

Project: 'Nayer' Prediction Model for SDAIA

Description: ML model to predict if the candidate is suitable for the sensitive ML and Data Science career or not. **Model Type:** Classification model.

Career Types:

- AI Engineer.
- ML Engineer.
- Data Engineer.
- Data Scientist.

```
import numpy as np
import pandas as pd
import matplotlib.pyplot as plt
import seaborn as sn
from sklearn.model_selection import train_test_split
from sklearn.preprocessing import StandardScaler, OrdinalEncoder,
OneHotEncoder
```

(1) Import the dataset:

```
df = pd.read_csv('Placement_Data_Full_Class.csv')
df.head()
```

	sl_no	gender	ssc_p	ssc_b	hsc_p	hsc_b	hsc_s	degree_p	\
0	1	M	67.00	Others	91.00	Others	Commerce	58.00	
1	2	M	79.33	Central	78.33	Others	Science	77.48	
2	3	M	65.00	Central	68.00	Central	Arts	64.00	
3	4	M	56.00	Central	52.00	Central	Science	52.00	
4	5	M	85.80	Central	73.60	Central	Commerce	73.30	

	degree_t	workex	etest_p	specialisation	mba_p	status
0	Sci&Tech	No	55.0	Mkt&HR	58.80	Placed
1	Sci&Tech	Yes	86.5	Mkt&Fin	66.28	Placed
2	Comm&Mgmt	No	75.0	Mkt&Fin	57.80	Placed
3	Sci&Tech	No	66.0	Mkt&HR	59.43	Not Placed
4	Comm&Mgmt	No	96.8	Mkt&Fin	55.50	Placed

```
print(f"Bachelor's: {df['degree_t'].unique()}\n
{df['specialisation'].unique()}\n MBA MAX: {df['mba_p'].max()}\n MBA
MIN: {df['mba_p'].min()}")
```

```
Bachelor's: ['Sci&Tech' 'Comm&Mgmt' 'Others']
['Mkt&HR' 'Mkt&Fin']
MBA MAX: 77.89
MBA MIN: 51.21
```

(2) Clean and prepare the data:

```
np.random.seed(42)

# (1) delete the index, secondary school related, workex, salary
columns:
#df.drop(columns=['sl_no', 'ssc_p', 'ssc_b', 'hsc_p', 'hsc_b', 'hsc_s',
'degree_p', 'workex', 'salary'], inplace=True)

# (2) Rename columns:
df.rename(columns= {'degree_t' : 'bachelors', 'specialisation' :
'master', 'mba_p' : 'degree'}, inplace=True)

# (3.0) change major, MBA, and specialisation values:
df['degree'] = np.random.randint(55.0, 99.0, len(df['degree']))
df['degree'].astype(np.float64)
df['bachelors'] = df['bachelors'].replace({'Others' : 'Sci&Tech'})

# (3.1) write random majors for master:
master_majores = ['AI', 'Data Engineer', 'MBA', 'None']

for i, row in df.iterrows():
    if row['bachelors'] == 'Comm&Mgmt':
        df.loc[i, 'master'] = master_majores[ np.random.randint(2,4)]
    else:
        df.loc[i, 'master'] =
master_majores[ np.random.randint(len(master_majores))]

for i, row in df.iterrows():
    if row['master'] == 'None':
        df.loc[i, 'degree'] = 0.

# display the dataframe:
df.head()
```

	gender	bachelors	etest_p	master	degree	status
0	M	Sci&Tech	55.0	AI	93	Placed
1	M	Sci&Tech	86.5	Data Engineer	83	Placed
2	M	Comm&Mgmt	75.0	MBA	96	Placed
3	M	Sci&Tech	66.0	Data Engineer	80	Not Placed
4	M	Comm&Mgmt	96.8	MBA	89	Placed

```
# (4) create new columns: 'year_experience' at technology career and
'age':
df['year_exp'] = 0
```

```

df['age'] = np.random.randint(23, 47, len(df['year_exp']))
for i, row in df.iterrows():
    if row['master'] == 'None':
        df.loc[i, 'year_exp'] = np.random.randint(0,2)
    elif row['master'] == 'AI':
        df.loc[i, 'year_exp'] = np.random.randint(1,5)
    else:
        df.loc[i, 'year_exp'] = np.random.randint(0,7)

```

```

# display the dataframe:
df.head()

```

	gender	bachelors	etest_p	master	degree	status
0	M	Sci&Tech	55.0	AI	93	Placed
4	35					
1	M	Sci&Tech	86.5	Data Engineer	83	Placed
1	35					
2	M	Comm&Mgmt	75.0	MBA	96	Placed
2	26					
3	M	Sci&Tech	66.0	Data Engineer	80	Not Placed
4	23					
4	M	Comm&Mgmt	96.8	MBA	89	Placed
3	39					

```

# (5) change status values to be suitable to new data (1 : placed, 0 : not placed):

```

```

for i, row in df.iterrows():
    if int(int(row['master'] != 'None') & row['degree'] > 75):
        df.loc[i, 'status'] = 1 # placed
    elif (int(row['master'] == 'None') & int(row['year_exp'] > 2) &
int(row['etest_p'] > 74)):
        df.loc[i, 'status'] = 1 # placed
    elif (row['etest_p'] > 90):
        df.loc[i, 'status'] = 1 # placed
    else:
        df.loc[i, 'status'] = 0 # not placed

```

```

df ['status'] = df['status'].astype(np.int64)

```

```

# display the dataframe:
df.head()

```

	gender	bachelors	etest_p	master	degree	status	year_exp
0	M	Sci&Tech	55.0	AI	93	0	4
35							
1	M	Sci&Tech	86.5	Data Engineer	83	0	1
35							

2	M	Comm&Mgmt	75.0	MBA	96	0	2
26							
3	M	Sci&Tech	66.0	Data Engineer	80	0	4
23							
4	M	Comm&Mgmt	96.8	MBA	89	1	3
39							

(3) Add more samples to DataFrame:

```
# add more samples dataframe (from: 215, to: 5000):

samples = df.sample(n=(6000 - len(df)), replace=True, random_state=23)

# make noise:
num_col = ['etest_p', 'degree', 'year_exp', 'age']

for col in num_col:
    std = df[col].std()
    jitter = np.random.normal(loc=0, scale= 0.05*std, size=(6000 - len(df)))
    samples[col] = (samples[col] + jitter).clip(lower=0, upper=100)

new_df = pd.concat([df, samples], ignore_index=True)

# display the new dataframe + count the classes:
print(new_df.head())
print(new_df['status'].value_counts())
```

	gender	bachelors	etest_p	master	degree	status	year_exp
age							
0	M	Sci&Tech	55.0	AI	93.0	0	4.0
35.0							
1	M	Sci&Tech	86.5	Data Engineer	83.0	0	1.0
35.0							
2	M	Comm&Mgmt	75.0	MBA	96.0	0	2.0
26.0							
3	M	Sci&Tech	66.0	Data Engineer	80.0	0	4.0
23.0							
4	M	Comm&Mgmt	96.8	MBA	89.0	1	3.0
39.0							
status							
0		5284					
1		716					

Name: count, dtype: int64

(4) Explore the new dataset (EDA):

```
# for numeric values:
new_df.describe()
```

	etest_p	degree	status	year_exp	age
count	6000.000000	6000.000000	6000.000000	6000.000000	6000.000000
mean	72.232298	47.770239	0.119333	1.988282	34.767432
std	13.327086	38.150807	0.324207	1.915316	7.213960
min	48.315548	0.000000	0.000000	0.000000	21.835011
25%	60.176057	0.700432	0.000000	0.098356	28.000000
50%	70.854183	64.469855	0.000000	1.094163	35.265935
75%	83.731915	80.534766	0.000000	3.094185	40.955479
max	99.568975	100.000000	1.000000	6.246730	46.845101

```
# for categorical values:
new_df.describe(exclude='number')
```

	gender	bachelors	master
count	6000	6000	6000
unique	2	2	4
top	M	Comm&Mgmt	MBA
freq	3938	4017	2544

```
# comprehensive explore:
new_df.info()
```

```
<class 'pandas.core.frame.DataFrame'>
RangeIndex: 6000 entries, 0 to 5999
Data columns (total 8 columns):
#   Column      Non-Null Count  Dtype
---  -
0   gender      6000 non-null   object
1   bachelors   6000 non-null   object
2   etest_p     6000 non-null   float64
3   master      6000 non-null   object
4   degree      6000 non-null   float64
5   status      6000 non-null   int64
6   year_exp    6000 non-null   float64
7   age         6000 non-null   float64
dtypes: float64(4), int64(1), object(3)
memory usage: 375.1+ KB
```

(5) Split the Data:

```
x = new_df.drop(columns=['status'])
y = new_df['status']
```

(6) Encode Categorical Data :

use: ColumnTransformer() function.

```
from sklearn.compose import ColumnTransformer
```

```

oe = OrdinalEncoder()
ohe = OneHotEncoder(sparse_output=False,handle_unknown='ignore')

ct = ColumnTransformer(transformers= [('oe', oe, [0,1]),('ohe', ohe,
[3])], remainder='passthrough')

ct_x = ct.fit_transform(x)
feature_list = ct.get_feature_names_out().tolist()

```

Feature names:

- gender: (1 : Male -- 0 : Female)
- bachelors: (1 : Sci&Tech -- 0 : Comm&Mgmt)
- master__AI
- master__Data Engineer
- master__MBA
- master__None
- remainder__etest_p
- remainder__degree
- remainder__year_exp
- remainder__age

(7) Draw the relations:

collect the values in Dataframe:

```

encoded_df = pd.DataFrame(ct_x, columns=feature_list)
encoded_df['result'] = y
encoded_df.head()

```

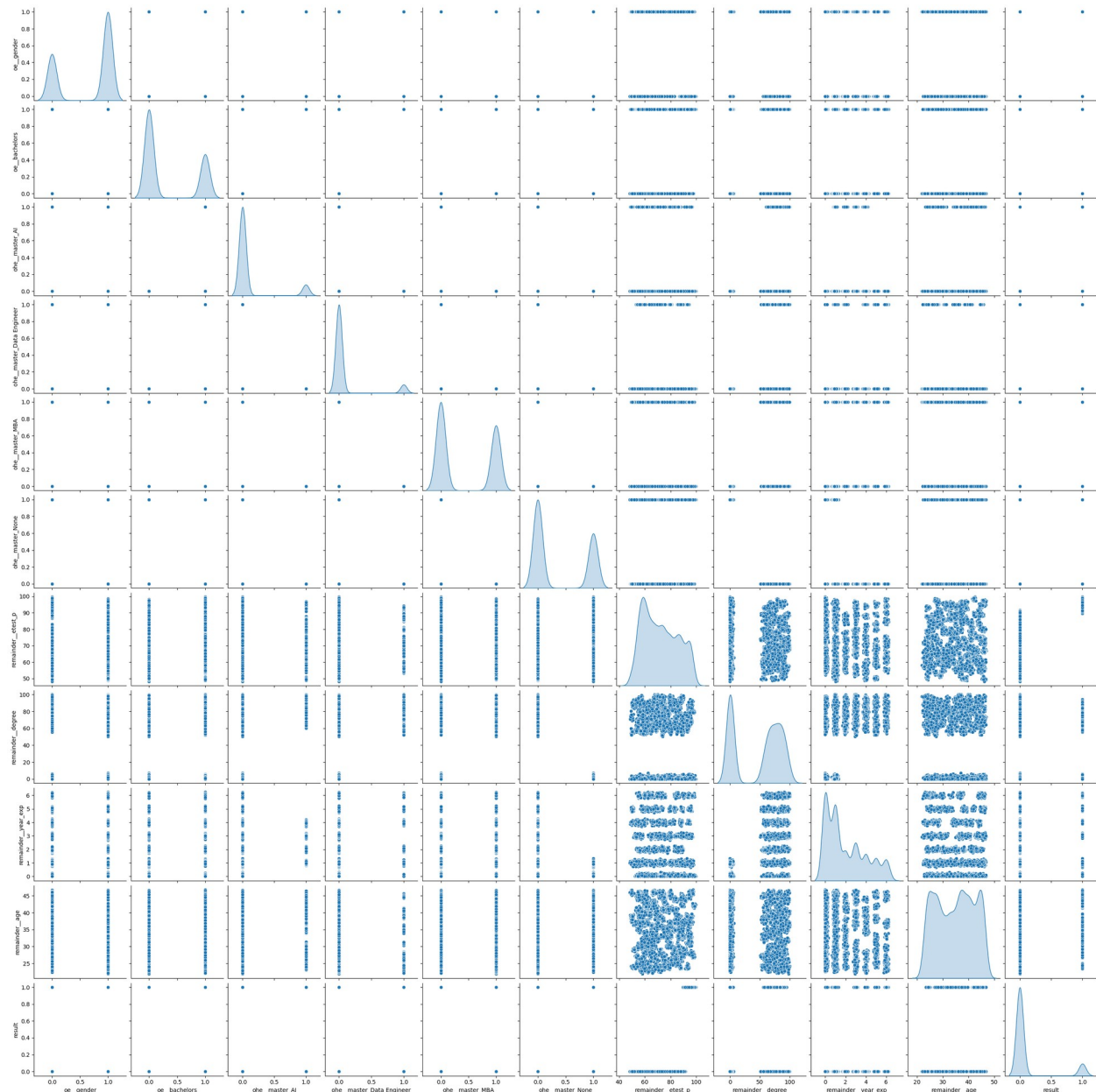
	oe__gender	oe__bachelors	ohe__master_AI	ohe__master_Data
Engineer \				
0	1.0	1.0	1.0	
0.0				
1	1.0	1.0	0.0	
1.0				
2	1.0	0.0	0.0	
0.0				
3	1.0	1.0	0.0	
1.0				
4	1.0	0.0	0.0	
0.0				
	ohe__master_MBA	ohe__master_None	remainder__etest_p	
remainder__degree \				
0	0.0	0.0	55.0	
93.0				
1	0.0	0.0	86.5	
83.0				

2	1.0	0.0	75.0
96.0			
3	0.0	0.0	66.0
80.0			
4	1.0	0.0	96.8
89.0			

	remainder__year_exp	remainder__age	result
0	4.0	35.0	0
1	1.0	35.0	0
2	2.0	26.0	0
3	4.0	23.0	0
4	3.0	39.0	1

draw the pairplot:

```
sn.pairplot(data=encoded_df,diag_kind='kde')  
plt.show()
```



insights:

- From the graph we see that the data is non-linear (has no straight line in relationships), so keep this information in mind when choose the ML algorithm.
- The data have imbalance classification, which will decrease the performance of model predictions to unseen data.

(8) Dimentional reduction to data:

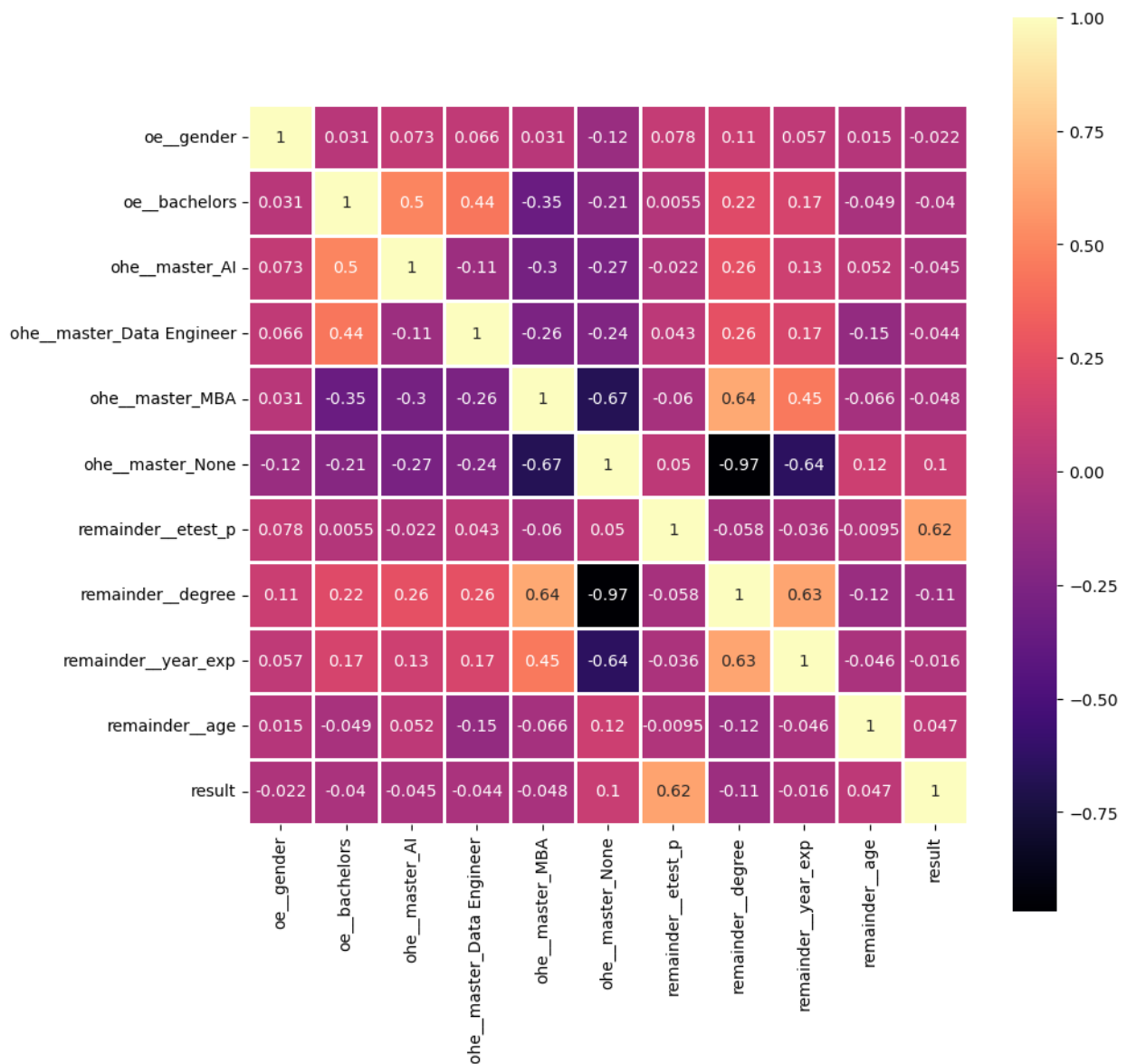
by 2 methods:

- feature selection; correlation, and chi 2 test, finall using RandomForest.

- feature extraction: use t-SNE; to minimize the dimensions for non-linear data to draw the classification of data (At the final step of project).

```
# Correlation:
corr_df = encoded_df.corr()

# draw heatmap:
plt.figure(figsize=(10,10))
sn.heatmap(data=corr_df,
annot=True,cmap='magma',linewidths=0.8,square=True)
plt.show()
```



insight:

- From heatmap, we see that the high correlation was between master_MBA and degree, which mean it'll drop one of them; so maybe drop master_MBA.
- If see the relation between degree and master_None it considered as to oppsite, and this is logical relationship, because if you don't take master, then you won't have a degree for master.

```
# chi 2 test:
from sklearn.feature_selection import chi2, RFE, SelectKBest

# Just choose categorical columns:
x_chi2, y_chi2 = encoded_df.loc[:, ['oe_gender', 'oe_bachelors',
'oe_master_AI', 'oe_master_Data Engineer', 'oe_master_MBA',
'oe_master_None']], encoded_df['result']

# choose the best 3 categorical features:
best_cat = SelectKBest(chi2, k=3)
selected_feature_x = best_cat.fit_transform(x_chi2, y_chi2)

# print the results:
print(f'The new shape: {selected_feature_x.shape}\n Feature names:
{best_cat.get_feature_names_out()}\n Values:
{best_cat.get_support()}')
```

The new shape: (6000, 3)
Feature names: ['oe_master_AI' 'oe_master_Data Engineer' 'oe_master_None']
Values: [False False True True False True]

The result for categorical selection: From the heatmap, we decided to drop master_MBA, but after doing chi2 test.

```
# use RandomForest:
from sklearn.ensemble import RandomForestClassifier

# split the data:
x_random, y_random =
encoded_df.drop(columns=['result']).loc[0:1000, :],
encoded_df['result'].loc[0:1000]

# create the model:
random_forest = RandomForestClassifier(n_estimators=180, max_depth=5)
random_forest.fit(x_random, y_random)

dic = {column: random_forest.feature_importances_[i] for i, column in
enumerate(x_random.columns)}

print(sorted(dic.items(), key=lambda item: item[1], reverse=True))

[('remainder__etest_p', np.float64(0.8864441885578478)),
('remainder__age', np.float64(0.04218897798541495)),
('remainder__year_exp', np.float64(0.02402476505145597)),
```

```
( 'remainder__degree', np.float64(0.0233350530656141)),
( 'ohe__master_Data Engineer', np.float64(0.007023355373834698)),
( 'oe__gender', np.float64(0.0062641651107291415)), ( 'ohe__master_MBA',
np.float64(0.002989860595927318)), ( 'ohe__master_None',
np.float64(0.002989577453046526)), ( 'ohe__master_AI',
np.float64(0.0025554061764910484)), ( 'oe__bachelors',
np.float64(0.002184650629638426))]
```

The most important features:

- etest_p (Job interview score).
- age.
- degree (degree of master).
- year_exp.
- bachelors.
- master_AI
- master_Data Engineer
- master_MBA We can see the most important features were numeric data.

```
# Drop ohe__master_None, oe_gender, columns:
dropped_df = encoded_df.drop(columns=['oe__gender',
'oe__master_None'])
```

(9) Create the model and train it:

steps:

1- Split data to train and test. 2- Standardizing the data. 3- Create the model. 4- Train the model. 5- Fine-tuning. **note:** use pipeline to gather scale data, train, fine-tuning, and make prediction from model.

```
# (1) split the data:
x, y = dropped_df.drop(columns=['result']), dropped_df['result']

x_train, x_test, y_train, y_test = train_test_split(x, y,
test_size=0.2, random_state=23)

print(f'Train Size: {x_train.shape[0]} -- Test Size:
{x_test.shape[0]}')

Train Size: 4800 -- Test Size: 1200

# check which columns needed for Standardization (numeric values):
x.columns.tolist() # [4,5,6,7]

['oe__bachelors',
'ohe__master_AI',
'ohe__master_Data Engineer',
'ohe__master_MBA',
```

```
# (2) Standardizing the numeric data:
```

```
# (3,4,5) create, train, fine-tuning the model(remember: the data is non-linear):
```

```
clf.fit(x_train, y_train)
```

[illegible]

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[illegible]

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time= 0.3s
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time= 0.3s
[CV] END .....C=0.001, gamma=0.1, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.001, gamma=1.0, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.001, gamma=1.0, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.001, gamma=1.0, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.001, gamma=1.0, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.001, gamma=1.0, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.001, gamma=1.0, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.001, gamma=1.0, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.001, gamma=1.0, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.001, gamma=1.0, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.001, gamma=1.0, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.001, gamma=1.0, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.001, gamma=10.0, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.001, gamma=10.0, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.001, gamma=10.0, kernel=rbf; total
time= 0.3s
```

[illegible]

```
time= 0.4s
[CV] END .....C=0.001, gamma=1000.0, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.001, gamma=1000.0, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.01, gamma=0.0001, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.01, gamma=0.0001, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.01, gamma=0.0001, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.01, gamma=0.0001, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.01, gamma=0.0001, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.01, gamma=0.0001, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.01, gamma=0.0001, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.01, gamma=0.0001, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.01, gamma=0.0001, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.01, gamma=0.001, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.01, gamma=0.001, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.01, gamma=0.001, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.01, gamma=0.001, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.01, gamma=0.001, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.01, gamma=0.001, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.01, gamma=0.001, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.01, gamma=0.001, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.01, gamma=0.01, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.01, gamma=0.01, kernel=rbf; total
time= 0.2s
```

```
[CV] END .....C=0.01, gamma=0.01, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.01, gamma=0.01, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.01, gamma=0.01, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.01, gamma=0.01, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.01, gamma=0.01, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.01, gamma=0.01, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.01, gamma=0.01, kernel=rbf; total
time= 0.4s
[CV] END .....C=0.01, gamma=0.01, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.01, gamma=0.1, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.01, gamma=0.1, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.01, gamma=0.1, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.01, gamma=0.1, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.01, gamma=0.1, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.01, gamma=0.1, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.01, gamma=0.1, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.01, gamma=0.1, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.01, gamma=0.1, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.01, gamma=0.1, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.01, gamma=1.0, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.01, gamma=1.0, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.01, gamma=1.0, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.01, gamma=1.0, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.01, gamma=1.0, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.01, gamma=1.0, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.01, gamma=1.0, kernel=rbf; total
```

```
time= 0.3s
[CV] END .....C=0.01, gamma=1.0, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.01, gamma=1.0, kernel=rbf; total
time= 0.4s
[CV] END .....C=0.01, gamma=1.0, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.01, gamma=10.0, kernel=rbf; total
time= 0.4s
[CV] END .....C=0.01, gamma=10.0, kernel=rbf; total
time= 0.4s
[CV] END .....C=0.01, gamma=10.0, kernel=rbf; total
time= 0.5s
[CV] END .....C=0.01, gamma=10.0, kernel=rbf; total
time= 0.4s
[CV] END .....C=0.01, gamma=10.0, kernel=rbf; total
time= 0.4s
[CV] END .....C=0.01, gamma=10.0, kernel=rbf; total
time= 0.4s
[CV] END .....C=0.01, gamma=10.0, kernel=rbf; total
time= 0.4s
[CV] END .....C=0.01, gamma=10.0, kernel=rbf; total
time= 0.4s
[CV] END .....C=0.01, gamma=10.0, kernel=rbf; total
time= 0.4s
[CV] END .....C=0.01, gamma=100.0, kernel=rbf; total
time= 1.1s
[CV] END .....C=0.01, gamma=100.0, kernel=rbf; total
time= 1.1s
[CV] END .....C=0.01, gamma=100.0, kernel=rbf; total
time= 1.0s
[CV] END .....C=0.01, gamma=100.0, kernel=rbf; total
time= 1.1s
[CV] END .....C=0.01, gamma=100.0, kernel=rbf; total
time= 1.1s
[CV] END .....C=0.01, gamma=100.0, kernel=rbf; total
time= 1.1s
[CV] END .....C=0.01, gamma=100.0, kernel=rbf; total
time= 1.0s
[CV] END .....C=0.01, gamma=100.0, kernel=rbf; total
time= 1.1s
[CV] END .....C=0.01, gamma=100.0, kernel=rbf; total
time= 1.1s
[CV] END .....C=0.01, gamma=100.0, kernel=rbf; total
time= 1.0s
[CV] END .....C=0.01, gamma=1000.0, kernel=rbf; total
time= 1.6s
```

```
[CV] END .....C=0.01, gamma=1000.0, kernel=rbf; total
time= 1.5s
[CV] END .....C=0.01, gamma=1000.0, kernel=rbf; total
time= 1.5s
[CV] END .....C=0.01, gamma=1000.0, kernel=rbf; total
time= 1.5s
[CV] END .....C=0.01, gamma=1000.0, kernel=rbf; total
time= 1.5s
[CV] END .....C=0.01, gamma=1000.0, kernel=rbf; total
time= 1.5s
[CV] END .....C=0.01, gamma=1000.0, kernel=rbf; total
time= 1.4s
[CV] END .....C=0.01, gamma=1000.0, kernel=rbf; total
time= 1.4s
[CV] END .....C=0.01, gamma=1000.0, kernel=rbf; total
time= 1.5s
[CV] END .....C=0.01, gamma=1000.0, kernel=rbf; total
time= 1.7s
[CV] END .....C=0.1, gamma=0.0001, kernel=rbf; total
time= 0.4s
[CV] END .....C=0.1, gamma=0.0001, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.1, gamma=0.0001, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.1, gamma=0.0001, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.1, gamma=0.0001, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.1, gamma=0.0001, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.1, gamma=0.0001, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.1, gamma=0.0001, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.1, gamma=0.0001, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.1, gamma=0.0001, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.1, gamma=0.001, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.1, gamma=0.001, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.1, gamma=0.001, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.1, gamma=0.001, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.1, gamma=0.001, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.1, gamma=0.001, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.1, gamma=0.001, kernel=rbf; total
time= 0.3s
```

[illegible]

```
time= 0.1s
[CV] END .....C=0.1, gamma=1.0, kernel=rbf; total
time= 0.1s
[CV] END .....C=0.1, gamma=1.0, kernel=rbf; total
time= 0.1s
[CV] END .....C=0.1, gamma=1.0, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.1, gamma=1.0, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.1, gamma=1.0, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.1, gamma=1.0, kernel=rbf; total
time= 0.1s
[CV] END .....C=0.1, gamma=1.0, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.1, gamma=1.0, kernel=rbf; total
time= 0.2s
[CV] END .....C=0.1, gamma=1.0, kernel=rbf; total
time= 0.1s
[CV] END .....C=0.1, gamma=10.0, kernel=rbf; total
time= 0.4s
[CV] END .....C=0.1, gamma=10.0, kernel=rbf; total
time= 0.4s
[CV] END .....C=0.1, gamma=10.0, kernel=rbf; total
time= 0.4s
[CV] END .....C=0.1, gamma=10.0, kernel=rbf; total
time= 0.4s
[CV] END .....C=0.1, gamma=10.0, kernel=rbf; total
time= 0.4s
[CV] END .....C=0.1, gamma=10.0, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.1, gamma=10.0, kernel=rbf; total
time= 0.4s
[CV] END .....C=0.1, gamma=10.0, kernel=rbf; total
time= 0.4s
[CV] END .....C=0.1, gamma=10.0, kernel=rbf; total
time= 0.3s
[CV] END .....C=0.1, gamma=10.0, kernel=rbf; total
time= 0.4s
[CV] END .....C=0.1, gamma=100.0, kernel=rbf; total
time= 1.2s
[CV] END .....C=0.1, gamma=100.0, kernel=rbf; total
time= 1.2s
[CV] END .....C=0.1, gamma=100.0, kernel=rbf; total
time= 1.2s
[CV] END .....C=0.1, gamma=100.0, kernel=rbf; total
time= 1.2s
[CV] END .....C=0.1, gamma=100.0, kernel=rbf; total
time= 1.3s
```


[CV] END	.....C=0.1, gamma=100.0, kernel=rbf; total time=	1.2s
[CV] END	.....C=0.1, gamma=100.0, kernel=rbf; total time=	1.3s
[CV] END	.....C=0.1, gamma=100.0, kernel=rbf; total time=	1.3s
[CV] END	.....C=0.1, gamma=100.0, kernel=rbf; total time=	1.3s
[CV] END	.....C=0.1, gamma=100.0, kernel=rbf; total time=	1.3s
[CV] END	.....C=0.1, gamma=1000.0, kernel=rbf; total time=	1.6s
[CV] END	.....C=0.1, gamma=1000.0, kernel=rbf; total time=	1.6s
[CV] END	.....C=0.1, gamma=1000.0, kernel=rbf; total time=	1.6s
[CV] END	.....C=0.1, gamma=1000.0, kernel=rbf; total time=	1.6s
[CV] END	.....C=0.1, gamma=1000.0, kernel=rbf; total time=	1.6s
[CV] END	.....C=0.1, gamma=1000.0, kernel=rbf; total time=	1.6s
[CV] END	.....C=0.1, gamma=1000.0, kernel=rbf; total time=	1.6s
[CV] END	.....C=0.1, gamma=1000.0, kernel=rbf; total time=	1.7s
[CV] END	.....C=0.1, gamma=1000.0, kernel=rbf; total time=	1.7s
[CV] END	.....C=0.1, gamma=1000.0, kernel=rbf; total time=	1.6s
[CV] END	.....C=1.0, gamma=0.0001, kernel=rbf; total time=	0.2s
[CV] END	.....C=1.0, gamma=0.0001, kernel=rbf; total time=	0.2s
[CV] END	.....C=1.0, gamma=0.0001, kernel=rbf; total time=	0.2s
[CV] END	.....C=1.0, gamma=0.0001, kernel=rbf; total time=	0.2s
[CV] END	.....C=1.0, gamma=0.0001, kernel=rbf; total time=	0.2s
[CV] END	.....C=1.0, gamma=0.0001, kernel=rbf; total time=	0.2s
[CV] END	.....C=1.0, gamma=0.0001, kernel=rbf; total time=	0.3s
[CV] END	.....C=1.0, gamma=0.0001, kernel=rbf; total time=	0.2s
[CV] END	.....C=1.0, gamma=0.0001, kernel=rbf; total time=	0.2s
[CV] END	.....C=1.0, gamma=0.0001, kernel=rbf; total time=	0.2s

```
time= 0.2s
[CV] END .....C=1.0, gamma=0.001, kernel=rbf; total
time= 0.2s
[CV] END .....C=1.0, gamma=0.001, kernel=rbf; total
time= 0.2s
[CV] END .....C=1.0, gamma=0.001, kernel=rbf; total
time= 0.2s
[CV] END .....C=1.0, gamma=0.001, kernel=rbf; total
time= 0.2s
[CV] END .....C=1.0, gamma=0.001, kernel=rbf; total
time= 0.2s
[CV] END .....C=1.0, gamma=0.001, kernel=rbf; total
time= 0.2s
[CV] END .....C=1.0, gamma=0.001, kernel=rbf; total
time= 0.2s
[CV] END .....C=1.0, gamma=0.001, kernel=rbf; total
time= 0.3s
[CV] END .....C=1.0, gamma=0.001, kernel=rbf; total
time= 0.3s
[CV] END .....C=1.0, gamma=0.01, kernel=rbf; total
time= 0.1s
[CV] END .....C=1.0, gamma=0.01, kernel=rbf; total
time= 0.1s
[CV] END .....C=1.0, gamma=0.01, kernel=rbf; total
time= 0.1s
[CV] END .....C=1.0, gamma=0.01, kernel=rbf; total
time= 0.2s
[CV] END .....C=1.0, gamma=0.01, kernel=rbf; total
time= 0.1s
[CV] END .....C=1.0, gamma=0.01, kernel=rbf; total
time= 0.2s
[CV] END .....C=1.0, gamma=0.01, kernel=rbf; total
time= 0.1s
[CV] END .....C=1.0, gamma=0.01, kernel=rbf; total
time= 0.1s
[CV] END .....C=1.0, gamma=0.01, kernel=rbf; total
time= 0.1s
[CV] END .....C=1.0, gamma=0.1, kernel=rbf; total
time= 0.0s
[CV] END .....C=1.0, gamma=0.1, kernel=rbf; total
time= 0.0s
[CV] END .....C=1.0, gamma=0.1, kernel=rbf; total
time= 0.0s
[CV] END .....C=1.0, gamma=0.1, kernel=rbf; total
time= 0.0s
```

[illegible]

```
time= 0.3s
[CV] END .....C=1.0, gamma=10.0, kernel=rbf; total
time= 0.3s
[CV] END .....C=1.0, gamma=100.0, kernel=rbf; total
time= 1.8s
[CV] END .....C=1.0, gamma=100.0, kernel=rbf; total
time= 1.9s
[CV] END .....C=1.0, gamma=100.0, kernel=rbf; total
time= 1.5s
[CV] END .....C=1.0, gamma=100.0, kernel=rbf; total
time= 1.1s
[CV] END .....C=1.0, gamma=100.0, kernel=rbf; total
time= 1.2s
[CV] END .....C=1.0, gamma=100.0, kernel=rbf; total
time= 1.5s
[CV] END .....C=1.0, gamma=100.0, kernel=rbf; total
time= 1.1s
[CV] END .....C=1.0, gamma=100.0, kernel=rbf; total
time= 1.2s
[CV] END .....C=1.0, gamma=100.0, kernel=rbf; total
time= 1.6s
[CV] END .....C=1.0, gamma=100.0, kernel=rbf; total
time= 1.6s
[CV] END .....C=1.0, gamma=1000.0, kernel=rbf; total
time= 1.7s
[CV] END .....C=1.0, gamma=1000.0, kernel=rbf; total
time= 1.7s
[CV] END .....C=1.0, gamma=1000.0, kernel=rbf; total
time= 1.7s
[CV] END .....C=1.0, gamma=1000.0, kernel=rbf; total
time= 1.7s
[CV] END .....C=1.0, gamma=1000.0, kernel=rbf; total
time= 1.8s
[CV] END .....C=1.0, gamma=1000.0, kernel=rbf; total
time= 1.7s
[CV] END .....C=1.0, gamma=1000.0, kernel=rbf; total
time= 1.7s
[CV] END .....C=1.0, gamma=1000.0, kernel=rbf; total
time= 1.8s
[CV] END .....C=1.0, gamma=1000.0, kernel=rbf; total
time= 1.8s
[CV] END .....C=1.0, gamma=1000.0, kernel=rbf; total
time= 1.7s
[CV] END .....C=10.0, gamma=0.0001, kernel=rbf; total
time= 0.3s
[CV] END .....C=10.0, gamma=0.0001, kernel=rbf; total
time= 0.2s
[CV] END .....C=10.0, gamma=0.0001, kernel=rbf; total
time= 0.2s
```

[illegible]

```
time= 0.0s
[CV] END .....C=10.0, gamma=0.01, kernel=rbf; total
time= 0.0s
[CV] END .....C=10.0, gamma=0.01, kernel=rbf; total
time= 0.0s
[CV] END .....C=10.0, gamma=0.1, kernel=rbf; total
time= 0.0s
[CV] END .....C=10.0, gamma=0.1, kernel=rbf; total
time= 0.0s
[CV] END .....C=10.0, gamma=0.1, kernel=rbf; total
time= 0.0s
[CV] END .....C=10.0, gamma=0.1, kernel=rbf; total
time= 0.0s
[CV] END .....C=10.0, gamma=0.1, kernel=rbf; total
time= 0.0s
[CV] END .....C=10.0, gamma=0.1, kernel=rbf; total
time= 0.0s
[CV] END .....C=10.0, gamma=0.1, kernel=rbf; total
time= 0.0s
[CV] END .....C=10.0, gamma=0.1, kernel=rbf; total
time= 0.0s
[CV] END .....C=10.0, gamma=1.0, kernel=rbf; total
time= 0.0s
[CV] END .....C=10.0, gamma=1.0, kernel=rbf; total
time= 0.0s
[CV] END .....C=10.0, gamma=1.0, kernel=rbf; total
time= 0.0s
[CV] END .....C=10.0, gamma=1.0, kernel=rbf; total
time= 0.0s
[CV] END .....C=10.0, gamma=1.0, kernel=rbf; total
time= 0.0s
[CV] END .....C=10.0, gamma=1.0, kernel=rbf; total
time= 0.0s
[CV] END .....C=10.0, gamma=1.0, kernel=rbf; total
time= 0.0s
[CV] END .....C=10.0, gamma=1.0, kernel=rbf; total
time= 0.0s
[CV] END .....C=10.0, gamma=10.0, kernel=rbf; total
time= 0.3s
[CV] END .....C=10.0, gamma=10.0, kernel=rbf; total
time= 0.3s
```

```
[CV] END .....C=10.0, gamma=10.0, kernel=rbf; total
time= 0.2s
[CV] END .....C=10.0, gamma=10.0, kernel=rbf; total
time= 0.4s
[CV] END .....C=10.0, gamma=10.0, kernel=rbf; total
time= 0.3s
[CV] END .....C=10.0, gamma=10.0, kernel=rbf; total
time= 0.2s
[CV] END .....C=10.0, gamma=10.0, kernel=rbf; total
time= 0.3s
[CV] END .....C=10.0, gamma=10.0, kernel=rbf; total
time= 0.3s
[CV] END .....C=10.0, gamma=10.0, kernel=rbf; total
time= 0.3s
[CV] END .....C=10.0, gamma=10.0, kernel=rbf; total
time= 0.3s
[CV] END .....C=10.0, gamma=100.0, kernel=rbf; total
time= 1.6s
[CV] END .....C=10.0, gamma=100.0, kernel=rbf; total
time= 1.5s
[CV] END .....C=10.0, gamma=100.0, kernel=rbf; total
time= 1.5s
[CV] END .....C=10.0, gamma=100.0, kernel=rbf; total
time= 1.9s
[CV] END .....C=10.0, gamma=100.0, kernel=rbf; total
time= 1.6s
[CV] END .....C=10.0, gamma=100.0, kernel=rbf; total
time= 1.5s
[CV] END .....C=10.0, gamma=100.0, kernel=rbf; total
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[CV] END .....C=10.0, gamma=100.0, kernel=rbf; total
time= 1.8s
[CV] END .....C=10.0, gamma=100.0, kernel=rbf; total
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[CV] END .....C=10.0, gamma=100.0, kernel=rbf; total
time= 1.8s
[CV] END .....C=10.0, gamma=1000.0, kernel=rbf; total
time= 2.1s
[CV] END .....C=10.0, gamma=1000.0, kernel=rbf; total
time= 1.9s
[CV] END .....C=10.0, gamma=1000.0, kernel=rbf; total
time= 1.8s
[CV] END .....C=10.0, gamma=1000.0, kernel=rbf; total
time= 1.8s
[CV] END .....C=10.0, gamma=1000.0, kernel=rbf; total
time= 1.8s
[CV] END .....C=10.0, gamma=1000.0, kernel=rbf; total
time= 1.9s
[CV] END .....C=10.0, gamma=1000.0, kernel=rbf; total
```

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time= 2.4s
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[CV] END .....C=100.0, gamma=0.0001, kernel=rbf; total
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[CV] END .....C=100.0, gamma=0.01, kernel=rbf; total
time= 0.0s
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[CV] END .....C=100.0, gamma=0.01, kernel=rbf; total
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[CV] END .....C=100.0, gamma=100.0, kernel=rbf; total
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[CV] END .....C=100.0, gamma=100.0, kernel=rbf; total
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[CV] END .....C=100.0, gamma=1000.0, kernel=rbf; total
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[illegible]

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[CV] END .....C=1000.0, gamma=10.0, kernel=rbf; total
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[CV] END .....C=1000.0, gamma=100.0, kernel=rbf; total
time= 1.5s
[CV] END .....C=1000.0, gamma=100.0, kernel=rbf; total
time= 1.5s
[CV] END .....C=1000.0, gamma=100.0, kernel=rbf; total
time= 1.8s
```

```

[CV] END .....C=1000.0, gamma=100.0, kernel=rbf; total
time= 1.4s
[CV] END .....C=1000.0, gamma=100.0, kernel=rbf; total
time= 1.4s
[CV] END .....C=1000.0, gamma=100.0, kernel=rbf; total
time= 1.8s
[CV] END .....C=1000.0, gamma=100.0, kernel=rbf; total
time= 1.7s
[CV] END .....C=1000.0, gamma=100.0, kernel=rbf; total
time= 1.5s
[CV] END .....C=1000.0, gamma=100.0, kernel=rbf; total
time= 1.4s
[CV] END .....C=1000.0, gamma=1000.0, kernel=rbf; total
time= 2.0s
[CV] END .....C=1000.0, gamma=1000.0, kernel=rbf; total
time= 1.9s
[CV] END .....C=1000.0, gamma=1000.0, kernel=rbf; total
time= 1.9s
[CV] END .....C=1000.0, gamma=1000.0, kernel=rbf; total
time= 1.9s
[CV] END .....C=1000.0, gamma=1000.0, kernel=rbf; total
time= 1.9s
[CV] END .....C=1000.0, gamma=1000.0, kernel=rbf; total
time= 1.8s
[CV] END .....C=1000.0, gamma=1000.0, kernel=rbf; total
time= 1.8s
[CV] END .....C=1000.0, gamma=1000.0, kernel=rbf; total
time= 1.9s
[CV] END .....C=1000.0, gamma=1000.0, kernel=rbf; total
time= 2.1s
[CV] END .....C=1000.0, gamma=1000.0, kernel=rbf; total
time= 1.9s

```

D:\Myprograms\anaconda_folder\Lib\site-packages\sklearn\compose_column_transformer.py:1667: FutureWarning:
The format of the columns of the 'remainder' transformer in
ColumnTransformer.transformers_ will change in version 1.7 to match
the format of the other transformers.
At the moment the remainder columns are stored as indices (of type
int). With the same ColumnTransformer configuration, in the future
they will be stored as column names (of type str).
To use the new behavior now and suppress this warning, use
ColumnTransformer(force_int_remainder_cols=False).

```
warnings.warn(
```

```

Pipeline(steps=[('columntransformer',
                  ColumnTransformer(remainder='passthrough',
                                     transformers=[('standard2',
StandardScaler()),

```

```

['remainder__etest_p',
'remainder__degree',
'remainder__year_exp',
'remainder__age']]])),
    ('gridsearchcv',
     GridSearchCV(cv=10, estimator=SVC(),
                  param_grid={'C': [np.float64(0.0001),
                                     np.float64(0.001),
                                     np.float64(0.01),
                                     np.float64(0.1),
                                     np.float64(1.0),
                                     np.float64(10.0),
                                     np.float64(100.0),
                                     np.float64(1000.0)],
                              'gamma':
[ np.float64(0.0001),
                                     np.float64(0.001),
                                     np.float64(0.01),
                                     np.float64(0.1),
                                     np.float64(1.0),
                                     np.float64(10.0),
                                     np.float64(100.0),
                                     np.float64(1000.0)]},
                  verbose=2)))

```

Discrebtion of steps:

- first: imported functions that needed.
- Second: make a pipeline that holds StandardScale for scale numric values in data, then pass them to GridSearchCV which hold ML algorithm.
- GridSearchCV: used SVC (svm for classification) with **'rbf' kernel** to refit and predict our data well, the reason to choose it because our data is non-linear, so the LogisticRegression is not suitable for that. Then pass multiaple values for 'gamma' and 'C' (inverse Regularization) to **fine-tune** the model with the best hyperparameters.
- Third: train of fit the model using the training data.
- (Cross-Validation) : GridSearchCV has embadded cross-validation in its function, which it will validate the data to give the best predictions, it use 'cv' for number of folds, and verbose for how much information is displayed.

```

# show the best hyperparameters:
clf.named_steps['gridsearchcv'].best_estimator_
SVC(C=np.float64(1.0), gamma=np.float64(10.0))

```

(10) Evaluate the model - first:

```
from sklearn import metrics

# make predictions:
y_pred = clf.predict(x_test)

# calculate the accuracy score:
print(metrics.accuracy_score(y_true=y_test, y_pred=y_pred))

1.0

# show confiosion matrix:
metrics.confusion_matrix(y_true=y_test,y_pred=y_pred)

array([[1071,    0],
       [    0,   129]])
```

From confiusion matrix and accuracy score:

- See that our model predict in high quality for now, which equal to 100%, but that is red flag, which mean it can lead to overfitting.

for test: enter new fake data that already know its classes and see if the model can predict well or is infection by 'overfitting':

```
new_test_x = np.array([
    [1, 1, 0, 0, 90, 95, 1, 28, 1],
    [1, 0, 0, 0, 85, 0, 2, 25, 0],
    [1, 0, 1, 0, 50, 99, 4, 32, 0],
    [1, 0, 0, 0, 70, 0, 4, 32, 0],
    [1, 0, 0, 1, 82, 90, 7, 40, 1],
    [0, 0, 0, 1, 95, 70, 8, 40, 1],
    [0, 0, 0, 0, 51, 0, 6, 32, 0],
    [0, 0, 1, 0, 80, 70, 4, 42, 0],
    [1, 1, 0, 0, 99, 86, 8, 40, 1],
    [1, 0, 0, 0, 95, 0, 2, 23, 1]
])

test_df = pd.DataFrame(new_test_x, columns=dropped_df.columns.tolist())
new_test_x = test_df.drop(columns=['result'])
new_test_y = test_df['result']

# predict:
predict_for_overfit = clf.predict(new_test_x)
print(predict_for_overfit)

[0 0 0 0 0 0 0 0 0 0]
```

Result:

- we can determine from result that our model is infected by overfitting because imbalance classification, to solve need to oversampling for lower class 1.

(11) Solve Imbalance Classification by Oversampling:

```
from imblearn.over_sampling import SMOTE

x_train, x_test, y_train, y_test = train_test_split(x, y,
test_size=0.2, random_state=23)
smote = SMOTE(random_state=23, sampling_strategy='minority')
x_sm, y_sm = smote.fit_resample(x_train, y_train)
y_sm.value_counts()

result
0    4213
1    4213
Name: count, dtype: int64
```

(12) Create the new model with final Fine-Tuning - Evaluate The model - second:

```
# create new SVC model with best estimator hyperparameter in the last model:
svm_model = SVC(kernel='rbf', C=1, gamma=10)

# new pipeline:
svm_pipeline = make_pipeline(data_standard, svm_model)

# fit the model with new balanced data:
svm_pipeline.fit(x_sm, y_sm)

# make predictions and count the accuracy score:
y_pred_sm = svm_pipeline.predict(x_test)

print(metrics.accuracy_score(y_true=y_test, y_pred=y_pred_sm))

1.0

# make predictions for the new data:
y_pred_sm = svm_pipeline.predict(new_test_x)

print(metrics.accuracy_score(y_true=new_test_y, y_pred=y_pred_sm))

0.5
```

From results:

- let's manipulate new hyperparameters, because the values maybe lead to overfitting.

```
svm_pipeline = make_pipeline(data_standard, SVC(kernel='rbf', C=100,
gamma=0.001))
```

```

# fit the model
svm_pipeline.fit(x_sm, y_sm)

# make predictions:
y_pred_sm1 = svm_pipeline.predict(x_test)

print(metrics.accuracy_score(y_true=y_test, y_pred=y_pred_sm1))

0.9908333333333333

# make predictions for the new data:
y_pred_sm2 = svm_pipeline.predict(new_test_x)

print(metrics.accuracy_score(y_true=new_test_y, y_pred=y_pred_sm2))

0.9

# print confiosion matrix:

metrics.confusion_matrix(new_test_y, y_pred_sm2)

array([[5, 0],
       [1, 4]])

# do cross-val-score:
from sklearn.model_selection import cross_val_score

validation_scores1 = cross_val_score(estimator=svm_pipeline, X=x_test,
y=y_test, cv=5,scoring='accuracy')
validation_scores2 = cross_val_score(estimator=svm_pipeline,
X=new_test_x, y=new_test_y, cv=5,scoring='accuracy')

print(f'Accuracy scores for each fold: {validation_scores1}')
print(f'Mean of sscores: {np.mean(validation_scores1)}')
print(f'Accuracy scores for each fold: {validation_scores2}')
print(f'Mean of sscores: {np.mean(validation_scores2)}')

Accuracy scores for each fold: [0.99583333 0.99583333 0.99166667
0.99166667 0.9875      ]
Mean of sscores: 0.9925
Accuracy scores for each fold: [1. 1. 1. 1. 0.]
Mean of sscores: 0.8

# comperhincive evaluation mesures:

print(metrics.classification_report(y_test, y_pred_sm1))

```

	precision	recall	f1-score	support
0	1.00	0.99	0.99	1071
1	0.92	1.00	0.96	129

accuracy			0.99	1200
macro avg	0.96	0.99	0.98	1200
weighted avg	0.99	0.99	0.99	1200

Result:

- From the results, the model predict one employee incorrectly as the 'class (1)' and was from the 'class (0)'.

(13) Visualizing the Data:

```
from sklearn.manifold import TSNE

t_sne = TSNE(n_components=3, perplexity=20)
t_sne_x = t_sne.fit_transform(x_sm)

t_sne_x.shape

(8426, 3)

# draw the chart:

tnse_df = pd.DataFrame(t_sne_x, columns=['x', 'y', 'z'])
tnse_df['result'] = y_sm
tnse_df['result'] = tnse_df['result'].astype('category')
tnse_df['result'] = tnse_df['result'].replace({1 : 'Yes', 0 : 'No'})

colors = {'Yes' : '#21BCFF', 'No' : '#FB2C36'}

# the structure of graph:
fig = plt.figure(figsize=(30,28))
ax = fig.add_subplot(111, projection='3d')

# draw the graph with hue:
for label in tnse_df['result'].unique():
    sub = tnse_df[tnse_df['result'] == label]
    ax.scatter(sub['x'], sub['y'], sub['z'], label=label, cmap=colors,
alpha=0.5)

title_font = {'family': 'serif', 'color': 'black', 'size': 35, 'weight':
'bold'}
label_font = {'family': 'sans-serif', 'color': 'black', 'size': 18}

ax.set_title('Distribution of Employee Nomination in SDAIA',
fontdict=title_font)
ax.set_xlabel('x', fontdict=label_font)
ax.set_ylabel('y', fontdict=label_font)
ax.set_zlabel('z', fontdict=label_font)
```

```
plt.legend(title='Employee Hire', fontsize=18, title_fontsize=20)
plt.show()
```

```
C:\Users\Rlalm\AppData\Local\Temp\ipykernel_13016\1551910285.py:6:
FutureWarning: The behavior of Series.replace (and DataFrame.replace)
with CategoricalDtype is deprecated. In a future version, replace will
only be used for cases that preserve the categories. To change the
categories, use ser.cat.rename_categories instead.
```

```
    tnse_df['result'] = tnse_df['result'].replace({1 : 'Yes', 0 : 'No'})
```

```
C:\Users\Rlalm\AppData\Local\Temp\ipykernel_13016\1551910285.py:17:
```

```
UserWarning: No data for colormapping provided via 'c'. Parameters
'cmap' will be ignored
```

```
    ax.scatter(sub['x'], sub['y'], sub['z'], label=label, cmap=colors,
alpha=0.5)
```

Distribution of Employee Nomination in SDAIA

