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Lab9.Employee Hopping Prediction using Random Forests

Step1.[Understand Data]

```
In [44]: import pandas as pd
```

```
In [45]: data=pd.read_csv("Employee_Hopping.csv")
data
```

irdHours	StockOptionLevel	TotalWorkingYears	TrainingTimesLastYear	WorkLifeBalance	YearsAtCompany	YearsInCurrentRole	YearsSinceLastPromotion	YearsWithCurrManager
80	0	8	0	1	6	4	0	5
80	1	10	3	3	10	7	1	7
80	0	7	3	3	0	0	0	0
80	0	8	3	3	8	7	3	0
80	1	6	3	3	2	2	2	2
80	0	8	2	2	7	7	3	6
80	3	12	3	2	1	0	0	0

```
In [46]: #head
data.head()
```

Out[46]:

	Age	Attrition	BusinessTravel	DailyRate	Department	DistanceFromHome	Education	EducationField	EmployeeCount	EmployeeNumber	...	RelationshipS:
0	41	Yes	Travel_Rarely	1102	Sales	1	2	Life Sciences	1	1	...	
1	49	No	Travel_Frequently	279	Research & Development	8	1	Life Sciences	1	2	...	
2	37	Yes	Travel_Rarely	1373	Research & Development	2	2	Other	1	4	...	
3	33	No	Travel_Frequently	1392	Research & Development	3	4	Life Sciences	1	5	...	
4	27	No	Travel_Rarely	591	Research & Development	2	1	Medical	1	7	...	

