## PGPDSBA Online FEB A 2021

greatlearning
Power Ahead

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#### Problem 1: Linear Regression:

You are hired by a company Gem Stones co ltd, which is a cubic zirconia manufacturer. You are provided with the dataset containing the prices and other attributes of almost 27,000 cubic zirconia (which is an inexpensive diamond alternative with many of the same qualities as a diamond). The company is earning different profits on different prize slots. You have to help the company in predicting the price for the stone on the bases of the details given in the dataset so it can distinguish between higher profitable stones and lower profitable stones so as to have better profit share. Also, provide them with the best 5 attributes that are most important.

#### **Data Dictionary:**

Variable Name	Description
Carat	Carat weight of the cubic zirconia.
Cut	Describe the cut quality of the cubic zirconia.  Quality is increasing order Fair, Good, Very Good, Premium, Ideal.
Color	Colour of the cubic zirconia. With D being the best and J the worst.
Clarity	cubic zirconia Clarity refers to the absence of the Inclusions and Blemishes. (In order from Best to Worst, FL = flawless, I1= level 1 inclusion) IF, VVS1, VVS2, VS1, VS2, SI1, SI2, I1
Depth	The Height of cubic zirconia, measured from the Culet to the table, divided by its average Girdle Diameter.
Table	The Width of the cubic zirconia's Table expressed as a Percentage of its Average Diameter.
Price	the Price of the cubic zirconia.
Х	Length of the cubic zirconia in mm.
Υ	Width of the cubic zirconia in mm.
Z	Height of the cubic zirconia in mm.

### Q1.1. Read the data and do exploratory data analysis. Describe the data briefly. (Check the null values, Data types, shape, EDA). Perform Univariate and Bivariate Analysis.

#### Solution:

#### Sample of Dataset:

	Unnamed: 0	carat	cut	color	clarity	depth	table	X	у	Z	price
0	1	0.30	Ideal	Е	SI1	62.1	58.0	4.27	4.29	2.66	499
1	2	0.33	Premium	G	IF	60.8	58.0	4.42	4.46	2.70	984
2	3	0.90	Very Good	Е	VVS2	62.2	60.0	6.04	6.12	3.78	6289
3	4	0.42	Ideal	F	VS1	61.6	56.0	4.82	4.80	2.96	1082
4	5	0.31	Ideal	F	VVS1	60.4	59.0	4.35	4.43	2.65	779

Table 1.1. Dataset Sample (cubic zirconia)

#### Summary of Dataset:

	Unnamed: 0	carat	depth	table	x	у	z	price
count	26967.000000	26967.000000	26270.000000	26967.000000	26967.000000	26967.000000	26967.000000	26967.000000
mean	13484.000000	0.798375	61.745147	57.456080	5.729854	5.733569	3.538057	3939.518115
std	7784.846691	0.477745	1.412860	2.232068	1.128516	1.166058	0.720624	4024.864666
min	1.000000	0.200000	50.800000	49.000000	0.000000	0.000000	0.000000	326.000000
25%	6742.500000	0.400000	61.000000	56.000000	4.710000	4.710000	2.900000	945.000000
50%	13484.000000	0.700000	61.800000	57.000000	5.690000	5.710000	3.520000	2375.000000
75%	20225.500000	1.050000	62.500000	59.000000	6.550000	6.540000	4.040000	5360.000000
max	26967.000000	4.500000	73.600000	79.000000	10.230000	58.900000	31.800000	18818.000000

Table 1.2. Dataset Summary (cubic zirconia)

#### Type of Variables:

```
<class 'pandas.core.frame.DataFrame'>
RangeIndex: 26967 entries, 0 to 26966
Data columns (total 11 columns):
     Column Non-Null Count Dtype
     Unnamed: 0 26967 non-null int64
     carat 26967 non-null float64
cut 26967 non-null object
 1
     color 26967 non-null object clarity 26967 non-null object depth 26270 non-null float64 table 26967 non-null float64
                                        float64
 6
                                        float64
                    26967 non-null
                                        float64
                    26967 non-null
                                        float64
                    26967 non-null
                                        float64
 10 price
                    26967 non-null
                                        int64
dtypes: float64(6), int64(2), object(3)
memory usage: 2.3+ MB
```

Table 1.3. Type of Variables (cubic zirconia)

#### Check for duplicates: Number of Duplicates 0

Check for zero value in any numerical observation:

```
False
carat
            False
cut
color
            False
clarity
            False
depth
            False
table
            False
            False
            False
y
            False
Z
            False
price
dtype: bool
```

Table 1.4. Zero value in numerical observation (cubic zirconia)

