# Analysis

#### February 14, 2024

```
[]: import pandas as pd
     import seaborn as sns
     import matplotlib.pyplot as plt
     from sklearn.preprocessing import LabelEncoder, StandardScaler
     from sklearn.pipeline import Pipeline
     from sklearn.feature_selection import mutual_info_classif
     from sklearn.feature_selection import f_classif
     from feature_engine.selection import SmartCorrelatedSelection
     from sklearn.feature_selection import SelectKBest
     from sklearn.model_selection import train_test_split
     from sklearn.tree import DecisionTreeClassifier
     from sklearn.neighbors import KNeighborsClassifier
     from sklearn.ensemble import RandomForestClassifier
     from sklearn.metrics import confusion_matrix
     from sklearn.metrics import classification_report
     from venny4py.venny4py import *
```

## 0.1 Exploratory Analysis

#### 0.1.1 Initial Visualization

```
[]: df = pd.read_csv('data.csv')
    df.head()
```

[]:		Age	Attrition		Business	Trav	el	DailyRate			Department	\	
	0	41	Yes		Travel_	Rare	ly	1102			Sales		
	1	49	No	Tra	avel_Freq	uent:	ly	279	Research	&	Development		
	2	37	Yes		Travel_	Rare	ly	1373	Research	&	Development		
	3	33	No	Tra	avel_Freq	uent:	ly	1392	Research	&	Development		
	4	27	No		Travel_	Rare	ly	591	Research	&	Development		
		Dist	tanceFromHo	me	Educatio	n Edi	uca	tionField	EmployeeCo	oui	nt Employee	Number	\
	0			1		2 L:	ife	Sciences			1	1	
	1			8		1 L:	ife	Sciences			1	2	
	2			2		2		Other			1	4	
	3			3		4 L:	ife	Sciences			1	5	
	4			2		1		Medical			1	7	

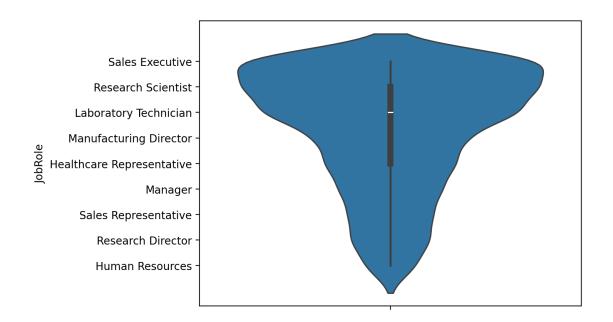
```
0
     1
                                  4
                                                80
                                                                   1
                                  2
     2
                                                80
                                                                   0
     3 ...
                                  3
                                                80
                                  4
                                                80
                                                                   1
        TotalWorkingYears TrainingTimesLastYear WorkLifeBalance YearsAtCompany
     0
                        8
                                                0
     1
                       10
                                                3
                                                                3
                                                                                10
                        7
                                                3
                                                                3
     2
                                                                                 0
     3
                        8
                                                3
                                                                3
                                                                                 8
                        6
                                                                3
                                                                                 2
       YearsInCurrentRole YearsSinceLastPromotion YearsWithCurrManager
     0
                                                                         7
                        7
     1
                                                  1
     2
                                                  0
                                                                         0
                        0
     3
                        7
                                                  3
                                                                         0
                                                                         2
     [5 rows x 35 columns]
[]: df.columns
[]: 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')
[]: df.info()
    <class 'pandas.core.frame.DataFrame'>
    RangeIndex: 1470 entries, 0 to 1469
    Data columns (total 35 columns):
     #
         Column
                                    Non-Null Count
                                                    Dtype
         _____
                                                    ____
     0
         Age
                                    1470 non-null
                                                    int64
                                    1470 non-null
     1
         Attrition
                                                    object
     2
         BusinessTravel
                                    1470 non-null
                                                    object
         DailyRate
                                    1470 non-null
                                                    int64
```

RelationshipSatisfaction StandardHours StockOptionLevel

```
Department
                                    1470 non-null
                                                    object
     4
     5
         DistanceFromHome
                                    1470 non-null
                                                    int64
     6
         Education
                                    1470 non-null
                                                    int64
     7
         EducationField
                                    1470 non-null
                                                    object
         EmployeeCount
                                                    int64
     8
                                    1470 non-null
         EmployeeNumber
                                    1470 non-null
                                                     int64
         EnvironmentSatisfaction
     10
                                    1470 non-null
                                                    int64
     11 Gender
                                    1470 non-null
                                                    object
     12 HourlyRate
                                    1470 non-null
                                                    int64
         JobInvolvement
                                    1470 non-null
                                                    int64
                                    1470 non-null
     14
         JobLevel
                                                    int64
     15
         JobRole
                                    1470 non-null
                                                    object
     16
         JobSatisfaction
                                    1470 non-null
                                                    int64
         MaritalStatus
                                    1470 non-null
     17
                                                    object
         MonthlyIncome
                                    1470 non-null
                                                    int64
         MonthlyRate
                                    1470 non-null
                                                    int64
     20
         NumCompaniesWorked
                                    1470 non-null
                                                    int64
     21
         Over18
                                    1470 non-null
                                                    object
     22
         OverTime
                                    1470 non-null
                                                    object
        PercentSalaryHike
                                    1470 non-null
                                                    int64
                                    1470 non-null
                                                    int64
         PerformanceRating
     25
         RelationshipSatisfaction
                                    1470 non-null
                                                    int64
         StandardHours
                                    1470 non-null
                                                    int64
     27
         StockOptionLevel
                                    1470 non-null
                                                    int64
         TotalWorkingYears
                                    1470 non-null
                                                    int64
         TrainingTimesLastYear
                                    1470 non-null
                                                    int64
     29
        WorkLifeBalance
     30
                                    1470 non-null
                                                    int64
         YearsAtCompany
     31
                                    1470 non-null
                                                    int64
     32
         YearsInCurrentRole
                                    1470 non-null
                                                    int64
         YearsSinceLastPromotion
                                    1470 non-null
                                                    int64
     34 YearsWithCurrManager
                                    1470 non-null
                                                    int64
    dtypes: int64(26), object(9)
    memory usage: 402.1+ KB
[]: for i in df.isnull().sum():
         if i != 0:
             print('We have a null entry')
```

## 0.1.2 Visualizing Distribution

```
[]: sns.violinplot(df['JobRole'])
```



#### 0.1.3 Relation of Education Field and Attrition to Income

```
[]: df[['MonthlyIncome', 'EducationField']].groupby(by=['EducationField']).mean()
[]:
                       MonthlyIncome
    EducationField
    Human Resources
                         7241.148148
    Life Sciences
                         6463.288779
                         7348.584906
    Marketing
    Medical
                         6510.036638
     Other
                         6071.548780
     Technical Degree
                         5758.303030
[]: df[['Attrition', 'MonthlyIncome']].groupby(by=['Attrition']).mean()
[]:
                MonthlyIncome
     Attrition
                  6832.739659
    No
    Yes
                  4787.092827
[]: df[['Attrition', 'EducationField', 'MonthlyIncome']].groupby(by=['Attrition', u
      ⇔'EducationField']).mean()
[]:
                                 MonthlyIncome
     Attrition EducationField
               Human Resources
                                   8579.950000
               Life Sciences
                                   6775.437137
```

```
Marketing
                               7569.774194
          Medical
                               6800.805486
          Other
                               6422.704225
          Technical Degree
                               6284.810000
Yes
          Human Resources
                               3416.000000
          Life Sciences
                               4650.022472
          Marketing
                               6564.942857
          Medical
                               4659.269841
          Other
                               3805.000000
          Technical Degree
                               4112.968750
```

#### 0.2 Modelling

#### 0.2.1 Normalizing

```
[]: numerical_columns = df.select_dtypes(include=['float64', 'int64']).columns
     print(numerical_columns)
    Index(['Age', 'DailyRate', 'DistanceFromHome', 'Education', 'EmployeeCount',
           'EmployeeNumber', 'EnvironmentSatisfaction', 'HourlyRate',
           'JobInvolvement', 'JobLevel', 'JobSatisfaction', 'MonthlyIncome',
           'MonthlyRate', 'NumCompaniesWorked', 'PercentSalaryHike',
           'PerformanceRating', 'RelationshipSatisfaction', 'StandardHours',
           'StockOptionLevel', 'TotalWorkingYears', 'TrainingTimesLastYear',
           'WorkLifeBalance', 'YearsAtCompany', 'YearsInCurrentRole',
           'YearsSinceLastPromotion', 'YearsWithCurrManager'],
          dtype='object')
[]: scaler = StandardScaler()
     fit = scaler.fit(df[numerical_columns])
     df[numerical_columns] = fit.transform(df[numerical_columns])
     df.head()
[]:
                               BusinessTravel DailyRate
                                                                      Department
            Age Attrition
                                Travel Rarely
     0 0.446350
                                                0.742527
                                                                           Sales
                       Yes
                            Travel_Frequently -1.297775
                                                          Research & Development
     1 1.322365
                        No
     2 0.008343
                       Yes
                                Travel_Rarely
                                                1.414363
                                                          Research & Development
     3 -0.429664
                        No
                           Travel_Frequently
                                                1.461466
                                                          Research & Development
     4 -1.086676
                        No
                                Travel_Rarely -0.524295
                                                          Research & Development
       DistanceFromHome Education EducationField
                                                    EmployeeCount
                                                                   EmployeeNumber
     0
               -1.010909
                         -0.891688 Life Sciences
                                                              0.0
                                                                        -1.701283
                         -1.868426 Life Sciences
                                                              0.0
                                                                        -1.699621
     1
               -0.147150
     2
               -0.887515 -0.891688
                                             Other
                                                              0.0
                                                                        -1.696298
     3
               -0.764121
                           1.061787 Life Sciences
                                                              0.0
                                                                        -1.694636
               -0.887515 -1.868426
                                           Medical
                                                              0.0
                                                                        -1.691313
```

 $<sup>\</sup>dots$  RelationshipSatisfaction StandardHours StockOptionLevel  $\setminus$ 

```
0
                          -1.584178
                                              0.0
                                                           -0.932014
                                              0.0
     1 ...
                           1.191438
                                                           0.241988
     2 ...
                          -0.658973
                                              0.0
                                                           -0.932014
     3 ...
                           0.266233
                                              0.0
                                                           -0.932014
                           1.191438
                                              0.0
                                                            0.241988
        TotalWorkingYears TrainingTimesLastYear WorkLifeBalance YearsAtCompany \
                -0.421642
                                                                        -0.164613
     0
                                       -2.171982
                                                       -2.493820
                -0.164511
                                                                         0.488508
     1
                                        0.155707
                                                         0.338096
     2
                -0.550208
                                                         0.338096
                                                                        -1.144294
                                        0.155707
     3
                                                                         0.161947
                -0.421642
                                        0.155707
                                                         0.338096
                -0.678774
                                        0.155707
                                                         0.338096
                                                                        -0.817734
       YearsInCurrentRole YearsSinceLastPromotion YearsWithCurrManager
                -0.063296
                                         -0.679146
                                                                 0.245834
     0
     1
                 0.764998
                                         -0.368715
                                                                 0.806541
     2
                -1.167687
                                         -0.679146
                                                                -1.155935
     3
                 0.764998
                                          0.252146
                                                                -1.155935
                                         -0.058285
                -0.615492
                                                                -0.595227
     [5 rows x 35 columns]
    0.2.2 Encoding
[]: categorical_columns = df.select_dtypes(include=['object']).columns
     print(categorical_columns)
    Index(['Attrition', 'BusinessTravel', 'Department', 'EducationField', 'Gender',
           'JobRole', 'MaritalStatus', 'Over18', 'OverTime'],
          dtype='object')
[]: encoder = LabelEncoder()
     df[categorical_columns] = df[categorical_columns].apply(encoder.fit_transform)
     if df.select_dtypes(include=['object']).columns.array.size == 0:
         print("Categorical data encoded!")
     df.head()
    Categorical data encoded!
[]:
             Age Attrition BusinessTravel DailyRate Department
     0 0.446350
                                              0.742527
                                                                  2
                          1
     1 1.322365
                          0
                                          1 -1.297775
                                                                  1
     2 0.008343
                          1
                                          2 1.414363
                                                                  1
     3 -0.429664
                          0
                                              1.461466
                                                                  1
     4 -1.086676
                          0
                                          2 -0.524295
                                                                  1
```

```
0
               -1.010909
                                                                0.0
                                                                           -1.701283
                          -0.891688
                                                                0.0
     1
               -0.147150
                          -1.868426
                                                   1
                                                                           -1.699621
     2
                                                                0.0
               -0.887515 -0.891688
                                                   4
                                                                           -1.696298
     3
               -0.764121
                          1.061787
                                                   1
                                                                0.0
                                                                           -1.694636
                                                   3
               -0.887515 -1.868426
                                                                0.0
                                                                           -1.691313
           RelationshipSatisfaction StandardHours StockOptionLevel \
                          -1.584178
                                                0.0
                                                            -0.932014
     0
     1
                           1.191438
                                                0.0
                                                             0.241988
       •••
     2
                                                0.0
                                                            -0.932014
                          -0.658973
     3 ...
                           0.266233
                                                0.0
                                                            -0.932014
                           1.191438
                                                0.0
                                                             0.241988
        TotalWorkingYears TrainingTimesLastYear WorkLifeBalance YearsAtCompany
                -0.421642
                                                                          -0.164613
     0
                                        -2.171982
                                                         -2.493820
                -0.164511
                                                                          0.488508
     1
                                         0.155707
                                                          0.338096
     2
                -0.550208
                                         0.155707
                                                          0.338096
                                                                          -1.144294
     3
                -0.421642
                                         0.155707
                                                          0.338096
                                                                          0.161947
                -0.678774
                                         0.155707
                                                          0.338096
                                                                          -0.817734
        YearsInCurrentRole YearsSinceLastPromotion YearsWithCurrManager
     0
                 -0.063296
                                           -0.679146
                                                                  0.245834
     1
                  0.764998
                                           -0.368715
                                                                  0.806541
     2
                 -1.167687
                                           -0.679146
                                                                 -1.155935
     3
                  0.764998
                                           0.252146
                                                                 -1.155935
                 -0.615492
                                           -0.058285
                                                                 -0.595227
     [5 rows x 35 columns]
[]: constant_columns = []
     for column in df.columns:
         unique_values = df[column].unique()
         if len(unique_values) == 1:
             constant columns.append(column)
     df.drop(columns=constant columns, inplace=True)
     print("Constant columns dropped:", constant_columns)
    Constant columns dropped: ['EmployeeCount', 'Over18', 'StandardHours']
[]: column_names = df.columns.tolist()
     print(len(column_names))
     print(column_names)
    ['Age', 'Attrition', 'BusinessTravel', 'DailyRate', 'Department',
```

EmployeeCount

EmployeeNumber

DistanceFromHome Education EducationField

```
'JobRole', 'JobSatisfaction', 'MaritalStatus', 'MonthlyIncome', 'MonthlyRate',
    'NumCompaniesWorked', 'OverTime', 'PercentSalaryHike', 'PerformanceRating',
    'RelationshipSatisfaction', 'StockOptionLevel', 'TotalWorkingYears',
    'TrainingTimesLastYear', 'WorkLifeBalance', 'YearsAtCompany',
    'YearsInCurrentRole', 'YearsSinceLastPromotion', 'YearsWithCurrManager']
    0.2.3 Random Forest Based on Various Feature Selection Techniques
[]: column_names = df.columns.tolist()
     column_names = column_names[:-1]
     print(column names)
    ['Age', 'Attrition', 'BusinessTravel', 'DailyRate', 'Department',
    'DistanceFromHome', 'Education', 'EducationField', 'EmployeeNumber',
    'EnvironmentSatisfaction', 'Gender', 'HourlyRate', 'JobInvolvement', 'JobLevel',
    'JobRole', 'JobSatisfaction', 'MaritalStatus', 'MonthlyIncome', 'MonthlyRate',
    'NumCompaniesWorked', 'OverTime', 'PercentSalaryHike', 'PerformanceRating',
    'RelationshipSatisfaction', 'StockOptionLevel', 'TotalWorkingYears',
    'TrainingTimesLastYear', 'WorkLifeBalance', 'YearsAtCompany',
    'YearsInCurrentRole', 'YearsSinceLastPromotion']
    Splitting Data
[]: X = df.drop(['Attrition'], axis=1).values
     y = df['Attrition'].values
     X_train, X_test, y_train, y_test = train_test_split(X, y, test_size=0.3)
[]: RandomForest = RandomForestClassifier(n_estimators = 100)
[]: def plot_conf_matrixes(conf1, title1, conf2, title2, conf3, title3):
         fig, axes = plt.subplots(1, 3, figsize=(18, 6))
         sns.heatmap(conf1, ax=axes[0], annot=True, fmt="d")
         sns.heatmap(conf2, ax=axes[1], annot=True, fmt="d")
         sns.heatmap(conf3, ax=axes[2], annot=True, fmt="d")
         axes[0].set_title(title1)
         axes[1].set_title(title2)
         axes[2].set title(title3)
         plt.suptitle('Confusion Matrices', fontsize=16)
         plt.tight_layout()
         plt.show()
```

'DistanceFromHome', 'Education', 'EducationField', 'EmployeeNumber',

'EnvironmentSatisfaction', 'Gender', 'HourlyRate', 'JobInvolvement', 'JobLevel',

Mutual Information, Anova and Smart Correlated Groups

```
[]: MutualInformation = SelectKBest(mutual_info_classif, k=31)
     Anova = SelectKBest(f_classif, k=31)
     SmartCorr = SmartCorrelatedSelection(
         method='pearson',
         threshold=0.8,
         selection_method='variance',
         estimator=None
     )
[]: MI_RF = Pipeline(
         [('Mutual Information', MutualInformation),
          ('Random Forest', RandomForest)]
     )
     MI_RF.fit(X_train, y_train)
     MI_RF_pred = MI_RF.predict(X_test)
     MI_RF_score = MI_RF.score(X_train, y_train)
     MI_RF_test = MI_RF.score(X_test, y_test)
     print('Training score using mutual information',MI_RF_score)
     print('Testing score using mutual information', MI_RF_test)
    MI_RF_conf_matrix = confusion_matrix(y_test, MI_RF_pred)
     print(classification_report(y_test, MI_RF_pred))
    Training score using mutual information 1.0
    Testing score using mutual information 0.8571428571428571
                  precision
                               recall f1-score
                                                   support
                       0.86
               0
                                 0.99
                                           0.92
                                                       371
               1
                       0.82
                                 0.13
                                           0.22
                                                        70
                                           0.86
                                                       441
        accuracy
                       0.84
                                 0.56
                                           0.57
                                                       441
       macro avg
                       0.85
                                                       441
    weighted avg
                                 0.86
                                           0.81
[]: AN_RF = Pipeline(
         [('Anova', Anova),
          ('Random Forest', RandomForest)]
     )
     AN_RF.fit(X_train, y_train)
     AN_RF_pred = AN_RF.predict(X_test)
     AN_RF_score = AN_RF.score(X_train, y_train)
     AN_RF_test = AN_RF.score(X_test, y_test)
```

```
print('Training score using Anova', AN_RF_score)
print('Testing score using Anova', AN_RF_test)

AN_RF_conf_matrix = confusion_matrix(y_test, AN_RF_pred)
print(classification_report(y_test, AN_RF_pred))
```

Training score using Anova 1.0

Testing score using Anova 0.854875283446712

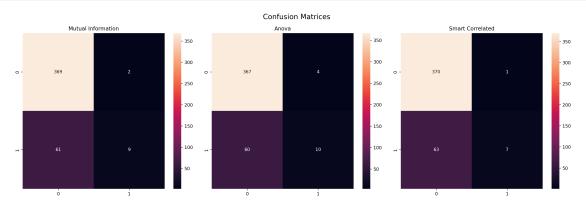
	precision	recall	f1-score	support
0	0.86	0.99	0.92	371
1	0.71	0.14	0.24	70
accuracy			0.85	441
macro avg	0.79	0.57	0.58	441
weighted avg	0.84	0.85	0.81	441

Training score using smart correlated groups 1.0
Testing score using smart correlated groups 0.854875283446712

	precision	recall	f1-score	support
0	0.86	0.99	0.92	371
1	0.71	0.14	0.24	70
accuracy			0.85	441
macro avg	0.79	0.57	0.58	441
weighted avg	0.84	0.85	0.81	441

[]: plot\_conf\_matrixes(MI\_RF\_conf\_matrix, 'Mutual Information', AN\_RF\_conf\_matrix, 

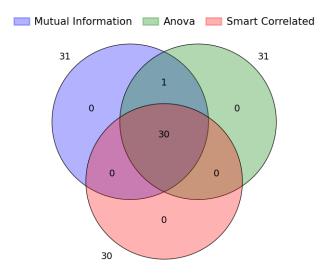
→'Anova', SC\_RF\_conf\_matrix, 'Smart Correlated')



```
[]: features_MI_RF = MI_RF[:-1].get_feature_names_out(input_features=column_names)
    features_AN_RF = AN_RF[:-1].get_feature_names_out(input_features=column_names)
    features_SC_RF = SC_RF[:-1].get_feature_names_out(input_features=column_names)

sets = {
    'Mutual Information': set(features_MI_RF),
    'Anova': set(features_AN_RF),
    'Smart Correlated': set(features_SC_RF)
}

venny4py(sets=sets)
```



```
[]: set(features_MI_RF).intersection(features_AN_RF, features_SC_RF)
[]: {'Age',
      'Attrition',
      'BusinessTravel',
      'DailyRate',
      'Department',
      'DistanceFromHome',
      'Education',
      'EducationField',
      'EmployeeNumber',
      'EnvironmentSatisfaction',
      'Gender',
      'HourlyRate',
      'JobLevel',
      'JobRole',
      'JobSatisfaction',
      'MaritalStatus',
      'MonthlyIncome',
      'MonthlyRate',
      'NumCompaniesWorked',
      'OverTime',
      'PercentSalaryHike',
      'PerformanceRating',
      'RelationshipSatisfaction',
      'StockOptionLevel',
      'TotalWorkingYears',
      'TrainingTimesLastYear',
      'WorkLifeBalance',
      'YearsAtCompany',
      'YearsInCurrentRole',
      'YearsSinceLastPromotion'}
[ ]: best_features = features_MI_RF = MI_RF[:-1].

¬get_feature_names_out(input_features=column_names)
     print(best_features)
    ['Age' 'Attrition' 'BusinessTravel' 'DailyRate' 'Department'
     'DistanceFromHome' 'Education' 'EducationField' 'EmployeeNumber'
     'EnvironmentSatisfaction' 'Gender' 'HourlyRate' 'JobInvolvement'
     'JobLevel' 'JobRole' 'JobSatisfaction' 'MaritalStatus' 'MonthlyIncome'
     'MonthlyRate' 'NumCompaniesWorked' 'OverTime' 'PercentSalaryHike'
     'PerformanceRating' 'RelationshipSatisfaction' 'StockOptionLevel'
     'TotalWorkingYears' 'TrainingTimesLastYear' 'WorkLifeBalance'
     'YearsAtCompany' 'YearsInCurrentRole' 'YearsSinceLastPromotion']
```

#### 0.3 Optimal Models

```
[]: model_df = df[best_features]
     model_df.head()
[]:
             Age
                   Attrition
                              BusinessTravel
                                               DailyRate
                                                           Department
                                                                        \
        0.446350
                           1
                                                 0.742527
                                                                     2
     1 1.322365
                           0
                                               -1.297775
                                             1
                                                                     1
     2 0.008343
                           1
                                             2
                                                 1.414363
                                                                     1
     3 -0.429664
                           0
                                                 1.461466
                                             1
                                                                     1
                                              -0.524295
     4 -1.086676
                           0
                                                                     1
        DistanceFromHome Education EducationField EmployeeNumber
               -1.010909
     0
                           -0.891688
                                                     1
                                                              -1.701283
     1
                -0.147150
                           -1.868426
                                                     1
                                                              -1.699621
     2
                -0.887515
                           -0.891688
                                                     4
                                                              -1.696298
     3
                -0.764121
                            1.061787
                                                     1
                                                              -1.694636
                -0.887515
                           -1.868426
                                                     3
                                                              -1.691313
                                      PercentSalaryHike
                                                         PerformanceRating
        EnvironmentSatisfaction ...
     0
                       -0.660531
                                              -1.150554
                                                                   -0.426230
     1
                        0.254625
                                                2.129306
                                                                    2.346151
     2
                        1.169781
                                               -0.057267
                                                                   -0.426230
     3
                        1.169781
                                               -1.150554
                                                                   -0.426230
     4
                       -1.575686 ...
                                               -0.877232
                                                                   -0.426230
        Relation ship Satisfaction ~~Stock Option Level ~~Total Working Years
     0
                        -1.584178
                                           -0.932014
                                                                -0.421642
     1
                         1.191438
                                            0.241988
                                                                -0.164511
     2
                                           -0.932014
                                                                -0.550208
                        -0.658973
     3
                         0.266233
                                           -0.932014
                                                                -0.421642
     4
                         1.191438
                                             0.241988
                                                                -0.678774
        TrainingTimesLastYear
                                WorkLifeBalance
                                                   YearsAtCompany
                                                                    YearsInCurrentRole
     0
                     -2.171982
                                       -2.493820
                                                        -0.164613
                                                                              -0.063296
     1
                      0.155707
                                        0.338096
                                                         0.488508
                                                                              0.764998
     2
                      0.155707
                                        0.338096
                                                        -1.144294
                                                                              -1.167687
     3
                      0.155707
                                        0.338096
                                                         0.161947
                                                                              0.764998
                      0.155707
                                        0.338096
                                                        -0.817734
                                                                              -0.615492
        YearsSinceLastPromotion
     0
                       -0.679146
     1
                       -0.368715
     2
                       -0.679146
     3
                        0.252146
     4
                       -0.058285
```

```
[5 rows x 31 columns]
```

#### 0.3.1 Splitting Data

```
[]: X = model_df.drop(['Attrition'], axis=1).values
y = model_df['Attrition'].values
X_train, X_test, y_train, y_test = train_test_split(X, y, test_size=0.3)
```

#### 0.3.2 Decision Tree

```
[]: DecisionTree = DecisionTreeClassifier(random_state=1)
   DecisionTree.fit(X_train, y_train)
   y_pred = DecisionTree.predict(X_test)

DecisionTree_score = DecisionTree.score(X_train, y_train)
   DecisionTree_test = DecisionTree.score(X_test, y_test)

DT_conf_matrix = confusion_matrix(y_test, y_pred)

print('Training Score', DecisionTree_score)
   print('Testing Score', DecisionTree_test)
```

Training Score 1.0
Testing Score 0.7777777777778

```
[]: print(classification_report(y_test,y_pred))
```

	precision	recall	f1-score	support
0	0.90	0.83	0.86	371
1	0.36	0.51	0.42	70
accuracy			0.78	441
macro avg	0.63	0.67	0.64	441
weighted avg	0.81	0.78	0.79	441

#### 0.3.3 Random Forest

```
RandomForest = RandomForestClassifier(n_estimators = 100)

RandomForest.fit(X_train, y_train)
RandomForest_score = RandomForest.score(X_train, y_train)
RandomForest_test = RandomForest.score(X_test, y_test)

y_pred = RandomForest.predict(X_test)

RF_conf_matrix = confusion_matrix(y_test, y_pred)
```

```
print('Training Score', RandomForest_score)
print('Testing Score', RandomForest_test)
```

Training Score 1.0
Testing Score 0.8662131519274376

### []: print(classification\_report(y\_test,y\_pred))

	precision	recall	f1-score	support
0	0.86	1.00	0.93	371
1	1.00	0.16	0.27	70
accuracy			0.87	441
macro avg	0.93	0.58	0.60	441
weighted avg	0.88	0.87	0.82	441

# 0.3.4 K-Nearest Neighbours

```
knn = KNeighborsClassifier()
knn.fit(X_train, y_train)
y_pred = knn.predict(X_test)

KNN_score = knn.score(X_train, y_train)
KNN_test = knn.score(X_test, y_test)

KNN_conf_matrix = confusion_matrix(y_test, y_pred)

print('Training Score', KNN_score)
print('Testing Score', KNN_test)
```

Training Score 0.86977648202138
Testing Score 0.8367346938775511

### []: print(classification\_report(y\_test,y\_pred))

	precision	recall	f1-score	support
0	0.85	0.98	0.91	371
1	0.42	0.07	0.12	70
accuracy			0.84	441
macro avg	0.63	0.53	0.52	441
weighted avg	0.78	0.84	0.78	441

# 0.3.5 Confusion Matrixes

