

```

import warnings
warnings.filterwarnings('ignore')

import pandas as pd
import numpy as np
import seaborn as sns
import matplotlib.pyplot as plt
import plotly.express as px

from google.colab import drive
drive.mount('/content/employee_burnout_analysis.csv')

Mounted at /content/employee_burnout_analysis.csv

pd.set_option('display.max_columns',None)
burnoutDf=pd.read_csv('/content/employee_burnout_analysis.csv/MyDrive/
employee_burnout_analysis.csv')
burnoutDf

```

Type \	Employee ID	Date of Joining	Gender	Company
0	fffe32003000360033003200	9/30/2008	Female	Service
1	fffe3700360033003500	11/30/2008	Male	Service
2	fffe31003300320037003900	3/10/2008	Female	Product
3	fffe32003400380032003900	11/3/2008	Male	Service
4	fffe31003900340031003600	7/24/2008	Female	Service
...
22745	fffe31003500370039003100	12/30/2008	Female	Service
22746	fffe33003000350031003800	1/19/2008	Female	Product
22747	fffe390032003000	11/5/2008	Male	Service
22748	fffe33003300320036003900	1/10/2008	Female	Service
22749	fffe3400350031003800	1/6/2008	Male	Product

	WFH Setup Available	Designation	Resource Allocation \
0	No	2	3.0
1	Yes	1	2.0
2	Yes	2	NaN
3	Yes	1	1.0
4	No	3	7.0
...

22745	No	1	3.0
22746	Yes	3	6.0
22747	Yes	3	7.0
22748	No	2	5.0
22749	No	3	6.0

	Mental Fatigue Score	Burn Rate
0	3.8	0.16
1	5.0	0.36
2	5.8	0.49
3	2.6	0.20
4	6.9	0.52
...
22745	NaN	0.41
22746	6.7	0.59
22747	NaN	0.72
22748	5.9	0.52
22749	7.8	0.61

[22750 rows x 9 columns]

```
burnoutDf["Date of Joining"]=pd.to_datetime(burnoutDf["Date of Joining"])
```

```
burnoutDf.shape
```

```
(22750, 9)
```

```
burnoutDf.info()
```

```
<class 'pandas.core.frame.DataFrame'>
```

```
RangeIndex: 22750 entries, 0 to 22749
```

```
Data columns (total 9 columns):
```

#	Column	Non-Null Count	Dtype
---	-----	-----	-----
0	Employee ID	22750 non-null	object
1	Date of Joining	22750 non-null	datetime64[ns]
2	Gender	22750 non-null	object
3	Company Type	22750 non-null	object
4	WFH Setup Available	22750 non-null	object
5	Designation	22750 non-null	int64
6	Resource Allocation	21369 non-null	float64
7	Mental Fatigue Score	20633 non-null	float64
8	Burn Rate	21626 non-null	float64

```
dtypes: datetime64[ns](1), float64(3), int64(1), object(4)
```

```
memory usage: 1.6+ MB
```

```
burnoutDf.head()
```

	Employee ID	Date of Joining	Gender	Company Type	\
0	fffe32003000360033003200	2008-09-30	Female	Service	

1	fffe3700360033003500	2008-11-30	Male	Service
2	fffe31003300320037003900	2008-03-10	Female	Product
3	fffe32003400380032003900	2008-11-03	Male	Service
4	fffe31003900340031003600	2008-07-24	Female	Service

	WFH Setup Available	Designation	Resource Allocation	Mental Fatigue Score \
0	No	2	3.0	3.8
1	Yes	1	2.0	5.0
2	Yes	2	NaN	5.8
3	Yes	1	1.0	2.6
4	No	3	7.0	6.9

	Burn Rate
0	0.16
1	0.36
2	0.49
3	0.20
4	0.52

```
burnoutDf.columns
```

```
Index(['Employee ID', 'Date of Joining', 'Gender', 'Company Type',
      'WFH Setup Available', 'Designation', 'Resource Allocation',
      'Mental Fatigue Score', 'Burn Rate'],
      dtype='object')
```

```
burnoutDf.isna().sum()
```

```
Employee ID      0
Date of Joining  0
Gender           0
Company Type     0
WFH Setup Available  0
Designation      0
Resource Allocation 1381
Mental Fatigue Score 2117
Burn Rate        1124
dtype: int64
```

```
burnoutDf.duplicated().sum()
```

```
0
```

```
burnoutDf.describe()
```

