

## Assignment Questions:- Foundations of Machine Learning and EDA

# Q1. What is the difference between Al, ML, DL, and Data Science? Provide a brief explanation of each.

## Artificial Intelligence (AI)

- **Scope:** Broadest field that aims to build intelligent systems capable of thinking and acting like humans.
- Techniques Used: Rule-based systems, robotics, expert systems, optimization, ML, DL, NLP (Natural Language Processing).
- **Applications:** Chatbots, self-driving cars, recommendation systems, smart assistants (Alexa, Siri).

#### Al = The umbrella field focused on intelligent behavior.

### Machine Learning (ML)

- **Scope:** Subset of AI that enables machines to learn patterns from data without explicit programming.
- Techniques Used: Regression, decision trees, clustering, SVM, random forest.
- **Applications:** Spam detection, price prediction, fraud detection, medical diagnosis.

#### ML = AI that learns from data.

### Deep Learning (DL)

- **Scope:** Subset of ML that uses **Artificial Neural Networks** to mimic the human brain.
- Techniques Used: CNN, RNN, LSTM, GAN, Transformers.
- **Applications:** Face recognition, speech recognition, autonomous driving, image classification.

#### **Data Science**

- **Scope:** Field focused on extracting meaningful insights from data for decision-making.
- **Techniques Used:** Statistics, ML, data visualization, data preprocessing, Big Data tools.
- **Applications:** Business analytics, customer segmentation, revenue forecasting, dashboards.

Data Science = Insights + analytics + storytelling with data.

## Key Comparison Table

| Feature             | Al                   | ML                    | DL                                | Data Science               |
|---------------------|----------------------|-----------------------|-----------------------------------|----------------------------|
| Focus               | Create smart systems | Learn from<br>data    | Neural network-<br>based learning | Analyze data for insights  |
| Data<br>Requirement | Medium               | High                  | Very High                         | Varies                     |
| Techniques          | Rules + ML +<br>DL   | Algorithms<br>on data | Deep Neural<br>Networks           | Stats + ML + Data<br>tools |
| Output              | Decisions & actions  | Predictions           | Complex pattern recognition       | Business insights          |
| Dependency          | Independent<br>field | Subset of Al          | Subset of ML                      | Uses ML/DL but is separate |

## Summary

- AI is the broad goal (intelligent behavior).
- ML is the approach (learning from data).
- **DL** is the **advanced ML technique** (neural networks).
- Data Science is about insights and decision-making using data.

# Q2. Explain overfitting and underfitting in ML. How can you detect and prevent them?

## **Overfitting**

- **Definition:** Model learns the training data *too well*, including noise and outliers.
- Behavior: High accuracy on training data but poor accuracy on testing/ new data.
- Reason: Model is too complex.

The model memorizes instead of generalizing.

## **Underfitting**

- **Definition:** Model is too simple and fails to learn important patterns in the data.
- Behavior: Low accuracy on both training and testing data.
- Reason: Model is not complex enough.

The model can't capture real patterns.

## **Graphical Understanding**

| Type of Error | Training Error | Testing Error |
|---------------|----------------|---------------|
| Underfitting  | High           | High          |
| Good Fit      | Low            | Low           |
| Overfitting   | Very Low       | High          |

#### **Bias-Variance Tradeoff**

| Model State  | Bias | Variance |
|--------------|------|----------|
| Underfitting | High | Low      |

| Model State | Bias     | Variance |
|-------------|----------|----------|
| Good Fit    | Balanced | Balanced |
| Overfitting | Low      | High     |

Goal: Find the right balance between **bias and variance**.

## How to Detect Overfitting & Underfitting

- Compare training vs testing accuracy
- Use learning curves
- Cross-validation (e.g., k-fold CV)
- Track loss difference between datasets

## **Prevention Techniques**

## **Preventing Overfitting**

- Use **Regularization** (L1, L2, Dropout for DL)
- Cross-validation
- Early stopping
- · Reduce model complexity
- More training data / Data augmentation

### **Preventing Underfitting**

- Increase model complexity
- Reduce regularization strength
- Train longer / Improve feature engineering

### Summary

- Overfitting = learns noise → poor on new data
- Underfitting = learns too little → poor everywhere
- Controlled through bias-variance balance, cross-validation, and regularization

# Q3. How would you handle missing values in a dataset? Explain at least three methods with examples.

Missing values can negatively affect model performance and lead to incorrect insights.

So, we use different techniques to handle them based on the situation.

#### 1. Deletion Method (Removing Data)

#### a) Row Deletion

Remove rows containing missing values if they are few and random.

#### **Example:**

If a dataset has 1% null rows  $\rightarrow$  delete them safely.

df.dropna(inplace=True)

#### b) Column Deletion

Remove columns with very high missing percentage (e.g., > 60%).

#### **Example:**

Good when missing data is minimal.

Not suitable when valuable data is lost.

```
df.dropna(axis=1, inplace=True)
```

### 2. Imputation: Fill Missing Values with Statistics

#### a) Mean Imputation (for numerical data)

```
df['Age'].fillna(df['Age'].mean(), inplace=True)
```

#### b) Median Imputation (robust for skewed data)

```
pyhton
df['Salary'].fillna(df['Salary'].median(), inplace=True)
```

#### c) Mode Imputation (for categorical data)

```
df['City'].fillna(df['City'].mode()[0], inplace=True)
```

#### Note

- Simple and fast
- Reduces data variance (may cause bias)

## 3 Predictive Modeling Imputation

Use ML models to predict missing values using other features.

#### **Example:**

- · Predict missing Age using Regression
- Predict missing City using Classification (Decision Tree)

from sklearn.impute import KNNImputer

```
imputer = KNNImputer(n_neighbors=3)
df_imputed = imputer.fit_transform(df)
```

- More accurate → preserves data pattern
- · More complex and time-consuming

## Summary Table:

| Method                               | Suitable For                               | Pros                                    | Cons                                  |
|--------------------------------------|--|---|---------------------------------------|
| Deletion                             | When missing percentage is very low (≤ 5%) | Simple, quick                           | Loss of data and information          |
| Mean/Median/<br>Mode<br>Imputation   | Numerical &<br>Categorical features        | Easy to apply and understand            | Reduces variance → may introduce bias |
| Predictive<br>Modeling<br>Imputation | Important features with high missing data  | More accurate → preserves data patterns | Time-consuming and more complex       |

## Q4. What is an imbalanced dataset? Describe two techniques to handle it (theoretical + practical).

#### What is an Imbalanced Dataset?

An imbalanced dataset is when **one class has significantly more samples than another**, causing the model to be biased toward the majority class.

#### **Example**

- Fraud Detection
  - 98% Non-Fraud
  - 2% Fraud

    The model might predict everything as "Non-Fraud" and still show 98% accuracy but it's useless.

Accuracy becomes misleading. We must balance the classes.

## **Techniques to Handle Imbalanced Data**

#### 1. Random Oversampling & Undersampling

#### Random Oversampling

- Duplicates samples from the **minority** class
- Helps models learn rare cases better

from imblearn.over\_sampling import RandomOverSampler

```
ros = RandomOverSampler()
X_resampled, y_resampled = ros.fit_resample(X, y)
```

- **Pros:** Simple, improves representation
- **Cons:** Overfitting risk (due to duplication)

#### Random Undersampling

Removes samples from the majority class

from imblearn.under\_sampling import RandomUnderSampler

```
rus = RandomUnderSampler()
X_resampled, y_resampled = rus.fit_resample(X, y)
```

- Pros: Fast and reduces training size
- Cons: Loss of useful data (information removed)

#### 2. **SMOTE** (Synthetic Minority Oversampling Technique)

- Creates synthetic samples for minority class
- · Better than simple duplication

```
from imblearn.over_sampling import SMOTE

smote = SMOTE()
X_resampled, y_resampled = smote.fit_resample(X, y)
```

- **Pros:** Adds realistic new data → less overfitting
- Cons: Can create noise if dataset is highly overlapping

### Summary Table: Techniques to Handle Imbalanced Data

| Method                  | Туре                | When to<br>Use                      | Pros   | Cons   |
|-------------------------|---------------------|-------------------------------------|--|--|
| Random<br>Oversampling  | Data-<br>Level      | Small<br>imbalance                  | Easy to apply, improves recall                 | Risk of overfitting<br>due to duplicate<br>samples |
| Random<br>Undersampling | Data-<br>Level      | Majority class is very large        | Faster training, reduces size                  | Loss of important information                      |
| SMOTE                   | Data-<br>Level      | Moderate<br>imbalance               | Creates synthetic samples, reduces overfitting | Can introduce noisy samples                        |
| Class Weights           | Algorithm-<br>Level | When using<br>ML models<br>directly | No data modification needed                    | Requires<br>hyperparameter<br>tuning               |

# Q5. Why is feature scaling important in ML? Compare Min-Max scaling and Standardization.

Feature scaling ensures that **all features contribute equally** during model training.

If features have different units/scales:

- Distance-based models (KNN, SVM) get biased toward larger values
- Gradient Descent becomes slow because weights adjust unevenly
- Neural Networks may fail to converge properly

#### Example:

- Height: 170 cm → small scale
- Salary: ₹50,000 → large scale
   Salary will dominate learning if not scaled.

Scaling improves model performance, convergence speed & accuracy.

## → Types of Feature Scaling

#### 1. Min-Max Scaling (Normalization)

- Transforms values in range [0, 1]
- Formula:

```
[X' = \frac{X - X_{min}}{X_{max} - X_{min}}]
```

from sklearn.preprocessing import MinMaxScaler

```
scaler = MinMaxScaler()
scaled_data = scaler.fit_transform(data)
Note
```

Best for: Neural Networks, KNN, SVM

Sensitive to outliers

#### 2. Standardization (Z-score Scaling)

- Converts data to mean = 0 and standard deviation = 1
- Standardization transforms the feature so that it has:
- Mean = 0
- Standard Deviation = 1

```
[ X' = \frac{X - \{u\}}{\sigma} ]
```

Where:

- (X) = Original value
- (\mu) = Mean of the feature
- (\sigma) = Standard deviation of the feature

from sklearn.preprocessing import StandardScaler

```
scaler = StandardScaler()
scaled data = scaler.fit transform(data)
```

## Comparison: Min-Max Scaling vs Standardization

| Feature                         | Min-Max Scaling                   | Standardization                         |
|---------------------------------|-----------------------------------|---|
| Output Range                    | 0 to 1 (or custom range)          | No fixed range (mean=0, std=1)          |
| Sensitivity to Outliers         | Highly sensitive                  | Less sensitive                          |
| Works Best For                  | KNN, SVM, Neural Networks         | Linear/Logistic Regression,<br>PCA, SVM |
| When to Use                     | Data already within a known range | Data follows normal distribution        |
| Preserves Shape of Distribution | Yes                               | Yes (but rescales spread)               |

## Q6. Compare Label Encoding and One-Hot Encoding. When would you prefer one over the other?

## → What is Label Encoding?

- Converts categorical text values → numeric labels
- Each category is assigned an integer value Example:

```
Red \rightarrow 0, Blue \rightarrow 1, Green \rightarrow 2
```

```
from sklearn.preprocessing import LabelEncoder
le = LabelEncoder()
df['Color'] = le.fit transform(df['Color'])
```

#### **Example of Ordinal Categories**

Low < Medium < High (Here Label Encoding is suitable)

## → What is One-Hot Encoding?

- Converts categories into binary columns (0/1)
- No ordering assumption **Example** Color → [Red, Blue, Green] becomes:
- Red = [1,0,0]
- Blue = [0,1,0]
- Green = [0,0,1]

```
import pandas as pd
df = pd.get dummies(df, columns=['Color'])
```

## Comparison: Label Encoding vs One-Hot Encoding

| Feature                | Label Encoding                    | One-Hot Encoding                                   |
|------------------------|-----------------------------------|--|
| Category Type          | Ordinal (ordered categories)      | Nominal (no order)                                 |
| Output                 | Single numeric column             | Multiple binary columns                            |
| Implies Order?         | Yes                               | No   |
| Model<br>Compatibility | Works well with Tree-based models | Works well with Linear & Distance-<br>based models |
| Risk                   | Creates false numeric ranking     | High dimensionality when many categories           |

## Q7. Google Play Store Dataset

a). Analyze the relationship between app categories and ratings. Which categories have the highest/lowest average ratings, and what could be the possible reasons?

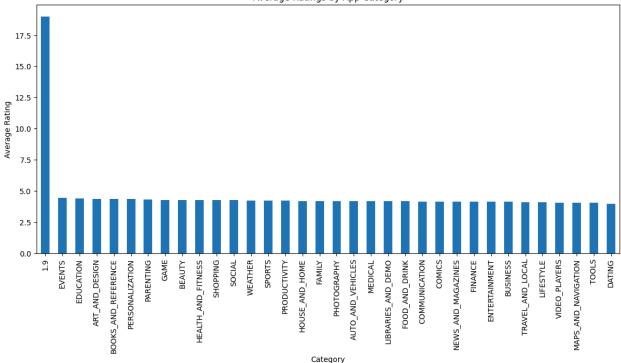
```
In [ ]: import pandas as pd
import matplotlib.pyplot as plt
```

```
from google.colab import files
# Upload CSV from your system
uploaded = files.upload()
# Replace the filename if different
df = pd.read csv('googleplaystore.csv')
# Remove missing ratings
df clean = df.dropna(subset=['Rating'])
# Compute average ratings per category
category ratings = df clean.groupby('Category')['Rating'].mean().sort values(a
print(category ratings)
# Visualization
plt.figure(figsize=(14,6))
category_ratings.plot(kind='bar')
plt.title("Average Ratings by App Category")
plt.xlabel("Category")
plt.ylabel("Average Rating")
plt.show()
```

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## Saving googleplaystore.csv to googleplaystore.csv Category

| category             |           |
|----------------------|-----------|
| 1.9                  | 19.000000 |
| EVENTS               | 4.435556  |
| EDUCATION            | 4.389032  |
| ART_AND_DESIGN       | 4.358065  |
| BOOKS_AND_REFERENCE  | 4.346067  |
| PERSONALIZATION      | 4.335987  |
| PARENTING            | 4.300000  |
| GAME                 | 4.286326  |
| BEAUTY               | 4.278571  |
| HEALTH_AND_FITNESS   | 4.277104  |
| SHOPPING             | 4.259664  |
| SOCIAL               | 4.255598  |
| WEATHER              | 4.244000  |
| SP0RTS               | 4.223511  |
| PRODUCTIVITY         | 4.211396  |
| HOUSE_AND_HOME       | 4.197368  |
| FAMILY               | 4.192272  |
| PH0T0GRAPHY          | 4.192114  |
| AUTO_AND_VEHICLES    | 4.190411  |
| MEDICAL              | 4.189143  |
| LIBRARIES_AND_DEMO   | 4.178462  |
| FOOD_AND_DRINK       | 4.166972  |
| COMMUNICATION        | 4.158537  |
| COMICS               | 4.155172  |
| NEWS_AND_MAGAZINES   | 4.132189  |
| FINANCE              | 4.131889  |
| ENTERTAINMENT        | 4.126174  |
| BUSINESS             | 4.121452  |
| TRAVEL_AND_LOCAL     | 4.109292  |
| LIFESTYLE            | 4.094904  |
| VIDEO_PLAYERS        | 4.063750  |
| MAPS_AND_NAVIGATION  | 4.051613  |
| T00LS                | 4.047411  |
| DATING               | 3.970769  |
| Name: Rating, dtype: | float64   |