5 rows × 35 columns

```
In [47]: #shape
data.shape
```

Out[47]: (1470, 35)

```
In [48]: #columns
data.columns
```

Out[48]: Index(['Age', 'Attrition', 'BusinessTravel', 'DailyRate', 'Department', 'DistanceFromHome', 'Education', 'EducationField', 'EmployeeCount', 'EmployeeNumber', 'EnvironmentSatisfaction', 'Gender', 'HourlyRate', 'JobInvolvement', 'JobLevel', 'JobRole', 'JobSatisfaction', 'MaritalStatus', 'MonthlyIncome', 'MonthlyRate', 'NumCompaniesWorked', 'Over18', 'OverTime', 'PercentSalaryHike', 'PerformanceRating', 'RelationshipSatisfaction', 'StandardHours', 'StockOptionLevel', 'TotalWorkingYears', 'TrainingTimesLastYear', 'WorkLifeBalance', 'YearsAtCompany', 'YearsInCurrentRole', 'YearsSinceLastPromotion', 'YearsWithCurrManager'], dtype='object')

```
In [49]: #dtype
data.dtypes
```

```
Out[49]: Age                                int64
Attrition                                object
BusinessTravel                          object
DailyRate                              int64
Department                             object
DistanceFromHome                       int64
Education                              int64
EducationField                          object
EmployeeCount                          int64
EmployeeNumber                         int64
EnvironmentSatisfaction                int64
Gender                                 object
HourlyRate                             int64
JobInvolvement                         int64
JobLevel                              int64
JobRole                                object
JobSatisfaction                        int64
MaritalStatus                         object
MonthlyIncome                         int64
MonthlyRate                            int64
NumCompaniesWorked                    int64
Over18                                object
OverTime                              object
PercentSalaryHike                     int64
PerformanceRating                     int64
RelationshipSatisfaction               int64
StandardHours                         int64
StockOptionLevel                      int64
TotalWorkingYears                     int64
TrainingTimesLastYear                 int64
WorkLifeBalance                       int64
YearsAtCompany                        int64
YearsInCurrentRole                    int64
YearsSinceLastPromotion               int64
YearsWithCurrManager                  int64
dtype: object
```

```
In [50]: #info
data.info()
```

```
<class 'pandas.core.frame.DataFrame'>
RangeIndex: 1470 entries, 0 to 1469
Data columns (total 35 columns):
Age                1470 non-null int64
Attrition          1470 non-null object
BusinessTravel     1470 non-null object
DailyRate         1470 non-null int64
Department        1470 non-null object
DistanceFromHome  1470 non-null int64
Education         1470 non-null int64
EducationField     1470 non-null object
EmployeeCount     1470 non-null int64
EmployeeNumber    1470 non-null int64
EnvironmentSatisfaction 1470 non-null int64
Gender            1470 non-null object
HourlyRate        1470 non-null int64
JobInvolvement    1470 non-null int64
JobLevel          1470 non-null int64
JobRole           1470 non-null object
JobSatisfaction   1470 non-null int64
MaritalStatus     1470 non-null object
MonthlyIncome     1470 non-null int64
MonthlyRate       1470 non-null int64
NumCompaniesWorked 1470 non-null int64
Over18            1470 non-null object
OverTime          1470 non-null object
PercentSalaryHike 1470 non-null int64
PerformanceRating 1470 non-null int64
RelationshipSatisfaction 1470 non-null int64
StandardHours     1470 non-null int64
StockOptionLevel  1470 non-null int64
TotalWorkingYears 1470 non-null int64
TrainingTimesLastYear 1470 non-null int64
WorkLifeBalance   1470 non-null int64
YearsAtCompany    1470 non-null int64
YearsInCurrentRole 1470 non-null int64
YearsSinceLastPromotion 1470 non-null int64
YearsWithCurrManager 1470 non-null int64
dtypes: int64(26), object(9)
memory usage: 402.0+ KB
```

```
In [51]: #value_counts
data['BusinessTravel'].value_counts
```

```
Out[51]: <bound method IndexOpsMixin.value_counts of 0      Travel_Rarely
1      Travel_Frequently
2      Travel_Rarely
3      Travel_Frequently
4      Travel_Rarely
5      Travel_Frequently
6      Travel_Rarely
7      Travel_Rarely
8      Travel_Frequently
9      Travel_Rarely
10     Travel_Rarely
11     Travel_Rarely
12     Travel_Rarely
13     Travel_Rarely
14     Travel_Rarely
15     Travel_Rarely
16     Travel_Rarely
17     Non-Travel
18     Travel_Rarely
19     Travel_Rarely
20     Non-Travel
21     Travel_Rarely
22     Travel_Rarely
23     Travel_Rarely
24     Travel_Rarely
25     Travel_Rarely
26     Travel_Frequently
27     Travel_Rarely
28     Travel_Rarely
29     Travel_Rarely
...
1440    Travel_Frequently
1441    Non-Travel
1442    Travel_Rarely
1443    Travel_Rarely
1444    Travel_Rarely
1445    Travel_Rarely
1446    Travel_Rarely
1447    Non-Travel
1448    Travel_Rarely
1449    Travel_Rarely
1450    Travel_Rarely
1451    Travel_Rarely
1452    Travel_Frequently
1453    Travel_Rarely
1454    Travel_Rarely
1455    Travel_Rarely
1456    Travel_Frequently
1457    Travel_Rarely
1458    Travel_Rarely
1459    Travel_Rarely
1460    Travel_Rarely
1461    Travel_Rarely
1462    Travel_Rarely
1463    Non-Travel
1464    Travel_Rarely
1465    Travel_Frequently
1466    Travel_Rarely
1467    Travel_Rarely
1468    Travel_Frequently
1469    Travel_Rarely
Name: BusinessTravel, Length: 1470, dtype: object>
```

Step2.[Extract X and y]

```
In [52]: X=data.drop('Attrition',axis=1)
X
```

80	3	12	3	2	1	0	0	0
80	1	1	2	3	1	0	0	0
80	0	10	2	3	9	7	1	8
80	2	17	3	2	7	7	7	7
80	1	6	5	3	5	4	0	3
80	0	10	3	3	9	5	0	8
80	1	5	1	2	5	2	4	3
80	1	3	2	3	2	2	1	2

```
In [53]: Y=data['Attrition'].values
Y
```

```
Out[53]: array(['Yes', 'No', 'Yes', ..., 'No', 'No', 'No'], dtype=object)
```