	Designation	Resource Allocation	Mental Fatigue Score
Burn Rate			
count	22750.000000	21369.000000	20633.000000
21626.000000			
mean	2.178725	4.481398	5.728188
0.452005			
std	1.135145	2.047211	1.920839
0.198226			
min	0.000000	1.000000	0.000000
0.000000			
25%	1.000000	3.000000	4.600000
0.310000			
50%	2.000000	4.000000	5.900000
0.450000			
75%	3.000000	6.000000	7.100000
0.590000			
max	5.000000	10.000000	10.000000
1.000000			

```
for i,col in enumerate(burnoutDf.columns):
    print(f"\n\n{burnoutDf[col].unique()}")
    print(f"\n{burnoutDf[col].value_counts()}\n\n")
```

```
['fffe32003000360033003200' 'fffe3700360033003500'
 'fffe31003300320037003900' ... 'fffe390032003000'
 'fffe33003300320036003900' 'fffe3400350031003800']
```

```
fffe32003000360033003200    1
fffe3600360035003500        1
fffe3800360034003400        1
fffe31003000310033003600    1
fffe31003400350031003700    1
..
fffe33003400340032003400    1
fffe32003100370036003600    1
fffe31003900310035003800    1
fffe32003400320034003200    1
fffe3400350031003800        1
```

Name: Employee ID, Length: 22750, dtype: int64

```
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 '2008-03-10T00:00:00.000000000' '2008-11-03T00:00:00.000000000'
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'2008-08-18T00:00:00.000000000' '2008-04-05T00:00:00.000000000'
'2008-05-15T00:00:00.000000000' '2008-12-12T00:00:00.000000000'
'2008-10-25T00:00:00.000000000' '2008-04-06T00:00:00.000000000'
'2008-11-13T00:00:00.000000000' '2008-09-04T00:00:00.000000000'
'2008-05-24T00:00:00.000000000' '2008-06-10T00:00:00.000000000'
'2008-03-31T00:00:00.000000000' '2008-12-01T00:00:00.000000000'
'2008-01-05T00:00:00.000000000' '2008-09-15T00:00:00.000000000'
'2008-12-10T00:00:00.000000000' '2008-02-10T00:00:00.000000000'
'2008-12-03T00:00:00.000000000' '2008-02-01T00:00:00.000000000']
```

```
2008-01-06      86
2008-05-21      85
2008-02-04      82
2008-07-16      81
2008-07-13      80
```

```
..
2008-06-27      44
2008-07-06      44
2008-07-04      43
2008-12-24      43
2008-12-07      39
```

Name: Date of Joining, Length: 366, dtype: int64

```
['Female' 'Male']
```



```
Female    11908
Male      10842
Name: Gender, dtype: int64
```

```
['Service' 'Product']
```

```
Service    14833
Product     7917
Name: Company Type, dtype: int64
```

```
['No' 'Yes']
```

```
Yes      12290
No       10460
Name: WFH Setup Available, dtype: int64
```

```
[2 1 3 0 4 5]
```

```
2      7588
3      5985
1      4881
4      2391
0      1507
5       398
Name: Designation, dtype: int64
```

```
[ 3.  2. nan  1.  7.  4.  6.  5.  8. 10.  9.]
```

```
4.0      3893
5.0      3861
3.0      3192
6.0      2943
2.0      2075
7.0      1965
1.0      1791
8.0      1044
9.0       446
10.0      159
Name: Resource Allocation, dtype: int64
```

```
[ 3.8  5.   5.8  2.6  6.9  3.6  7.9  4.4  nan  5.3  1.8  4.7  5.9  6.7
  4.   7.6  6.3  7.7  6.6  7.4  3.9  3.   8.7  7.3  5.4  6.   7.5 10.
  6.4  5.1  5.6  6.1  3.1  8.   6.8  4.9  9.2  6.5  6.2  8.2  4.1  4.3
  0.8  2.9  2.   9.1  0.   5.7  8.3  5.5  7.   3.3  7.8  7.2  5.2  8.9
  4.5  8.1  8.6  9.5  3.5  4.8  2.4  3.7  1.   8.8  9.3  4.6  9.9  0.5
  2.8  9.   3.4  4.2  1.6  2.7  1.3  3.2  8.4  7.1  9.4  2.1  9.7  2.5
  1.9  1.7  9.6  0.7  0.2  1.2  8.5  9.8  2.2  1.1  0.9  2.3  0.4  1.4
  1.5  0.6  0.3  0.1]
```

```
6.0    470
```

```
5.8    464
```

```
5.9    458
```

```
6.1    457
```

```
6.3    454
```

```
...
```

```
0.5     24
```

```
0.2     23
```

```
0.4     19
```

```
0.1     17
```

```
0.3     13
```

Name: Mental Fatigue Score, Length: 101, dtype: int64

```
[0.16 0.36 0.49 0.2  0.52 0.29 0.62 0.33 0.56 0.67 0.5  0.12 0.4  0.51
 0.32 0.39 0.59 0.22 0.68 0.57 0.47 0.46 0.61 0.91 0.44 0.6  0.45 0.19
 0.31 0.81 0.42 0.53  nan 0.94 0.37 0.65 0.38 0.15 0.26 0.28 0.71 0.8
 0.63 0.79 0.72 0.34 0.27 0.66 0.04 0.05 0.11 0.41 0.76 0.43 0.85 0.35
 0.   0.55 0.48 0.7  0.18 0.23 0.25 0.75 0.1  0.73 0.58 0.88 0.77 0.3
 0.06 0.03 0.69 0.24 0.74 0.86 0.92 0.78 0.21 0.98 0.02 0.82 0.93 0.83
 0.87 0.64 0.54 0.17 1.   0.08 0.09 0.14 0.13 0.07 0.84 0.99 0.01 0.97
 0.95 0.9  0.96 0.89]
```

```
0.47    475
```

```
0.43    444
```

```
0.41    434
```

```
0.45    431
```

```
0.50    428
```

```
...
```

```
0.98     18
```

```
0.97     17
```

```
0.95     17
```

```
0.96     13
```

```
0.99      8
```

Name: Burn Rate, Length: 101, dtype: int64

```

burnoutDf=burnoutDf.drop(['Employee ID'],axis=1)

intFloatburnoutDf=burnoutDf.select_dtypes([np.int,np.float])
for i,col in enumerate(intFloatburnoutDf.columns):
    if (intFloatburnoutDf[col].skew()>=0.1):
        print("\n",col,"feature is positively skewed and value
is:",intFloatburnoutDf[col].skew())
    elif (intFloatburnoutDf[col].skew()<=-0.1):
        print("\n",col,"feature is Negitively skewed and value
is:",intFloatburnoutDf[col].skew())
    else:
        print("\n",col,"feature is Normally Distributed skewed and value
is:",intFloatburnoutDf[col].skew())

```

Designation feature is Normally Distributed skewed and value is:
0.09242138478903683

Resource Allocation feature is positively skewed and value is:
0.20457273454318103

Mental Fatigue Score feature is Negitively skewed and value is: -
0.4308950578815428

Burn Rate feature is Normally Distributed skewed and value is:
0.045737370909640515

```

burnoutDf['Resource Allocation'].fillna(burnoutDf['Resource
Allocation'].mean(),inplace=True)
burnoutDf['Mental Fatigue Score'].fillna(burnoutDf['Mental Fatigue
Score'].mean(),inplace=True)
burnoutDf['Burn Rate'].fillna(burnoutDf['Burn
Rate'].mean(),inplace=True)

```

```
burnoutDf.isna().sum()
```

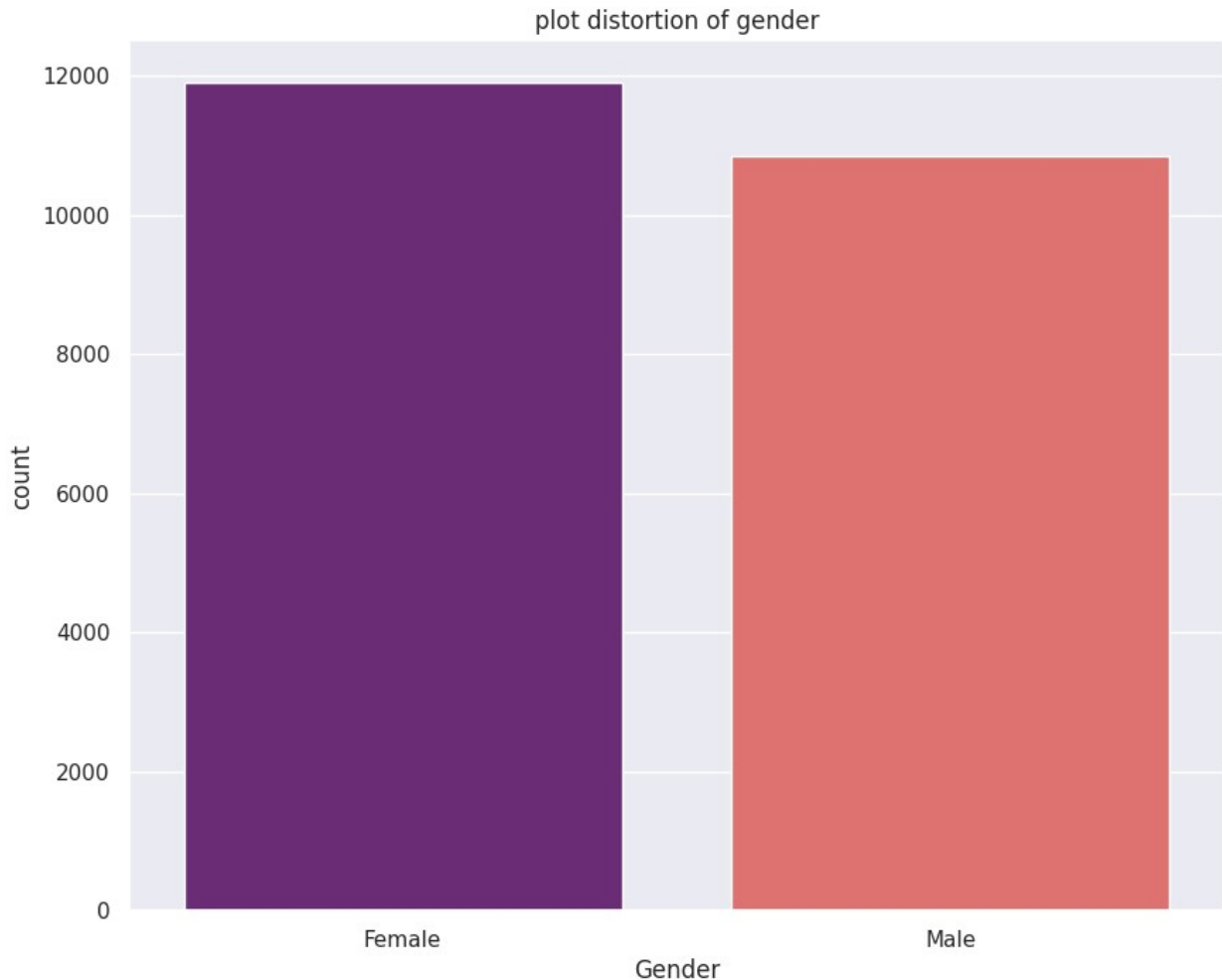
Date of Joining	0
Gender	0
Company Type	0
WFH Setup Available	0
Designation	0
Resource Allocation	0
Mental Fatigue Score	0
Burn Rate	0
dtype: int64	

```

Corr=burnoutDf.corr()
sns.set(rc={'figure.figsize':(14,12)})
fig=px.imshow(Corr,text_auto=True,aspect="auto")
fig.show()

plt.figure(figsize=(10,8))
sns.countplot(x="Gender" , data=burnoutDf , palette="magma")
plt.title("plot distortion of gender")
plt.show()

```



```

plt.figure(figsize=(10,8))
sns.countplot(x="Company Type", data=burnoutDf , palette="Spectral")
plt.title("plot distortion of Company Type")
plt.show()

```