#### Check for null values in the dataset:

```
carat
              0
cut
              0
              0
color
clarity
              0
depth
            697
table
              0
              0
х
              0
У
              0
Z
              0
price
dtype: int64
```

Table 1.5. Null value in dataset (cubic zirconia)

#### Value count for non-numerical columns:

```
CUT :
Fair
                781
Good
               2441
Very Good
               6030
Premium
              6899
             10816
Ideal
Name: cut, dtype: int64
COLOR: 7
     1443
     2771
I
     3344
D
     4102
н
     4729
E
     4917
     5661
Name: color, dtype: int64
CLARITY :
           8
         365
I1
IF
         894
VVS1
        1839
VVS2
        2531
VS1
        4093
SI2
        4575
VS2
        6099
SI1
        6571
Name: clarity, dtype: int64
```

Table 1.6. Count for non-numerical column (cubic zirconia)

#### Inference:

- Dataset has 11 columns out of which first column (Unnamed:0) is of no use for analysis and been removed
- Depth column has null values, Cut, color and clarity columns contain string values and rest of the columns are numerical
- All variables (columns) are of different scale. And there is a high chance of having outliers
- Dataset has no duplicate values and has no numerical observation with zero value
- Observed that only Depth column has 697 null values
- There are three non-numerical columns and all can be ordered

#### Outlier Analysis:

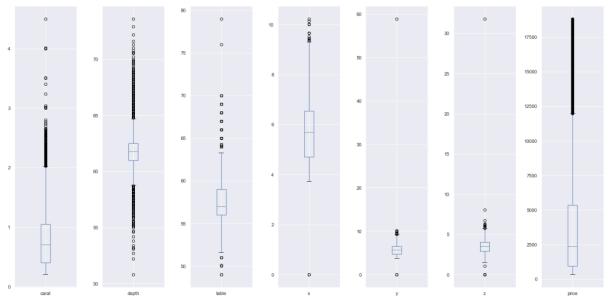


Fig 1.1. Boxplot before treating the outliers

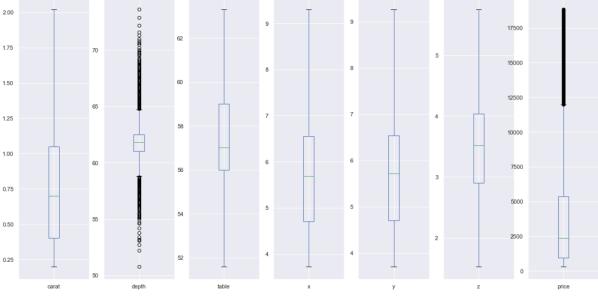


Fig 1.2. Boxplot after treating the outliers

#### Summary of Dataset after treating outliers:

	carat	depth	table	x	у	Z	price
count	26967.000000	26270.000000	26967.000000	26967.000000	26967.000000	26967.000000	26967.000000
mean	0.785860	61.745147	57.407702	5.729438	5.731334	3.537316	3939.518115
std	0.444042	1.412860	2.090151	1.124638	1.116593	0.694826	4024.864666
min	0.200000	50.800000	51.600000	3.730000	3.710000	1.530000	326.000000
25%	0.400000	61.000000	56.000000	4.710000	4.710000	2.900000	945.000000
50%	0.700000	61.800000	57.000000	5.690000	5.710000	3.520000	2375.000000
75%	1.050000	62.500000	59.000000	6.550000	6.540000	4.040000	5360.000000
max	2.020000	73.600000	63.300000	9.300000	9.260000	5.750000	18818.000000

Table 1.7. Dataset Summary post treating outliers (cubic zirconia)

#### Inference:

The outliers in independent column were treated using 5-point summary, no changes were made on target column (price).

Data Visualization: EDA using sweet viz to visualize the summary for each variable as well to underrated data –

