
Model Used: Logistic Regression

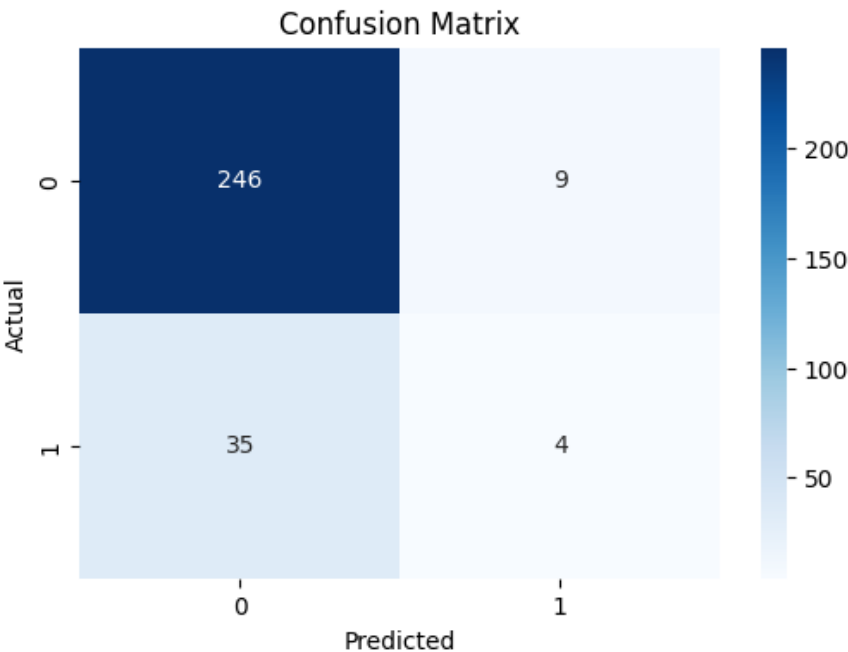
Accuracy Score

- 85.03%

Classification Report:

		precision	recall	f1-score	support
	0	0.88	0.96	0.92	255
	1	0.31	0.10	0.15	39
	accuracy			0.85	294
	macro avg	0.59	0.53	0.54	294
	weighted avg	0.80	0.85	0.82	294

Confusion Matrix





Interpretation

- The model predicts "No Attrition" (class 0) very accurately.
- However, it struggles to predict "Attrition = Yes" (class 1), likely due to class imbalance.
- Overall accuracy is strong, but recall and precision for class 1 can be improved by resampling, feature engineering, or trying other algorithms like Random Forest or XGBoost.

This model evaluation is a key component of the HR Analytics pipeline and directly supports the SHAP-based insights and HR recommendations.