## Q8. Titanic Dataset

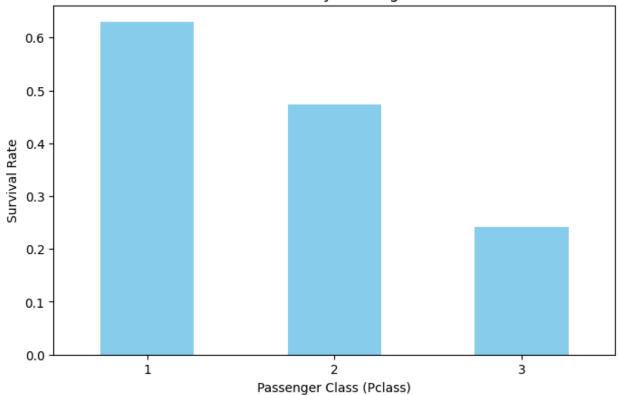
- a) Compare the survival rates based on passenger class (Pclass). Which class had the highest survival rate, and why do you think that happened?
- b) Analyze how age (Age) affected survival. Group passengers into children (Age < 18) and adults (Age  $\ge 18$ ). Did children have a better chance of survival?

```
# Part a) Survival Rate by Passenger Class (Pclass)
pclass survival = titanic.groupby('Pclass')['Survived'].mean().sort index()
print("Survival Rate by Passenger Class:\n", pclass survival)
# Visualization
plt.figure(figsize=(8,5))
pclass_survival.plot(kind='bar', color='skyblue')
plt.title("Survival Rate by Passenger Class")
plt.xlabel("Passenger Class (Pclass)")
plt.ylabel("Survival Rate")
plt.xticks(rotation=0)
plt.show()
# Part b) Survival Rate by Age Group
# -----
# Create Age group column
titanic['Age Group'] = titanic['Age'].apply(lambda x: 'Child' if x < 18 else
# Calculate survival rate by age group
age survival = titanic.groupby('Age Group')['Survived'].mean()
print("\nSurvival Rate by Age Group:\n", age survival)
# Visualization
plt.figure(figsize=(6,5))
age survival.plot(kind='bar', color='salmon')
plt.title("Survival Rate by Age Group")
plt.xlabel("Age Group")
plt.ylabel("Survival Rate")
plt.xticks(rotation=0)
plt.show()
```

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```
Saving titanic.csv to titanic.csv
Survival Rate by Passenger Class:
Pclass
1 0.629630
2 0.472826
3 0.242363
Name: Survived, dtype: float64
```

#### Survival Rate by Passenger Class

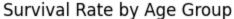


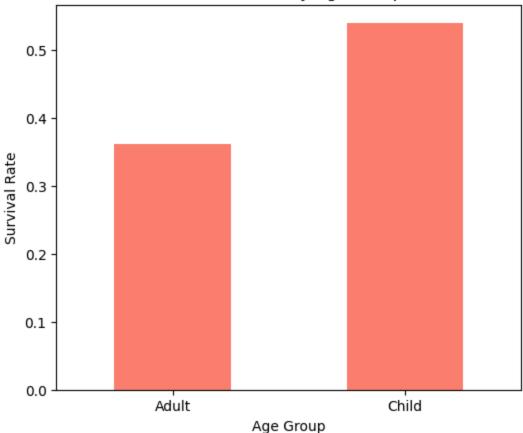
Survival Rate by Age Group:

Age\_Group

Adult 0.361183 Child 0.539823

Name: Survived, dtype: float64





## Q9. Flight Price Prediction Dataset

- a) How do flight prices vary with the days left until departure? Identify any exponential price surges and recommend the best booking window.
- b)Compare prices across airlines for the same route (e.g., Delhi-Mumbai). Which airlines are consistently cheaper/ premium, and why?

```
# Step 2: Clean column names
# -----
flights.columns = flights.columns.str.strip()
flights.columns = [col.replace(' ', '_') for col in flights.columns]
print("Columns available in CSV:\n", flights.columns)
# Step 3: Part a) Flight Prices vs Days Left
# Identify columns
days col = None
price col = None
for col in flights.columns:
   if 'day' in col.lower():
        days col = col
   if 'price' in col.lower():
       price col = col
# Average price vs days left
days price = flights.groupby(days col)[price col].mean().sort index()
print("\nAverage Flight Price by Days Left:\n", days price)
# Plot
plt.figure(figsize=(12,6))
days price.plot(marker='o', color='skyblue')
plt.title("Average Flight Price vs Days Left Until Departure")
plt.xlabel("Days Left Until Departure")
plt.ylabel("Average Price")
plt.grid(True)
plt.show()
# Exponential surge detection
surge threshold = days price.diff().mean() * 3
surge days = days price[days price.diff() > surge threshold]
if not surge days.empty:
    print("\nExponential price surge observed at these days before departure:\
print("\nRecommendation: Book flights before surge (e.g., 2-4 weeks prior).")
# Step 4: Part b) Price Comparison Across Airlines for a Specific Route
# Ask user to input the correct column names for airline and route
airline col = input("Enter the column name for Airline (check available column
route col = input("Enter the column name for Route/From-To (check available co
route name = input("Enter the route you want to analyze (e.g., Delhi-Mumbai):
# Filter for the route
route = flights[flights[route_col] == route_name]
# Calculate average price per airline
airline prices = route.groupby(airline col)[price col].mean().sort values()
```

```
print(f"\nAverage Price by Airline ({route_name}):\n", airline_prices)

# Plot
plt.figure(figsize=(10,5))
airline_prices.plot(kind='bar', color='lightgreen')
plt.title(f"Average Flight Price by Airline ({route_name})")
plt.xlabel("Airline")
plt.ylabel("Average Price")
plt.xticks(rotation=45)
plt.show()

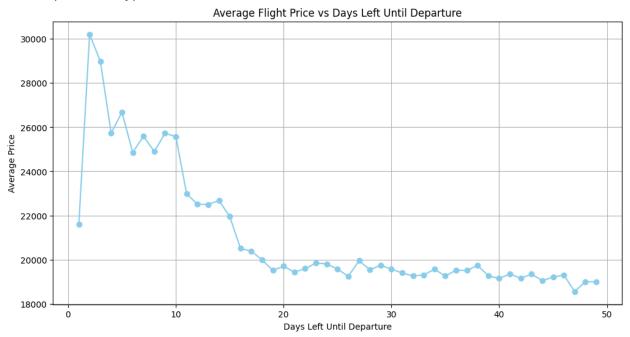
print("\nInsights:")
print("- Cheaper airlines: Usually low-cost carriers")
print("- Premium airlines: Full-service carriers with better amenities")
```

Upload widget is only available when the cell has been executed in the current browser session. Please rerun this cell to enable.

```
Saving flight price.csv to flight price (5).csv
Columns available in CSV:
 Index(['Unnamed: 0', 'airline', 'flight', 'source city', 'departure time',
       'stops', 'arrival_time', 'destination_city', 'class', 'duration',
       'days left', 'price'],
      dtype='object')
Average Flight Price by Days Left:
 days left
1
      21591.867151
2
      30211.299801
3
      28976.083569
4
      25730.905653
5
      26679.773368
6
      24856.493902
7
      25588.367351
8
      24895.883995
9
      25726.246072
10
      25572.819134
11
      22990.656070
12
      22505.803322
13
      22498.885384
14
      22678.002363
15
      21952.540852
      20503.546237
16
17
      20386.353949
18
      19987.445168
19
      19507.677375
20
      19699.983390
21
      19430.494058
22
      19590.667385
23
      19840.913451
      19803.908896
24
25
      19571.641791
26
      19238.290278
27
      19950.866195
28
      19534.986047
29
      19744.653119
30
      19567.580834
31
      19392.706612
32
      19258.135308
33
      19306.271739
34
      19562.008266
35
      19255.652996
36
      19517.688444
37
      19506.306516
38
      19734.912316
39
      19262.095556
40
      19144.972439
41
      19347.440460
42
      19154.261659
43
      19340.528894
44
      19049.080174
      19199.876307
45
```

46 19305.351623 47 18553.272038 48 18998.126851 49 18992.971888

Name: price, dtype: float64



```
Exponential price surge observed at these days before departure:
days left
2
      30211.299801
5
     26679.773368
7
     25588.367351
9
     25726.246072
10
     25572.819134
     22498.885384
13
14
     22678.002363
17
     20386.353949
20
     19699.983390
22
     19590.667385
23
     19840.913451
24
     19803.908896
27
     19950.866195
29
     19744.653119
32
     19258.135308
33
     19306.271739
34
     19562.008266
36
     19517.688444
37
     19506.306516
     19734.912316
40
     19144.972439
41
     19347.440460
     19340.528894
43
45
     19199.876307
46
     19305.351623
48
     18998.126851
49
     18992.971888
Name: price, dtype: float64
```

Recommendation: Book flights before surge (e.g., 2-4 weeks prior).

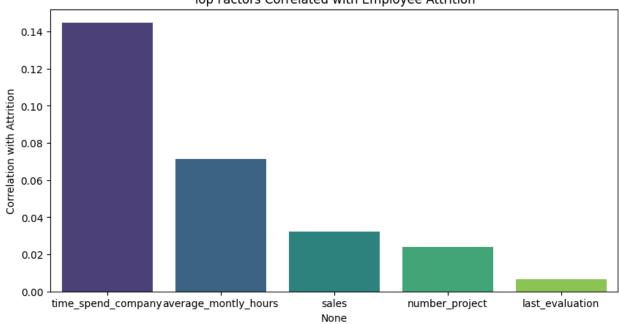
## Q10. HR Analytics Dataset

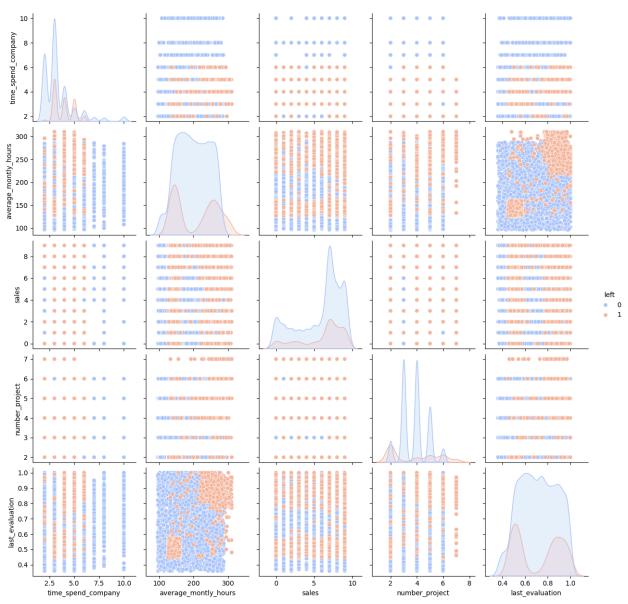
- a). What factors most strongly correlate with employee attrition? Use visualizations to show key drivers (e.g., satisfaction, overtime, salary).
- b). Are employees with more projects more likely to leave?

```
uploaded = files.upload()
filename = list(uploaded.keys())[0]
hr = pd.read csv(filename)
# -----
# Step 2: Clean column names
# -----
hr.columns = hr.columns.str.strip()
hr.columns = [col.replace(' ', '_') for col in hr.columns]
print("Columns available:\n", hr.columns)
# ------
# Step 3: Convert categorical columns to numeric
# -----
categorical cols = ['sales', 'salary'] # convert to numeric codes
for col in categorical cols:
   hr[col] = hr[col].astype('category').cat.codes
# Attrition column
attrition col = 'left'
# ------
# Step 4: Part a) Factors Correlated with Attrition
# -----
# Compute correlation matrix
corr = hr.corr()
attrition corr = corr[attrition col].sort values(ascending=False)
print("\nCorrelation with Attrition:\n", attrition corr)
# Visualize top 5 factors correlated with attrition
top factors = attrition corr.drop(attrition col).head(5).index
plt.figure(figsize=(10,5))
sns.barplot(x=top factors, y=attrition corr[top factors].values, palette='viri
plt.title("Top Factors Correlated with Employee Attrition")
plt.ylabel("Correlation with Attrition")
plt.show()
# Optional: pairplot for top factors
sns.pairplot(hr, vars=top factors, hue=attrition col, palette='coolwarm')
plt.show()
# Step 5: Part b) Effect of Number of Projects on Attrition
# -----
projects col = 'number project'
# Average attrition rate per number of projects
projects attrition = hr.groupby(projects col)[attrition col].mean()
print("\nAttrition Rate by Number of Projects:\n", projects attrition)
# Visualization
plt.figure(figsize=(8,5))
```

```
projects attrition.plot(marker='o', linestyle='-', color='salmon')
  plt.title("Attrition Rate vs Number of Projects")
  plt.xlabel("Number of Projects")
  plt.ylabel("Attrition Rate")
  plt.grid(True)
  plt.show()
  print("\nInsights:")
  print("- Higher attrition correlates with lower satisfaction, high workload, a
  print("- Employees with more projects may have a higher risk of leaving if wor
                  Upload-widget is only available when the cell has been executed
in the current browser session. Please rerun this cell to enable.
Saving hr analytics.csv to hr analytics (2).csv
Columns available:
 Index(['satisfaction_level', 'last_evaluation', 'number_project',
       'average montly hours', 'time spend company', 'Work accident', 'left',
        'promotion last 5years', 'sales', 'salary'],
      dtype='object')
Correlation with Attrition:
                          1.000000
time spend company
                         0.144822
average montly hours
                         0.071287
sales
                         0.032105
number project
                         0.023787
last evaluation
                        0.006567
salary
                        -0.001294
promotion last 5years -0.061788
Work accident
                        -0.154622
satisfaction level
                       -0.388375
Name: left, dtype: float64
/tmp/ipython-input-286743385.py:42: FutureWarning:
Passing `palette` without assigning `hue` is deprecated and will be removed in
v0.14.0. Assign the `x` variable to `hue` and set `legend=False` for the same e
ffect.
  sns.barplot(x=top factors, y=attrition corr[top factors].values, palette='vir
idis')
```

Top Factors Correlated with Employee Attrition





Attrition Rate by Number of Projects:

number\_project

2 0.656198

3 0.017756

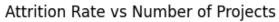
4 0.093700

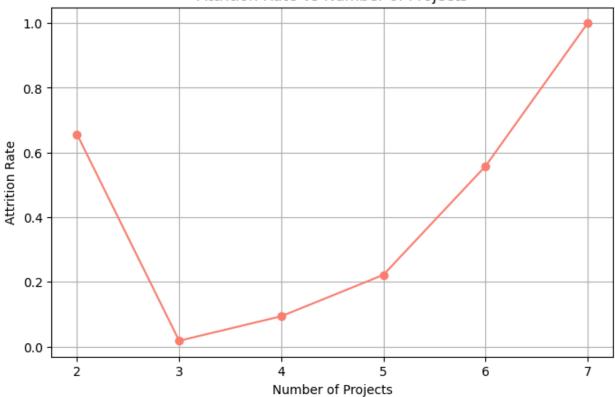
5 0.221659

6 0.557922

7 1.000000

Name: left, dtype: float64





#### Insights:

- Higher attrition correlates with lower satisfaction, high workload, and salar y levels.
- Employees with more projects may have a higher risk of leaving if workload is excessive.