In [2]: import pandas as pd
import numpy as np
import seaborn as sns
import matplotlib.pyplot as plt

In [3]: file_path="C:\\Users\\Venkatesh\\TechnoHacks internship\\Data Files\\WA_Fn-Use
 df=pd.read_csv(file_path)
 df

Out[3]:

	Age	Attrition	BusinessTravel	DailyRate	Department	DistanceFromHome	Education	Ε
0	41	Yes	Travel_Rarely	1102	Sales	1	2	
1	49	No	Travel_Frequently	279	Research & Development	8	1	
2	37	Yes	Travel_Rarely	1373	Research & Development	2	2	
3	33	No	Travel_Frequently	1392	Research & Development	3	4	
4	27	No	Travel_Rarely	591	Research & Development	2	1	
1465	36	No	Travel_Frequently	884	Research & Development	23	2	
1466	39	No	Travel_Rarely	613	Research & Development	6	1	
1467	27	No	Travel_Rarely	155	Research & Development	4	3	
1468	49	No	Travel_Frequently	1023	Sales	2	3	
1469	34	No	Travel_Rarely	628	Research & Development	8	3	

1470 rows × 35 columns

In [4]: # To get first 5 rows of the data

df.head()

Out[4]:

Ag	e	Attrition	BusinessTravel	DailyRate	Department	DistanceFromHome	Education	Educ
0 4	.1	Yes	Travel_Rarely	1102	Sales	1	2	Life
1 4	.9	No	Travel_Frequently	279	Research & Development	8	1	Life
2 3	7	Yes	Travel_Rarely	1373	Research & Development	2	2	
3 3	3	No	Travel_Frequently	1392	Research & Development	3	4	Life
4 2	27	No	Travel_Rarely	591	Research & Development	2	1	

5 rows × 35 columns

 $local host: 8888/notebooks/Techno Hacks\ internship/Employee\ turnover\ prediction. ipynb$

```
In [5]: | df.info()
```

```
<class 'pandas.core.frame.DataFrame'>
RangeIndex: 1470 entries, 0 to 1469
Data columns (total 35 columns):
```

# 	Columns (total 35 columns	Non-Null Count	Dtype
0	Age	1470 non-null	 int64
1	Attrition	1470 non-null	object
2	BusinessTravel	1470 non-null	object
3	DailyRate	1470 non-null	int64
4	Department	1470 non-null	object
5	DistanceFromHome	1470 non-null	int64
6	Education	1470 non-null	int64
7	EducationField	1470 non-null	object
8	EmployeeCount	1470 non-null	int64
9	EmployeeNumber	1470 non-null	int64
10	EnvironmentSatisfaction	1470 non-null	int64
11	Gender	1470 non-null	object
12	HourlyRate	1470 non-null	int64
13	JobInvolvement	1470 non-null	int64
14	JobLevel	1470 non-null	int64
15	JobRole	1470 non-null	object
16	JobSatisfaction	1470 non-null	int64
17	MaritalStatus	1470 non-null	object
18	MonthlyIncome	1470 non-null	int64
19	MonthlyRate	1470 non-null	int64
20	NumCompaniesWorked	1470 non-null	int64
21	Over18	1470 non-null	object
22	OverTime	1470 non-null	object
23	PercentSalaryHike	1470 non-null	int64
24	PerformanceRating	1470 non-null	int64
25	RelationshipSatisfaction	1470 non-null	int64
26	StandardHours	1470 non-null	int64
27	StockOptionLevel	1470 non-null	int64
28	TotalWorkingYears	1470 non-null	int64
29	TrainingTimesLastYear	1470 non-null	int64
30	WorkLifeBalance	1470 non-null	int64
31	YearsAtCompany	1470 non-null	int64
32	YearsInCurrentRole	1470 non-null	int64
33	YearsSinceLastPromotion	1470 non-null	int64
34	YearsWithCurrManager	1470 non-null	int64
dtype	es: int64(26), object(9)		
momor	ov ucago: 402 1: KB		

memory usage: 402.1+ KB

```
In [6]: # To get the number of rows and columns
        df.shape
```

```
Out[6]: (1470, 35)
```