Univariate and bivariate analysis

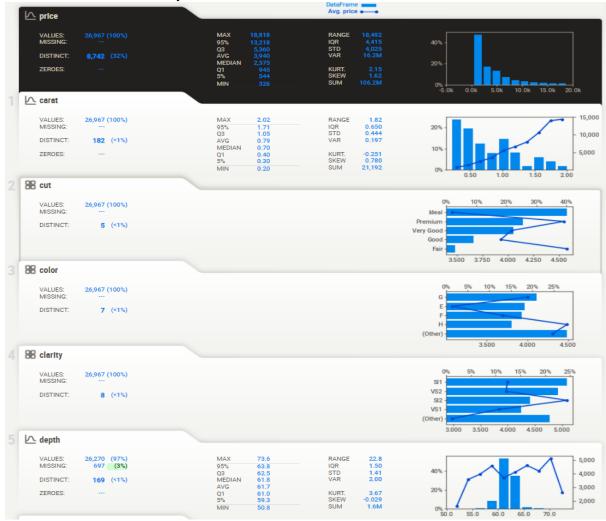




Fig 1.3. Sweet viz Univariate and bivariate analysis

#### • Multivariate Analysis:

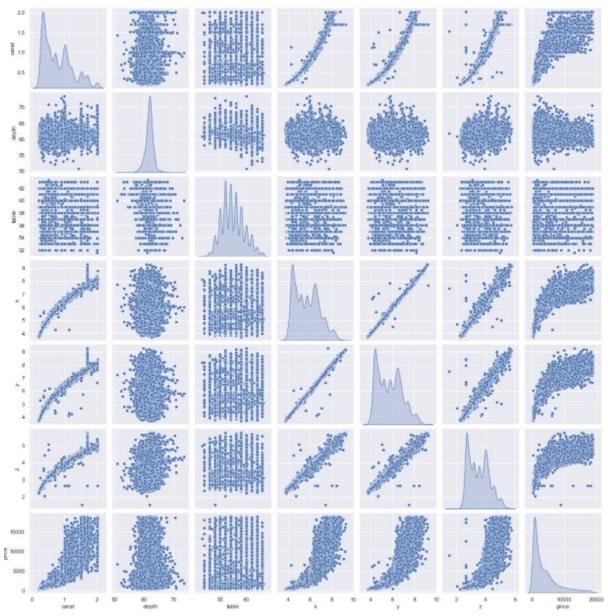


Fig 1.4. Pair plot analysis

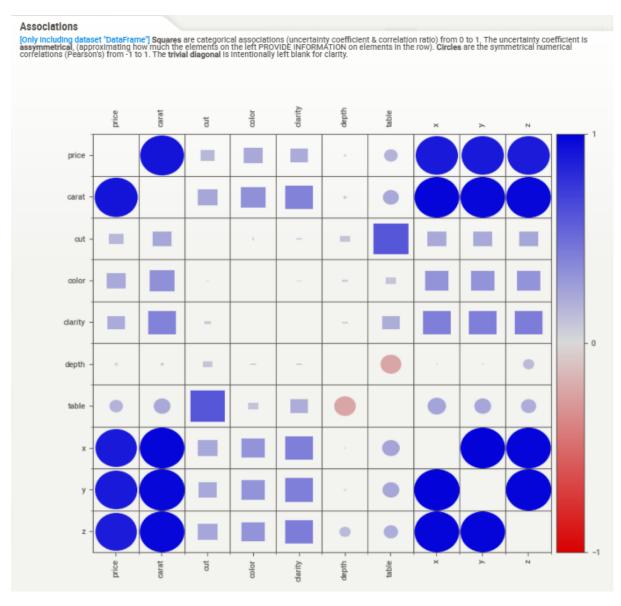


Fig 1.5. Sweet viz Multivariate analysis

#### Inference:

- High numerical correlation between target column price and carat, x, y, z
- High categorical correlation between price and color/clarity
- Negative correlation between price and depth
- Price and depth variables have uniform distribution. Price is right skewed

#### Insights:

- Information suggests that as the price increases the sales quantity reduces
- The carat and dimensions (x length, y- width, z-height) plays an important role for pricing than other variables.

Q1.2. Impute null values if present, also check for the values which are equal to zero. Do they have any meaning or do we need to change them or drop them? Do you think scaling is necessary in this case?

#### Solution:

Check for null values in the dataset:

```
carat
cut
color
              а
clarity
              0
depth
            697
table
              0
              0
              Θ
у
              0
Z
price
              0
dtype: int64
```

Table 1.5. Null value in dataset (cubic zirconia)

Check for zero value in any numerical observation:

```
False
carat
cut
           False
color
           False
clarity
           False
depth
           False
table
            False
            False
            False
У
            False
            False
price
dtype: bool
```

Table 1.4. Zero value in numerical observation (cubic zirconia)

Imputing null value using frequency:

```
<class 'pandas.core.frame.DataFrame'>
RangeIndex: 26967 entries, 0 to 26966
Data columns (total 10 columns):
# Column Non-Null Count Dtype
0 carat 26967 non-null object
   cut 26967 non-null object
color 26967 non-null object
 3 clarity 26967 non-null object
4 depth 26967 non-null object
5 table 26967 non-null object
   х
             26967 non-null object
 6
             26967 non-null object
 8
             26967 non-null object
    price
              26967 non-null object
dtypes: object(10)
memory usage: 2.1+ MB
```

Table 1.8. Null values post imputing

	carat	depth	table	x	у	z	price
count	26967.000000	26270.000000	26967.000000	26967.000000	26967.000000	26967.000000	26967.000000
mean	0.785860	61.745147	57.407702	5.729438	5.731334	3.537316	3939.518115
std	0.444042	1.412860	2.090151	1.124638	1.116593	0.694826	4024.884666
min	0.200000	50.800000	51.600000	3.730000	3.710000	1.530000	326.000000
25%	0.400000	61.000000	56.000000	4.710000	4.710000	2.900000	945.000000
50%	0.700000	61.800000	57.000000	5.690000	5.710000	3.520000	2375.000000
75%	1.050000	62.500000	59.000000	6.550000	6.540000	4.040000	5360.000000
max	2.020000	73.600000	63.300000	9.300000	9.260000	5.750000	18818.000000

Table 1.9. Dataset Summary post treating outliers and imputing null values

#### Inference:

- Depth column has got 697 null values and there is no zero value counts in the dataset
- As the column 'depth' is least correlated/ no correlation with the target variable 'price' imputing the null values of the depth column will not change the results on prediction much, however if we drop the column then it might affect prediction. Even though the count of null values is around 2% of the dataset, I have imputed it with most frequent value
- Yes, the scaling is required as the dataset has got different scales in the column variables.
  This will also help us to centre the variables and make predictors have the mean tends to
  zero. So, this will help in interpreting the intercept term as the expected value of the 'price'
  when the predictor value is set to their mean

Q1.3. Encode the data (having string values) for Modelling. Data Split: Split the data into train and test (70:30). Apply Linear regression. Performance Metrics: Check the performance of Predictions on Train and Test sets using Rsquare, RMSE.

#### Solution:

As the categorical columns are ordered in nature, I have encoded using ordinal encoder.

- Column cut: 'Fair':1,'Good':2,'Very Good':3,'Premium':4,'Ideal':5
- Column color: 'D':7,'E':6,'F':5,'G':4,'H':3,'I':2,'J':1 (D being the best and J being the worst
- Column clarity: 'FL':11,'IF':10,'VVS1':9,'VVS2':8,'VS1':7,'VS2':6,'SI1':5,'SI2':4,'I1':3,'I2':2,'I3':1 (from being best to worst, FL = flawless, I3 = level 3 inclusion)

#### Data set head after encoding:

	carat	cut	color	clarity	depth	table	X	у	Z	price
0	0.3	5	6	5	62.1	58	4.27	4.29	2.66	499
1	0.33	4	4	10	60.8	58	4.42	4.46	2.7	984
2	0.9	3	6	8	62.2	60	6.04	6.12	3.78	6289
3	0.42	5	5	7	61.6	56	4.82	4.8	2.96	1082
4	0.31	5	5	9	60.4	59	4.35	4.43	2.65	779

Table 1.10. Dataset head post encoding

In the ratio of 70:30 both the target and independent variables data was split into test and train splits and used random state as 1:

```
carat cut color clarity depth table
                                             х
                                                   У
            5
                    2
                               62.3
                                     56.0 4.77
11687
      0.41
                                                4.73
                                                     2.96
9728
      1.71
                    1
                            5
                               62.8
                                     57.0 7.58
                                                7.55 4.75
      0.33
             2
                    5
                               61.8
                                      62.0 4.40
                                                4.45
                                                     2.74
1936
                            5
                    3
                            5
26220
      0.70
            3
                               62.8
                                     57.0 5.61 5.66 3.54
      0.70
                    7
18445
                               62.1
                                     56.0 5.67 5.71 3.53
                    Table 1.11. X train head
      carat cut color clarity depth table
                               66.5
18031
       2.01
            1
                    2
                                     61.0 7.81
                                                7.75 5.17
             4
                    5
                               62.2
                                      59.0 7.34 7.30 4.55
26051
       1.51
                            5
           3
16279
      0.50
                    3
                            5
                               60.9
                                      61.0 5.06 5.15 3.11
16466 0.31 5
                            7
                    6
                               62.0 56.0 4.39 4.44 2.66
19837 1.20 3
                    3
                            7
                               62.0 57.0 6.77 6.81 4.21
```

Table 1.12. X test head

price 11687 1061.0 9728 6320.0 1936 536.0 26220 2214.0 18445 2575.0

Table 1.13. Y\_train head

price 18031 10671.0 26051 11607.0 16279 1133.0 16466 626.0 19837 6177.0

Table 1.14. Y\_test head

Linear regression was applied and the following observations were noticed: LinearRegression()

```
The coefficient for carat is 1.2810088346596173
The coefficient for cut is 0.044086882558962044
The coefficient for color is 0.12342511078790368
The coefficient for clarity is 0.19166493838032614
The coefficient for depth is -0.003837535458018516
The coefficient for table is -0.0153963991906779
The coefficient for x is -0.53583661151529
The coefficient for y is 0.44065827297784976
The coefficient for z is -0.16422719315423415
```

Table 1.15. Coefficient of independent variable

#### Performance metrics:

- R-square on training data: 0.888699333687784
- R-square on testing data: 0.8836528787741355
- RMSE on training data: 0.3336175449706086
- RMSE on test data: 0.341096938165479

Q1.4. Inference: Basis on these predictions, what are the business insights and recommendations.

#### Business insights and recommendations:

- Zirconia Price = (3.363e-16) \*intercept + (1.281) \*carat + (0.044) \*cut + (0.123) \*color + (0.191) \*clarity + (-0.003) \*depth + (-0.015) \*table + (-0.535) \*x + (0.44) \*y + (-0.164) \*z
- The most important factors which determines the price of Zirconia are carat, length, width, clarity and height
- When carat is increased by 1unit, the price of zirconia increases by 1.28 units keeping all other predictors constant
- When length is increased by 1unit, the price of zirconia decreases by 0.535 units keeping all other predictors constant
- When width is increased by 1unit, the price of zirconia increases by 0.440 units keeping all other predictors constant
- When clarity is increased by 1 unit, the price of zirconia increases by 0.191 units keeping all other predictors constant
- When height is increased by 1unit, the price of zirconia decreases by 0.164 units keeping all other predictors constant
- When color is increased by 1unit, the price of zirconia increases by 0.12 units keeping all other predictors constant

#### Problem 2: Logistic Regression and LDA

You are hired by a tour and travel agency which deals in selling holiday packages. You are provided details of 872 employees of a company. Among these employees, some opted for the package and some didn't. You have to help the company in predicting whether an employee will opt for the package or not on the basis of the information given in the data set. Also, find out the important factors on the basis of which the company will focus on particular employees to sell their packages.

#### **Data Dictionary:**

Variable Name	Description
Holiday_Package	Opted for Holiday Package yes/no?
Salary	Employee salary
age	Age in years
edu	Years of formal education
no_young_children	The number of young children (younger than 7 years)
no_older_children	Number of older children
foreign	foreigner Yes/No

Q2.1. Data Ingestion: Read the dataset. Do the descriptive statistics and do null value condition check, write an inference on it. Perform Univariate and Bivariate Analysis. Do exploratory data analysis.

#### Solution:

#### Sample of Dataset:

	Unnamed: 0	Holliday_Package	Salary	age	educ	no_young_children	no_older_children	foreign
0	1	no	48412	30	8	1	1	no
1	2	yes	37207	45	8	0	1	no
2	3	no	58022	46	9	0	0	no
3	4	no	66503	31	11	2	0	no
4	5	no	66734	44	12	0	2	no

Table 2.1. Dataset Sample (Holiday Package)

#### Summary of Dataset:

	Unnamed: 0	Salary	age	educ	no_young_children	no_older_children
count	872.000000	872.000000	872.000000	872.000000	872.000000	872.000000
mean	436.500000	47729.172018	39.955275	9.307339	0.311927	0.982798
std	251.869014	23418.668531	10.551675	3.036259	0.612870	1.086786
min	1.000000	1322.000000	20.000000	1.000000	0.000000	0.000000
25%	218.750000	35324.000000	32.000000	8.000000	0.000000	0.000000
50%	436.500000	41903.500000	39.000000	9.000000	0.000000	1.000000
75%	654.250000	53469.500000	48.000000	12.000000	0.000000	2.000000
max	872.000000	236961.000000	62.000000	21.000000	3.000000	6.000000

Table 2.2. Dataset Summary (Holiday Package)

#### Type of Variables:

```
<class 'pandas.core.frame.DataFrame'>
RangeIndex: 872 entries, 0 to 871
Data columns (total 8 columns):
                      Non-Null Count Dtype
#
    Column
    -----
                      -----
---
                                     ----
    Unnamed: 0
                      872 non-null
                                     int64
Θ
                      872 non-null
1
    Holliday_Package
                                     object
2
                      872 non-null
                                     int64
    Salary
3
    age
                      872 non-null int64
4
    educ
                      872 non-null
                                    int64
    no_young_children 872 non-null
                                    int64
    no_older_children 872 non-null int64
                      872 non-null object
7
    foreign
dtypes: int64(6), object(2)
memory usage: 54.6+ KB
```

Table 2.3. Type of Variables (Holiday Package)

#### Check for null values:

```
Unnamed: 0 0
Holliday_Package 0
Salary 0
age 0
educ 0
no_young_children 0
no_older_children 0
foreign 0
dtype: int64
```

Table 2.4. Null Values (Holiday Package)

Check for duplicates: Number of duplicate rows = 0

#### Value counts of categorical variables:

```
HOLLIDAY_PACKAGE : 2
       389
yes
       426
no
Name: Holliday Package, dtype: int64
FOREIGN :
           2
yes
       211
       604
no
Name: foreign, dtype: int64
no_young_children
0
     617
1
     141
2
      52
Name: no_young_children, dtype: int64
```

Table 2.5. Count of Categorical variables (Holiday Package)

#### Check for outliers:

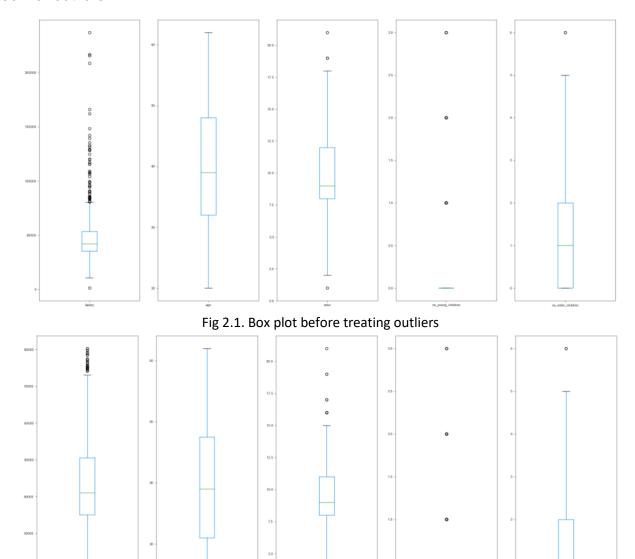


Fig 2.2. Box plot after treating outliers

Data Visualization: EDA using sweet viz to visualize the summary for each variable as well to underrated data –

Univariate and Bivariate analysis:

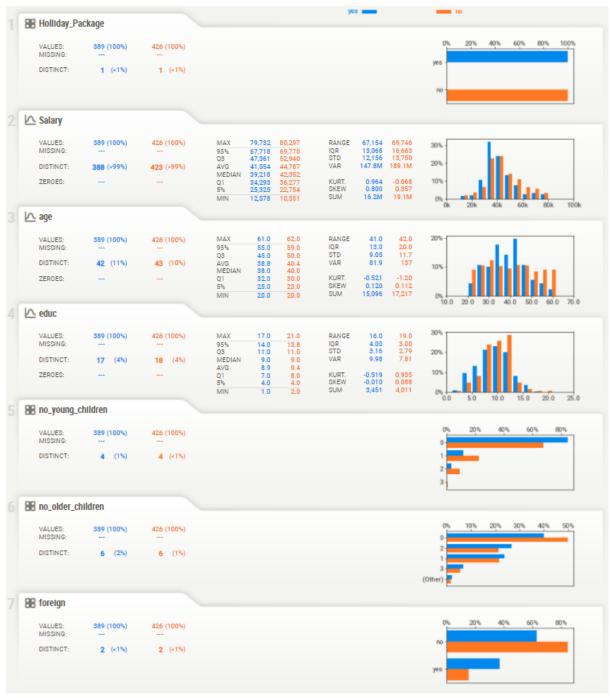


Fig 2.3. Sweet viz Univariate analysis

# Multivariate analysis: 20.0

Fig 2.4. Pair plot

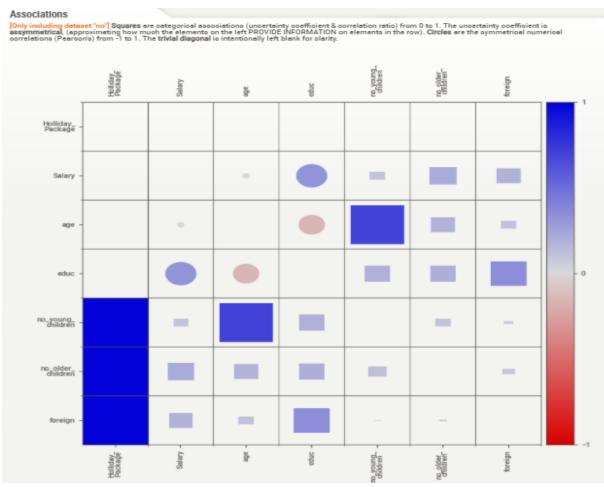


Fig 2.5. Sweet viz Multivariate analysis

#### Inference:

- First column (Unnamed:0) is of no use for analysis hence it's been removed
- There was a difference between 75<sup>th</sup>% and max value compared to 50<sup>th</sup>% and 75<sup>th</sup>%
- Only Salary has outliers in the continuous variable, apart from Salary and age rest all are categorical variable
- Outliers were treated using Z score
- Dataset has no null values, duplicate rows
- Noticed that there is high chance to take the package if the employee salary ranges between 30K to 40K, and if the employee age is in between 25 to 50 yrs.
- If the employee has no younger children, then there is a huge chance to tell yes
- If an employer is a foreigner, then there is chance in telling yes

Q2.2 Do not scale the data. Encode the data (having string values) for Modelling. Data Split: Split the data into train and test (70:30). Apply Logistic Regression and LDA (linear discriminant analysis).

#### Solution:

Encode data: Foreign column is encoded to 0(if no) and 1(if yes)

	Holliday_Package	Salary	age	educ	no_young_children	no_older_children	foreign
0	no	48412	30	8	1	1	0
1	yes	37207	45	8	0	1	0
2	no	58022	46	9	0	0	0
3	no	66503	31	11	2	0	0
4	no	66734	44	12	0	2	0

Table 2.6. Encoded dataset (Holiday Package)

Data split: Data is successfully split into train and test (70:30) and random state 1 (numpy.matrix)

Model for Logistic regression and LDA is built

- LogisticRegression(solver='liblinear')
- LinearDiscriminantAnalysis()

Q2.3 Performance Metrics: Check the performance of Predictions on Train and Test sets using Accuracy, Confusion Matrix, Plot ROC curve and get ROC\_AUC score for each model Final Model: Compare Both the models and write inference which model is best/optimized.

#### Solution:

Logistic Regression:

- Accuracy score for Logistic regression train variables 0.6508771929824562
- Accuracy score for Logistic regression test variables 0.6204081632653061
- Confusion Matrix

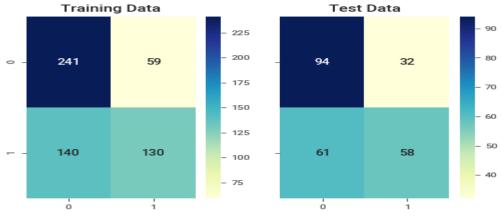


Fig 2.6. Confusion Matrix Logistic Regression

#### Classification report for Logistic Regression

Classification Report of the training data:

	precision	recall	f1-score	support
no	0.63	0.80	0.71	300
yes	0.69	0.48	0.57	270
accuracy			0.65	570
macro avg	0.66	0.64	0.64	570
weighted avg	0.66	0.65	0.64	570

Classification Report of the test data:

	precision	recall	f1-score	support
no	0.61	0.75	0.67	126
yes	0.64	0.49	0.56	119
accuracy			0.62	245
macro avg	0.63	0.62	0.61	245
weighted avg	0.62	0.62	0.61	245

Table 2.7. Classification report Logistic Regression

- ROC curve and ROC\_AUC score for Logistic Regression
  - AUC for the Training Data: 0.738
  - o AUC for the Test Data: 0.665

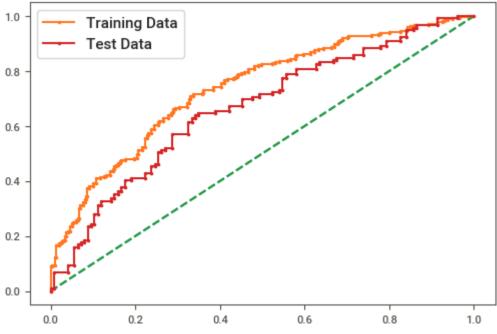


Fig 2.7. ROC Curve Logistic Regression

#### Linear Discriminant Analysis:

- Accuracy score for LDA train variables 0.6754385964912281
- Accuracy score for LDA test variables 0.6204081632653061
- Confusion Matrix

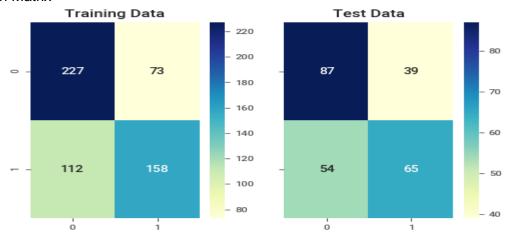


Fig 2.8. Confusion Matrix LDA

Classification report for Linear Discriminant Analysis

Classification Report of the training data:

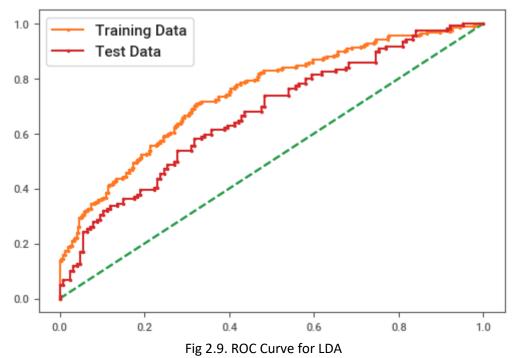
	precision	recall	f1-score	support
no	0.67	0.76	0.71	300
yes	0.68	0.59	0.63	270
accuracy			0.68	570
macro avg	0.68	0.67	0.67	570
weighted avg	0.68	0.68	0.67	570

Classification Report of the test data:

	precision	recall	f1-score	support
no	0.62	0.69	0.65	126
yes	0.62	0.55	0.58	119
accuracy			0.62	245
macro avg	0.62	0.62	0.62	245
weighted avg	0.62	0.62	0.62	245

Table 2.8. Classification report LDA

- ROC curve and ROC\_AUC score for LDA
  - o AUC for the Training Data: 0.743
  - o AUC for the Test Data: 0.670



#### Comparing both the models:

	Logistic reg Train	Logistic reg Test	LDA Train	LDA Test
Accuracy	0.65	0.62	0.68	0.62
AUC	0.74	0.67	0.74	0.67
Recall	0.48	0.49	0.59	0.55
Precision	0.69	0.64	0.68	0.62
F1 Score	0.57	0.56	0.63	0.58

Table 2.9. Comparing LR and LDA models

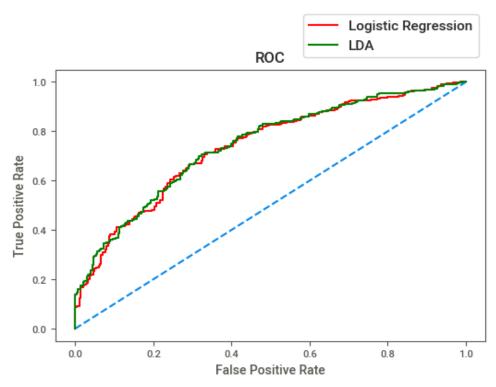


Fig 2.10. Comparing ROC Curve for Train Data

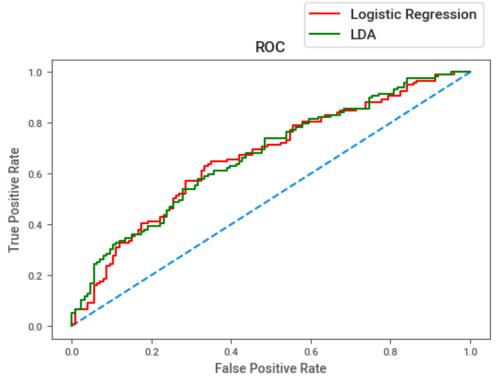


Fig 2.11. Comparing ROC Curve for Test Data

#### Inference:

Based on comparing the performance metrics, Linear Discriminant Analysis (LDA) performs better than the Logistic Regression because of the better recall rate and accuracy. Hence LDA is the best model.

#### Q2.4 Inference: Basis on these predictions, what are the insights and recommendations.

#### Solution:

The Linear Discriminant Analysis model will be able to predict whether an employee will opt for a package or not with around 70 percent accuracy.

#### Business insights:

- The important factors which determine whether an employee will opt in for package are
  - Salary
  - o Age
  - No. of young children
  - o Foreign
- The company must focus on the people who earns between 30k to 40k and between the age of 25 yrs. to 50 yrs. and if they have no children then there is a huge chance of opting in for a package

#### **Business Recommendations:**

- The greater number of people who are opting in for package has a salary range between 30k to 40k. It suggests that the package is of average price with medium level facilities.
   So, if they add some additional luxury packages with facilities like booking in star hotels, luxury cars etc. may help to increase the sales of the packages to a higher income group
- The analysis shows that a greater number of foreigners opt in for packages than nonforeigners. This along with the previous analysis which shows that most of the people are from salary group of 30k to 50k suggests that packages provided are either of local sightseeing place or of less interest to the non-foreigners
   So, suggest the company to add some more activities or places in their packages
- The analysis shows that if an employee having no young children, then there is more
  chance to opt in for the package. As count of children increases, the willingness to opt in
  for a package decrease. So, I suggest the company to provide additional discounts or
  children attractiveness for the employee who has young children to boost up the chance
  of them opting for the package

Thanks & regards, Pavan Kumar R Naik