

summary

- Now do some exploratory data analysis to figure out which variables have direct and clear impact on employee retention (i.e. whether they leave the company or continue to work)....
- Plot bar charts showing impact of employee salaries on retention...
- Plot bar charts showing corelation between department and employee retention.....
- Now build logistic regression model using variables that were narrowed down in step 1....
- Measure the accuracy of the model.....

Importing required libraries

```
In [3]: import pandas as pd
import numpy as np
import matplotlib.pyplot as plt
from sklearn.model_selection import train_test_split
from sklearn.linear_model import LogisticRegression
```

Reading dataset using pandas.....

```
In [4]: df = pd.read_csv("Downloads/HR_comma_sep.csv")
df.head()
```

```
Out[4]: satisfaction_level  last_evaluation  number_project  average_montly_hours  time_spend_co
0           0.38            0.53             2                  157
1           0.80            0.86             5                  262
2           0.11            0.88             7                  272
3           0.72            0.87             5                  223
4           0.37            0.52             2                  159
```

Checking For Missing & Null values.....

```
In [5]: print("\nDataset info:")
print(df.info())
```

```
Dataset info:  
<class 'pandas.core.frame.DataFrame'>  
RangeIndex: 14999 entries, 0 to 14998  
Data columns (total 10 columns):  
 #   Column           Non-Null Count Dtype  
 ---  -----           -----  
 0   satisfaction_level 14999 non-null float64  
 1   last_evaluation    14999 non-null float64  
 2   number_project     14999 non-null int64  
 3   average_montly_hours 14999 non-null int64  
 4   time_spend_company 14999 non-null int64  
 5   Work_accident      14999 non-null int64  
 6   left                14999 non-null int64  
 7   promotion_last_5years 14999 non-null int64  
 8   Department          14999 non-null object  
 9   salary               14999 non-null object  
dtypes: float64(2), int64(6), object(2)  
memory usage: 1.1+ MB  
None
```

```
In [6]: print("\nMissing values:")  
print(df.isnull().sum())
```

```
Missing values:  
satisfaction_level      0  
last_evaluation         0  
number_project          0  
average_montly_hours    0  
time_spend_company      0  
Work_accident           0  
left                     0  
promotion_last_5years   0  
Department              0  
salary                   0  
dtype: int64
```

```
In [7]: df.describe(include='all')
```

Out[7]:

	satisfaction_level	last_evaluation	number_project	average_montly_hours	time_spe
count	14999.000000	14999.000000	14999.000000	14999.000000	14999.000000
unique	NaN	NaN	NaN	NaN	NaN
top	NaN	NaN	NaN	NaN	NaN
freq	NaN	NaN	NaN	NaN	NaN
mean	0.612834	0.716102	3.803054	201.050337	
std	0.248631	0.171169	1.232592	49.943099	
min	0.090000	0.360000	2.000000	96.000000	
25%	0.440000	0.560000	3.000000	156.000000	
50%	0.640000	0.720000	4.000000	200.000000	
75%	0.820000	0.870000	5.000000	245.000000	
max	1.000000	1.000000	7.000000	310.000000	

Rename columns for consistency.....

```
In [8]: df.columns = [c.replace(" ", "_") for c in df.columns]
```

left vs stayed.....

```
In [9]: retention_rate = df['left'].value_counts(normalize=True)

print(" Overall Retention Rate (0 = stayed, 1 = left):")
print(retention_rate, "\n")
```

```
Overall Retention Rate (0 = stayed, 1 = left):
left
0    0.761917
1    0.238083
Name: proportion, dtype: float64
```

Plot bar charts showing impact of employee salaries on retention.....

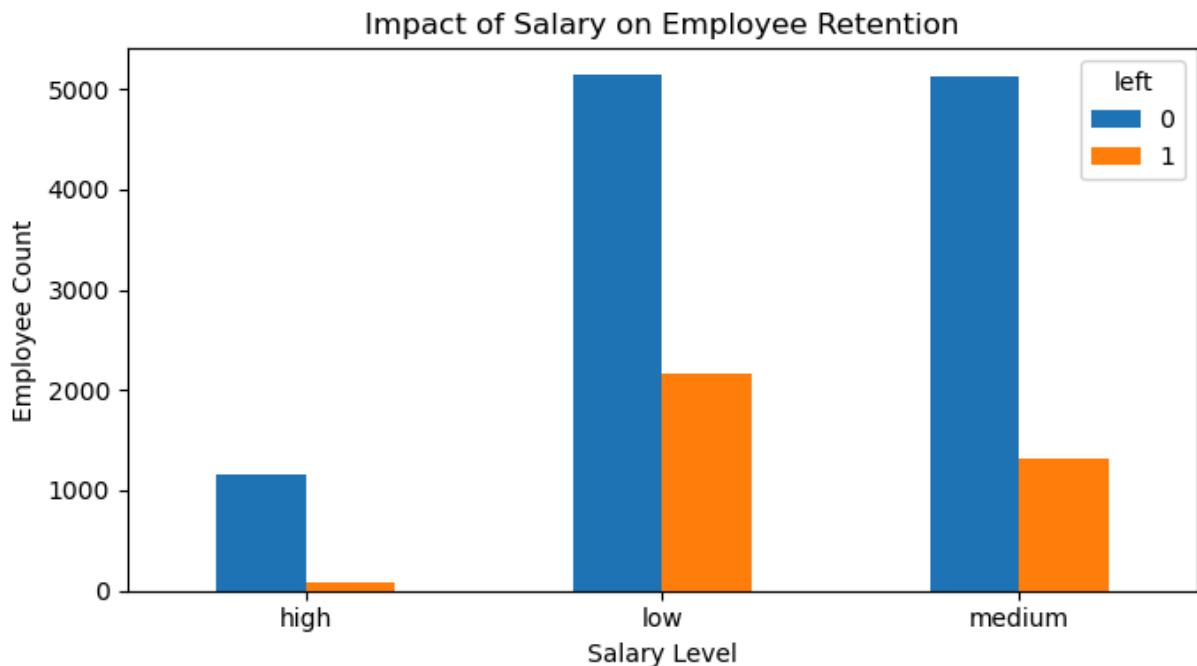
Salary vs Retention

```
In [10]: salary_ret = pd.crosstab(df["salary"], df["left"])
salary_ret
```

```
Out[10]:    left      0      1
            salary
            high   1155     82
            low    5144   2172
            medium  5129  1317
```

```
In [11]: salary_ret = pd.crosstab(df["salary"], df["left"])

salary_ret.plot(kind="bar", figsize=(7,4))
plt.title("Impact of Salary on Employee Retention")
plt.xlabel("Salary Level")
plt.ylabel("Employee Count")
plt.xticks(rotation=0)
plt.tight_layout()
plt.show()
```

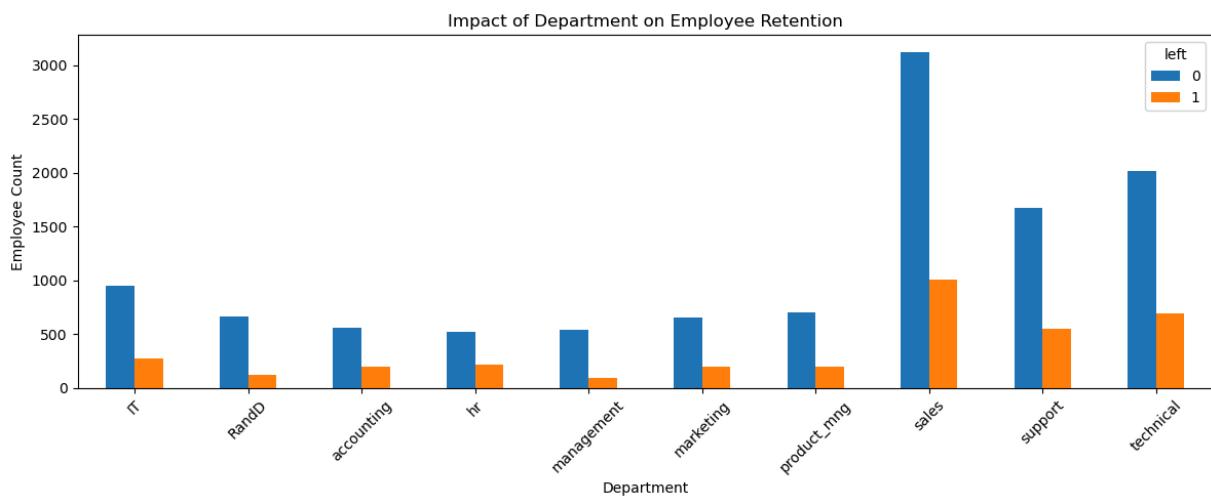


Department vs Retention Bar Chart.....

```
In [12]: dept_ret = pd.crosstab(df["Department"], df["left"])
print(dept_ret)
```

left	0	1
Department		
IT	954	273
RandD	666	121
accounting	563	204
hr	524	215
management	539	91
marketing	655	203
product_mng	704	198
sales	3126	1014
support	1674	555
technical	2023	697

```
In [13]: dept_ret.plot(kind="bar", figsize=(12,5))
plt.title("Impact of Department on Employee Retention")
plt.xlabel("Department")
plt.ylabel("Employee Count")
plt.xticks(rotation=45)
plt.tight_layout()
plt.show()
```



```
In [14]: # Simple preprocessing.....
df['salary'] = df['salary'].map({'low': 0, 'medium': 1, 'high': 2})
```

```
In [24]: features= ['satisfaction_level', 'time_spend_company', 'salary',
'number_project', 'Work_accident'
]
```

```
In [18]: X = df[features]
y = df['left']
```

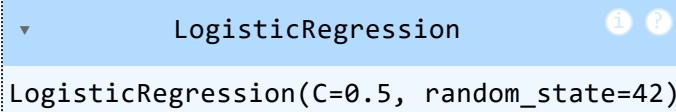
TRAIN / TEST SPLIT.....

```
In [20]: X_train, X_test, y_train, y_test = train_test_split(X, y, test_size=0.3,
random_state=42)
```

LOGISTIC REGRESSION MODEL.....

```
In [21]: model = LogisticRegression(C=0.5, random_state=42)
model.fit(X_train, y_train)
```

```
Out[21]: LogisticRegression
```



ACCURACY.....

```
In [22]: y_pred = model.predict(X_test)
accuracy = (y_pred == y_test).mean()
```

```
In [23]: print(f"Accuracy: {accuracy}")
```

```
Accuracy: 0.8015555555555556
```

```
In [ ]:
```