Out[7]:	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	
	J. J	

In [9]: df.select_dtypes('object')

Out[9]:

	Attrition	BusinessTravel	Department	EducationField	Gender	JobRole	MaritalStat
0	Yes	Travel_Rarely	Sales	Life Sciences	Female	Sales Executive	Sin
1	No	Travel_Frequently	Research & Development	Life Sciences	Male	Research Scientist	Marri
2	Yes	Travel_Rarely	Research & Development	Other	Male	Laboratory Technician	Sin
3	No	Travel_Frequently	Research & Development	Life Sciences	Female	Research Scientist	Marri
4	No	Travel_Rarely	Research & Development	Medical	Male	Laboratory Technician	Marri
				***		•••	
1465	No	Travel_Frequently	Research & Development	Medical	Male	Laboratory Technician	Marri
1466	No	Travel_Rarely	Research & Development	Medical	Male	Healthcare Representative	Marri
1467	No	Travel_Rarely	Research & Development	Life Sciences	Male	Manufacturing Director	Marri
1468	No	Travel_Frequently	Sales	Medical	Male	Sales Executive	Marri
1469	No	Travel_Rarely	Research & Development	Medical	Male	Laboratory Technician	Marri
1470 r	rows × 9 c	columns					
4							>

In [10]: df.select_dtypes('int64')

Out[10]:

	Age	DailyRate	DistanceFromHome	Education	EmployeeCount	EmployeeNumber	Enviror
0	41	1102	1	2	1	1	
1	49	279	8	1	1	2	
2	37	1373	2	2	1	4	
3	33	1392	3	4	1	5	
4	27	591	2	1	1	7	
1465	36	884	23	2	1	2061	
1466	39	613	6	1	1	2062	
1467	27	155	4	3	1	2064	
1468	49	1023	2	3	1	2065	
1469	34	628	8	3	1	2068	

1470 rows × 26 columns

```
# Get a count of the empty values for each column
In [18]:
         df.isna().sum()
Out[18]: Age
                                      0
         Attrition
                                      0
                                      0
         BusinessTravel
         DailyRate
                                      0
         Department
                                      0
```

DistanceFromHome 0 Education 0 EducationField 0 EmployeeCount 0 EmployeeNumber 0 EnvironmentSatisfaction 0 0 Gender HourlyRate 0 0 JobInvolvement 0 JobLevel JobRole 0 JobSatisfaction 0 0 MaritalStatus MonthlyIncome 0 MonthlyRate 0 NumCompaniesWorked 0 0 Over18 OverTime 0 PercentSalaryHike 0 PerformanceRating 0 RelationshipSatisfaction 0 StandardHours 0 StockOptionLevel 0 TotalWorkingYears 0 TrainingTimesLastYear 0 WorkLifeBalance 0 YearsAtCompany 0 YearsInCurrentRole 0 YearsSinceLastPromotion 0 YearsWithCurrManager 0 dtype: int64

```
In [9]: # check for any missing values in the data
        df.isnull().values.any()
```

Out[9]: False

In [10]: df.describe()

Oi	ıt l	[1	0]	١:
_		_	_	٠.

	Age	DailyRate	DistanceFromHome	Education	EmployeeCount	EmployeeNu ₁
count	1470.000000	1470.000000	1470.000000	1470.000000	1470.0	1470.00
mean	36.923810	802.485714	9.192517	2.912925	1.0	1024.86
std	9.135373	403.509100	8.106864	1.024165	0.0	602.02
min	18.000000	102.000000	1.000000	1.000000	1.0	1.00
25%	30.000000	465.000000	2.000000	2.000000	1.0	491.25
50%	36.000000	802.000000	7.000000	3.000000	1.0	1020.50
75%	43.000000	1157.000000	14.000000	4.000000	1.0	1555.75
max	60.000000	1499.000000	29.000000	5.000000	1.0	2068.00