Step3.[Feature Engineering]

```
In [54]: data= pd.get_dummies(data,columns=['BusinessTravel','Department','EducationField','Gender','JobRole','MaritalStatus','Over18','Ov  
data
```

Out[54]:

	Age	Attrition	DailyRate	DistanceFromHome	Education	EmployeeCount	EmployeeNumber	EnvironmentSatisfaction	HourlyRate	JobInvolvement	...	Job
0	41	Yes	1102	1	2	1	1	2	94	3	...	
1	49	No	279	8	1	1	2	3	61	2	...	
2	37	Yes	1373	2	2	1	4	4	92	2	...	
3	33	No	1392	3	4	1	5	4	56	3	...	
4	27	No	591	2	1	1	7	1	40	3	...	
5	32	No	1005	2	2	1	8	4	79	3	...	
6	59	No	1324	3	3	1	10	3	81	4	...	
7	30	No	1358	24	1	1	11	4	67	3	...	
8	38	No	216	23	3	1	12	4	44	2	...	
9	36	No	1299	27	3	1	13	3	94	3	...	
10	35	No	809	16	3	1	14	1	84	4	...	
11	29	No	153	15	2	1	15	4	49	2	...	
12	31	No	670	26	1	1	16	1	31	3	...	
13	34	No	1346	19	2	1	18	2	93	3	...	
14	28	Yes	103	24	3	1	19	3	50	2	...	
15	29	No	1389	21	4	1	20	2	51	4	...	
16	32	No	334	5	2	1	21	1	80	4	...	
17	22	No	1123	16	2	1	22	4	96	4	...	
18	53	No	1219	2	4	1	23	1	78	2	...	
19	38	No	371	2	3	1	24	4	45	3	...	
20	24	No	673	11	2	1	26	1	96	4	...	
21	36	Yes	1218	9	4	1	27	3	82	2	...	
22	34	No	419	7	4	1	28	1	53	3	...	
23	21	No	391	15	2	1	30	3	96	3	...	
24	34	Yes	699	6	1	1	31	2	83	3	...	
25	53	No	1282	5	3	1	32	3	58	3	...	
26	32	Yes	1125	16	1	1	33	2	72	1	...	
27	42	No	691	8	4	1	35	3	48	3	...	
28	44	No	477	7	4	1	36	1	42	2	...	
29	46	No	705	2	4	1	38	2	83	3	...	
...	
1440	36	No	688	4	2	1	2025	4	97	3	...	
1441	56	No	667	1	4	1	2026	3	57	3	...	
1442	29	Yes	1092	1	4	1	2027	1	36	3	...	
1443	42	No	300	2	3	1	2031	1	56	3	...	
1444	56	Yes	310	7	2	1	2032	4	72	3	...	
1445	41	No	582	28	4	1	2034	1	60	2	...	
1446	34	No	704	28	3	1	2035	4	95	2	...	
1447	36	No	301	15	4	1	2036	4	88	1	...	
1448	41	No	930	3	3	1	2037	3	57	2	...	
1449	32	No	529	2	3	1	2038	4	78	3	...	
1450	35	No	1146	26	4	1	2040	3	31	3	...	
1451	38	No	345	10	2	1	2041	1	100	3	...	
1452	50	Yes	878	1	4	1	2044	2	94	3	...	
1453	36	No	1120	11	4	1	2045	2	100	2	...	
1454	45	No	374	20	3	1	2046	4	50	3	...	
1455	40	No	1322	2	4	1	2048	3	52	2	...	
1456	35	No	1199	18	4	1	2049	3	80	3	...	
1457	40	No	1194	2	4	1	2051	3	98	3	...	
1458	35	No	287	1	4	1	2052	3	62	1	...	
1459	29	No	1378	13	2	1	2053	4	46	2	...	
1460	29	No	468	28	4	1	2054	4	73	2	...	
1461	50	Yes	410	28	3	1	2055	4	39	2	...	
1462	39	No	722	24	1	1	2056	2	60	2	...	

Step6.[Testing]

```
In [66]: from sklearn.metrics import accuracy_score,classification_report

In [68]: RFC_acc = accuracy_score(y_test,RFC_Y_pred)
RFC_acc

Out[68]: 0.8673469387755102

In [69]: print(classification_report(y_test, RFC_Y_pred))
```

	precision	recall	f1-score	support
No	0.88	0.98	0.93	255
Yes	0.50	0.13	0.20	39
avg / total	0.83	0.87	0.83	294

Step7.[Feature importance value]

```
In [70]: print(RFC.feature_importances_)

[0.05449821 0.04704951 0.04100773 0.01409436 0.          0.04652908
 0.02004845 0.04108983 0.02087918 0.03175816 0.02335801 0.08271778
 0.04297201 0.03169038 0.02937403 0.00257885 0.01654872 0.
 0.02935428 0.04238877 0.02427988 0.01788414 0.03498127 0.02269083
 0.02623195 0.02649012 0.00345672 0.01137155 0.00557633 0.00149022
 0.00542984 0.00944828 0.0021697  0.00506224 0.00621831 0.00479288
 0.00238773 0.00615479 0.00486082 0.00602701 0.00147725 0.00273962
 0.00519967 0.00104466 0.00255725 0.00069257 0.00718652 0.00817832
 0.00563226 0.00512782 0.00706891 0.02208759 0.          0.04436242
 0.04170318]
```



```
In [71]: feature_name = pd.DataFrame(RFC.feature_importances_, index=X_train.columns, columns=['Important_Feature'])  
feature_name
```

Out[71]:

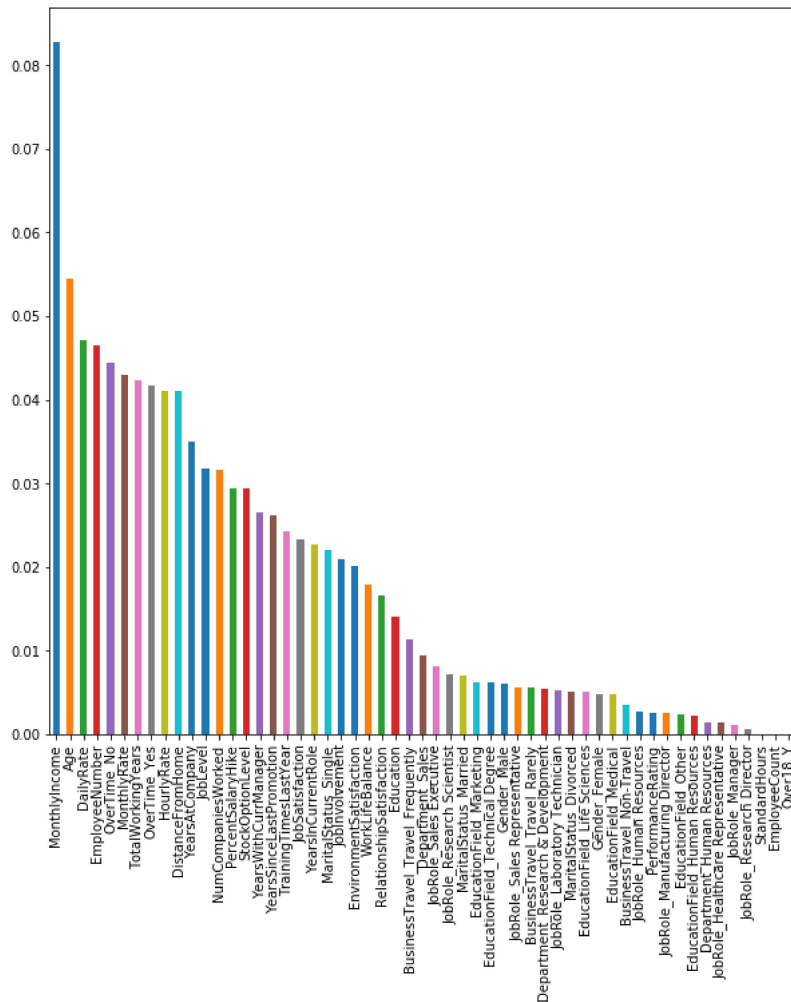
	Important_Feature
Age	0.054498
DailyRate	0.047050
DistanceFromHome	0.041008
Education	0.014094
EmployeeCount	0.000000
EmployeeNumber	0.046529
EnvironmentSatisfaction	0.020048
HourlyRate	0.041090
JobInvolvement	0.020879
JobLevel	0.031758
JobSatisfaction	0.023358
MonthlyIncome	0.082718
MonthlyRate	0.042972
NumCompaniesWorked	0.031690
PercentSalaryHike	0.029374
PerformanceRating	0.002579
RelationshipSatisfaction	0.016549
StandardHours	0.000000
StockOptionLevel	0.029354
TotalWorkingYears	0.042389
TrainingTimesLastYear	0.024280
WorkLifeBalance	0.017884
YearsAtCompany	0.034981
YearsInCurrentRole	0.022691
YearsSinceLastPromotion	0.026232
YearsWithCurrManager	0.026490
BusinessTravel_Non-Travel	0.003457
BusinessTravel_Travel_Frequently	0.011372
BusinessTravel_Travel_Rarely	0.005576
Department_Human Resources	0.001490
Department_Research & Development	0.005430
Department_Sales	0.009448
EducationField_Human Resources	0.002170
EducationField_Life Sciences	0.005062
EducationField_Marketing	0.006218
EducationField_Medical	0.004793
EducationField_Other	0.002388
EducationField_Technical Degree	0.006155
Gender_Female	0.004861
Gender_Male	0.006027
JobRole_Healthcare Representative	0.001477
JobRole_Human Resources	0.002740
JobRole_Laboratory Technician	0.005200
JobRole_Manager	0.001045
JobRole_Manufacturing Director	0.002557
JobRole_Research Director	0.000693
JobRole_Research Scientist	0.007187
JobRole_Sales Executive	0.008178
JobRole_Sales Representative	0.005632
MaritalStatus_Divorced	0.005128
MaritalStatus_Married	0.007069
MaritalStatus_Single	0.022088
Over18_Y	0.000000
OverTime_No	0.044362

Important_Feature
OverTime_Yes 0.041703

```
In [72]: import matplotlib.pyplot as plt
import seaborn as sns
```

```
In [77]: pd.Series(RFC.feature_importances_, index=X_train.columns).sort_values(ascending=False).plot(kind='bar', figsize=(10,10))
```

```
Out[77]: <matplotlib.axes._subplots.AxesSubplot at 0x203c1df3630>
```



Step8.[Visualize your RF Decsion Tree using graphviz]

```
In [78]: estimator = RFC.estimators_[5]
```

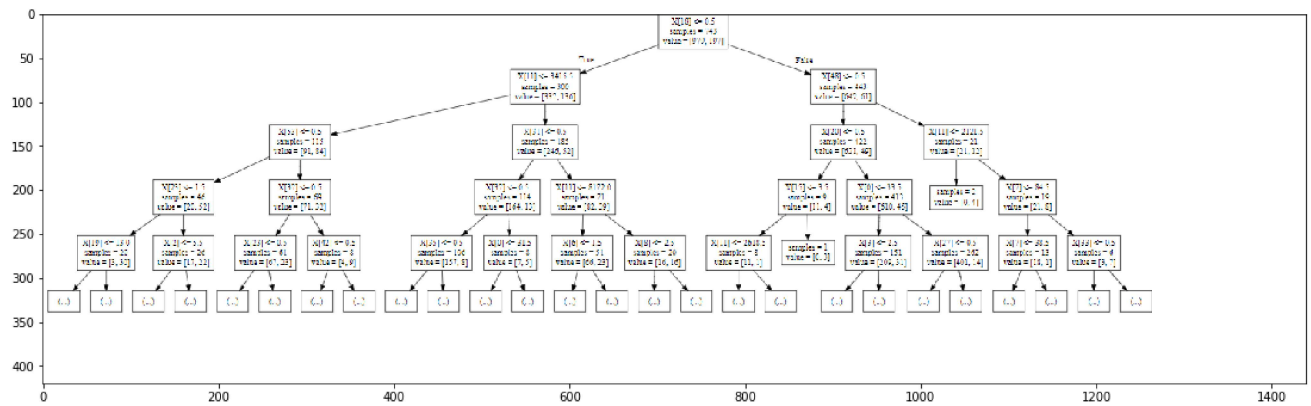
```
In [94]: from sklearn import tree
from sklearn.tree import export_graphviz
with open("RFDT.dot", 'w') as f:
    f = tree.export_graphviz(estimator, out_file=f, max_depth=4, impurity=False)
```

```
In [95]: !dot -Tpng RFDT.dot -o RFDT.png
```

'dot' is not recognized as an internal or external command,
operable program or batch file.

```
In [96]: import matplotlib.pyplot as plt
image = plt.imread('RFDT.png')
plt.figure(figsize=(19,15))
plt.imshow(image)
```

```
Out[96]: <matplotlib.image.AxesImage at 0x203c24cdda0>
```



Step9.[RF with a range of trees]

```
In [97]: import warnings
warnings.filterwarnings('ignore')
```

```
In [98]: rf2 = RandomForestClassifier(oob_score=True, random_state=42, warm_start=True, n_jobs=-1)
oob_list = list()
for n_trees in [15, 20, 30, 40, 50, 100, 150, 200, 300, 400]:
    rf2.set_params(n_estimators=n_trees)
    rf2.fit(X_train, y_train)
    oob_error = 1 - rf2.oob_score_
    oob_list.append(pd.Series({'n_trees': n_trees, 'oob': oob_error}))
rf_oob_df = pd.concat(oob_list, axis=1).T.set_index('n_trees')
rf_oob_df
```

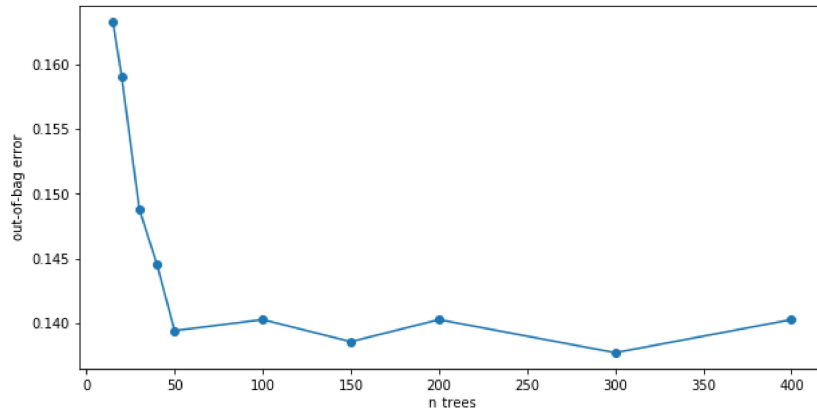
Out[98]:

n_trees	oob
15.0	0.163265
20.0	0.159014
30.0	0.148810
40.0	0.144558
50.0	0.139456
100.0	0.140306
150.0	0.138605
200.0	0.140306
300.0	0.137755
400.0	0.140306

Step10.[Plot oob-error for each tree]

```
In [99]: ax = rf_oob_df.plot(legend=False, marker='o', figsize=(10,5))
ax.set(ylabel='out-of-bag error')
```

```
Out[99]: [Text(0,0.5,'out-of-bag error')]
```



Step11.[Compare with DecisionTreeClassifier]

```
In [107]: from sklearn.tree import DecisionTreeClassifier
from sklearn.metrics import accuracy_score, classification_report
clf = DecisionTreeClassifier(max_depth=4, random_state=42)
clf.fit(X_test,y_test)
```

```
Out[107]: DecisionTreeClassifier(class_weight=None, criterion='gini', max_depth=4,
max_features=None, max_leaf_nodes=None,
min_impurity_decrease=0.0, min_impurity_split=None,
min_samples_leaf=1, min_samples_split=2,
min_weight_fraction_leaf=0.0, presort=False, random_state=42,
splitter='best')
```

```
In [108]: y_pred1 = clf.predict(X_test)
          y_pred1
```

[illegible]

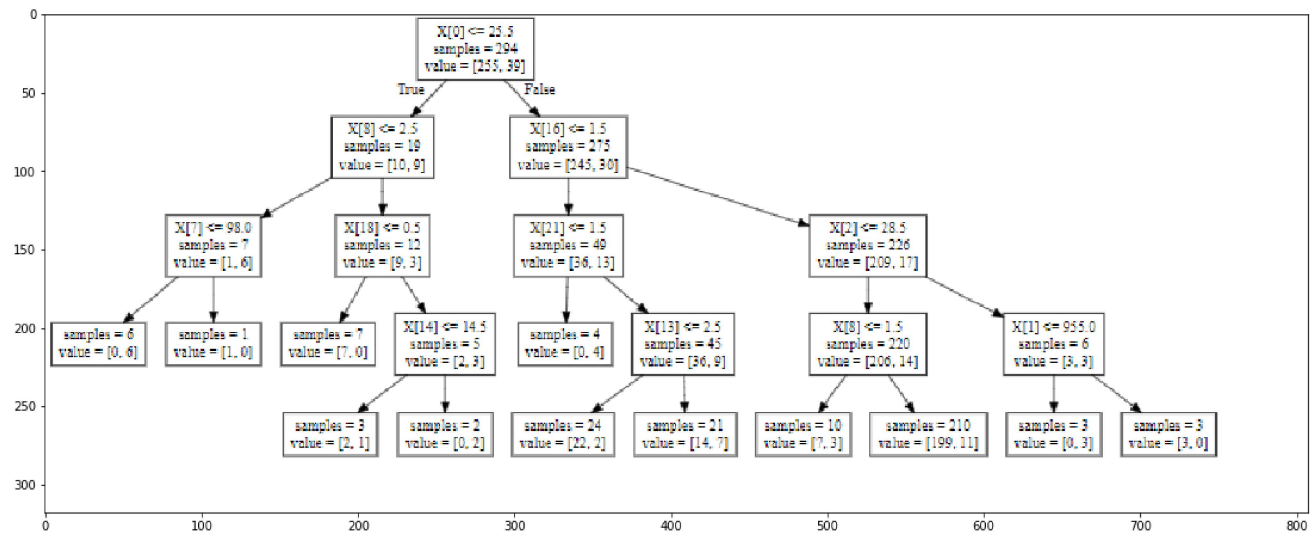
```
In [109]: from sklearn import tree
from sklearn.tree import export_graphviz
with open("DTC2.dot", 'w') as f:
    f = tree.export_graphviz(clf,out_file=f,max_depth = 4,impurity = False)
```

```
In [110]: !dot -Tpng DTC2.dot -o DTC2.png
```

```
'dot' is not recognized as an internal or external command,  
operable program or batch file.
```

```
In [111]: image = plt.imread('DTC2.png')
plt.figure(figsize=(19,15))
plt.imshow(image)
```

Out[111]: <matplotlib.image.AxesImage at 0x203c25a9a58>



```
In [112]: print("Accuracy of test :",clf.score(X_test,y_test))
```

Accuracy of test : 0.9183673469387755

```
In [117]: print(classification_report(y_test,RFC_Y_pred))
```

	precision	recall	f1-score	support
No	0.88	0.98	0.93	255
Yes	0.50	0.13	0.20	39
avg / total	0.83	0.87	0.83	294

In []: