

```
import pandas as pd

# Load CSV file
df = pd.read_csv("HR_Employee_Attrition.csv")

# Display first 5 rows
df.head()
```

	Age	Department	JobRole	MonthlyIncome	OverTime	JobSatisfaction	Attrition
0	34	Sales	Sales Executive	5000	Yes	3	Yes
1	28	HR	HR Executive	4200	No	4	No
2	45	IT	Developer	6200	Yes	2	No
3	36	Finance	Accountant	5800	No	3	No

Next steps:

[Generate code with df](#)[View recommended plots](#)[New interactive sheet](#)

```
# Check rows and columns
print("Dataset Shape:", df.shape)

# Show column names
print("Column Names:", df.columns.tolist())

# Detailed info
df.info()

# Check for missing values
print("Missing values:\n", df.isnull().sum())
```

```
Dataset Shape: (5, 7)
Column Names: ['Age', 'Department', 'JobRole', 'MonthlyIncome', 'OverTime', 'JobSatisfaction', 'Attrition']
<class 'pandas.core.frame.DataFrame'>
RangeIndex: 5 entries, 0 to 4
Data columns (total 7 columns):
#   Column                Non-Null Count  Dtype
---  -
0   Age                   5 non-null     int64
1   Department            5 non-null     object
2   JobRole               5 non-null     object
3   MonthlyIncome         5 non-null     int64
4   OverTime              5 non-null     object
5   JobSatisfaction       5 non-null     int64
6   Attrition             5 non-null     object
dtypes: int64(3), object(4)
```

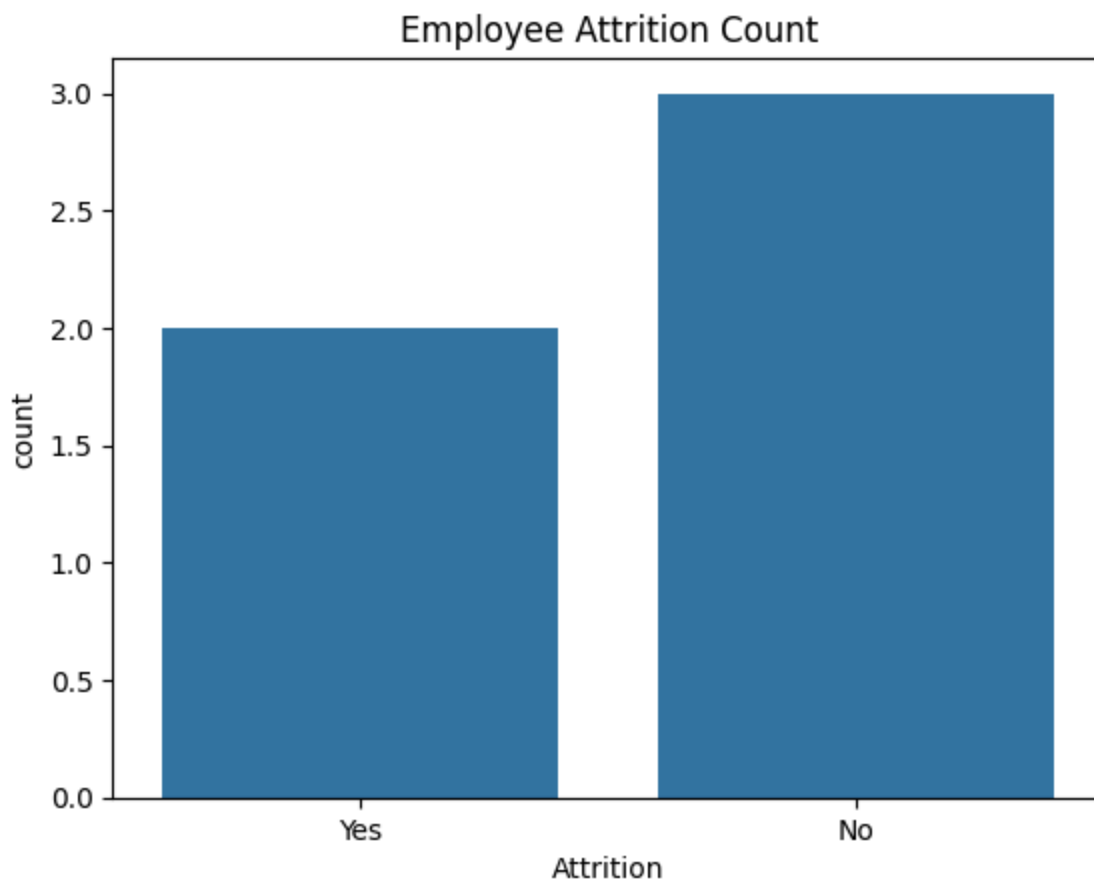
```
memory usage: 412.0+ bytes
Missing values:
  Age          0
  Department   0
  JobRole      0
  MonthlyIncome 0
  OverTime     0
  JobSatisfaction 0
  Attrition    0
dtype: int64
```

```
# Attrition count
print("Attrition Value Counts:")
print(df['Attrition'].value_counts())
```

```
⇒ Attrition Value Counts:
Attrition
No      3
Yes     2
Name: count, dtype: int64
```

```
import seaborn as sns
import matplotlib.pyplot as plt
```

```
sns.countplot(x='Attrition', data=df)
plt.title("Employee Attrition Count")
plt.show()
```

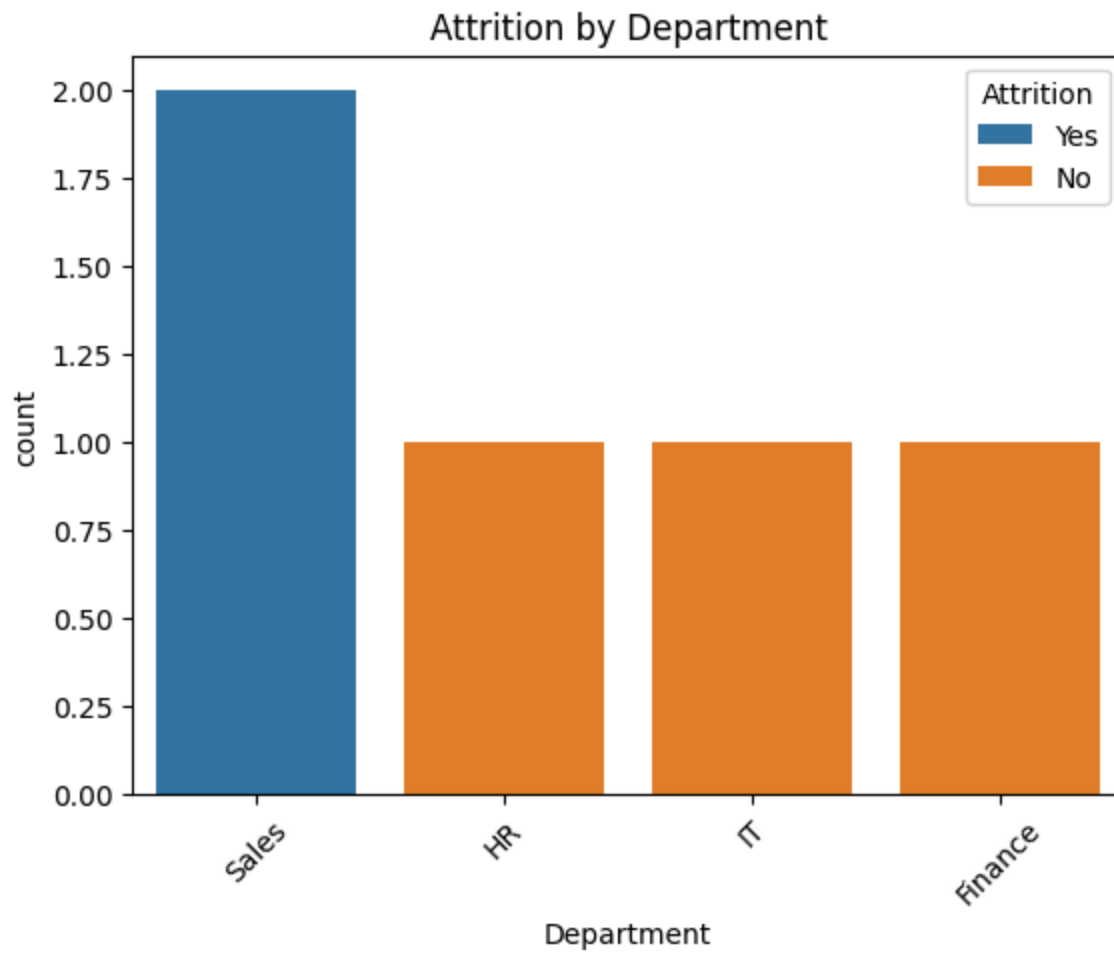


```
# Table form  
pd.crosstab(df['Department'], df['Attrition'])
```

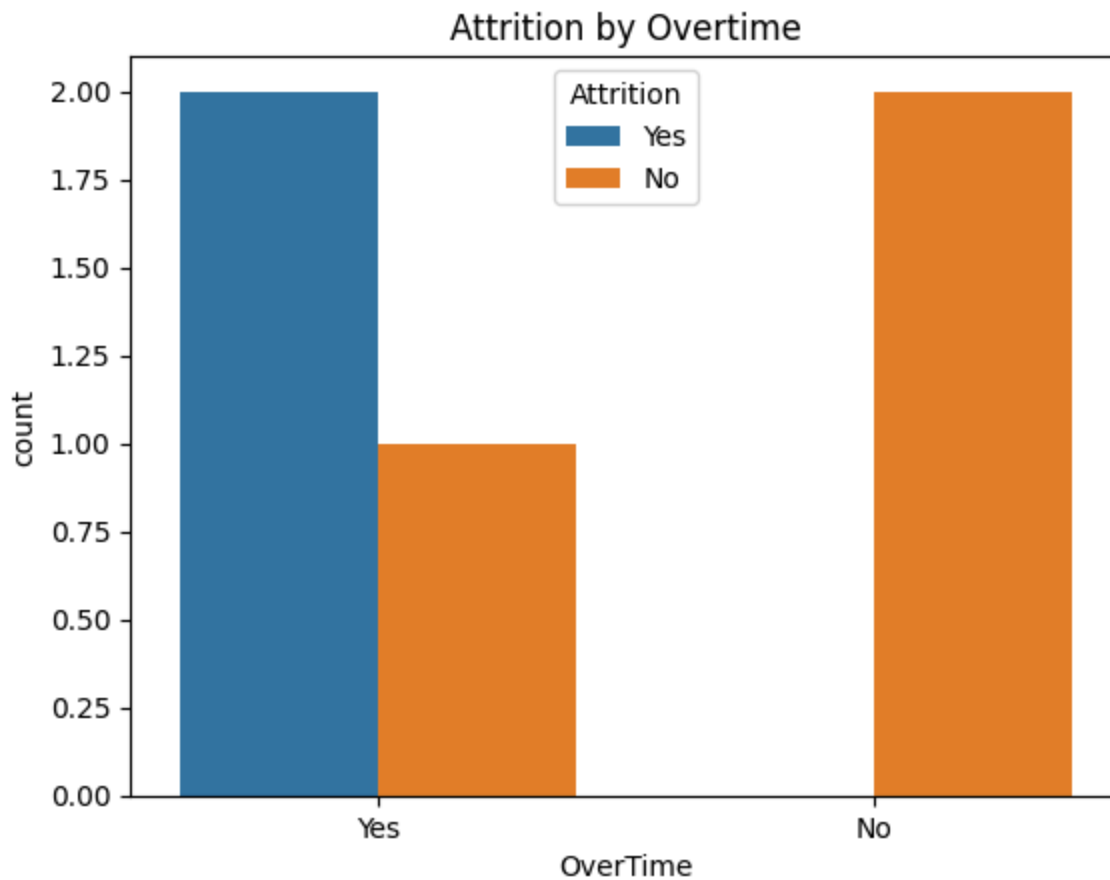


Attrition	No	Yes
Department		
Finance	1	0
HR	1	0
IT	1	0
Sales	0	2

```
# Chart form  
sns.countplot(x='Department', hue='Attrition', data=df)  
plt.title("Attrition by Department")  
plt.xticks(rotation=45)  
plt.show()
```



```
sns.countplot(x='OverTime', hue='Attrition', data=df)
plt.title("Attrition by Overtime")
plt.show()
```



```
from sklearn.preprocessing import LabelEncoder
```

```
# Create a copy of the dataframe
df_model = df.copy()
```

```
# Apply Label Encoding to all object (categorical) columns
le = LabelEncoder()
for col in df_model.select_dtypes(include='object').columns:
    df_model[col] = le.fit_transform(df_model[col])
```

```
# Check converted DataFrame
df_model.head()
```



	Age	Department	JobRole	MonthlyIncome	OverTime	JobSatisfaction	Attrition
0	34	3	3	5000	1	3	1
1	28	1	2	4200	0	4	0
2	45	2	1	6200	1	2	0
3	36	0	0	5800	0	3	0
4	30	3	3	4900	1	3	1



Next steps:

[Generate code with df\\_model](#)
[View recommended plots](#)
[New interactive sheet](#)

```

from sklearn.model_selection import train_test_split

# Define features and target
X = df_model.drop('Attrition', axis=1)
y = df_model['Attrition']

# Split the data
X_train, X_test, y_train, y_test = train_test_split(X, y, test_size=0.2, random_state=42)

X = df_model.drop('Attrition', axis=1)
y = df_model['Attrition']

# Split the data
X_train, X_test, y_train, y_test = train_test_split(X, y, test_size=0.2, random_state=42)

from sklearn.linear_model import LogisticRegression
from sklearn.metrics import accuracy_score, confusion_matrix, classification_report

# Train the model
model = LogisticRegression()
model.fit(X_train, y_train)

# Make predictions
y_pred = model.predict(X_test)

# Evaluate
print("Accuracy:", accuracy_score(y_test, y_pred))
print("Confusion Matrix:\n", confusion_matrix(y_test, y_pred))
print("Classification Report:\n", classification_report(y_test, y_pred))

```



Accuracy: 0.0

Confusion Matrix:

[[0 1]

[0 0]]

Classification Report:

	precision	recall	f1-score	support
0	0.00	0.00	0.00	1.0
1	0.00	0.00	0.00	0.0
accuracy			0.00	1.0
macro avg	0.00	0.00	0.00	1.0
weighted avg	0.00	0.00	0.00	1.0

/usr/local/lib/python3.11/dist-packages/sklearn/linear\_model/\_logistic.py:465: Converger  
STOP: TOTAL NO. OF ITERATIONS REACHED LIMIT.

Increase the number of iterations (max\_iter) or scale the data as shown in:

<https://scikit-learn.org/stable/modules/preprocessing.html>

Please also refer to the documentation for alternative solver options:

[https://scikit-learn.org/stable/modules/linear\\_model.html#logistic-regression](https://scikit-learn.org/stable/modules/linear_model.html#logistic-regression)

```
n_iter_i = _check_optimize_result(
/usr/local/lib/python3.11/dist-packages/sklearn/metrics/_classification.py:1565: Undefined
_warn_prf(average, modifier, f"{metric.capitalize()} is", len(result))
/usr/local/lib/python3.11/dist-packages/sklearn/metrics/_classification.py:1565: Undefined
_warn_prf(average, modifier, f"{metric.capitalize()} is", len(result))
/usr/local/lib/python3.11/dist-packages/sklearn/metrics/_classification.py:1565: Undefined
_warn_prf(average, modifier, f"{metric.capitalize()} is", len(result))
/usr/local/lib/python3.11/dist-packages/sklearn/metrics/_classification.py:1565: Undefined
_warn_prf(average, modifier, f"{metric.capitalize()} is", len(result))
/usr/local/lib/python3.11/dist-packages/sklearn/metrics/_classification.py:1565: Undefined
_warn_prf(average, modifier, f"{metric.capitalize()} is", len(result))
/usr/local/lib/python3.11/dist-packages/sklearn/metrics/_classification.py:1565: Undefined
_warn_prf(average, modifier, f"{metric.capitalize()} is", len(result))
```

!pip install shap

```
Requirement already satisfied: shap in /usr/local/lib/python3.11/dist-packages (0.48.0)
Requirement already satisfied: numpy in /usr/local/lib/python3.11/dist-packages (from shap)
Requirement already satisfied: scipy in /usr/local/lib/python3.11/dist-packages (from shap)
Requirement already satisfied: scikit-learn in /usr/local/lib/python3.11/dist-packages (from shap)
Requirement already satisfied: pandas in /usr/local/lib/python3.11/dist-packages (from shap)
Requirement already satisfied: tqdm>=4.27.0 in /usr/local/lib/python3.11/dist-packages (from shap)
Requirement already satisfied: packaging>20.9 in /usr/local/lib/python3.11/dist-packages (from shap)
Requirement already satisfied: slicer==0.0.8 in /usr/local/lib/python3.11/dist-packages (from shap)
Requirement already satisfied: numba>=0.54 in /usr/local/lib/python3.11/dist-packages (from shap)
Requirement already satisfied: cloudpickle in /usr/local/lib/python3.11/dist-packages (from shap)
Requirement already satisfied: typing-extensions in /usr/local/lib/python3.11/dist-packages (from shap)
Requirement already satisfied: llvmlite<0.44,>=0.43.0dev0 in /usr/local/lib/python3.11/dist-packages (from shap)
Requirement already satisfied: python-dateutil>=2.8.2 in /usr/local/lib/python3.11/dist-packages (from shap)
Requirement already satisfied: pytz>=2020.1 in /usr/local/lib/python3.11/dist-packages (from shap)
Requirement already satisfied: tzdata>=2022.7 in /usr/local/lib/python3.11/dist-packages (from shap)
Requirement already satisfied: joblib>=1.2.0 in /usr/local/lib/python3.11/dist-packages (from shap)
Requirement already satisfied: threadpoolctl>=3.1.0 in /usr/local/lib/python3.11/dist-packages (from shap)
Requirement already satisfied: six>=1.5 in /usr/local/lib/python3.11/dist-packages (from shap)
```

import shap

```
# Initialize explainer
explainer = shap.Explainer(model, X_test)
```

```
# Calculate SHAP values
shap_values = explainer(X_test)
```

```
# Summary plot
shap.plots.beeswarm(shap_values)
```