8 rows × 26 columns

In [16]: df.select_dtypes('object').describe()

Out[16]:

	Attrition	BusinessTravel	Department	EducationField	Gender	JobRole	MaritalStatus
count	1470	1470	1470	1470	1470	1470	1470
unique	2	3	3	6	2	9	3
top	No	Travel_Rarely	Research & Development	Life Sciences	Male	Sales Executive	Married
freq	1233	1043	961	606	882	326	673
4							•

In [14]: df.select_dtypes('int64').describe()

Out[14]:

	Age	DailyRate	DistanceFromHome	Education	EmployeeCount	EmployeeNu
count	1470.000000	1470.000000	1470.000000	1470.000000	1470.0	1470.00
mean	36.923810	802.485714	9.192517	2.912925	1.0	1024.86
std	9.135373	403.509100	8.106864	1.024165	0.0	602.02
min	18.000000	102.000000	1.000000	1.000000	1.0	1.00
25%	30.000000	465.000000	2.000000	2.000000	1.0	491.25
50%	36.000000	802.000000	7.000000	3.000000	1.0	1020.50
75%	43.000000	1157.000000	14.000000	4.000000	1.0	1555.75
max	60.000000	1499.000000	29.000000	5.000000	1.0	2068.00

8 rows × 26 columns

```
In [48]: # Drop is used to remove
# axis : 1 means it will drop the column
# axis : 0 means it will drop the row
df1=df.drop(['Over18', 'EmployeeNumber','EmployeeCount','StandardHours'],axis=
df1
```

Out[48]:

	Age	Attrition	BusinessTravel	DailyRate	Department	DistanceFromHome	Education	Ε
0	41	Yes	Travel_Rarely	1102	Sales	1	2	
1	49	No	Travel_Frequently	279	Research & Development	8	1	
2	37	Yes	Travel_Rarely	1373	Research & Development	2	2	
3	33	No	Travel_Frequently	1392	Research & Development	3	4	
4	27	No	Travel_Rarely	591	Research & Development	2	1	
1465	36	No	Travel_Frequently	884	Research & Development	23	2	
1466	39	No	Travel_Rarely	613	Research & Development	6	1	
1467	27	No	Travel_Rarely	155	Research & Development	4	3	
1468	49	No	Travel_Frequently	1023	Sales	2	3	
1469	34	No	Travel_Rarely	628	Research & Development	8	3	

1470 rows × 31 columns

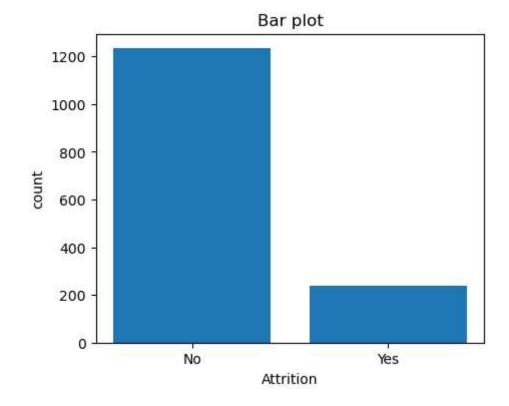
```
In [22]: # To get all the columns in the data df.columns
```

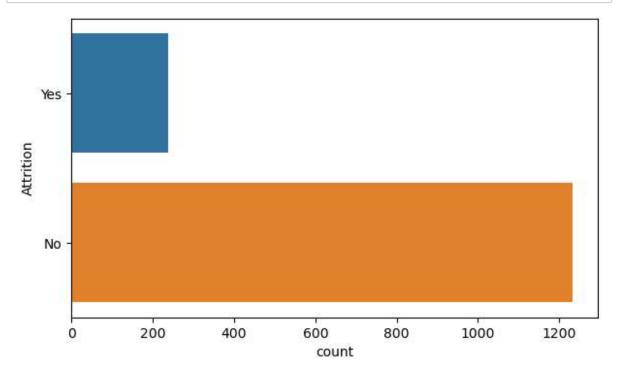
```
# To get all the categorical column names in the data
In [25]:
          df.select dtypes('object').columns
Out[25]: Index(['Attrition', 'BusinessTravel', 'Department', 'EducationField', 'Gende
                  'JobRole', 'MaritalStatus', 'Over18', 'OverTime'],
                 dtype='object')
          # To get all the numerical column names in the data
          df.select dtypes('int64').columns
Out[26]: 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')
In [27]: # get a count of the number of employees that stayed and left the company
          df['Attrition'].value counts()
Out[27]: Attrition
          No
                  1233
                   237
          Yes
          Name: count, dtype: int64
In [28]:
          count=df['Attrition'].value_counts().keys()
          values=df['Attrition'].value counts().to list()
          Attrition df=pd.DataFrame(zip(count,values),columns=['Attrition','count'])
          Attrition df
Out[28]:
              Attrition count
           0
                  No
                       1233
           1
                  Yes
                        237
```

```
In [29]:
        for i in df:
           if dict(df.dtypes)[i]=='object':
               count=df[i].value_counts().keys()
               values=df[i].value_counts().to_list()
               print(pd.DataFrame(zip(count, values), columns=[i, 'count']))
               print("----")
          Attrition count
        0
                No 1233
               Yes
                     237
        1
             BusinessTravel count
              Travel Rarely 1043
        1 Travel Frequently
                             277
               Non-Travel
                             150
                     Department count
          Research & Development
        1
                          Sales
                                 446
        2
                 Human Resources
                                  63
            EducationField count
        0
             Life Sciences
        1
                  Medical
                            464
                 Marketing 159
        2
        3
          Technical Degree 132
        4
                    Other 82
        5
           Human Resources
                            27
           Gender count
        0
            Male 882
                   588
        1 Female
                           JobRole count
                   Sales Executive 326
        1
                 Research Scientist
                                    292
        2
              Laboratory Technician
                                  259
        3
             Manufacturing Director
                                   145
        4 Healthcare Representative
                                  131
        5
                          Manager
                                  102
                                   83
        6
               Sales Representative
        7
                  Research Director
                                     80
                   Human Resources
                                     52
        _____
          MaritalStatus count
        0
              Married
                         673
        1
                Single
                         470
              Divorced
                         327
          Over18 count
            Y 1470
          OverTime count
              No 1054
                    416
              Yes
```

```
In [13]: plt.figure(figsize=(5,4))
    plt.title('Bar plot')
    plt.xlabel('Attrition')
    plt.ylabel('count')
    plt.bar('Attrition','count',data=Attrition_df)

plt.show()
```

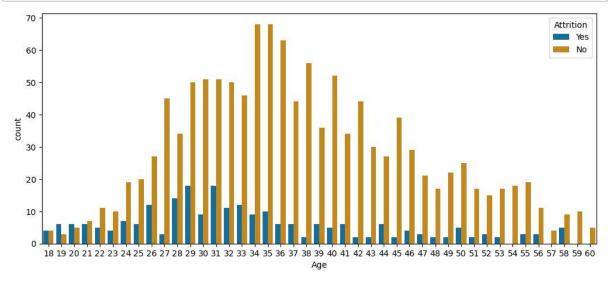


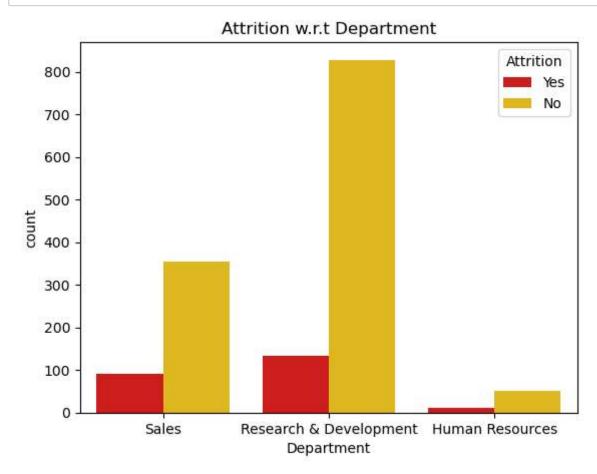


```
In [15]: (1233 - 237) / 1233
```

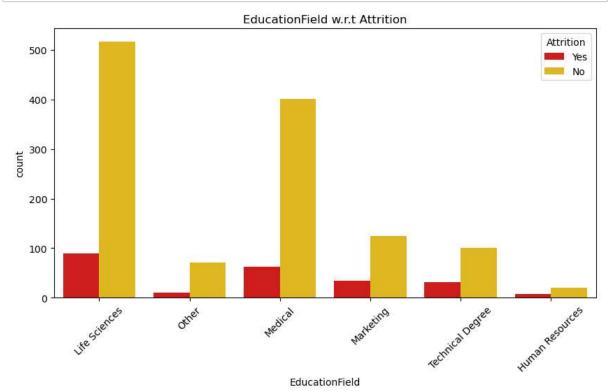
Out[15]: 0.8077858880778589

```
In [30]: # show the number of employees that Left and stayed by age
plt.figure(figsize=(12,5))
sns.countplot(x='Age',hue='Attrition',data=df,palette='colorblind')
plt.show()
```





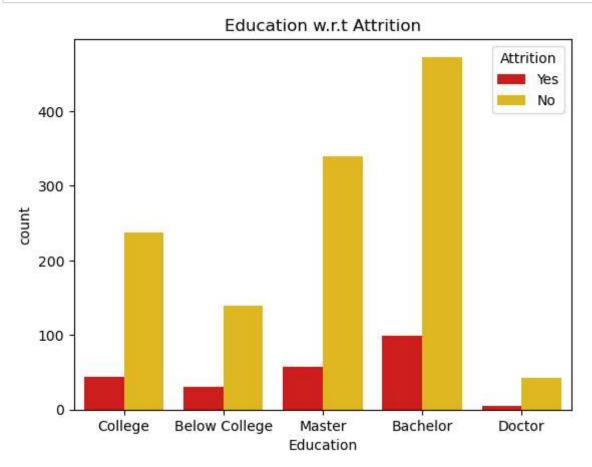
```
In [35]: plt.figure(figsize=(10,5))
    plt.title('EducationField w.r.t Attrition')
    sns.countplot(x='EducationField',hue='Attrition',data=df,palette='hot')
    plt.xticks(rotation=45)
    plt.show()
```



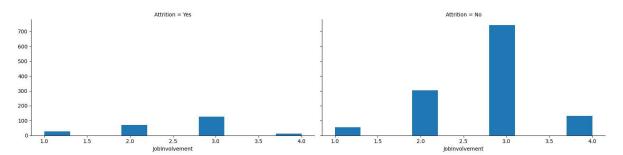
Out[186]:

	Education	EnvironmentSatisfaction	Joblnvolvement	JobSatisfaction	PerformanceRating	Rela
0	2	2	3	4	3	
1	1	3	2	2	4	
2	2	4	2	3	3	
3	4	4	3	3	3	
4	1	1	3	2	3	
4						•

```
In [50]: edu_map={1:'Below College',2:'College',3:'Bachelor',4:'Master',5:'Doctor'}
    plt.title('Education w.r.t Attrition')
    sns.countplot(x=df['Education'].map(edu_map),hue='Attrition',data=df,palette='
    plt.show()
```

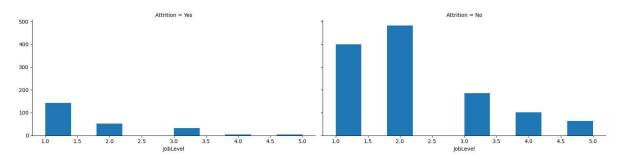


C:\Users\Venkatesh\anaconda3\Lib\site-packages\seaborn\axisgrid.py:118: UserW
arning: The figure layout has changed to tight
 self._figure.tight_layout(*args, **kwargs)



```
In [58]: n= sns.FacetGrid(df1, col='Attrition', height=4, aspect=2)
    n.map(plt.hist, 'JobLevel')
    plt.show()
```

C:\Users\Venkatesh\anaconda3\Lib\site-packages\seaborn\axisgrid.py:118: UserW
arning: The figure layout has changed to tight
 self._figure.tight_layout(*args, **kwargs)



percentile-quantile

```
In [81]: # you can find mean value using pandas
mean_rate=df['DailyRate'].mean()
round(mean_rate,2)
```

Out[81]: 802.49

```
In [99]: # you can also find mean by using numpy
    mean_rate=np.mean(df['DailyRate'])
    median_rate=np.median(df['DailyRate'])
    min_rate=np.min(df['DailyRate'])
    max_rate=np.max(df['DailyRate'])
    std_rate=np.std(df['DailyRate'])

list1=[mean_rate,median_rate,min_rate,max_rate,std_rate]
    index=['Mean','Median','Min','Max','Std']
    pd.DataFrame(list1,columns=['DailyRate'],index=index)
```

Out[99]:

	DailyRate
Mean	802.485714
Median	802.000000
Min	102.000000
Max	1499.000000
Std	403.371829

DailyData

```
per_25=np.percentile(df['DailyRate'],25)
In [94]:
         per 50=np.percentile(df['DailyRate'],50)
         per_75=np.percentile(df['DailyRate'],75)
         print(per_25,per_50,per_75)
         465.0 802.0 1157.0
In [96]: round(np.quantile(df['DailyRate'],0.50),2)
Out[96]: 802.0
         mean rate=np.mean(df['DailyRate'])
In [98]:
         median rate=np.median(df['DailyRate'])
         min rate=np.min(df['DailyRate'])
         max rate=np.max(df['DailyRate'])
         std_rate=np.std(df['DailyRate'])
         list1=[mean_rate,median_rate,min_rate,max_rate,std_rate,per_25,per_50,per_75]
         index=['Mean','Median','Min','Max','Std','25%','50%','75%']
         pd.DataFrame(list1,columns=['DailyRate'],index=index)
```

Out[98]:

	DailyRate			
Mean	802.485714			
Median	802.000000			
Min	102.000000			
Max	1499.000000			
Std	403.371829			
25%	465.000000			
50%	802.000000			
75%	1157.000000			

emperical rule

```
In [102]:
           df['DailyRate']
Out[102]: 0
                    1102
           1
                     279
           2
                    1373
           3
                    1392
           4
                     591
                    . . .
           1465
                     884
           1466
                     613
           1467
                     155
                    1023
           1468
           1469
                     628
           Name: DailyRate, Length: 1470, dtype: int64
In [103]: df['DailyRate']<465</pre>
Out[103]: 0
                    False
                     True
           2
                    False
           3
                    False
           4
                    False
                    . . .
           1465
                    False
           1466
                    False
           1467
                     True
           1468
                    False
           1469
                    False
           Name: DailyRate, Length: 1470, dtype: bool
```

In [105]: # if you want to get only data has DailyRate has 465
i want to retrieve a true values
cond=df['DailyRate']<465
df[cond]</pre>

Out[105]:

	Age	Attrition	BusinessTravel	DailyRate	Department	DistanceFromHome	Education	Educ
1	49	No	Travel_Frequently	279	Research & Development	8	1	Lif
8	38	No	Travel_Frequently	216	Research & Development	23	3	Lif
11	29	No	Travel_Rarely	153	Research & Development	15	2	Lif
14	28	Yes	Travel_Rarely	103	Research & Development	24	3	Lif
16	32	No	Travel_Rarely	334	Research & Development	5	2	Lif
454	45	No	Travel_Rarely	374	Sales	20	3	Lif
458	35	No	Travel_Rarely	287	Research & Development	1	4	Lif
461	50	Yes	Travel_Rarely	410	Sales	28	3	
463	31	No	Non-Travel	325	Research & Development	5	3	
467	27	No	Travel_Rarely	155	Research & Development	4	3	Lif

