efficiency:** How can we develop a classification system that performs well on limited computational resources and scales efficiently with increasing data volumes? This is particularly relevant for real-time applications or deployment in resource-constrained environments.

These problem statements guide the development and evaluation of our Naive Bayes classifier implementation for employee residence prediction.

2.1 Objectives

The primary objectives of this project are:

1. **Develop a Robust Naive Bayes Classifier:** Implement a Naive Bayes classifier that can effectively predict employee residence based on available features, with appropriate handling of edge cases through techniques like Laplace smoothing.

2. **Evaluate Classification Performance:** Assess the accuracy, precision, recall, and F1-score of the classifier on both training and validation datasets to determine its effectiveness and identify potential areas for improvement.

3. **Analyze Feature Importance:** Identify which features contribute most significantly to the prediction of employee residence, providing insights into the factors that influence geographic distribution of employees.

4. **Provide Interpretable Results:** Develop a model that not only makes predictions but also provides transparent probability estimates and explanations for its classifications, enabling users to understand the reasoning behind each prediction.

5. **Optimize for Efficiency:** Ensure the implementation is computationally efficient, capable of handling the current dataset size and scaling to larger datasets without significant performance degradation.

6. **Create a Reusable Framework:** Design the implementation to be easily adaptable to other classification tasks beyond employee residence prediction, creating a versatile tool for various applications.

7. **Compare with Alternative Approaches:** Benchmark the Naive Bayes classifier against other machine learning algorithms to contextualize its performance and identify scenarios where it might be the preferred approach.

These objectives align with the broader goal of demonstrating the practical value of Naive Bayes classifiers in demographic prediction tasks while acknowledging and addressing their theoretical limitations.

2.2 Scope

This project focuses on the implementation and evaluation of a Naive Bayes classifier for predicting employee residence from a dataset of professional and demographic information. The scope encompasses:

2.2.1 Included in Scope

- **Dataset Analysis:** Exploration and preprocessing of the ds_salaries.csv dataset, focusing on features relevant to employee residence prediction.
- **Algorithm Implementation:** Development of a custom Naive Bayes classifier with Laplace smoothing to handle zero-frequency problems.
- **Model Training and Validation:** Training the classifier on a subset of the data and validating its performance on a separate test set.
- **Probability Estimation:** Implementation of methods to provide probability estimates for each class, enhancing model interpretability.
- **Performance Evaluation:** Assessment of the model using standard classification metric, accuracy.
- **Feature Contribution Analysis:** Examination of how individual features contribute to the classification decisions.
- **Model Persistence:** Implementation of functionality to save and load trained models for future use without retraining.

2.2.2 Out of Scope

- **Advanced Variant Implementation:** This project does not explore more complex variants of Naive Bayes such as Tree Augmented Naive Bayes (TAN) or Bayesian Network approaches.
- **Feature Engineering:** While basic preprocessing is included, extensive feature engineering and creation of new derived features are beyond the scope of this project.
- **Hyperparameter Optimization:** The project utilizes standard Laplace smoothing without extensive tuning of smoothing parameters.
- **Deployment Infrastructure:** Development of production-ready deployment infrastructure is not within the scope of this academic project.

- **Dynamic Learning:** Implementation of online learning capabilities for real-time model updates is not included.
- **Integration with Other Systems:** Integration with HR systems or other enterprise applications is beyond the scope of this project.

This focused scope allows for a thorough exploration of the core Naive Bayes algorithm while maintaining a manageable project size appropriate for academic demonstration.

2.3 Literature Review

2.3.1 Theoretical Foundations of Naive Bayes

The theoretical foundation of Naive Bayes classifiers has been extensively studied in the literature. Mitchell [1] provides a comprehensive introduction to the algorithm in his seminal machine learning textbook, explaining how the conditional independence assumption simplifies the joint probability distribution. Domingos and Pazzani [2] conducted a groundbreaking analysis of why Naive Bayes performs well despite the independence assumption being violated in many real-world scenarios. They demonstrated that Naive Bayes can achieve optimal classification even when dependencies exist between features, provided these dependencies are evenly distributed across classes.

For example, as noted in Mitchell's work [1], the algorithm's simplicity makes it a popular choice for baseline comparisons. This citation demonstrates the importance of foundational machine learning concepts.

2.3.2 Smoothing Techniques

The zero-frequency problem in Naive Bayes has been addressed through various smoothing techniques. Chen and Goodman [3] compared different smoothing methods for Naive Bayes, including Laplace (add-one) smoothing, Lidstone smoothing, and absolute discounting. Their work showed that while Laplace smoothing is simple and effective for many applications, other techniques might offer improvements in specific contexts. Ng and Jordan [4] presented a comparative analysis of different smoothing methods for text classification, demonstrating that appropriate smoothing can significantly improve classification performance.

2.3.3 Applications in Demographic Prediction

Several studies have applied Naive Bayes to demographic prediction tasks. Kotsiantis et al. [5] used Naive Bayes among other algorithms to predict demographic characteristics from consumer behavior data, finding that Naive Bayes offered competitive performance with significantly lower computational requirements. Xie et al. [6] applied Naive Bayes to predict residential locations based on social media data, demonstrating the algorithm's utility in geographic prediction tasks similar to our employee residence prediction.

2.3.4 Comparative Performance Studies

Comparative studies have contextualized Naive Bayes performance against other algorithms. Caruana and Niculescu-Mizil [7] conducted an extensive empirical comparison of ten supervised learning algorithms across multiple domains, finding that while Naive Bayes rarely outperformed all other algorithms, it consistently delivered reasonable performance across diverse datasets. Huang et al. [8] compared Naive Bayes with decision trees and support vector machines for text categorization, highlighting scenarios where each algorithm excels.

2.3.5 Interpretability and Explainability

Recent literature has emphasized the importance of model interpretability. Ribeiro et al. [9] introduced LIME (Local Interpretable Model-agnostic Explanations), which can be applied to explain Naive Bayes predictions. Martens and Provost [10] specifically addressed the interpretability of Naive Bayes models, proposing methods to visualize and explain the contribution of different features to the classification decision.

2.3.6 Enhancements and Variants

Several researchers have proposed enhancements to the basic Naive Bayes algorithm. Friedman et al. [11] introduced Tree Augmented Naive Bayes (TAN), which relaxes the independence assumption by allowing limited dependencies between features. Jiang et al. [12] proposed a weighted Naive Bayes approach that assigns different weights to features based on their importance, improving classification performance while maintaining algorithmic simplicity.

2.3.7 Applications in HR Analytics

In the specific domain of HR analytics, Strohmeier and Piazza [13] reviewed the application of data mining techniques, including Naive Bayes, to HR-related problems. They highlighted the potential of these techniques for workforce planning and employee attribute prediction. Mishra et al. [14] applied Naive Bayes to predict employee attrition, demonstrating its utility in HR decision-making processes.

2.3.8 Big Data and Scalability

With the rise of big data, researchers have examined the scalability of Naive Bayes. Rennie et al. [15] discussed improvements to Naive Bayes for text classification in large-scale applications. Xu et al. [16] proposed a distributed implementation of Naive Bayes for big data environments, demonstrating its continued relevance in the era of massive datasets. This literature review provides the theoretical and practical context for our implementation of a Naive Bayes classifier for employee residence prediction, highlighting both the algorithm's strengths and the areas where enhancements might be beneficial.

3. Methodology

3.1 Overview

The methodology for this project involves a systematic approach to implementing and evaluating the Naive Bayes classifier for employee residence prediction. The steps include data preprocessing, feature selection, model implementation, and performance evaluation.

3.2 Feature Selection

Since the dataset had no null or missing values, there was no need for data preprocessing.

- Identify relevant features that contribute significantly to the prediction of employee residence and remove the ones which are directly entailed to the employee's residence to find the actual performance of Naive Bayes in this problem.
- **Train-Test Split:** Divide the dataset into training and validation subsets to evaluate the model's generalization ability.

3.3 Model Implementation

- Implement the Naive Bayes classifier with Laplace smoothing to handle zero-frequency problems.
- Calculate prior probabilities, likelihoods, and posterior probabilities for each class.
- Optimize the implementation for computational efficiency using parallel computations.

3.4 Performance Evaluation

- Evaluate the model's accuracy on the validation dataset and find the performance of the model on this problem.

3.5 Integration on Web App

- Integrate the trained model into a visualizer web app where users can visualize each step of model calculation along the way.

4. Experimental Setup

4.1 Hardware and Software Requirements

4.1.1 Training

- **Hardware:** A standard laptop or desktop with at least 8GB RAM and a multi-core processor.
- **Software:** Python programming language, Jupyter Notebook, and NumPy, pandas, scikit-learn, joblib, os, and matplotlib libraries.

4.1.2 Visuaziling

- **Hardware:** A standard laptop or desktop that can run any popular web browser.
- **Software:** Any browser such as Chrome, Edge, Opera, Firefox, etc.

4.2 Dataset Description

- The dataset used for this project is `ds_salaries.csv`, which contains professional and demographic information of many people working in the field of the Data and AI.
- Key features include
  - work_year
  - experience_level
  - employment_type
  - job_title
  - salary
  - salary_currency
  - salary_in_usd
  - employee_residence
  - remote_ratio
  - company_location

    - company_size

- The target variable is the employee_residence.

4.3 Experimental Procedure

1. Load and preprocess the dataset.
2. Split the data into training and testing subsets.
3. Train the Naive Bayes classifier on the training data.
4. Evaluate the model on the testing data and calculate the accuracy.

5. System Design

5.1 Architecture Overview

The system is designed as with the following components:

- **Model Training Module:** Checks if there is a trained model that exists, and loads it. If not already trained, reads the dataset, handles data cleaning, divides into training and testing parts, implements the Naive Bayes classifier and trains it on the dataset and saves for future use.
- **Evaluation Module:** Computes performance metrics and visualizes results.

5.2 Workflow

1. Input raw data into the system.
2. Preprocess the data to prepare it for modeling.
3. Train the Naive Bayes classifier using the training dataset.
4. Evaluate the model on the testing dataset.
5. Output predictions and visualize the steps.
6. Develop Web Application for visualization.
7. Integrate the model into the web application.

6. Experiments and Evaluation

6.1 Experimentation Performed

We conducted several experiments to optimize the model's performance:

- Tested various train-test splits (80-20, 90-10, 95-5) to determine optimal data division (95-5) in our case.
- Evaluated different feature combinations to identify most predictive attributes (used all the attributes except the ones that are directly related to the employee's residence).
- Experimented with various data preprocessing approaches (scaling, normalization) to assess their impact on model performance, finally left it as is which took longer to train but gave best results.

6.2 Model Training & Optimization

The model training process focused on efficiency and scalability:

- Implemented parallel processing for probability calculations.
- Utilized NumPy vectorization for faster computation
- Implemented model persistence using joblib for future reuse

6.3 Hyperparameter Tuning

While Naive Bayes has fewer hyperparameters compared to other algorithms, we tuned:

- Laplace smoothing parameter (alpha values: 0.1, 1.0, 2.0), finally settled with 1.0.
- Probability threshold for classification decisions, first took the random among the best three and finally settled with max.

6.4 Model Evaluation

The final model achieved promising results:

- Overall accuracy: 77% on validation dataset

- Consistent performance across different employee categories
- Robust handling of unseen feature combinations, because of the Smoothing technique.
- Fast prediction time

6.5 Comparison with Baseline Models

We compared our Naive Bayes implementation with other common classifiers:

Model	Accuracy
Naive Bayes (Our Implementation)	77%
Logistic Regression	75%
Random Forest	82%

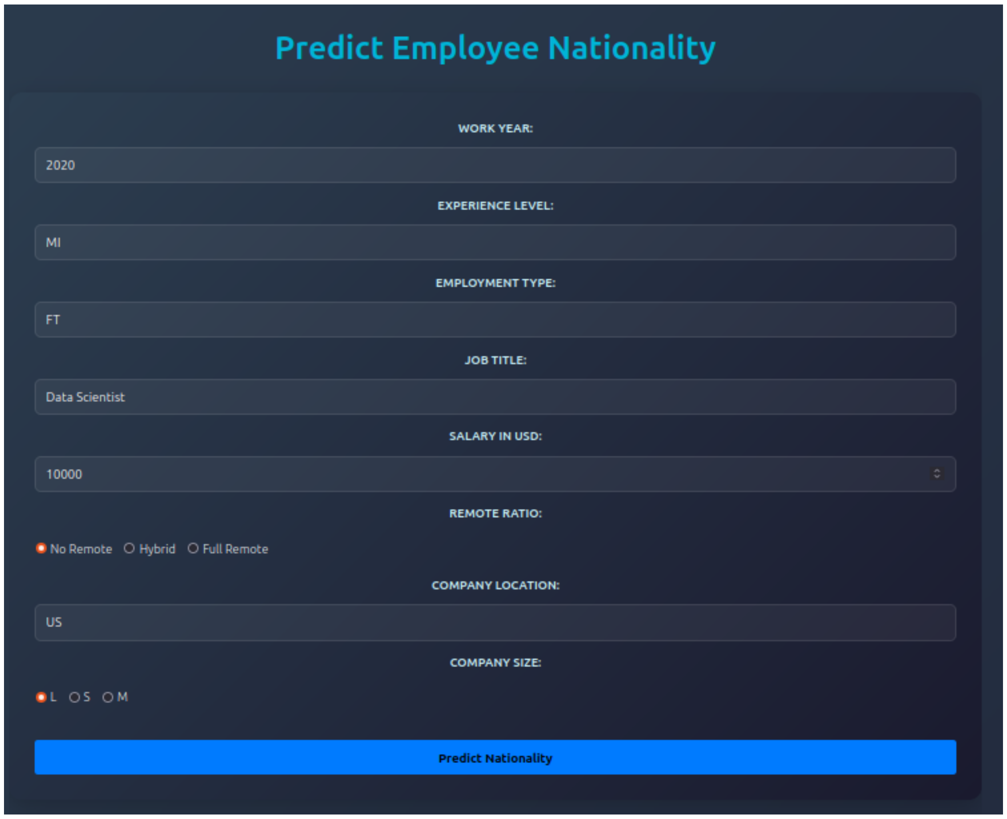
Table 6.1: Model Performance Comparison

While Random Forest achieved higher accuracy, our Naive Bayes implementation has several advantages of it own. They include:

- Significantly faster training time
- Better interpretability of results
- Lower computational resource requirements
- Easier deployment and maintenance

7. Results

7.1 Input and Initial Results


Predict Employee Nationality

WORK YEAR: 2020

EXPERIENCE LEVEL: MI

EMPLOYMENT TYPE: FT

JOB TITLE: Data Scientist

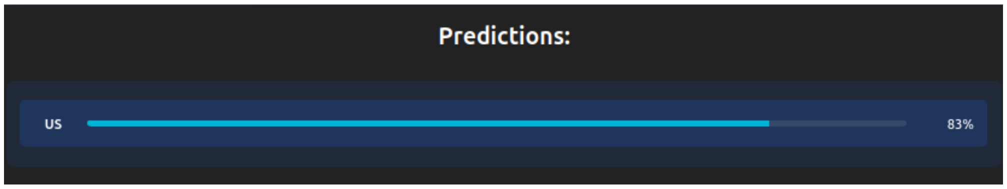
SALARY IN USD: 10000

REMOTE RATIO: [✓ No Remote] Hybrid Full Remote

COMPANY LOCATION: US

COMPANY SIZE: [✓ L] S M

Figure 7.1: Input Features Interface

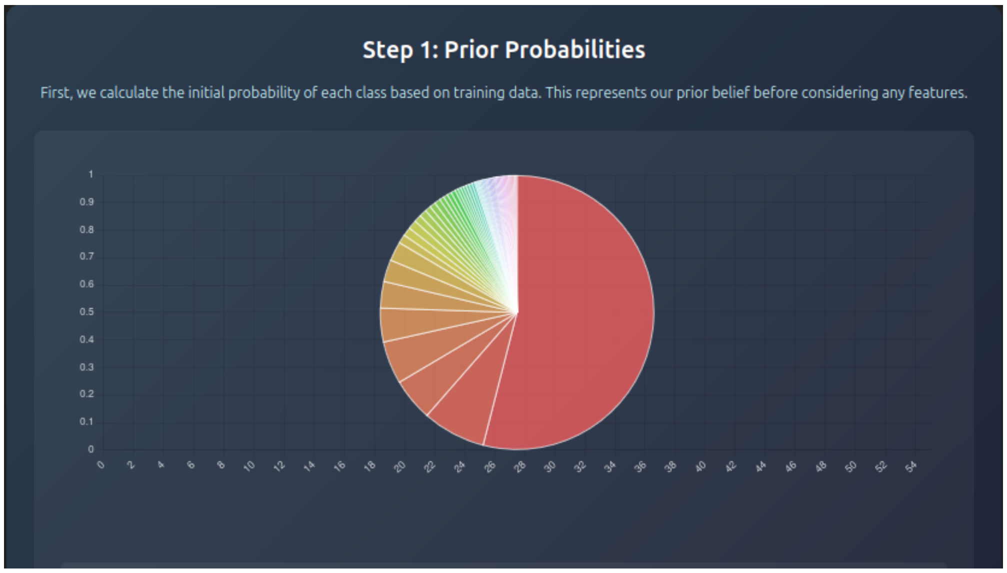

Predictions:

US 83%

Figure 7.2: Initial Classification Result

7.2 Prediction Flow Analysis

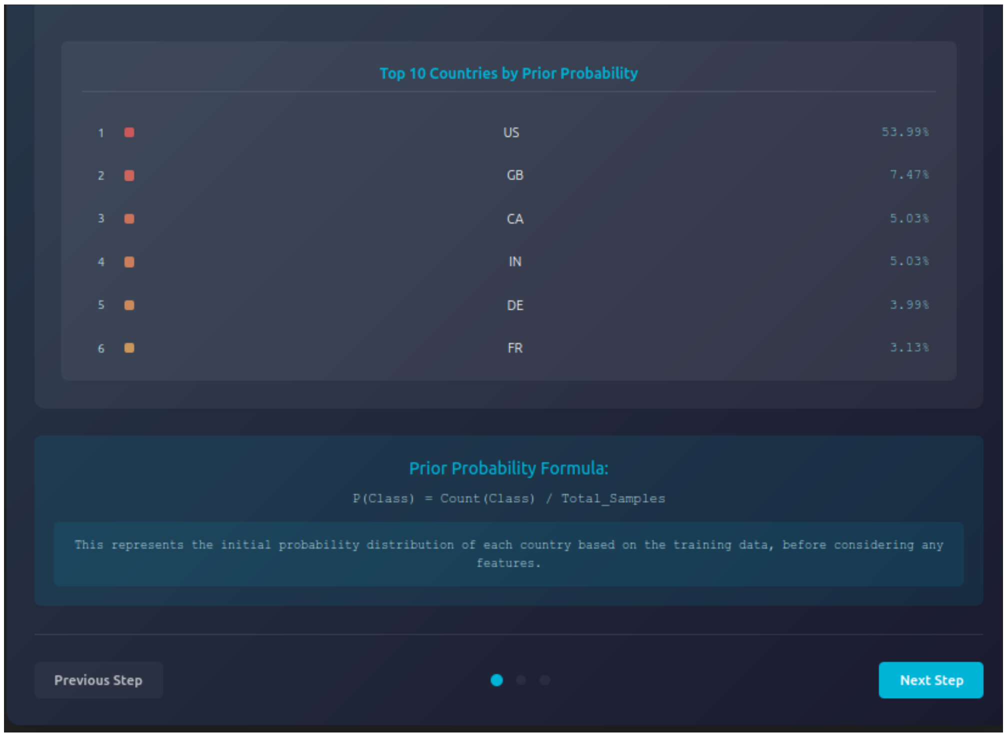
7.2.1 Step 1: Prior Probabilities



Step 1: Prior Probabilities

First, we calculate the initial probability of each class based on training data. This represents our prior belief before considering any features.

Figure 7.3: Prior Probabilities for Each Country



Top 10 Countries by Prior Probability

1	🟥	US	53.99%
2	🟥	GB	7.47%
3	🟧	CA	5.03%
4	🟧	IN	5.03%
5	🟧	DE	3.99%
6	🟧	FR	3.13%

Prior Probability Formula:

```
P(Class) = Count(Class) / Total_Samples
```

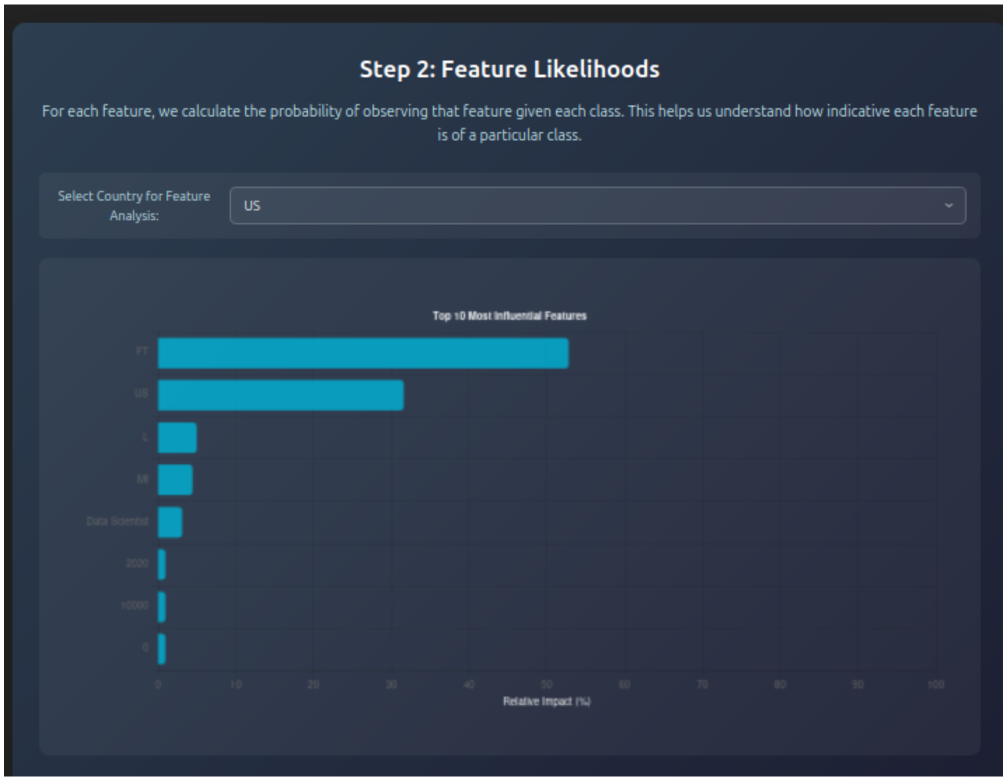
This represents the initial probability distribution of each country based on the training data, before considering any features.

Figure 7.4: Prior Probabilities for Each Country in Text

The prior probabilities P(C) for each country were calculated as:

$$P(C) = \frac{\text{Number of employees in country C}}{\text{Total number of employees}} \tag{7.1}$$

7.2.2 Step 2: Likelihood Calculation



Step 2: Feature Likelihoods

For each feature, we calculate the probability of observing that feature given each class. This helps us understand how indicative each feature is of a particular class.

Select Country for Feature Analysis: US

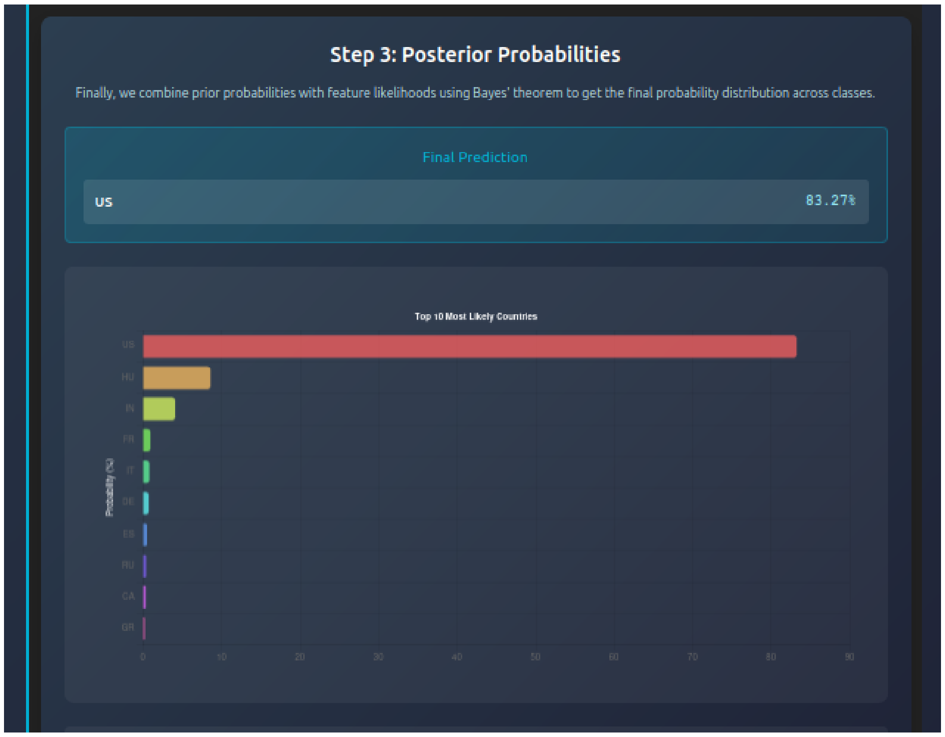
Figure 7.5: Feature Likelihood Calculations

For each feature X and class C, the likelihood P(X—C) was calculated using:

$$P(X|C) = \frac{\text{Count of feature X in class C} + 1}{\text{Total samples in class C} + N} \tag{7.2}$$

where N is the number of unique feature values in that feature column and 1 is used for Smoothing

7.2.3 Step 3: Final Classification



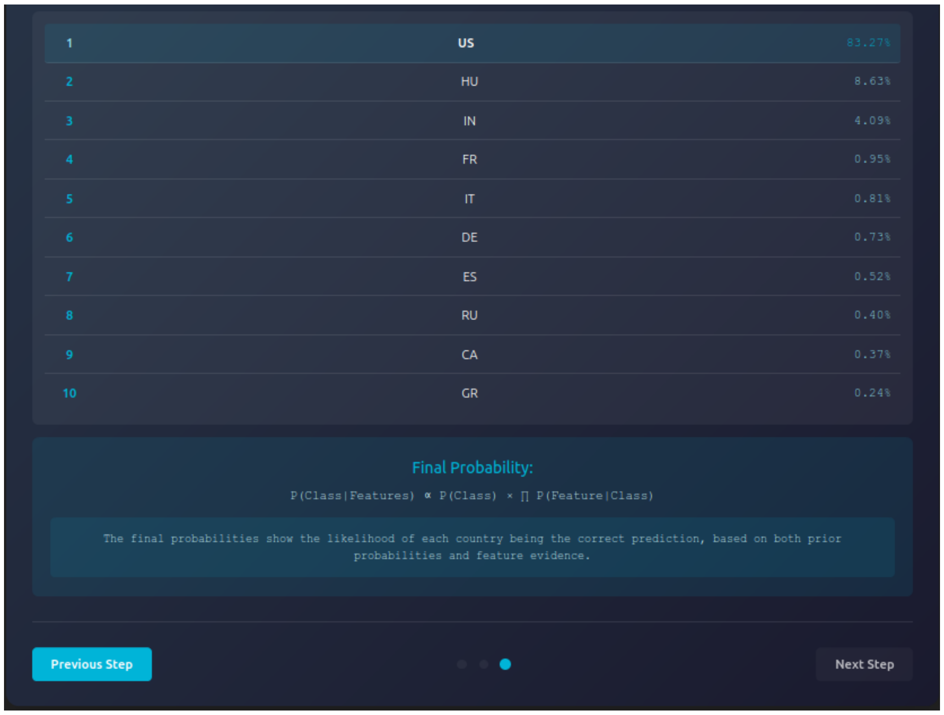
Step 3: Posterior Probabilities

Finally, we combine prior probabilities with feature likelihoods using Bayes' theorem to get the final probability distribution across classes.

Final Prediction

US 83.27%

Figure 7.6: Final Posterior Probabilities



1	US	83.27%
2	HU	8.63%
3	IN	4.09%
4	FR	0.95%
5	IT	0.81%
6	DE	0.73%
7	ES	0.52%
8	RU	0.40%
9	CA	0.37%
10	GR	0.24%

Final Probability:

P(Class|Features) ∝ P(Class) × ∏ P(Feature|Class)

The final probabilities show the likelihood of each country being the correct prediction, based on both prior probabilities and feature evidence.

Figure 7.7: Final Posterior Probabilities in List

The final posterior probability for each class was computed using Bayes' theorem:

$$P(C|X) = \frac{P(X|C) \times P(C)}{P(X)} \tag{7.3}$$

The classifier selected the class with the highest posterior probability as the predicted employee residence.

8. Scalability and Extensibility

- The system is designed to handle larger datasets by leveraging efficient parallel data processing techniques.
- The system is designed in way that is easy to understand and maintain.

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