35 rows × 35 columns

In [117]: val_minus_1_sigma,val_plus_1_sigma

Out[117]: (399.1138856848022, 1205.8575428866263)

In [110]: cond1=df['DailyRate']>val_minus_1_sigma
 cond2=df['DailyRate']<val_plus_1_sigma
 len(df[cond1&cond2])</pre>

Out[110]: 850

In [118]: val_minus_2_sigma,val_plus_2_sigma

Out[118]: (-4.257942916109869, 1609.2293714875384)

```
In [119]: val_minus_3_sigma,val_plus_3_sigma
```

```
Out[119]: (-407.62977151702194, 2012.6012000884505)
```

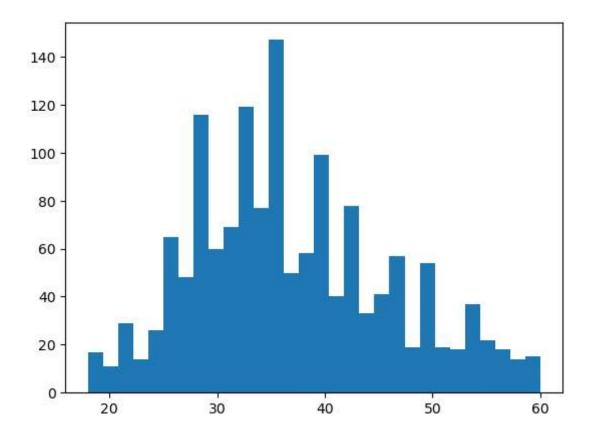
```
In [121]: cond1=df['DailyRate']>val_minus_3_sigma
    cond2=df['DailyRate']<val_plus_3_sigma
    len(df[cond1&cond2])</pre>
```

Out[121]: 1470

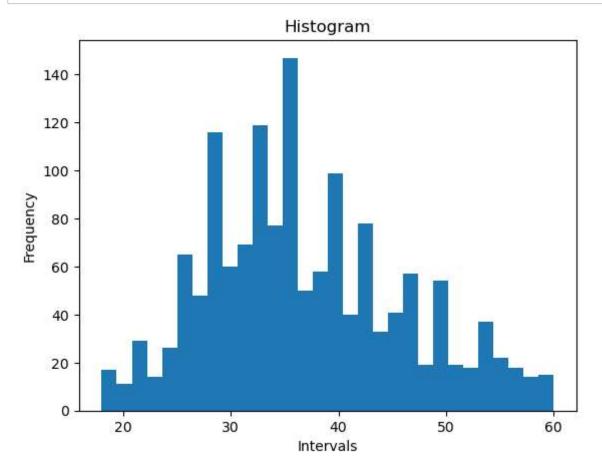
histogram

```
In [150]: data=df['Age']
plt.hist(data,bins=30)
```

```
Out[150]: (array([ 17., 11., 29., 14., 26., 65., 48., 116., 60., 69., 119., 77., 147., 50., 58., 99., 40., 78., 33., 41., 57., 19., 54., 19., 18., 37., 22., 18., 14., 15.]), array([18., 19.4, 20.8, 22.2, 23.6, 25., 26.4, 27.8, 29.2, 30.6, 32., 33.4, 34.8, 36.2, 37.6, 39., 40.4, 41.8, 43.2, 44.6, 46., 47.4, 48.8, 50.2, 51.6, 53., 54.4, 55.8, 57.2, 58.6, 60.]), <BarContainer object of 30 artists>)
```



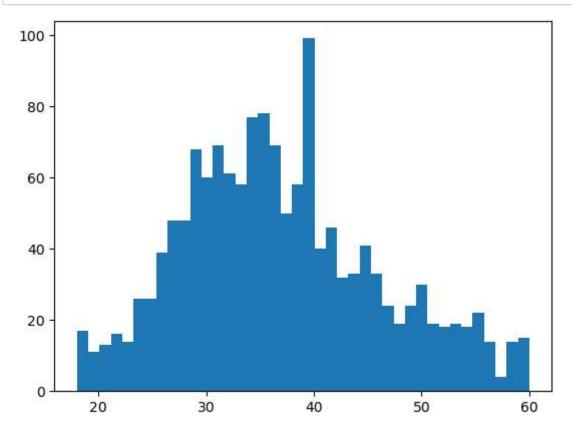
```
In [151]: data=df['Age']
    plt.hist(data,bins=30)
    plt.title('Histogram')
    plt.xlabel('Intervals')
    plt.ylabel('Frequency')
    plt.show()
```



```
In [152]: frequency,interval,n=plt.hist(data,bins=40)

# returning 3 values

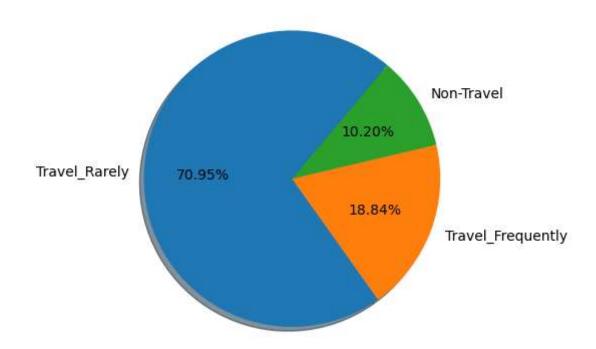
# print(frequency)
# print(interval)
# print(n)
```

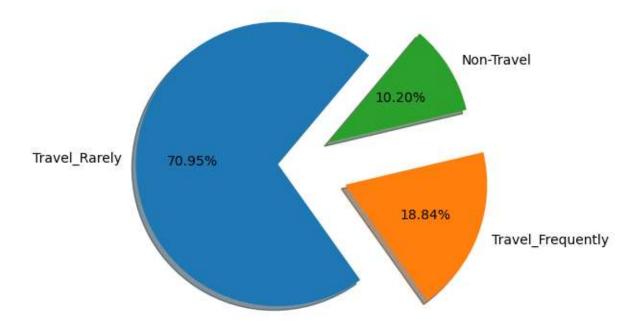


pie-chart

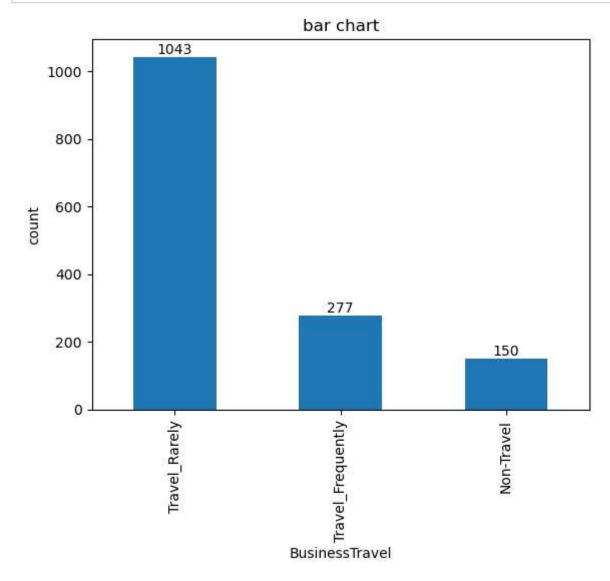
```
In [178]: values=df['BusinessTravel'].value_counts().values.tolist()
    names=df['BusinessTravel'].value_counts().keys().tolist()
    values,names
```

Out[178]: ([1043, 277, 150], ['Travel_Rarely', 'Travel_Frequently', 'Non-Travel'])





```
In [185]: value=df['BusinessTravel'].value_counts()
    ax=value.plot(kind='bar')
    ax.bar_label(ax.containers[0])
    plt.title('bar chart')
    plt.ylabel('count')
    plt.show()
```



In []: