

project_version_final

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NLP Analysis of Boulder area employers reviews

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2 Introduction

2.1 Business Problem

Many companies struggle with analyzing answers to open-ended questions in their employees' surveys. While multiple-choice questions are straight-forward, they only anticipate answers that a surveyor wrote into the survey with a few predetermined responses. Multiple-choice questions are limited in a way that allows manipulating data by forcing a survey taker into specific categories of answers. Open-ended questions allow a person to describe an issue in their own words, highlighting their concerns and opinions and providing additional details that otherwise might be missed. However, open-ended questions provide a challenge for survey processors, especially in a situation with a large volume of answers.

The Natural Language Processing approach is a logical approach to that problem. The goals of this project are

1. Develop a predictive classification model of employer reviews from INDEED.com job search site.
2. Gain insight into factors affecting satisfaction or dissatisfaction of people with their employer.

3 Obtain

3.1 Importing packages and modules

```
[1]: import pandas as pd
import numpy as np
import nltk
import matplotlib.pyplot as plt
import string
import re
import seaborn as sns
import inspect
import pickle
import itertools
import joblib
import math
# import lime
# import random
import sys

# from lime import lime_tabular
# from lime import submodular_pick

from sklearn import metrics
```

```

from nltk.probability import FreqDist
from nltk.corpus import stopwords, wordnet
from nltk.tokenize import word_tokenize, RegexpTokenizer, TreebankWordTokenizer
from nltk.stem import WordNetLemmatizer
from nltk.collocations import *
from nltk import pos_tag
#from keras.preprocessing.text import Tokenizer, text_to_word_sequence
import matplotlib_venn as venn
from matplotlib_venn import venn2_circles, venn3, venn3_circles
from wordcloud import WordCloud, STOPWORDS
from sklearn.pipeline import Pipeline, make_pipeline

from xgboost import XGBClassifier
# from xgboost import XGBRFClassifier
from sklearn.dummy import DummyClassifier
from xgboost import plot_importance
from sklearn.linear_model import LogisticRegressionCV
# from sklearn.linear_model import LogisticRegression
# from sklearn.ensemble import RandomForestClassifier
from sklearn.model_selection import GridSearchCV
from sklearn.model_selection import cross_val_score

#from nltk import word_tokenize, FreqDist
from sklearn.feature_extraction.text import TfidfVectorizer, CountVectorizer
#from sklearn.metrics import accuracy_score, precision_score, confusion_matrix
from sklearn.naive_bayes import MultinomialNB
from sklearn import set_config
from sklearn.model_selection import train_test_split
from sklearn.metrics import confusion_matrix, plot_confusion_matrix,\ 
    precision_score, recall_score, accuracy_score, f1_score, log_loss,\ 
    roc_curve, roc_auc_score, classification_report, plot_roc_curve

from warnings import filterwarnings
filterwarnings('ignore')

np.random.seed(0)
set_config(display='diagram')

```

3.2 Functions used

```
[2]: def simple_model_validation(model, set_list, title1, title2):
    """A function generating confusion matrices (train/test) with model metrics
    Test set can be either a validation set or a final test set
    ****
    Arguments:
```

```

model: a model to evaluate
set_list: a list of datasets names [X_train, X_test, y_train, y_test]
titel1: a title for the training set confusion matrix
title2: a title for the test set confusion matrix"""

X_train=set_list[0]
X_test=set_list[1]
y_train=set_list[2]
y_test=set_list[3]

y_pred1 = model.predict(X_train)
y_pred2 = model.predict(X_test)

print('*****')
print(model)
print('*****\n')

print('Classification Report for training set')
print('*****')
print(metrics.classification_report(y_train, y_pred1)+'\n')
print('Classification Report for validation/test set')
print('*****')
print(metrics.classification_report(y_test, y_pred2)+'\n')

print('*****')

categories=['Negative','Neutral','Positive']
cm1=confusion_matrix(y_train, model.predict(X_train), normalize='true')
cm2=confusion_matrix(y_test, model.predict(X_test), normalize='true')

fig = plt.figure(figsize=(7,10))
ax1 = fig.add_subplot(211)
ax2 = fig.add_subplot(212)
ax1.set_title(title1)
ax2.set_title(title2)

sns.heatmap(cm1, annot=cm1.round(3), fmt="", cmap='Reds', cbar=True,
            xticklabels=categories, yticklabels=categories, ax=ax1)
sns.heatmap(cm2, annot=cm2.round(3), fmt="", cmap='Reds', cbar=True,
            xticklabels=categories, yticklabels=categories, ax=ax2)
plt.tight_layout()
plt.show()

return

```

```

def manual_cleanup(corpus_body_element, dict_replace, sw=stopwords.
    ↪words('english'),
    punct_custom=string.punctuation.replace('$', ''),
    ↪print_=True, plot_=True, n=30):

    """
    This function itakes in a corpus body element and clean it up in the most
    ↪simple way:

```

1. split it into a list of words
2. make list elements lower case
3. remove punctuation (standard minus '\$')
4. remove stopwords
5. remove numbers
6. remove empty list elements

It also plots the FreqDist plot of the final list if plot_=True and prints original and final word counts if print_=True

Args:

corpus_body_element: a text element in corpus (review)
dict_replace: dictionary with new and old values in corpus_body_element to
 ↪be replaced (like HR or OT)
sw: stopwords to be used
punct_custom: customized default string.punctuation characters
print_: printing flag, default=True
plot_: plotting flag, default=True
n: number of tokens to plot, default=30"""

```

for old, new in dict_replace.items():
    corpus_body_element = corpus_body_element.replace(old, new)

tokens=corpus_body_element.split(' ')
corpus_body_element_cleaned = [word.lower() for word in tokens]
corpus_body_element_cleaned = [s.translate(str.maketrans('', '', 
    ↪punct_custom)) \
        for s in corpus_body_element_cleaned]
corpus_body_element_cleaned = [token for token in 
    ↪corpus_body_element_cleaned if \
        token not in sw]
corpus_body_element_cleaned = [s.translate(str.maketrans('', '', 
    ↪'0123456789')) \
        for s in corpus_body_element_cleaned]
corpus_body_element_cleaned = [s for s in corpus_body_element_cleaned if s != 
    ↪' ']

```

```

if print_:
    print(f"The original token list has {len(set(tokens))} words")
    print(f"After the full manual cleanup, the review word list has"
        f"{len(set(corpus_body_element_cleaned))} unique words")

if plot_:
    fdist = FreqDist(corpus_body_element_cleaned)
    plt.figure(figsize=(7, 7))
    fdist.plot(n);

return corpus_body_element_cleaned

def changing_target(original_df, column, a=1, b=2, c=3, d=4, e=5, f=0):
    """Streamlining the target classes adjustments"""
    df=original_df.copy()
    df.loc[((df[column] == a) | (df[column] == b)), column] = '1'
    df.loc[((df[column] == d) | (df[column] == e)), column] = '3'
    df.loc[((df[column] == c) | (df[column] == f)), column] = '2'
    return df

def review_tokenize_only(review, tokenizer, dict_replace, stop_words,
    print_=True, plot_=True, n=30):
    """
    Function tokenizes with RegexpTokenizer, tags with simplified pos-tags plus
    lemmatizes based on tags.
    *****
    Args:
        review: string to process
        tokenizer: tokenizer to be used
        stop_words: stopwords list, standard or customized
        print_: flag to print the number of unique words after the processing or
            not, default is True;
        plot_: flag to plot the number of unique words after the processing or not,
            default is True;
            should be set to False for bulk processing.
        n: a number of words to plot
    """
    for old, new in dict_replace.items():
        review = review.replace(old, new)

    re_tokens = tokenizer.tokenize(review)
    re_tokens = [token.lower() for token in re_tokens]
    re_tokens = [token for token in re_tokens if token not in stop_words]

    if print_:

```

```

        print(f"After using\n\n {tokenizer}\n\n our sample review has"
→{len(set(re_tokens))} unique words")

    if plot_:
        fdist = FreqDist(re_tokens)
        plt.figure(figsize=(7, 7))
        fdist.plot(n);
    return re_tokens

def review_tokenize_lemmatize(review, tokenizer, lemmatizer, dict_replace,
→stop_words, print_=True, plot_=True, n=30):
    """
    Function tokenizes with RegexpTokenizer, tags with simplified pos-tags plus
→lemmatizes based on tags.

    *****
    Args:
        review: string to process
        tokenizer: tokenizer to be used
        lemmatizer: lemmatizer to be used
        stop_words: stopwords list, standard or customized
        print_: flag to print the number of unique words after the processing or
→not, default is True;
        plot_: flag to plot the number of unique words after the processing or not,
→default is True;
            should be set to False for bulk processing.
        n: a number of words to plot
    """
    re_tokens=review_tokenize_only(review, tokenizer, dict_replace, stop_words,
→print_=False, plot_=False)
    review_tokens_tagged = pos_tag(re_tokens)
    review_tokens_tagged = [(word[0], get_wordnet_pos(word[1])) for word in
→review_tokens_tagged]
    review_tokens_tagged = [lemmatizer.lemmatize(word[0], word[1]) for word in
→review_tokens_tagged]

    if print_:
        print(f"After using\n\n {tokenizer}\n&\n{lemmatizer}\n\n our sample,
→review has {len(set(review_tokens_tagged))} unique lemmas")

    if plot_:
        fdist = FreqDist(review_tokens_tagged)
        plt.figure(figsize=(7, 7))
        fdist.plot(n);
    return review_tokens_tagged

```

```

def get_wordnet_pos(treebank_tag):
    """
    Translate nltk POS to wordnet tags to feed into a lemmatizer.
    This function is very similar to the one used in the CL lecture.
    And it is the same function as in stackoverflow

    Args
    *****
    treebank_tag: a tag from pos_tag processing of a list of words

    """
    if treebank_tag.startswith('J'):
        return wordnet.ADJ
    elif treebank_tag.startswith('V'):
        return wordnet.VERB
    elif treebank_tag.startswith('N'):
        return wordnet.NOUN
    elif treebank_tag.startswith('R'):
        return wordnet.ADV
    else:
        return wordnet.NOUN

def adding_to_models_dict(dict_, descr, classifier_name, set_list, model, ↴
    pickle_file):
    """
    A function to build a dictionary with all built and evaluated models ↴
    metrics and information for easy comparison.

    *****
    Arguments
    dict_: dictionary name
    descr: description of the model ('str')
    classifier_name: the name of the classifier ('str')
    set_list: a list of dataframe names [X_train, X_test, y_train, y_test]
    model: model to add (classifier)
    joblib_file: the name of the file with the saved model ('str')
    """
    X_train=set_list[0]
    X_test=set_list[1]
    y_train=set_list[2]
    y_test=set_list[3]

    y_pred1 = model.predict(X_train)
    y_pred2 = model.predict(X_test)

    acc_score_train=round(metrics.accuracy_score(y_pred1, y_train),3)
    acc_score_test=round(metrics.accuracy_score(y_pred2, y_test),3)

    f1_score_train=round(metrics.f1_score(y_pred1, y_train, average="macro"),3)

```

```

f1_score_test=round(metrics.f1_score(y_pred2, y_test, average="macro"),3)

dict_['Classifier Name'].append(classifier_name)
dict_['Description'].append(descr)
dict_['Training or Val/Test'].append('training')
dict_['Accuracy'].append(acc_score_train)
dict_['F1 Score'].append(f1_score_train)
dict_['Saved model'].append(pickle_file)

dict_['Classifier Name'].append(classifier_name)
dict_['Description'].append(descr)
dict_['Training or Val/Test'].append('val/test')
dict_['Accuracy'].append(acc_score_train)
dict_['F1 Score'].append(f1_score_test)
dict_['Saved model'].append(pickle_file)

return dict_

def get_importance_logreg(model, X, top_n=30, figsize=(10,10)):
    """Function returns a dataframe with feature importance values and the
    corresponding coefficient
    in the regression based lodel. It also plots a bar plot of feature
    importance.

    ****
    Arguments:
    model: model
    X: a dataframe with the names of the features
    top_n: a number of features to display on a plot (default is 20)
    figure: a tuple with a figure size (default is (15,15))"""

    feature_names = X.columns
    w0 = model.intercept_[0]
    w = model.coef_[0]

    pd.set_option('display.width', 1000)
    feature_importance = pd.DataFrame(feature_names, columns = ['Feature'])
    feature_importance['Importance'] = pow(math.e, abs(w))
    feature_importance['Coefficient'] = w
    feature_importance = feature_importance.sort_values(by = ["Importance"],
    ascending=True).tail(top_n)

    ax = feature_importance.plot.barh(x='Feature', y='Importance',
    figsize=figsize, title='Feature Importance',
    ylabel='Feature')
    plt.show()
    return feature_importance

```

```

def get_importance_tree(model, X, top_n=30, figsize=(10,10), plot=True):
    """Function returns a dataframe with feature importance values and the
    corresponding coefficient
    in the decisiontree based model. It also plots a bar plot of feature
    importance.

    ****
    Arguments:
    model: model
    X: a dataframe with the names of the features
    top_n: a number of features to display on a plot (default is 20)
    figure: a tuple with a figure size (default is (15,15))"""

    df_importance = pd.Series(model.feature_importances_, index=X.columns)

    if plot:
        df_importance.sort_values(ascending=True).tail(top_n).plot(kind='barh',
                                                               figsize=figsize,
                                                               title='Feature Importances',
                                                               ylabel='Feature')
    else:
        df_importance.sort_values(ascending=True).tail(top_n)

    return df_importance

def show_random_observation(model1, model2, X1, X2, y, explainer1,explainer2):
    """This functions displays Lime model explanation for a random observation
    and predicted values from two models.

    ****
    Arguments
    model1: predictive model #1
    model2: predictive model #2
    X1: test set data with one set of features appropriate for model1
    X2: test set data with one set of features appropriate for model2
    y: test set target (dataframe/series)
    explainer1: lime_tabular.LimeTabularExplainer for model1
    explainer2: lime_tabular.LimeTabularExplainer for model2"""

    idx = random.randint(1, X1.shape[0])

    if model1.predict(X1)[idx]==1:
        prediction1='Negative'
    if model1.predict(X1)[idx]==2:
        prediction1='Neutral'
    else:
        prediction1='Positive'

```

```

if model2.predict(X2)[idx]==1:
    prediction2='Negative'
if model2.predict(X2)[idx]==2:
    prediction2='Neutral'
else:
    prediction2='Positive'

if y.iloc[idx]=='1':
    actual='Negative'
if y.iloc[idx]=='2':
    actual='Neutral'
else:
    actual='Positive'

print('Prediction from the first model : {}'.format(prediction1))
print('Prediction from the second model : {}'.format(prediction2))
print('Actual : {} '.format(actual))

exp1 = explainer1.explain_instance(X1.values[idx], model1.predict_proba,
                                   num_features=10)
exp2 = explainer2.explain_instance(X2.values[idx], model2.predict_proba,
                                   num_features=10)

exp1.save_to_file('exp1.html')
exp2.save_to_file('exp2.html')
exp1.show_in_notebook()
exp1.as_pyplot_figure();
exp2.show_in_notebook()
exp2.as_pyplot_figure();

def spot_check(df,  retries = 5, errorMessage = 'At least one character must be used'):
    """The function takes in up to 5 words as input values and calculates their ratio usage in positive, negative and neutral reviews in the dataframe with the reviews.
    Argument:
    df: dataframe with reviews and "Rating" & "Review_Text columns"
    """
    while retries > 0:
        value = input("Enter a word to check: ")
        word=value.strip()
        if word:
            negative_reviews = df[df['Rating']=='1']
            positive_reviews = df[df['Rating']=='3']
            neutral_reviews = df[df['Rating']=='2']

```

```

        contain_values1 = df[(df['Review_Text'].str.contains(word)) &
→(df['Rating']=='1')]
        contain_values2 = df[(df['Review_Text'].str.contains(word)) &
→(df['Rating']=='2')]
        contain_values3 = df[(df['Review_Text'].str.contains(word)) &
→(df['Rating']=='3')]

ratio_negative_time=len(contain_values1)/len(negative_reviews)
ratio_positive_time=len(contain_values3)/len(positive_reviews)
ratio_neutral_time=len(contain_values2)/len(neutral_reviews)

print('Ratio of negative reviews with the word "{}":{}\nRation of
→positive reviews with the word "{}":{}\nRation of neutral reviews with the
→word "{}":{}'.
format(word, round(ratio_negative_time,3),word,
      round(ratio_positive_time,3),word,
      round(ratio_neutral_time,3)))

retries -= 1
continue
else:
    print(errorMessage)
    retries -= 1

def pull_out_sentence(df):
    """The function takes in up to 5 words as input values and calculates their
→ratio usage in
positive, negative and neutral reviews in the dataframe with the reviews.
Argument:
df: dataframe with reviews and "Rating" & "Review_Text columns"
"""
class_=input("Enter a review class to check (Negative/Positive/Neutral): ")
if class_=='Negative':
    df_ = df[df['Rating']=='1']
elif class_=='Positive':
    df_ = df[df['Rating']=='3']
elif class_=='Neutral':
    df_ = df[df['Rating']=='2']
else:
    print('There is no such class')

value = input("Enter a word to check: ")
word=value.strip()

if word:
    contain_values_df = df_[(df_['Review_Text'].str.contains(word))]
```

```

    display_df=contain_values_df.sample()

else:
    print('At least one character must be entered')

return display_df

```

3.3 Data Description

The data for this project has been obtained by scrapping INDEED job search site (<https://www.indeed.com/companies/search?q=&l=80301&from=discovery-cmp>). The search was limited to the 50 most popular companies in Boulder, CO area. INDEED limits the number of companies returned by a query (50). Some of these companies do not have any reviews; therefore, the final list of employers is: 1. Ball Aerospace 2. University of Colorado Boulder 3. Boulder Valley School District 4. Boulder Community Health 5. Boulder County CO 6. Splunk 7. Naropa University 8. Amazon 9. Brookdale Senior Living 10. IBM 11. NETA 12. Apple 13. City of Boulder CO 14. Medtronic 15. Emerson 16. NetApp 17. Zayo Group 18. Whole Foods Market 19. Particle Measuring Systems 20. Boulder Medical Center 21. Sage Hospitality 22. University of Colorado 23. Mental Health Partners 24. Agilent Technologies 25. Frasier Meadows 26. Cozymeal 27. IHS Markit 28. National Renewable Energy Laboratory 29. University Corporation for Atmospheric Research 30. Sprouts Farmers Market 31. KPMG 32. New Relic 33. Excelitas Technologies 34. Northrop Grumman 35. KBI Biopharma 36. Ricoh 37. Embassy Suites by Hilton 38. U.S. Department of Commerce 39. InVitae 40. Pfizer 41. SUEZ 42. PetSmart 43. Craft Health 44. Imagine! 45. King Soopers 46. Safeway

Almost 44% of the reviews belong to Amazon's former and current employees.

Reviews of the companies are from all US states where the companies have operations. The decision not to limit reviews to the Boulder area was made because the number of reviews from the limited geographic area is small and would affect a predictive ability of statistical models. The original dataset has 12620 records with four columns: 1. Company name 2. Unique review identifier 3. Rating (on the scale between 1 and 5) 4. Review text

The original Rating scale has been changed to the 1-3 range to simplify the analysis. 1 corresponds to Negative reviews, 2-to Neutral reviews, and 3-to Positive reviews. Reviews with the original ratings 1 and 2 were lumped into the Negative category, reviews with the original rating 3 became the Neutral review category, and reviews with the original rating 4 and 5 were combined into a Positive review category. The names of the companies were removed from the text of the reviews to make analysis non-company specific

3.4 Importing data

3.4.1 Importing original scrapped data

[The link to the code in scrapping notebook \(scraping notebook\)](#)

[3]: # All csv files from multiple scraps

```

df1=pd.read_csv('data/scrap_results1.csv')
df2=pd.read_csv('data/scrap_results2.csv')

```

```

df3=pd.read_csv('data/scrap_results3.csv')
df4=pd.read_csv('data/scrap_results4.csv')
df5=pd.read_csv('data/scrap_results5.csv')
df6=pd.read_csv('data/scrap_results6.csv')
df7=pd.read_csv('data/scrap_results7.csv')
df8=pd.read_csv('data/scrap_results8.csv')
df9=pd.read_csv('data/scrap_results9.csv')
df10=pd.read_csv('data/scrap_results10.csv')
df=pd.concat([df1, df2, df3, df4, df5, df6, df7, df8, df9, df10], ignore_index=True)
df.drop_duplicates(inplace=True)
df.dropna(inplace=True)

```

[4]: df.head()

	Company	ReviewID	Rating	\
0	Ball Aerospace	1f4e4k5dk2v72000	4.0	
1	Ball Aerospace	1f76ir3183obs000	1.0	
2	Ball Aerospace	1f5rn12k9u3af800	3.0	
3	Ball Aerospace	1f5e5q2f1u2n1800	1.0	
4	Ball Aerospace	1f3b4lrdou3bc800	5.0	

	Review_Text
0	I worked as a contractor for them for about tw...
1	Worst place I've ever worked, hands down.
2	The compnay has good benefits and even a small...
3	Company has no life and work balance. Everyda...
4	I no long work for Ball, the drive to work was...

[5]: df.Rating.value_counts()

5.0	37147
4.0	33875
3.0	26850
1.0	12285
2.0	11463

Name: Rating, dtype: int64

[6]: # Changing the original Rating scale from 1-5 to 1-3

```
df=changing_target(df, 'Rating')
```

[7]: df.head()

	Company	ReviewID	Rating	\
0	Ball Aerospace	1f4e4k5dk2v72000	3	
1	Ball Aerospace	1f76ir3183obs000	1	

```
2 Ball Aerospace 1f5rn12k9u3af800      2
3 Ball Aerospace 1f5e5q2f1u2n1800      1
4 Ball Aerospace 1f3b4lrdou3bc800      3
```

```
                    Review_Text
0 I worked as a contractor for them for about tw...
1           Worst place I've ever worked, hands down.
2 The compnay has good benefits and even a small...
3 Company has no life and work balance. Everyda...
4 I no long work for Ball, the drive to work was...
```

3.5 Keeping all frequently variables together

Eliminating company names from the word pool

```
[8]: list_companies=list(df['Company'].unique())
list_companies
```

```
[8]: ['Ball Aerospace',
'University of Colorado Boulder',
'Boulder Valley School District',
'Boulder Community Health',
'Boulder County, CO',
'Splunk',
'Naropa University',
'Amazon.com',
'Brookdale Senior Living',
'IBM',
'NETA',
'Apple',
'City of Boulder, CO',
'Medtronic',
'Emerson',
'NetApp',
'Zayo Group',
'Whole Foods Market',
'Particle Measuring Systems',
'Boulder Medical Center',
'Sage Hospitality',
'University of Colorado',
'Mental Health Partners',
'Agilent Technologies',
'Frasier Meadows',
'Cozymeal',
'IHS Markit',
'National Renewable Energy Laboratory',
'University Corporation for Atmospheric Research',
'Sprouts Farmers Market',
```

```
'KPMG',
'New Relic',
'Excelitas Technologies',
'Northrop Grumman',
'KBI Biopharma',
'Ricoh',
'Embassy Suites by Hilton',
'U.S. Department of Commerce',
'InVitae',
'Pfizer',
'SUEZ',
'PetSmart',
'Craft Health',
'Imagine!',
'King Soopers',
'Safeway']
```

[9]: # Replacing some words in the companies names with '' to avoid including them into companies_names stopwords

```
dict_replace2={' Center':'',' Technologies':'',' of Colorado':'',' Commerce':
              '',
              'Medical':'','Particle':'',
              'Community':'',' Health':'','Suites':'',' Market':'',' Systems':
              '',
              'Senior':'','Living':'',
              'Department':'','School ':'','Research':'','New':'','Group':'',
              'Measuring':'',' District':'',
              ' Energy':'','University ':'','Hospitality':'','National ':
              '',
              'Mental':'',' Partners':''}

list_companies_tokens=[]
for element in list_companies:
    token=manual_cleanup(element, dict_replace2, print_=False, plot_=False,
                          n=30)
    list_companies_tokens.append(token)

#list_companies_tokens

flat_list_companies_tokens = [item for sublist in list_companies_tokens for
                                item in sublist]
flat_list_companies_tokens=list(set(flat_list_companies_tokens))
companies_sw=flat_list_companies_tokens
```

Variables

[10]: # Keeping all variables use frequently together
 pattern = "([a-zA-Z]+(?:'[a-z]+')?)"
 sw=stopwords.words('english')

```

sw2=stopwords.words('english')+companies_sw+['work']
dict_replace={' OT ':' overtime ', ' HR ':' human resources ' }
punct_custom=string.punctuation.replace('$','')

```

[11]: `print(string.punctuation)`

```
!"#$%&()'*>,-./;,<=?@[\]^_`{|}~
```

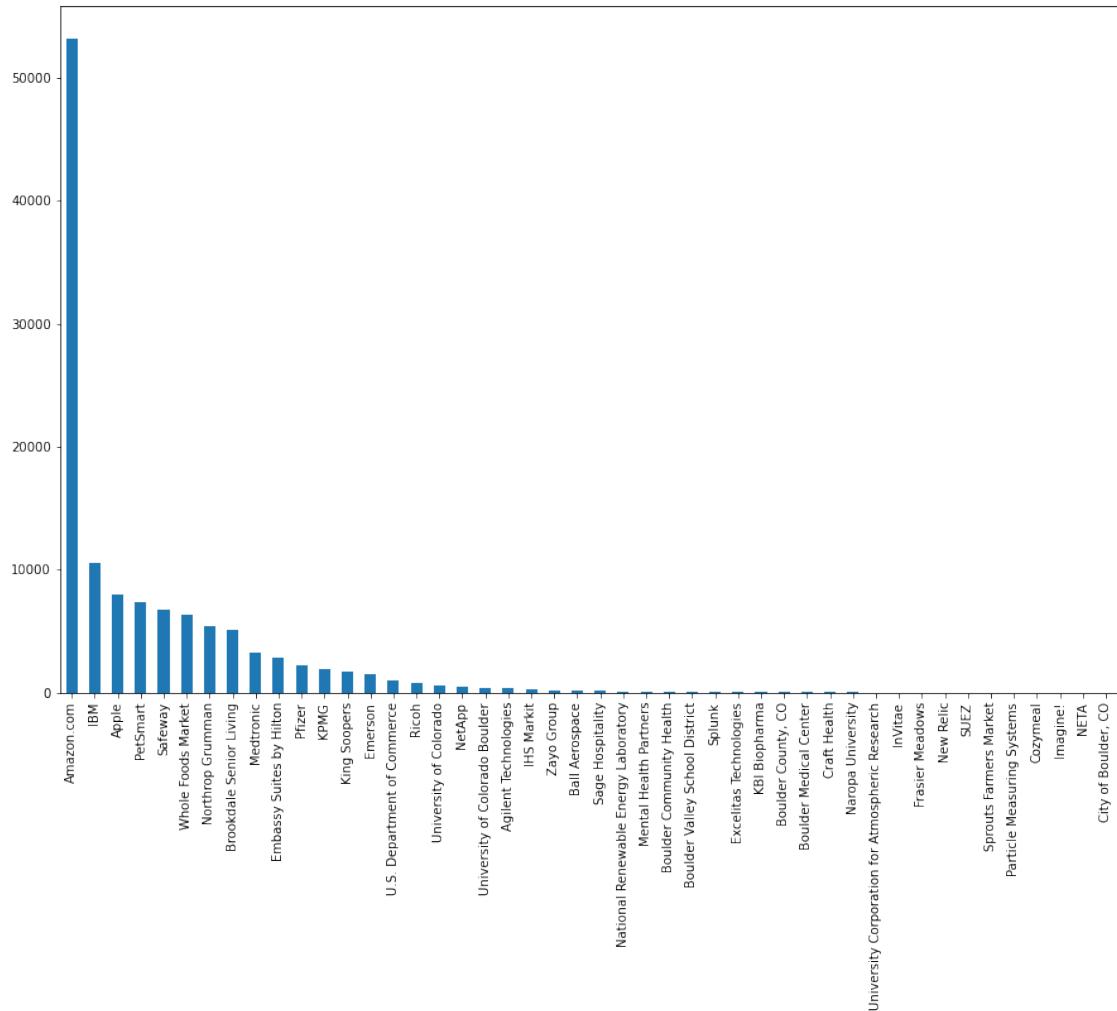
4 Scrub and Explore

4.1 Exploratory Data Analysis

4.1.1 Distribution of Reviews

[12]: `df['Company'].value_counts().plot(kind='bar', figsize=(15,10))`

[12]: <AxesSubplot:>



The plot shows how overwhelmingly present Amazon reviews are in the dataset. In fact, Amazon reviews represent 44% of the total number of reviews.

```
[13]: df_other=df.loc[df['Company']!='Amazon.com']
df_other.info()
```

```
<class 'pandas.core.frame.DataFrame'>
Int64Index: 68435 entries, 0 to 176255
Data columns (total 4 columns):
 #   Column      Non-Null Count  Dtype  
--- 
 0   Company     68435 non-null   object 
 1   ReviewID    68435 non-null   object 
 2   Rating      68435 non-null   object 
 3   Review_Text  68435 non-null   object 
dtypes: object(4)
memory usage: 2.6+ MB
```

```
[14]: df_amazon=df.loc[df['Company']=='Amazon.com']
df_amazon.info()
```

```
<class 'pandas.core.frame.DataFrame'>
Int64Index: 53185 entries, 810 to 102496
Data columns (total 4 columns):
 #   Column      Non-Null Count  Dtype  
--- 
 0   Company     53185 non-null   object 
 1   ReviewID    53185 non-null   object 
 2   Rating      53185 non-null   object 
 3   Review_Text  53185 non-null   object 
dtypes: object(4)
memory usage: 2.0+ MB
```

```
[15]: # Pie plot of Rating values for the full dataset and Amazon dataset separately

labels = ['Positive', 'Neutral', 'Negative']
colors = ['#00cc00', '#FAAE7B', '#ff0000']
explode = [0.05, 0, 0]

fig, axes = plt.subplots(figsize=(25,45), ncols=2)

patches1, texts1, pcts1 = axes[0].pie(df.Rating.value_counts(), labels = labels,
                                         explode = explode, colors=colors, shadow = True,
                                         autopct='%.1f%%', startangle=90, textprops={'fontsize': 30, 'color': 'white', 'weight':'bold'})
for i, patch in enumerate(patches1):
    texts1[i].set_color(patch.get_facecolor())
plt.setp(pcts1, color='white')
```

```

plt.setp(texts1, fontweight=800)
axes[0].set_title('Reviews of Employers in Boulder, CO\n (Amazon excluded)',  

    fontsize=30, weight='bold');

patches2, texts2, pcts2 = axes[1].pie(df_amazon.Rating.value_counts(), labels=  

    labels, explode=explode, colors=colors, shadow=True,  

    autopct='%1.1f%%', startangle=90, textprops={'fontsize': 30, 'color':  

    'white', 'weight':'bold'})  

for i, patch in enumerate(patches2):  

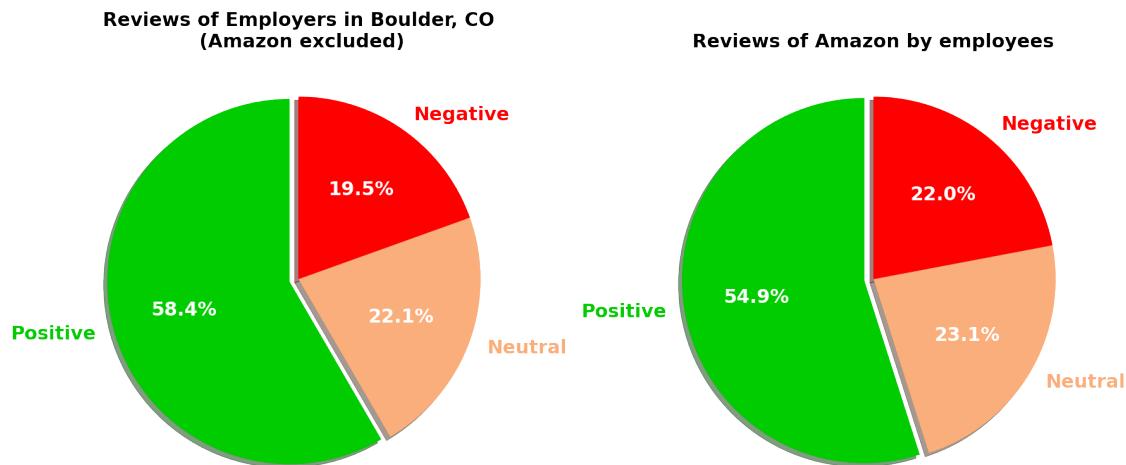
    texts2[i].set_color(patch.get_facecolor())
plt.setp(pcts2, color='white')
plt.setp(texts2, fontweight=800)

axes[1].set_title('Reviews of Amazon by employees', fontsize=30, weight='bold');

plt.tight_layout()

plt.show()

```



The plot above shows that the percentage of positive reviews of Amazon is 3.5% lower than in all other employer reviews. It is not a very significant difference, but it's worth noting.

```
[16]: # plt.figure(figsize = (15,8))
# ax=sns.countplot(x='Company', data=df, order=df.Company.value_counts().index)
df_other=df.loc[df['Company']!='Amazon.com']
```

```

df_bigboys=df_other.loc[df_other['Company'].
↪isin(['IBM','Apple','PetSmart','Safeway',
'Whole Foods',
↪Market','Northrop Grumman','Brookdale Senior Living',
↪Pfizer','KPMG','King',
↪Soopers','Medtronic','Emerson',
'Embassy Suites by',
↪Hilton','Ricoh','NetApp','Agilent Technologies',
'University of',
↪Colorado','University of Colorado Boulder',
'U.S. Department of',
↪Commerce'])]

```

```

df_littleboys=df_other.loc[~df_other['Company']].
↪isin(['IBM','Apple','PetSmart','Safeway',
'Whole Foods',
↪Market','Northrop Grumman','Brookdale Senior Living',
↪Pfizer','KPMG','King',
↪Soopers','Medtronic','Emerson',
'Embassy Suites by',
↪Hilton','Ricoh','NetApp','Agilent Technologies',
'University of',
↪Colorado','University of Colorado Boulder',
'U.S. Department of',
↪Commerce'])]

```

```

[17]: fig, axes = plt.subplots(figsize=(25,45), nrows=2)

sns.countplot(x='Company', data=df_bigboys, hue='Rating',
↪palette=['#00cc00','#FAAE7B', '#ff0000'],
order=df_bigboys.Company.value_counts().index, ax=axes[0])
sns.countplot(x='Company', data=df_littleboys, hue='Rating',
↪palette=['#00cc00','#FAAE7B', '#ff0000'],
order=df_littleboys.Company.value_counts().index, ax=axes[1])

axes[0].set_title('Number of reviews of 19 big employers in Boulder, CO\n'
↪(Amazon excluded)', fontsize=40);
axes[0].set_ylabel('Record Counts', fontsize=30);
axes[0].set_xlabel('Company', fontsize=30);
axes[0].set_xticklabels(axes[0].get_xticklabels(), rotation=90, fontsize=25)
axes[0].tick_params(labelsize=25)
axes[0].legend(['Positive', 'Neutral','Negative'], fancybox=True, framealpha=1,
↪shadow=True, borderpad=1, fontsize=30,

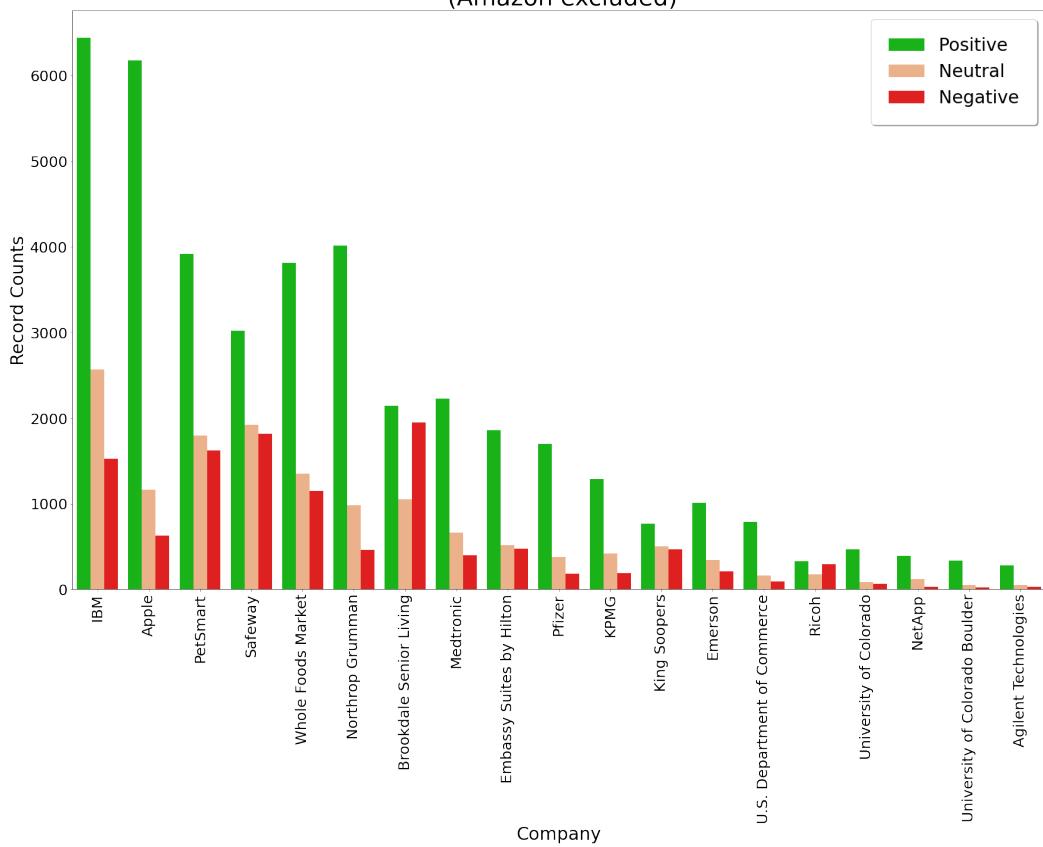
```

```
    loc='upper right')

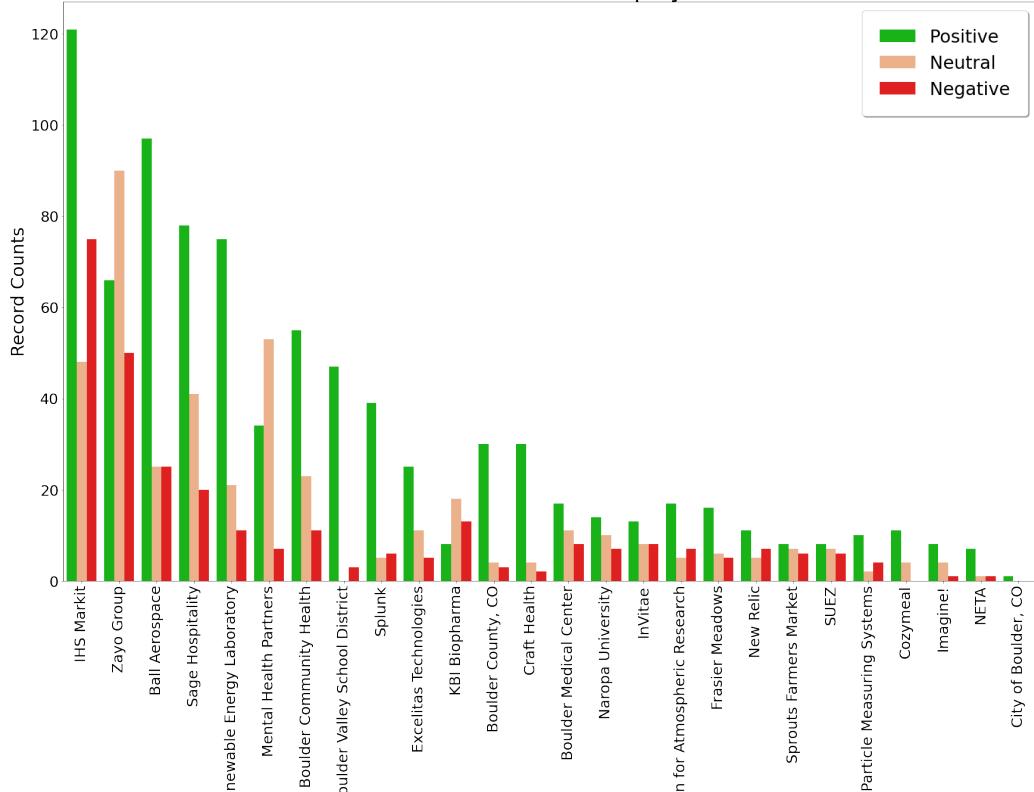
axes[1].set_title('Number of reviews of 26 smaller employers in Boulder, CO',  
    →fontsize=40);
axes[1].set_ylabel('Record Counts', fontsize=30)
axes[1].set_xlabel('Company', fontsize=30);
axes[1].tick_params(labelsize=25)
axes[1].set_xticklabels(axes[1].get_xticklabels(), rotation=90, fontsize=25)
axes[1].legend(['Positive', 'Neutral', 'Negative'], fancybox=True, framealpha=1,  
    →shadow=True, borderpad=1, fontsize=30,
    loc='upper right')

plt.tight_layout(pad=3)
sns.set_context("talk");
```

Number of reviews of 19 big employers in Boulder, CO
(Amazon excluded)



Number of reviews of 26 smaller employers in Boulder, CO



The plot above shows that most employers in the area have more positive reviews than negative ones, with a few outliers mostly among small employers with very few reviews (less than 50).

4.1.2 Exploring corpus (body and target)

```
[18]: corpus=df.drop(['Company','ReviewID'], axis=1).copy()  
corpus.rename(columns={'Rating': 'target', 'Review_Text': 'body'})  
corpus.reset_index(drop=True, inplace=True)  
corpus.info()
```

```
<class 'pandas.core.frame.DataFrame'>  
RangeIndex: 121620 entries, 0 to 121619  
Data columns (total 2 columns):  
 #   Column  Non-Null Count  Dtype     
---  --    
 0   target   121620 non-null  object    
 1   body     121620 non-null  object    
 dtypes: object(2)  
 memory usage: 1.9+ MB
```

```
[19]: corpus.shape
```

```
[19]: (121620, 2)
```

```
[20]: corpus.head()
```

```
[20]: target                      body  
0      3 I worked as a contractor for them for about tw...  
1      1          Worst place I've ever worked, hands down.  
2      2 The compnay has good benefits and even a small...  
3      1 Company has no life and work balance. Everyda...  
4      3 I no long work for Ball, the drive to work was...
```

```
[21]: corpus.target.value_counts()
```

```
[21]: 3    71022  
2    26850  
1    23748  
Name: target, dtype: int64
```

```
[22]: print(len(corpus))
```

```
121620
```

4.1.3 Venn diagrams

```
[23]: # Priliminary tokenization for EDA (custom tokenizer)
```

It's a dataframe with tokenized reviews in the 'tokens' column. Filling it in took about 17.5 minutes, so I saved the result to 'eda_pickle.pkl' to use in the EDA process.

```
[24]: # dict_replace={'OT': 'overtime', 'HR': 'human resources'}
```

```
# df_venn=corpus.copy()
# df_venn['tokens'] = ''

# for i in range(0, len(df_venn)):
#     df_venn.tokens[i]=manual_cleanup(df_venn.body[i], dict_replace,
#                                     print_=False, plot_=False)

# df_venn.to_pickle('pickles/eda_pickle.pkl')
```

```
[25]: df_eda=pd.read_pickle('pickles/eda_pickle.pkl')
df_eda.info()
```

```
<class 'pandas.core.frame.DataFrame'>
RangeIndex: 121620 entries, 0 to 121619
Data columns (total 3 columns):
 #   Column  Non-Null Count  Dtype  
---  -- 
 0   target   121620 non-null  object 
 1   body     121620 non-null  object 
 2   tokens   121620 non-null  object 
dtypes: object(3)
memory usage: 2.8+ MB
```

```
[26]: df_eda.info()
```

```
<class 'pandas.core.frame.DataFrame'>
RangeIndex: 121620 entries, 0 to 121619
Data columns (total 3 columns):
 #   Column  Non-Null Count  Dtype  
---  -- 
 0   target   121620 non-null  object 
 1   body     121620 non-null  object 
 2   tokens   121620 non-null  object 
dtypes: object(3)
memory usage: 2.8+ MB
```

```
[27]: df_rating_negative=df_eda.loc[df_eda.target=='1']
df_rating_neutral=df_eda.loc[df_eda.target=='2']
df_rating_positive=df_eda.loc[df_eda.target=='3']
print(len(df_rating_negative), len(df_rating_neutral), len(df_rating_positive))
```

```
23748 26850 71022
```

```
[28]: df_rating_negative.head()
```

```
[28]: target                                body \
1      1      Worst place I've ever worked, hands down.
3      1 Company has no life and work balance. Everyda...
5      1 I've watched Ball morph into a management stra...
7      1 The management at this company is clueless as ...
8      1 Ball has an old reputation of being a great co...

tokens
1      [worst, place, ive, ever, worked, hands]
3  [company, life, work, balance, everyday, full, ...
5  [i've, watched, ball, morph, management, strat...
7  [management, company, clueless, high, work, lo...
8  [ball, old, reputation, great, company, reputa...
```

```
[29]: negative_words=list(df_rating_negative.tokens)
flat_list_negative_words = []
for sublist in negative_words:
    for item in sublist:
        flat_list_negative_words.append(item)
set_negative_words=set(flat_list_negative_words)
len(set_negative_words)
```

```
[29]: 25887
```

```
[30]: flat_list_negative_words[:10]
```

```
[30]: ['worst',
       'place',
       'ive',
       'ever',
       'worked',
       'hands',
       'company',
       'life',
       'work',
       'balance']
```

```
[31]: positive_words=list(df_rating_positive.tokens)
flat_list_positive_words = []
for sublist in positive_words:
    for item in sublist:
        flat_list_positive_words.append(item)
set_positive_words=set(flat_list_positive_words)
len(set_positive_words)
```

[31]: 38091

```
[32]: neutral_words=list(df_rating_neutral.tokens)
flat_list_neutral_words = []
for sublist in neutral_words:
    for item in sublist:
        flat_list_neutral_words.append(item)
set_neutral_words=set(flat_list_neutral_words)
len(set_neutral_words)
```

[32]: 23070

```
[33]: plt.figure(figsize=(10, 10))
ax=plt.gca()

sets=[set_neutral_words, set_positive_words, set_negative_words]
labels=('Neutral Words', 'Positive Words', 'Negative Words')

v=venn3(subsets=sets, set_labels = labels, ax=ax, set_colors=("orange", "blue", "red"))

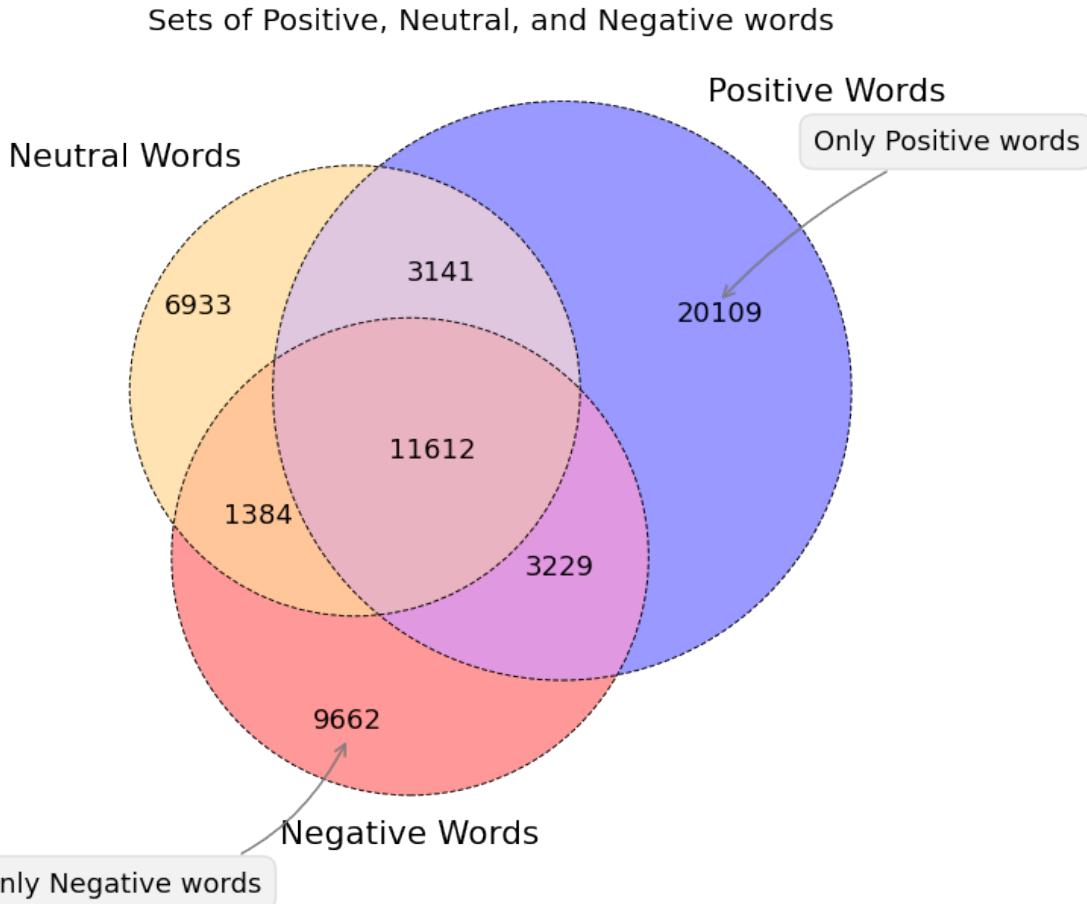
v.get_patch_by_id('100').set_alpha(0.3)

venn3_circles(subsets=sets,
               linestyle="dashed", linewidth=1)

plt.annotate('Only Positive words',
             xy=v.get_label_by_id('010').get_position() - np.array([0, -0.02]),
             xytext=(150,100),
             ha='center', textcoords='offset points',
             bbox=dict(boxstyle='round', pad=0.5, fc='gray', alpha=0.1),
             arrowprops=dict(arrowstyle='->', connectionstyle='arc3,rad=0.
             1',color='gray'))

plt.annotate('Only Negative words',
             xy=v.get_label_by_id('001').get_position() - np.array([0, 0.03]),
             xytext=(-150,-100),
             ha='center', textcoords='offset points',
             bbox=dict(boxstyle='round', pad=0.5, fc='gray', alpha=0.1),
             arrowprops=dict(arrowstyle='->', connectionstyle='arc3,rad=0.
             3',color='gray'))

plt.title('Sets of Positive, Neutral, and Negative words', fontsize='20')
plt.show()
```



The Venn diagram shows a significant overlap between Negative, Positive, and Neutral word subsets. Given the numbers, it is fair to expect that Positive reviews will be most easily identifiable, while Neutral reviews will be most challenging to identify.

4.1.4 Word Clouds

```
[34]: text_positive=' '.join(flat_list_positive_words)
text_negative=' '.join(flat_list_negative_words)
text_neutral=' '.join(flat_list_neutral_words)
stopwords_cloud=set(sw)
stopwords_cloud.update(['work', 'job', 'amazon',
→'company', 'good', 'great', 'place', 'also', 'really',
→'overall', 'would', 'get', 'lot',
→'enjoyed', 'enjoy', 'love', 'however', 'make',
→'loved', 'even', 'done', 'still', 'like', 'come', 'well', 'though', 'give', 'u',
→'go', 'thing', 'really', 'one', 'take', 'want', 'make', 'could', 'say'])
```

```

cloud_kws=dict(stopwords=stopwords_cloud, width=1200, height=800,
    ↪min_font_size=10, max_words=30,
    collocation_threshold = 5)

# Create a dictionary to generate all three clouds
wordcloud_dict={}
wordcloud_dict['Negative']= WordCloud(**cloud_kws,colormap='Reds',
    ↪random_state=123).generate(text_negative)
wordcloud_dict['Positive']= WordCloud(**cloud_kws,colormap='Greens',
    ↪random_state=123).generate(text_positive)
wordcloud_dict['Neutral']= WordCloud(**cloud_kws,colormap='Greys',
    ↪random_state=123).generate(text_neutral)
wordcloud_dict

```

[34]: { 'Negative': <wordcloud.wordcloud.WordCloud at 0x209d1bf4d00>,
 'Positive': <wordcloud.wordcloud.WordCloud at 0x209d574e490>,
 'Neutral': <wordcloud.wordcloud.WordCloud at 0x209d5740a30>}

[35]: text_neutral[:20]

[35]: 'compnay good benefit'

```

[36]: # wordcloud = WordCloud(stopwords=stopwords_cloud_p,max_font_size=100,
    ↪max_words=30,
    #                                     collocation_threshold = 5,background_color="white").
    ↪generate(text_negative)

# Display the generated images:

fig, ax=plt.subplots(nrows=3, figsize=(15,25))
title_font={'fontweight':'bold','fontsize':20}

i=0
for rating, cloud in wordcloud_dict.items():
    ax[i].imshow(cloud)
    ax[i].set_title(rating, fontdict=title_font)
    ax[i].axis('off')
    i+=1

plt.tight_layout()
plt.show()

```

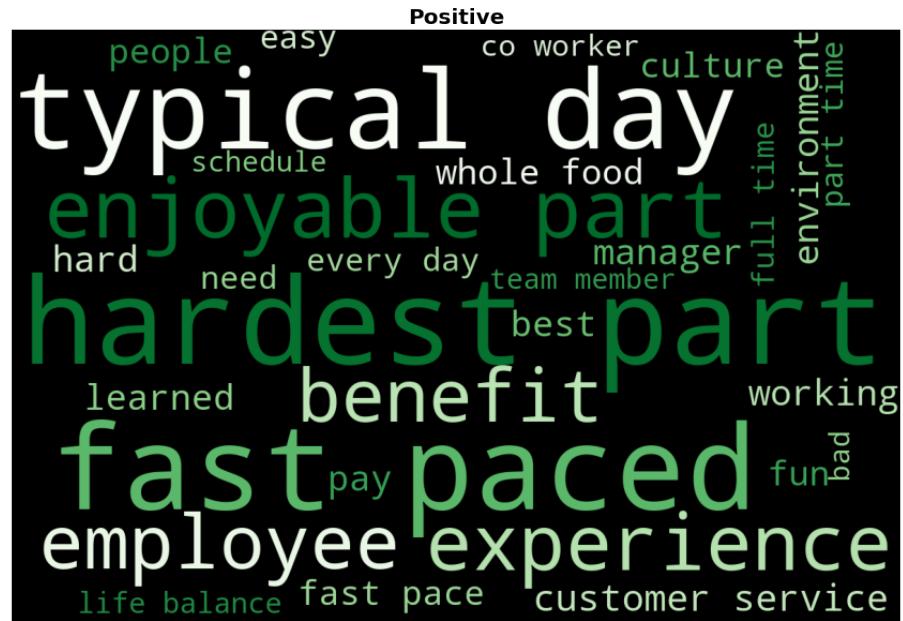
Negative



A word cloud visualization showing negative terms associated with 'people', 'manager', and 'employee'. The words are colored in shades of red and black. Key negative terms include: customer, coworker, number, back, nothing, working, pay, worked, time, human, resource, dont, environment, care, employee, bad, position, way, much, hard, always, benefit, dont, care, never, expect, need, day, worker.

people
customer, coworker, number, back, nothing, working, pay, worked, time, human, resource
manager
dont, environment, care, employee, bad, position, way
employee
always, benefit, dont, care, never, expect, need, day, worker

Positive



A word cloud visualization showing positive terms associated with 'typical day', 'enjoyable part', 'hardest part', 'fast paced', and 'employee experience'. The words are colored in shades of green and white. Key positive terms include: people, easy, co worker, culture, schedule, whole food, full time, environment, part time, hard, need, every day, manager, team member, best, learned, benefit, working, pay, fun, bad, fast, pace, customer service, life balance, fast pace.

typical day
people, easy, co worker, culture, schedule, whole food, full time, environment, part time
enjoyable part
hard, need, every day, manager, team member
hardest part
best, learned, benefit, working
fast paced
pay, fun, bad
employee experience
life balance, fast pace, customer service

Neutral



A word cloud visualization showing neutral terms associated with 'manager', 'working', 'hardest part', 'culture', 'learned', 'feel', 'time', 'easy', 'pay ok', 'typical day', 'experience', 'fast paced', and 'benefit'. The words are colored in shades of gray. Key neutral terms include: manager, working, hardest part, culture, learned, feel, time, easy, pay ok, typical day, experience, fast paced, benefit, hard, long hour, management, environment, team, better, bad, dont, fun, coworker, worker, typical, day, much.

manager
working, hardest part, culture, learned, feel, time, easy, pay ok, typical day, experience, fast paced, benefit
working
hard, long hour, management, environment, team, better, bad, dont, fun
hardest part
culture, learned, feel
culture
learned
learned
feel
time
easy
easy
pay ok
typical day
experience
fast paced
benefit

```
[37]: # Exploring results of the wordclouds
```

```
df_negative=df_eda.loc[df_eda.target=='1']
df_neutral=df_eda.loc[df_eda.target=='2']
df_positive=df_eda.loc[df_eda.target=='3']
df_negative=df_negative.reset_index(drop=True)
df_neutral=df_neutral.reset_index(drop=True)
df_positive=df_positive.reset_index(drop=True)

df_temp=df_positive[df_positive['body'].str.contains('hardest part')]
df_temp=df_temp.reset_index(drop=True)
```

```
[38]: df_temp.body[10]
```

[38]: 'I work at a day treatment school with BVSD, my typical day at work is always changing depending on the students. I learned how to handle different students with different mental capabilities. The hardest part of my job is sometimes having to put hands-on on another student, whether it is to protect them from other or themselves. The most enjoyable part of the job is having our students transition to a mainstream school. The management I work closely with is amazing. They always have time to check in with me and they give great constructive criticism.'

The wordclouds are just visualization tools and do not represent the importance of the words for statistical models. However, they signify the frequency of the words used in a particular context. In this case, it's the frequency of the words used in negative, positive, and neutral reviews. The wordclouds above show that the most frequent words used in the negative and neutral reviews are 'employee' and 'manager,' while in positive reviews, words are more diverse. I will perform a similar assessment after the modeling part.

4.1.5 Word distributions

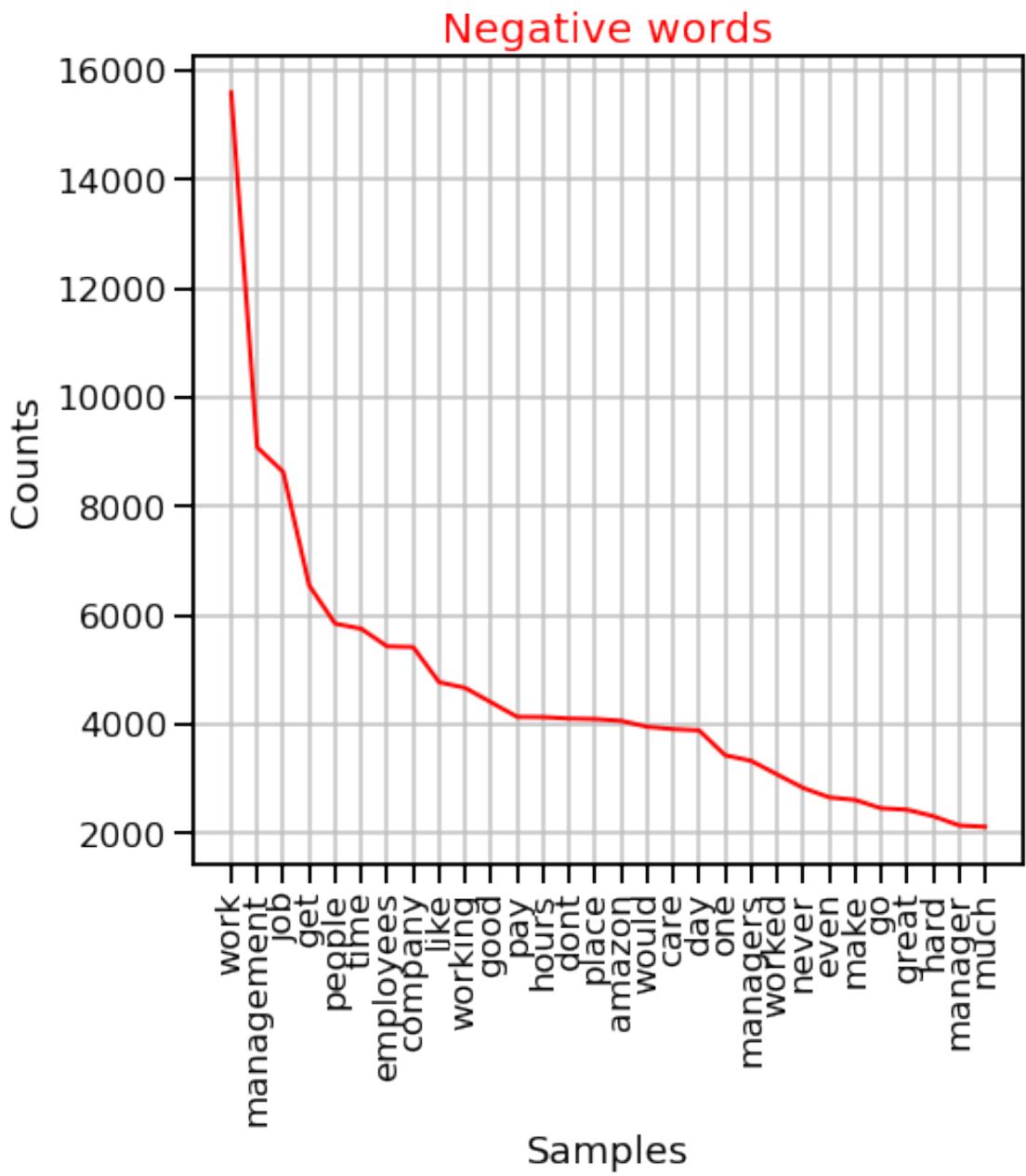
```
[39]: flat_list_negative_words[:10]
```

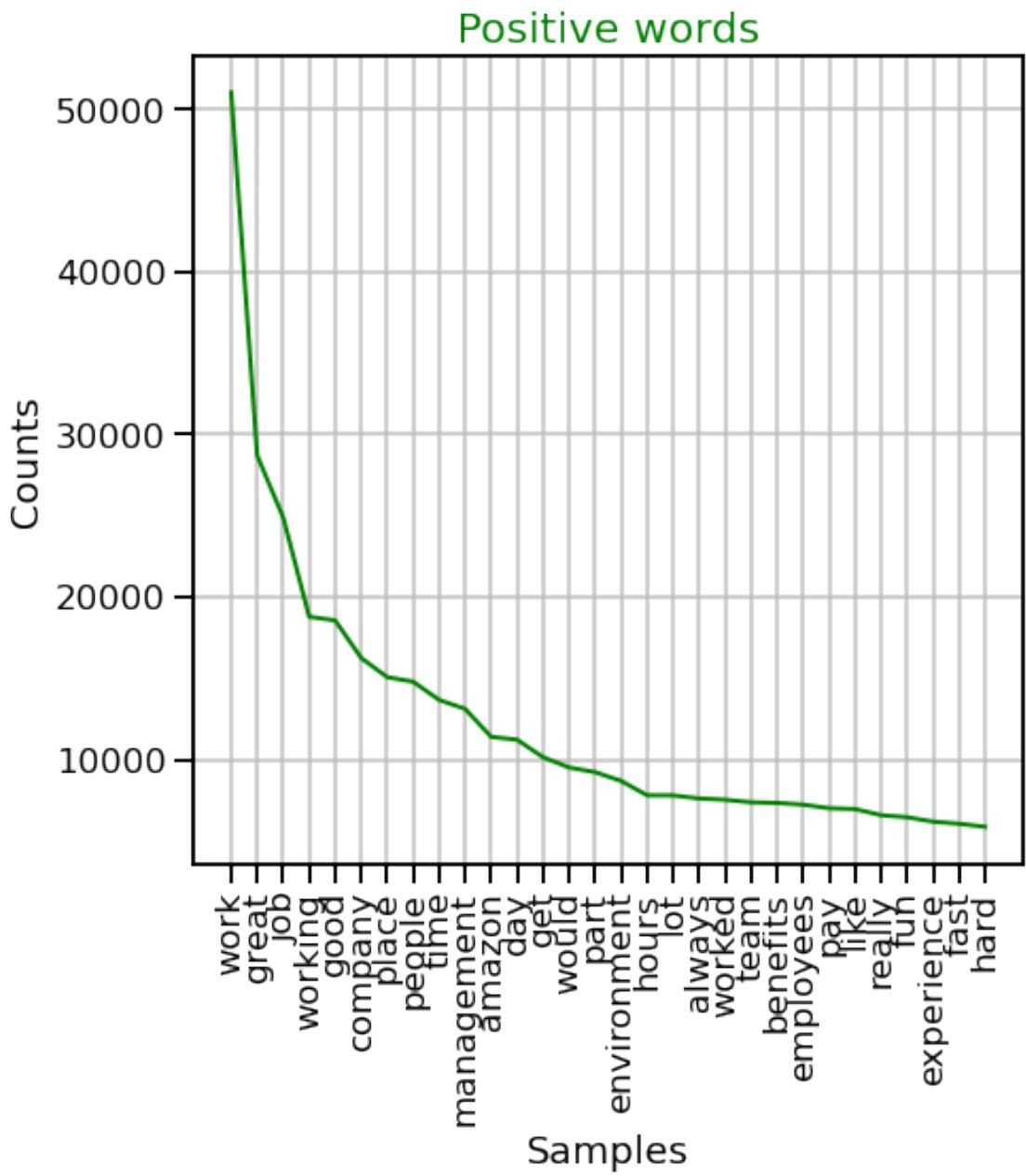
[39]: ['worst',
 'place',
 'ive',
 'ever',
 'worked',
 'hands',
 'company',
 'life',
 'work',
 'balance']

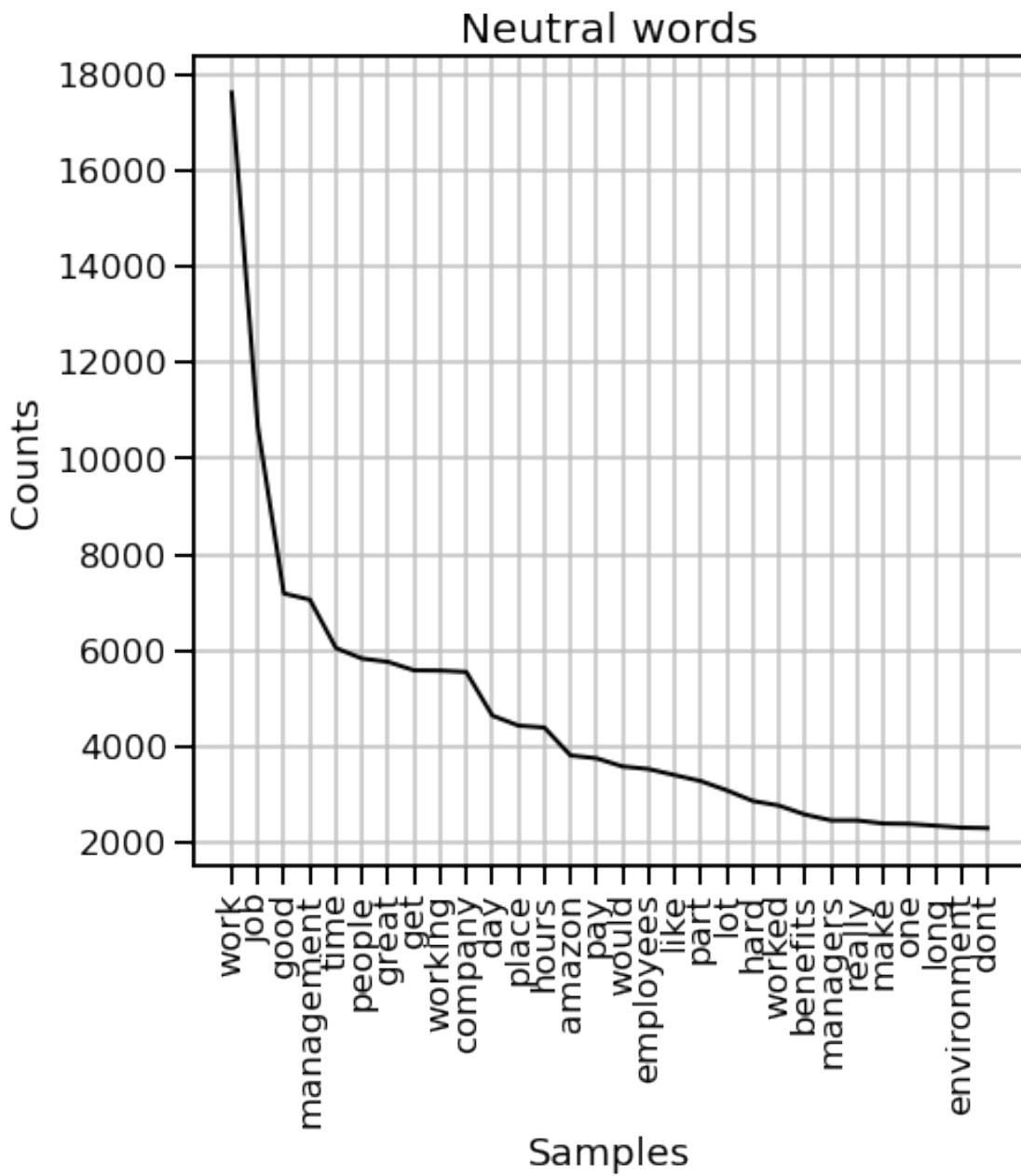
```
[40]: fdist=FreqDist(flat_list_negative_words)
plt.figure(figsize=(7, 7))
plt.title('Negative words', fontsize=20, c='red')
fdist.plot(30, color='red')

fdist=FreqDist(flat_list_positive_words)
plt.figure(figsize=(7, 7))
plt.title('Positive words', fontsize=20, c='green')
fdist.plot(30, color='green')

fdist=FreqDist(flat_list_neutral_words)
plt.figure(figsize=(7, 7))
plt.title('Neutral words', fontsize=20, c='black')
fdist.plot(30, color='black')
```







```
[40]: <AxesSubplot:title={'center':'Neutral words'}, xlabel='Samples',  
      ylabel='Counts'>
```

The frequency distribution of the words in negative, positive, and neutral reviews shows a similar tendency. It is worth noting that the word ‘work’ shows up as the most frequently used word in all three subsets, making it frequent but of no value to predict the sentiment of a review.

4.2 Various ways to tokenize and clean-up text data

4.2.1 Sample review

[41]: # Building a Tokenizer class

```
class MyTokenizer:  
    """Custom Tokenizer"""  
  
    def __init__(self, dict_replace={' OT ': ' overtime ', ' HR ':' human',  
                                     'resources ' },  
                 stopwords=sw2, punct_custom=string.punctuation.replace('$', ''),  
                 print_=False, plot_=False, n=30):  
        self.tokens = []  
        self._dict_replace = dict_replace  
        self._stopwords = stopwords  
        self._punct_custom = punct_custom  
        self._print = print_  
        self._plot = plot_  
        self._n = n  
        self._index = 0  
  
    def tokenize(self, obj):  
  
        for old, new in self._dict_replace.items():  
            obj = obj.replace(old, new)  
  
        obj=obj.lower()  
  
        tokens=obj.split(' ')  
        tokens  
  
        #         self.tokens = [word.lower() for word in tokens]  
        self.tokens = [word for word in tokens]  
        #         print(self.tokens)  
        self.tokens = [s.translate(str.maketrans('', '', self._punct_custom))\  
                     for s in self.tokens]  
        #         print(self.tokens)  
        self.tokens = [token for token in self.tokens if\  
                      token not in self._stopwords]  
        #         print(self.tokens)  
        self.tokens = [s.translate(str.maketrans('', '', '0123456789')) \  
                     for s in self.tokens]  
        #         print(self.tokens)  
        self.tokens = [s for s in self.tokens if s != '']  
        #         print(self.tokens)  
        result=self.tokens
```

```

    if self._print:
        print(f"The original token list has {len(set(tokens))} words")
        print(f"After the full manual cleanup, the review word list has {len(set(self.tokens))} unique words")

    if self._plot:
        fdist = FreqDist(self.tokens)
        plt.figure(figsize=(7, 7))
        fdist.plot(self._n);
    return result

def __iter__(self):
    return self

def __next__(self):
    if self._index < len(self.tokens):
        result = self.tokens[self._index]
        self._index+=1
        raise StopIteration
    return result

```

[42]: tk = MyTokenizer()

[43]: # checking if the class works

```

phrase_='We are winning OT !$% 5671'
geek=tk.tokenize(phrase_)
print('finally it worked',geek)

```

finally it worked ['winning', 'overtime', '\$']

4.2.2 Manual minimal pre-processing

Testing just one review

[44]: review_sample = corpus.iloc[1043].body
review_sample

[44]: 'Place is completely rate driven. The errors basically do not matter as long as you are fast. Unless you work in quality. In that case you must be fast and perfect. There are some great people that work there. The policies need a major overhaul though. Time off is easy to request but you won\'t get much of it. The policy regarding overtime scheduling and schedule changes is ever changing. Sometimes your OT notice is a "Hey you have 12hrs of OT to work tomorrow. See ya then." It is a major killer of weekend plans, appointments, and anything else you thought you were doing. The whole place is geared around perfection and speed and no one needing time off ever and always being available to work that

extra time. The lack of planning for human error in the work flow causes more errors and of course everyone working there is human and has a life outside of work that they do need to be present for. No pay is worth a last minute notice that you have been scheduled for OT and that family time you had planned is now cancelled. They will tell you they give you a 7 day notice but they don't always do that and will default to an old memo that says it is basically a 24hr notice that is required. Extra shift or even modifying your regular work schedule. The insurance plans offered though are actually really good. There are some hoops to jump through for one of them but they are all great plans. Awesome coworkers and good benefits is all this place has going for it. Other than that you are looking at the normal big company office politics and the absolute lack of concern for the ones at the entry'

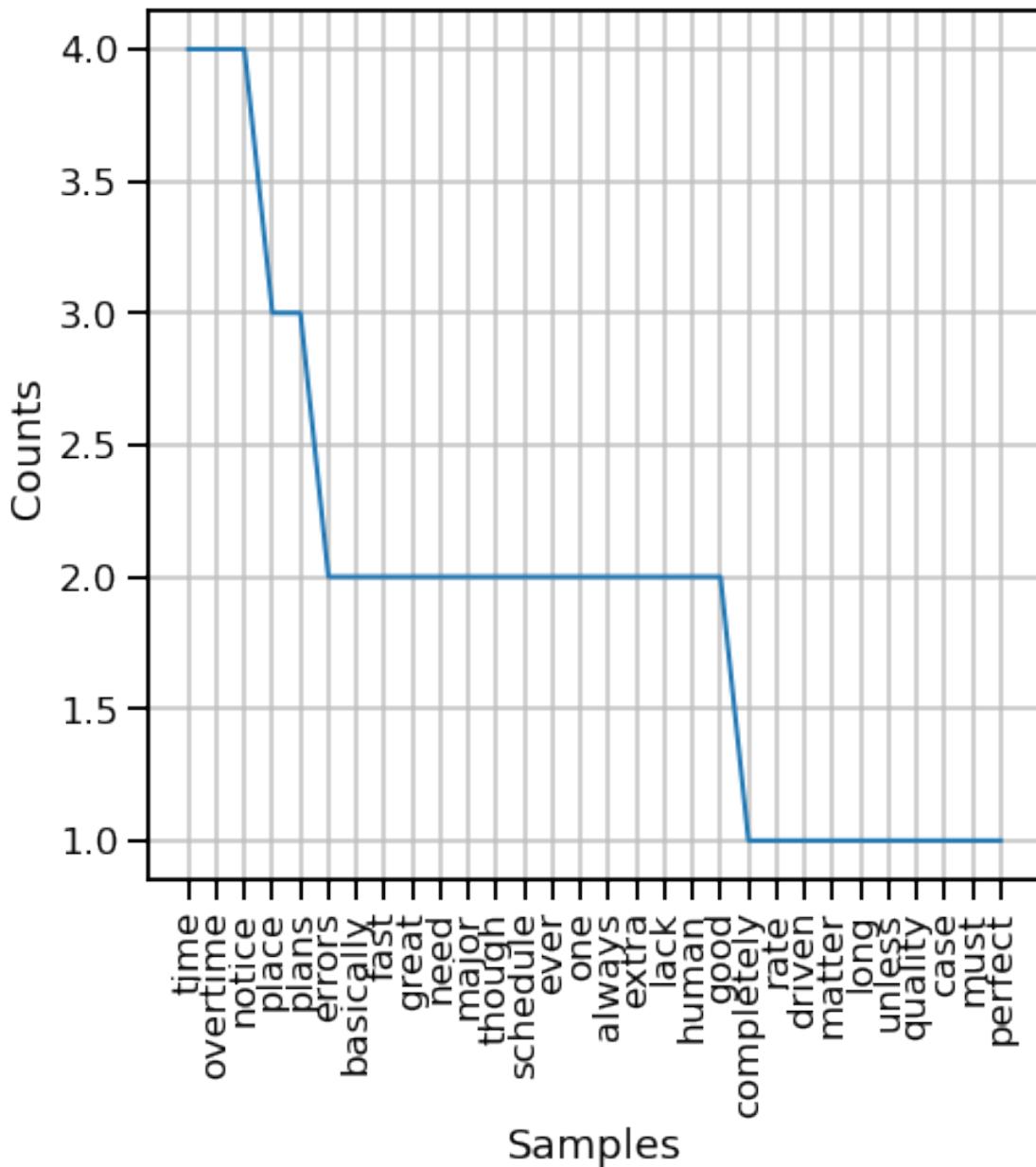
```
[45]: rating_sample = corpus.iloc[1043].target  
rating_sample
```

```
[45]: '1'
```

```
[46]: # Checking MyTokenizer on review sample  
MyTK=MyTokenizer(print_=True, plot_=True, stopwords=sw2)  
  
testMyTK=MyTK.tokenize(review_sample)
```

The original token list has 169 words

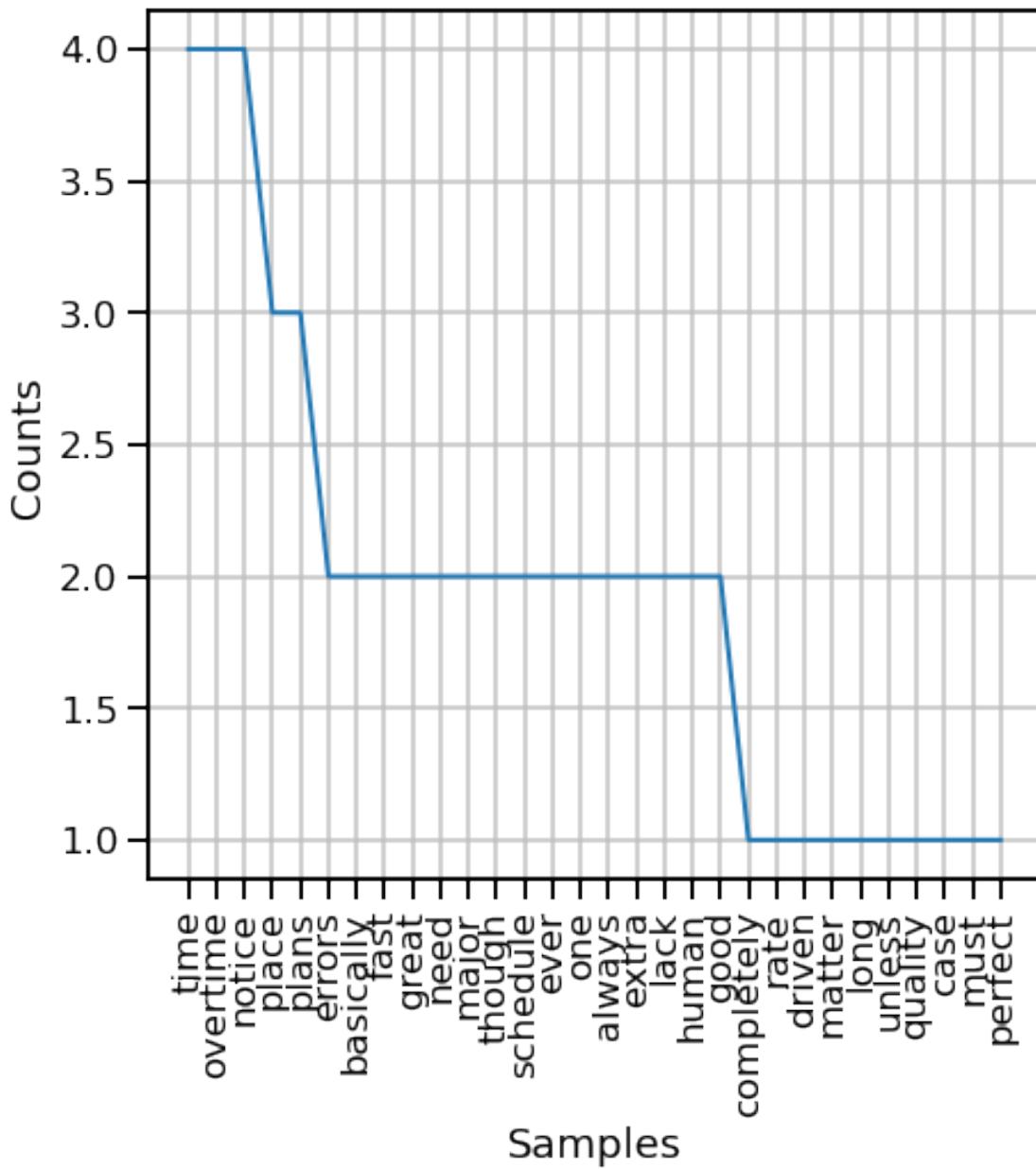
After the full manual cleanup, the review word list has 113 unique words



```
[47]: # checking how manual_cleanup function works on the same sample
corpus_body_element_cleaned_man=manual_cleanup(review_sample, dict_replace,
                                              ↵sw=sw2)
```

The original token list has 178 words

After the full manual cleanup, the review word list has 113 unique words



Both methods result subsets are identical

4.2.3 Tokenization, no lemmatization

Checking how MyTokenizer, RegExpTokenizer and TreebankWordTokenizer work without Lemmatization measured by the number of words left after tokenization with the same stopwords list.

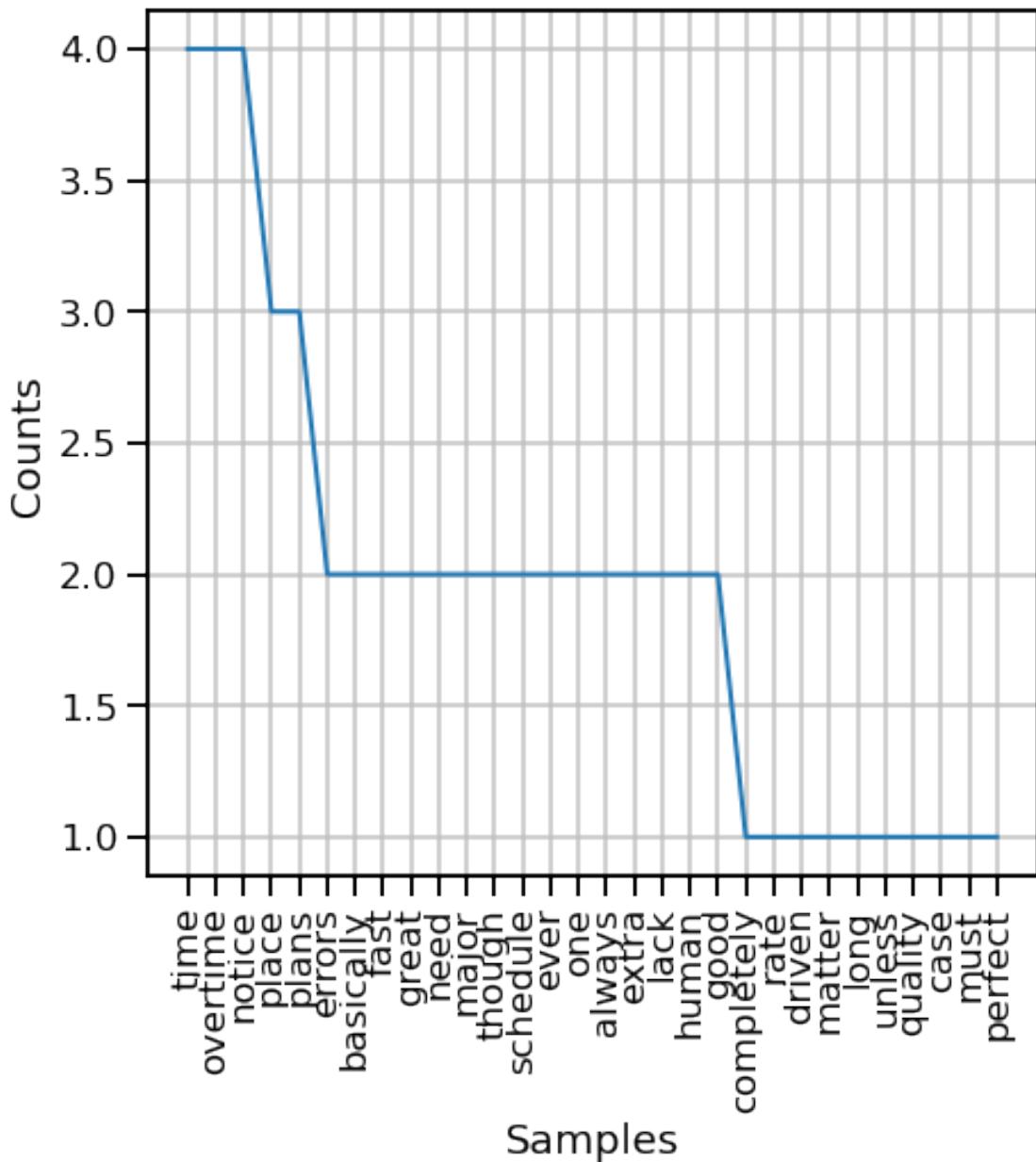
MyTokenizer

```
[48]: list_of_words_mytoken=review_tokenize_only(review_sample, MyTokenizer(),  
      ↴dict_replace, sw2)
```

After using

```
<__main__.MyTokenizer object at 0x00000209E6A00B80>
```

our sample review has 113 unique words



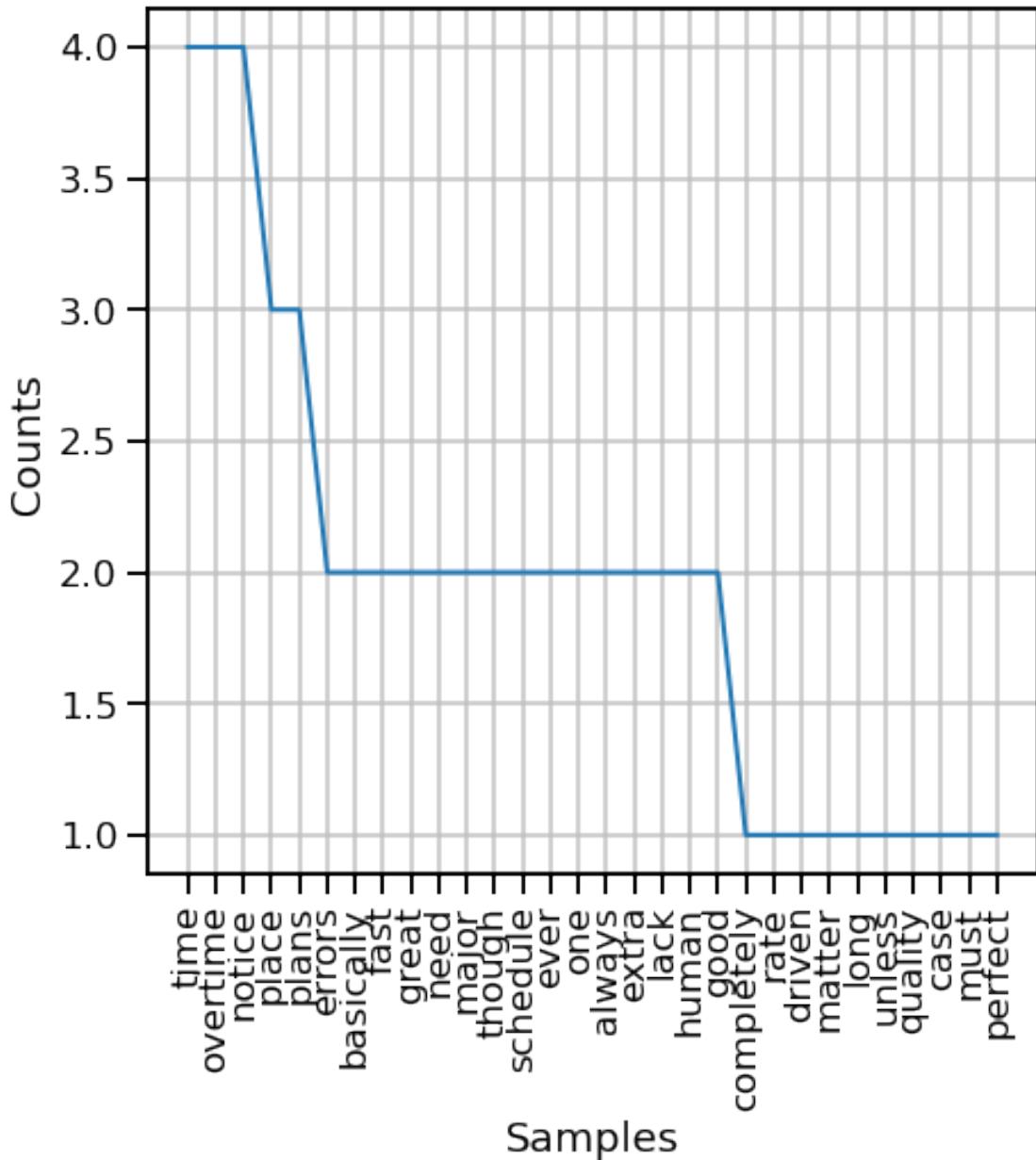
RegExTokenizer

```
[49]: list_of_words_regex=review_tokenize_only(review_sample, u
      ↪RegexpTokenizer(pattern), dict_replace, sw2)
```

After using

```
RegexpTokenizer(pattern="([a-zA-Z]+(?:'[a-z]+)?)", gaps=False,  
discard_empty=True, flags=re.UNICODE|re.MULTILINE|re.DOTALL)
```

our sample review has 111 unique words



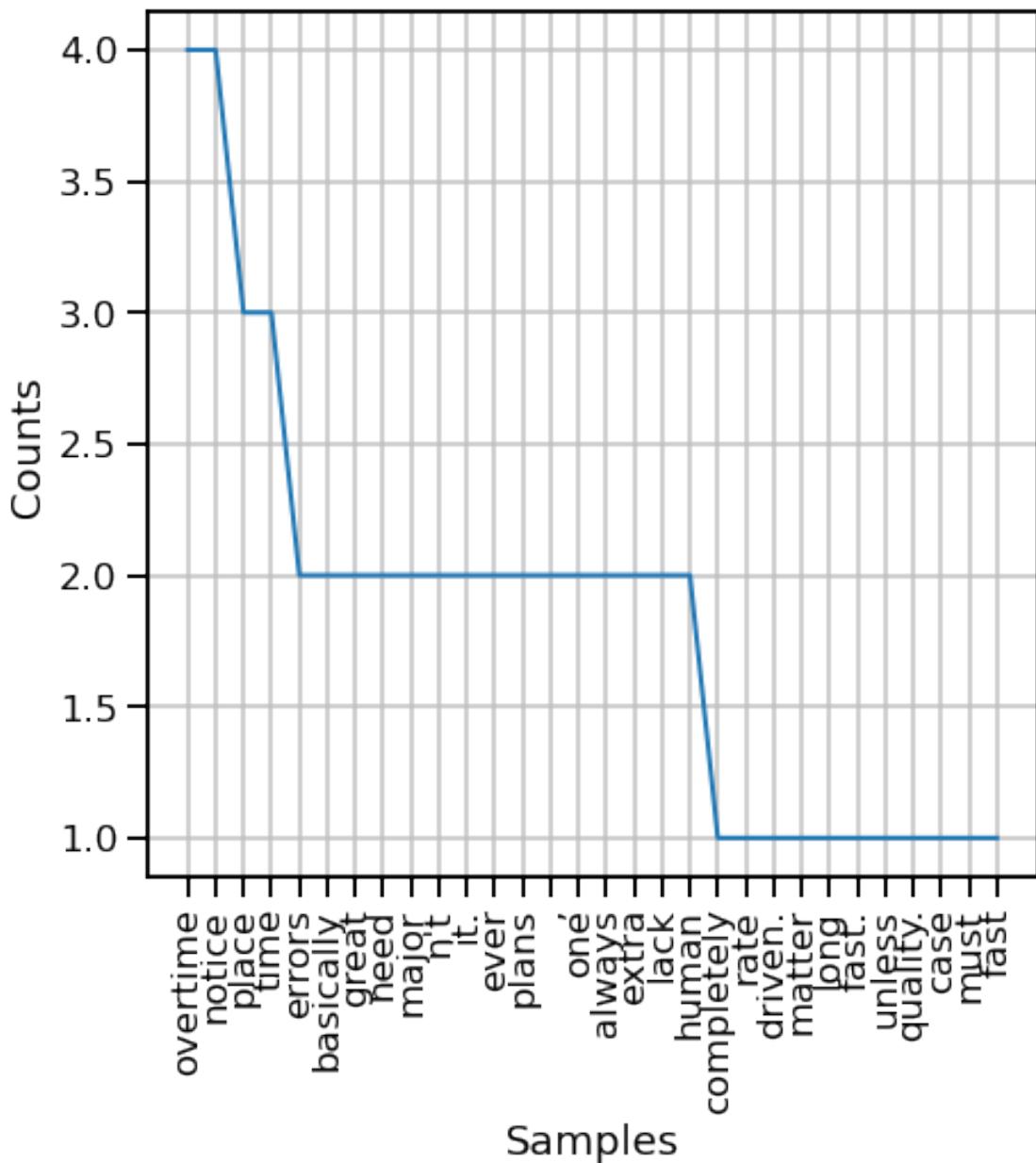
TreebankWordTokenizer

```
[50]: list_of_words_TreeBanktokenize=review_tokenize_only(review_sample,  
          TreebankWordTokenizer(), dict_replace, sw2)
```

After using

```
<nltk.tokenize.treebank.TreebankWordTokenizer object at 0x00000209E0FB6160>
```

our sample review has 128 unique words



MyTokenizer, RegExpTokenizer and TreebankWordTokenizer generated 113, 111 and

128 unique tokens respectively.

4.2.4 Tokenization with lemmatization

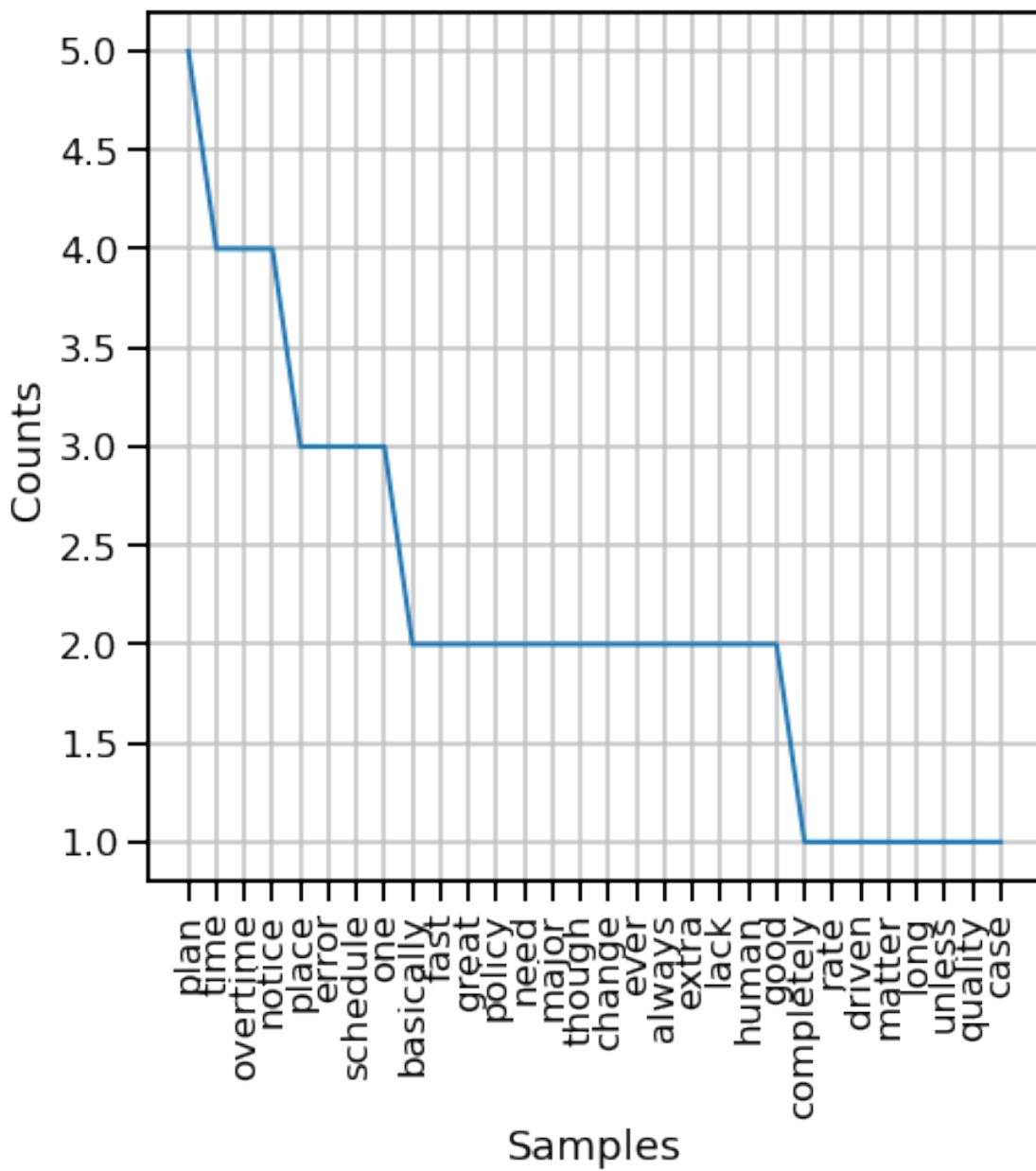
Checking the performance of MyTokenizer, RegExpTokenizer and TreebankWordTokenizer tokenizers in conjunction with WordNetLemmatizer.

MyTokenizer & WordNetLemmatizer

```
[51]: list_of_words_treebank_wordnet=review_tokenize_lemmatize(review_sample, ▾  
    ↵MyTokenizer(), WordNetLemmatizer(),  
    dict_replace, sw2)
```

After using

```
<__main__.MyTokenizer object at 0x00000209E0FAF520>  
&  
<WordNetLemmatizer>  
  
our sample review has 106 unique lemmas
```



TreeBankWordTokenizer & WordNetLemmatizer

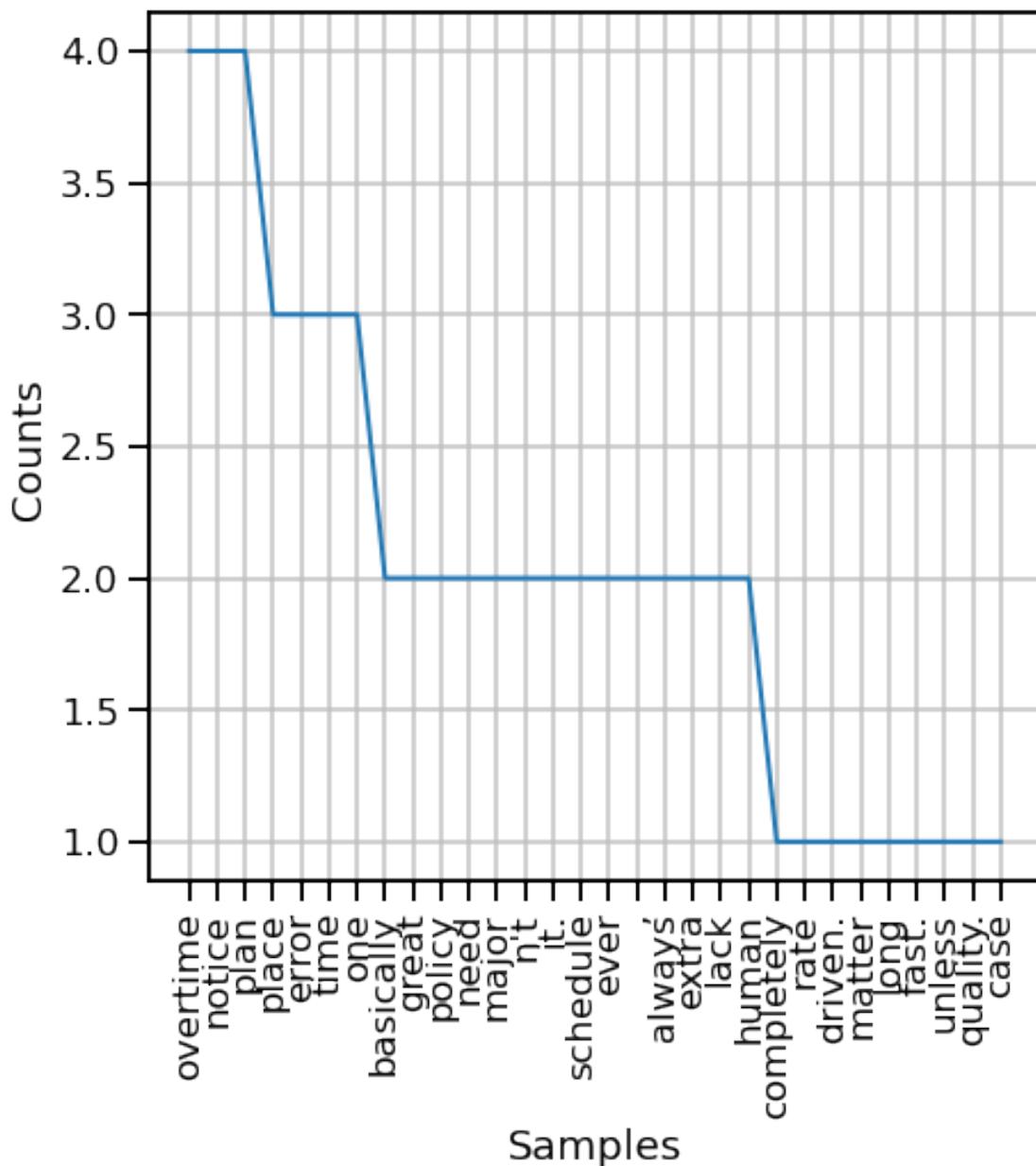
```
[52]: list_of_words_treebank_wordnet=review_tokenize_lemmatize(review_sample,
   ↪TreebankWordTokenizer(), WordNetLemmatizer(),
   dict_replace, sw2)
```

After using

```
<nltk.tokenize.treebank.TreebankWordTokenizer object at 0x00000209E0F873D0>
&
```

<WordNetLemmatizer>

our sample review has 122 unique lemmas



RegExTokenizer & WordNetLemmatizer

```
[53]: list_of_words_regex_wordnet=review_tokenize_lemmatize(review_sample,  
           ↪RegexpTokenizer(pattern), WordNetLemmatizer(),  
           dict_replace, sw2)
```

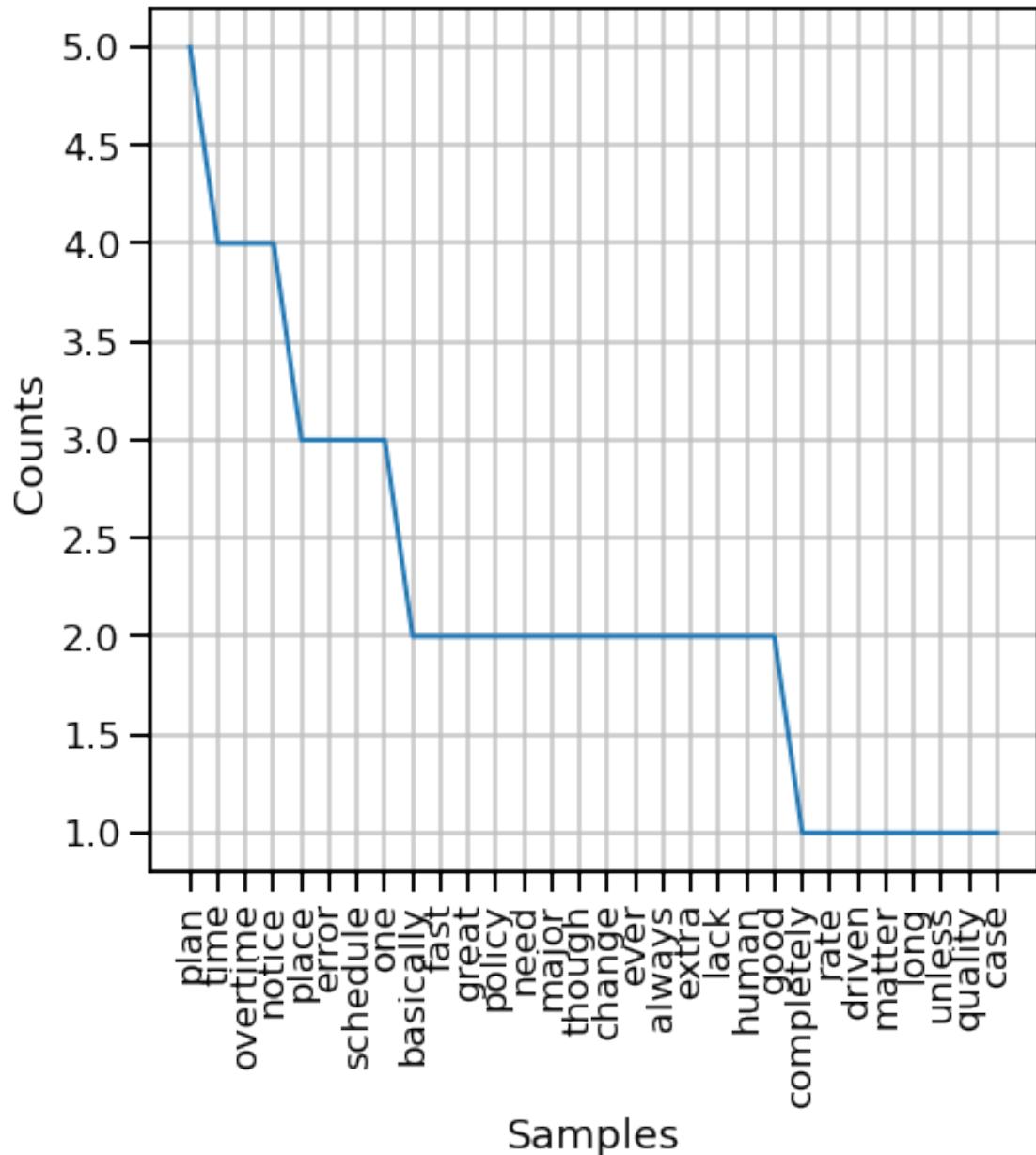
After using

```

RegexpTokenizer(pattern="([a-zA-Z]+(?:'[a-z]+)?)", gaps=False,
discard_empty=True, flags=re.UNICODE|re.MULTILINE|re.DOTALL)
&
<WordNetLemmatizer>

```

our sample review has 104 unique lemmas



MyTokenizer, RegExpTokenizer and TreebankWordTokenizer with WordNetLemmatizer generated 106, 122 and 104 unique tokens respectively.

4.2.5 Comparing time for a phrase processing

```
[54]: regex_tok=RegexpTokenizer(pattern)
my_tok=MyTokenizer()
treebank_tok=TreebankWordTokenizer()
```

```
[55]: text1=regex_tok.tokenize(review_sample)
```

```
[56]: text2=my_tok.tokenize(review_sample)
```

```
[57]: text3=treebank_tok.tokenize(review_sample)
```

RegExTokenizer is the fastest one while MyTokenizer is the slowest.

4.2.6 Splitting and processing the corpus

```
[58]: text_from_first_option=' '.join(review_tokenize_lemmatize(review_sample,
                                                               →MyTokenizer(), WordNetLemmatizer(),
                                                               dict_replace,
                                                               →sw2,plot_=False,print_=False))
text_from_first_option
```

```
[58]: 'place completely rate driven error basically matter long fast unless quality
       case must fast perfect great people policy need major overhaul though time easy
       request wont get much policy regard overtime scheduling schedule change ever
       change sometimes overtime notice hey hrs overtime tomorrow see ya major killer
       weekend plan appointment anything else think place gear around perfection speed
       one needing time ever always available extra time lack plan human error flow
       cause error course everyone work human life outside need present pay worth last
       minute notice schedule overtime family time plan cancel tell give day notice
       dont always default old memo say basically hr notice require extra shift even
       modify regular schedule insurance plan offer though actually really good hoop
       jump one great plan awesome coworkers good benefit place go look normal big
       company office politics absolute lack concern one entry'
```

```
[59]: text_from_second_option=' '.join(review_tokenize_lemmatize(review_sample,
                                                               →RegexpTokenizer(pattern), WordNetLemmatizer(),
                                                               dict_replace,
                                                               →sw2,plot_=False,print_=False))
text_from_second_option
```

```
[59]: 'place completely rate driven error basically matter long fast unless quality
       case must fast perfect great people policy need major overhaul though time easy
       request get much policy regard overtime scheduling schedule change ever change
       sometimes overtime notice hey hrs overtime tomorrow see ya major killer weekend
       plan appointment anything else think place gear around perfection speed one
       needing time ever always available extra time lack plan human error flow cause
       error course everyone work human life outside need present pay worth last minute'
```

notice schedule overtime family time plan cancel tell give day notice always default old memo say basically hr notice require extra shift even modify regular schedule insurance plan offer though actually really good hoop jump one great plan awesome coworkers good benefit place go look normal big company office politics absolute lack concern one entry'

```
[60]: text_from_third_option=' '.join(review_tokenize_lemmatize(review_sample,
    ↪TreebankWordTokenizer(), WordNetLemmatizer(),
    dict_replace,
    ↪sw2,plot_=False,print_=False))
text_from_third_option
```

[60]: "place completely rate driven. error basically matter long fast. unless quality. case must fast perfect. great people there. policy need major overhaul though. time easy request wo n't get much it. policy regard overtime scheduling schedule change ever changing. sometimes overtime notice `` hey 12hrs overtime tomorrow. see ya then. '' major killer weekend plan , appointment , anything else think doing. place gear around perfection speed one needing time ever always available extra time. lack plan human error flow cause error course everyone work human life outside need present for. pay worth last minute notice schedule overtime family time plan cancelled. tell give 7 day notice n't always default old memo say basically 24hr notice required. extra shift even modify regular schedule. insurance plan offer though actually really good. hoop jump one great plans. awesome coworkers good benefit place go it. look normal big company office politics absolute lack concern one entry"

4.3 Feature Engineering, Vectorization

4.3.1 Testing vectorizers

```
[61]: df_eda.tokens[0:10]
```

```
[61]: 0      [worked, contractor, two, years, never, hired, ...
 1          [worst, place, ive, ever, worked, hands]
 2      [compnay, good, benefits, even, small, pension...
 3      [company, life, work, balance, everyday, full, ...
 4      [long, work, ball, drive, work, long, since, l...
 5      [i've, watched, ball, morph, management, strat...
 6      [great, job, little, disorganized, job, isn't, ...
 7      [management, company, clueless, high, work, lo...
 8      [ball, old, reputation, great, company, reputa...
 9      [never, know, kind, day, going, work, days, re...
Name: tokens, dtype: object
```

```
[62]: # These words were listed at the very end of vectorized corpus body. I am
    ↪adding them to the stop_words list
sw3=[' ',
```

'you',
'',
'',
'',
'',
'',
'',
'',
'',
'',
'',
'',
'',
'', ' ', ' ', 'ànd',
'áreas',
'ámbito',
'área',
'áreas',
'çektiği',
'échelle',
'également',
'él',
'época',
'époque',
'équipe',
'équipes',
'ésta',
'était',
'ética',
'étonnant',
'évolutions',
'ídolos',
'índole',
'óptimas',
'ótima',
'últimamente',
'último',
'única',
'único',
'únicode',
'útil',
'čtrnácti',
'środka',
'świata',
'świetnie', '']

Vectorizers with MyTokenizer

```
[63]: # reviews_cleaned_mytokenizer=[]
# reviews_cleaned_mytokenizer=[' '.join(review_tokenize_lemmatize(str(review),  
↳MyTokenizer(), WordNetLemmatizer(),dict_replace,
```

```

#                                         sw2, u
→plot_=False,print_=False)) for review in df_eda.tokens]

# with open('pickles/review_cleaned_mytokenizer.pkl', 'wb') as f:
#     pickle.dump(reviews_cleaned_mytokenizer, f)

[64]: # Due to the lengthy run of tokenization the result of tokenization with the u
→cleanup was saved to a pickle file
with open('pickles/review_cleaned_mytokenizer.pkl', 'rb') as f:
    reviews_cleaned_mytokenizer = pickle.load(f)

[65]: len(reviews_cleaned_mytokenizer)

[65]: 121620

CountVectorizer
[66]: vec_my1=CountVectorizer(stop_words=sw3)
text_vec_my1=vec_my1.fit_transform(reviews_cleaned_mytokenizer)

[67]: # feat_col=vec1.get_feature_names()
# feat_col[-32:]

[68]: # df_vec_my1=pd.DataFrame(text_vec_my1.todense(), columns=vec_my1.
→get_feature_names())
# df_vec_my1=df_vec_my1.sample(frac=0.01)
# df_vec_my1.to_pickle('pickles/df_vec_my1.pkl')

[69]: df_vec_my1=pd.read_pickle('pickles/df_vec_my1.pkl')
df_vec_my1

[69]:
      aa   aaa  aaaannnddd  aaeak   aag  aaked   aal  aalarm  aalways  aam \
113946    0     0          0     0     0     0     0       0       0     0
79341     0     0          0     0     0     0     0       0       0     0
75630     0     0          0     0     0     0     0       0       0     0
80636     0     0          0     0     0     0     0       0       0     0
107076    0     0          0     0     0     0     0       0       0     0
...
...   ...   ...
28218     0     0          0     0     0     0     0       0       0     0
92023     0     0          0     0     0     0     0       0       0     0
50910     0     0          0     0     0     0     0       0       0     0
35403     0     0          0     0     0     0     0       0       0     0
56623     0     0          0     0     0     0     0       0       0     0

      ...  zoom  zoothis   zos   zpdt  zsecure   ztpf    zu  zulily  zurich \
113946   ...    0      0     0     0       0     0     0       0       0
79341   ...    0      0     0     0       0     0     0       0       0
75630   ...    0      0     0     0       0     0     0       0       0

```

```

80636    ...    0     0     0     0     0     0     0     0     0     0
107076    ...    0     0     0     0     0     0     0     0     0     0
...
28218    ...    0     0     0     0     0     0     0     0     0     0
92023    ...    0     0     0     0     0     0     0     0     0     0
50910    ...    0     0     0     0     0     0     0     0     0     0
35403    ...    0     0     0     0     0     0     0     0     0     0
56623    ...    0     0     0     0     0     0     0     0     0     0

          zyrtec
113946      0
79341       0
75630       0
80636       0
107076      0
...
28218       0
92023       0
50910       0
35403       0
56623       0

```

[1216 rows x 47281 columns]

TfidfVectorizer

```
[70]: vec_my2=TfidfVectorizer(stop_words=sw3)
text_vec_my2=vec_my2.fit_transform(reviews_cleaned_mytokenizer)
```

```
[71]: # df_vec_my2=pd.DataFrame(text_vec_my2.todense(), columns=vec_my2.
    ↪get_feature_names())
# df_vec_my2=df_vec_my2.sample(frac=0.01)
# df_vec_my2.to_pickle('pickles/df_vec2_my.pkl')
```

```
[72]: df_vec_my2=pd.read_pickle('pickles/df_vec2_my.pkl')
df_vec_my2
```

```
[72]:      aa   aaa  aaaannnddd  aaeak   aag   aaked   aal   aalarm  aalways  aam \
26972  0.0  0.0        0.0  0.0  0.0  0.0  0.0  0.0  0.0  0.0  0.0
26327  0.0  0.0        0.0  0.0  0.0  0.0  0.0  0.0  0.0  0.0  0.0
77662  0.0  0.0        0.0  0.0  0.0  0.0  0.0  0.0  0.0  0.0  0.0
30023  0.0  0.0        0.0  0.0  0.0  0.0  0.0  0.0  0.0  0.0  0.0
5228   0.0  0.0        0.0  0.0  0.0  0.0  0.0  0.0  0.0  0.0  0.0
...
88077  0.0  0.0        0.0  0.0  0.0  0.0  0.0  0.0  0.0  0.0  0.0
46939  0.0  0.0        0.0  0.0  0.0  0.0  0.0  0.0  0.0  0.0  0.0
77211  0.0  0.0        0.0  0.0  0.0  0.0  0.0  0.0  0.0  0.0  0.0
54662  0.0  0.0        0.0  0.0  0.0  0.0  0.0  0.0  0.0  0.0  0.0
```

```

93065 0.0 0.0          0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0
... zoom zoothis zos zpdt zsecure ztpf zu zulily zurich \
26972 ... 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0
26327 ... 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0
77662 ... 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0
30023 ... 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0
5228 ... 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0
... ...
88077 ... 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0
46939 ... 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0
77211 ... 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0
54662 ... 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0
93065 ... 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0

zyrtec
26972 0.0
26327 0.0
77662 0.0
30023 0.0
5228 0.0
...
88077 0.0
46939 0.0
77211 0.0
54662 0.0
93065 0.0

```

[1216 rows x 47281 columns]

Vectorizers with RegExTokenizer

```

[73]: # reviews_cleaned_regelexp_tokenizer=[]
# reviews_cleaned_regelexp_tokenizer=[' '.
    →join(review_tokenize_lemmatize(str(review), RegexpTokenizer(pattern), ↴
    →WordNetLemmatizer(), dict_replace,
    #
    →sw2,plot_=False,print_=False)) for review in df_eda.tokens]

# with open('review_cleaned_regelexp_tokenizer.pkl', 'wb') as f:
#     pickle.dump(pickles/reviews_cleaned_regelexp_tokenizer, f)

```

```

[74]: with open('pickles/review_cleaned_regelexp_tokenizer.pkl', 'rb') as f:
    reviews_cleaned_regelexp_tokenizer = pickle.load(f)

```

```

[75]: len(reviews_cleaned_regelexp_tokenizer)

```

```

[75]: 121620

```

CountVectorizer

```
[76]: vec_regex1=CountVectorizer(stop_words=sw3)
text_vec_regex1=vec_regex1.fit_transform(reviews_cleaned_regektokenizer)

[77]: # df_vec_regex1=pd.DataFrame(text_vec_regex1.todense(), columns=vec_regex1.
    ↪get_feature_names())
# df_vec_regex1=df_vec_regex1.sample(frac=0.01)
# df_vec_regex1.to_pickle('pickles/df_vec_regex1.pkl')

[78]: df_vec_regex1=pd.read_pickle('pickles/df_vec_regex1.pkl')
df_vec_regex1
```

```
[78]:      aa   aaa  aaaannnddd  aaeak   aag   aaked   aal   aalarm  aalways  aam \
113946    0     0           0     0     0     0     0     0       0     0     0
79341     0     0           0     0     0     0     0     0       0     0     0
75630     0     0           0     0     0     0     0     0       0     0     0
80636     0     0           0     0     0     0     0     0       0     0     0
107076    0     0           0     0     0     0     0     0       0     0     0
...
...   ...   ...
28218     0     0           0     0     0     0     0     0       0     0     0
92023     0     0           0     0     0     0     0     0       0     0     0
50910     0     0           0     0     0     0     0     0       0     0     0
35403     0     0           0     0     0     0     0     0       0     0     0
56623     0     0           0     0     0     0     0     0       0     0     0

      ...  zoothis   zos   zpdt   zsecure   ztpf   zu   zulily  zurich  zyka \
113946   ...     0     0     0       0     0     0       0     0     0
79341   ...     0     0     0       0     0     0       0     0     0
75630   ...     0     0     0       0     0     0       0     0     0
80636   ...     0     0     0       0     0     0       0     0     0
107076  ...     0     0     0       0     0     0       0     0     0
...
...   ...   ...
28218   ...     0     0     0       0     0     0       0     0     0
92023   ...     0     0     0       0     0     0       0     0     0
50910   ...     0     0     0       0     0     0       0     0     0
35403   ...     0     0     0       0     0     0       0     0     0
56623   ...     0     0     0       0     0     0       0     0     0

      zyrtec
113946     0
79341     0
75630     0
80636     0
107076    0
...
...   ...
28218     0
92023     0
```

```
50910      0  
35403      0  
56623      0
```

[1216 rows x 46962 columns]

TfidfVectorizer

```
[79]: vec_regex2=TfidfVectorizer(stop_words=sw3)  
text_vec_regex2=vec_regex2.fit_transform(reviews_cleaned_regektokenizer)
```



```
[80]: # df_vec_regex2=pd.DataFrame(text_vec_regex2.todense(), columns=vec_regex2.  
#                                →get_feature_names())  
# df_vec_regex2=df_vec_regex2.sample(frac=0.01)  
# df_vec_regex2.to_pickle('pickles/df_vec_regex2.pkl')
```



```
[81]: df_vec_regex2=pd.read_pickle('pickles/df_vec_regex2.pkl')  
df_vec_regex2
```

```
[81]:      aa    aaa   aaaannnddd  aaeak    aag   aaked    aal   aalarm  aalways  aam  \  
26972  0.0    0.0        0.0    0.0    0.0    0.0    0.0      0.0    0.0    0.0  0.0  
26327  0.0    0.0        0.0    0.0    0.0    0.0    0.0      0.0    0.0    0.0  0.0  
77662  0.0    0.0        0.0    0.0    0.0    0.0    0.0      0.0    0.0    0.0  0.0  
30023  0.0    0.0        0.0    0.0    0.0    0.0    0.0      0.0    0.0    0.0  0.0  
5228   0.0    0.0        0.0    0.0    0.0    0.0    0.0      0.0    0.0    0.0  0.0  
...    ...    ...        ...    ...    ...    ...    ...      ...    ...    ...  ...  
88077  0.0    0.0        0.0    0.0    0.0    0.0    0.0      0.0    0.0    0.0  0.0  
46939  0.0    0.0        0.0    0.0    0.0    0.0    0.0      0.0    0.0    0.0  0.0  
77211  0.0    0.0        0.0    0.0    0.0    0.0    0.0      0.0    0.0    0.0  0.0  
54662  0.0    0.0        0.0    0.0    0.0    0.0    0.0      0.0    0.0    0.0  0.0  
93065  0.0    0.0        0.0    0.0    0.0    0.0    0.0      0.0    0.0    0.0  0.0  
      ...  zoothis   zos   zpdt  zsecure  ztpf    zu  zulily  zurich  zyka  \  
26972  ...    0.0    0.0    0.0    0.0    0.0    0.0      0.0    0.0    0.0  0.0  
26327  ...    0.0    0.0    0.0    0.0    0.0    0.0      0.0    0.0    0.0  0.0  
77662  ...    0.0    0.0    0.0    0.0    0.0    0.0      0.0    0.0    0.0  0.0  
30023  ...    0.0    0.0    0.0    0.0    0.0    0.0      0.0    0.0    0.0  0.0  
5228   ...    0.0    0.0    0.0    0.0    0.0    0.0      0.0    0.0    0.0  0.0  
...    ...    ...    ...    ...    ...    ...    ...    ...    ...    ...  ...  
88077  ...    0.0    0.0    0.0    0.0    0.0    0.0      0.0    0.0    0.0  0.0  
46939  ...    0.0    0.0    0.0    0.0    0.0    0.0      0.0    0.0    0.0  0.0  
77211  ...    0.0    0.0    0.0    0.0    0.0    0.0      0.0    0.0    0.0  0.0  
54662  ...    0.0    0.0    0.0    0.0    0.0    0.0      0.0    0.0    0.0  0.0  
93065  ...    0.0    0.0    0.0    0.0    0.0    0.0      0.0    0.0    0.0  0.0  
      zyrtec  
26972    0.0  
26327    0.0
```

```

77662      0.0
30023      0.0
5228       0.0
...
88077      0.0
46939       0.0
77211      0.0
54662       0.0
93065      0.0

[1216 rows x 46962 columns]

```

They all work well; however, the process with MyTokenizer is slightly slower, and the final result has more word columns, 47281 vs. 46962. Therefore vectorization of tokens generated by RegExpTokenizer is a choice for further modeling.

4.3.2 Creating and vectorizing training, test and validation sets

Splitting into training, test and validation sets

```
[82]: X=df_eda.tokens
y=df_eda.target
```

```
[83]: X_train, X_test, y_train, y_test = train_test_split(X,
                                                       y,
                                                       random_state=123,
                                                       test_size=0.25)
```

```
[84]: print(len(X_train), len(X_test), len(y_train), len(y_test))
```

```
91215 30405 91215 30405
```

```
[85]: # token_reviews=[' '.join(review_tokenize_lemmatize(str(review),
                                                       ↳RegexpTokenizer(pattern), WordNetLemmatizer(), dict_replace,
                                                       #
                                                       ↳sw2, plot_=False, print_=False)) for review in X_train]

# with open('token_reviews.pkl', 'wb') as f:
#     pickle.dump(pickles/token_reviews, f)
```

```
[86]: with open('pickles/token_reviews.pkl', 'rb') as f:
    token_reviews = pickle.load(f)
```

```
[87]: len(token_reviews)
```

```
[87]: 91215
```

```
[88]: token_reviews[10000]
```

[88]: 'meat department busy department everyone give didnt upper management would tell policy immediate supervisor would contradict vice versa'

[89]: *# Splitting X_Training into main training and validation sets*

```
X_main_train, X_val, y_main_train, y_val = train_test_split(token_reviews,  
                                         y_train,  
                                         random_state=123,  
                                         test_size=0.25)
```

[90]: `len(X_main_train)`

[90]: 68411

Vectorization of the sets

CountVectorizer

[91]: `vec_count=CountVectorizer(stop_words=sw3)`
`vec_count_X_train=vec_count.fit_transform(X_main_train)`

[92]: `# df_vec_count_train=pd.DataFrame(vec_count_X_train.todense(), columns=vec_count.get_feature_names())`
`# df_vec_count_train.set_index(y_main_train.index, inplace=True)`
`# df_vec_count_train.info()`

[93]: `a=list(vec_count.vocabulary_.values())`
`b=list(vec_count.vocabulary_.keys())`
`print(a[:50], b[:50])`

```
[33109, 21463, 17065, 11209, 15706, 22735, 12422, 21290, 32039, 22166, 32873,  
24028, 27083, 10754, 19346, 23963, 9459, 26976, 8209, 17758, 22244, 5406, 23367,  
5542, 31584, 13890, 26317, 21055, 5237, 31979, 5907, 5242, 1663, 19286, 11032,  
16593, 25357, 5727, 1305, 9237, 28402, 19643, 24728, 10994, 8091, 17032, 17448,  
2965, 12219, 8325] ['young', 'people', 'look', 'first', 'job', 'pretty', 'good',  
'pay', 'weekly', 'plus', 'would', 'recommend', 'someone', 'family', 'nice',  
'recently', 'enforcement', 'social', 'distancing', 'mask', 'policy', 'company',  
'punish', 'complain', 'violate', 'hour', 'shift', 'pandemic', 'combined',  
'wear', 'constantly', 'come', 'area', 'never', 'felt', 'less', 'safe',  
'conduct', 'annual', 'employee', 'survey', 'nothing', 'responses', 'feedback',  
'dishearten', 'long', 'management', 'best', 'get', 'do']
```

[94]: `vec_count_X_val=vec_count.transform(X_val)`

[95]: `# df_vec_count_val=pd.DataFrame(vec_count_X_val.todense(), columns=vec_count.get_feature_names())`
`# df_vec_count_val.set_index(y_val.index, inplace=True)`

```

# df_vec_count_val.info()

TfidfVectorizer
[96]: vec_tfidf=TfidfVectorizer(stop_words=sw3)
vec_tfidf_X_train=vec_tfidf.fit_transform(X_main_train)

[97]: # df_vec_tfidf_train=pd.DataFrame(vec_tfidf_X_train.todense(), columns=vec_tfidf.get_feature_names())
# df_vec_tfidf_train.set_index(y_main_train.index, inplace=True)
# df_vec_tfidf_train.info()

[98]: vec_tfidf_X_val=vec_tfidf.transform(X_val)

[99]: # df_vec_tfidf_val=pd.DataFrame(vec_tfidf_X_val.todense(), columns=vec_tfidf.get_feature_names())
# df_vec_tfidf_val.set_index(y_val.index, inplace=True)
# df_vec_tfidf_val.info()

```

5 Model

```

[100]: # Keeping variable use frequently in the Modeling together.
datasets_list_count_val=[vec_count_X_train, vec_count_X_val, y_main_train, y_val]
datasets_list_tfidf_val=[vec_tfidf_X_train, vec_tfidf_X_val, y_main_train, y_val]
models_dict={'Classifier Name':[], 'Description':[], 'Training or Val/Test': [], 'Accuracy':[], 'F1 Score':[], 'Saved model':[]}

```

5.1 Default parameters models

5.1.1 DummyClassifier model

```

[101]: #Building a dummy model with DummyClassifier.
dummy_num_model=DummyClassifier(strategy='most_frequent')
dummy_num_model.fit(vec_count_X_train,y_main_train)

[101]: DummyClassifier(strategy='most_frequent')

[102]: y_hat=dummy_num_model.predict(vec_count_X_val)
accuracy_score(y_val,y_hat)
f1_score(y_val, y_hat, average="weighted")

[102]: 0.426699952872438

[103]: simple_model_validation(dummy_num_model, datasets_list_count_val, 'Dummy model', 'training', 'Dummy model, validation')

```

```
*****
DummyClassifier(strategy='most_frequent')
*****
```

Classification Report for training set

```
*****
precision    recall   f1-score   support
```

	precision	recall	f1-score	support
1	0.00	0.00	0.00	13360
2	0.00	0.00	0.00	15112
3	0.58	1.00	0.74	39939
accuracy			0.58	68411
macro avg	0.19	0.33	0.25	68411
weighted avg	0.34	0.58	0.43	68411

Classification Report for validation/test set

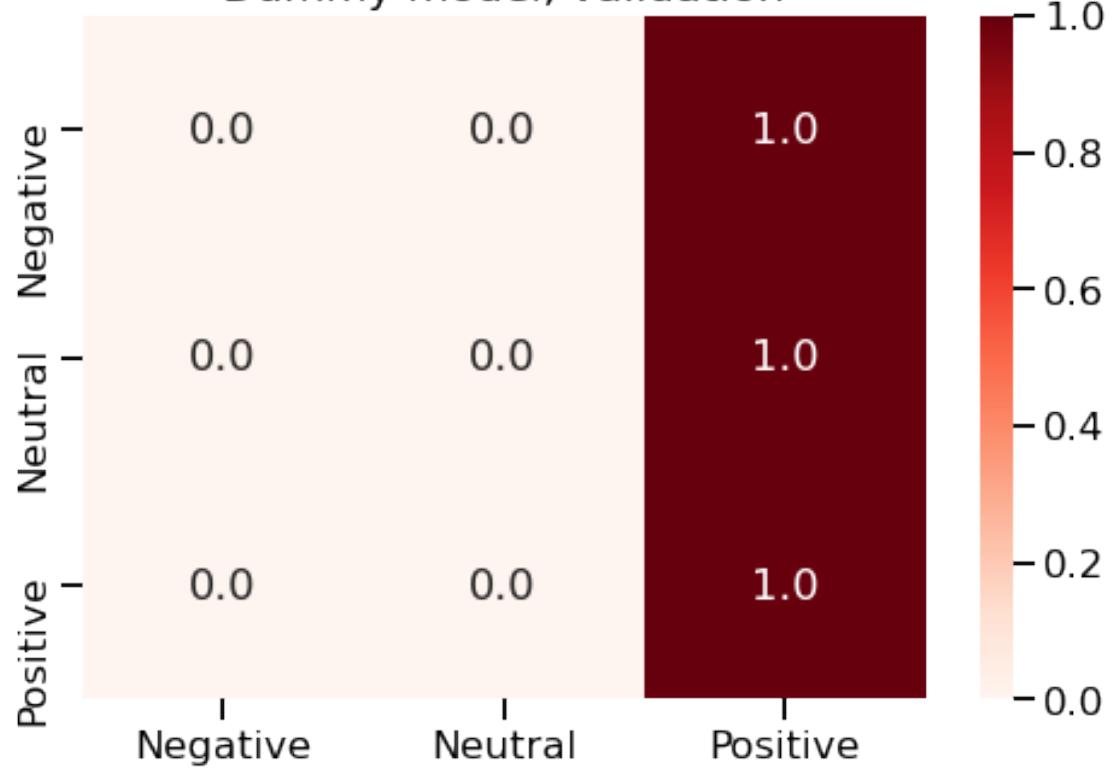
```
*****
precision    recall   f1-score   support
```

	precision	recall	f1-score	support
1	0.00	0.00	0.00	4489
2	0.00	0.00	0.00	5072
3	0.58	1.00	0.73	13243
accuracy			0.58	22804
macro avg	0.19	0.33	0.24	22804
weighted avg	0.34	0.58	0.43	22804

Dummy model, training



Dummy model, validation



```
[104]: models_dict_params=adding_to_models_dict(models_dict,
                                              'Dummy with CountVectorizer',
                                              'dummy_num_model',
                                              datasets_list_count_val,
                                              dummy_num_model,
                                              'not saved')
```

```
[105]: models_df=pd.DataFrame(models_dict_params)
models_df
```

```
[105]: Classifier Name          Description Training or Val/Test \
0  dummy_num_model  Dummy with CountVectorizer      training
1  dummy_num_model  Dummy with CountVectorizer      val/test

   Accuracy  F1 Score Saved model
0      0.584      0.246    not saved
1      0.584      0.245    not saved
```

The model is for comparison purpose only

5.1.2 MultinomialNB model

```
[106]: mnb1=MultinomialNB()

mnb1.fit(vec_count_X_train,y_main_train)
cross_val_score(mnb1, vec_count_X_train,y_main_train, cv=5, scoring='f1_macro')
```

```
[106]: array([0.56937929, 0.56825015, 0.57870884, 0.56253266, 0.56795986])
```

```
[107]: mnb1.classes_
```

```
[107]: array(['1', '2', '3'], dtype='<U1')
```

```
[108]: prior_1=y_train.value_counts()[0]/len(y_train)
prior_2=y_train.value_counts()[1]/len(y_train)
prior_3=y_train.value_counts()[2]/len(y_train)
print(round(prior_1,4), round(prior_2,4), round(prior_3,4))
```

0.583 0.2213 0.1957

```
[109]: simple_model_validation(mnb1, datasets_list_count_val, 'MultinomialNB model
→with CountVectorizer, training',
                               'MultinomialNB model with CountVectorizer, validation')
```

MultinomialNB()

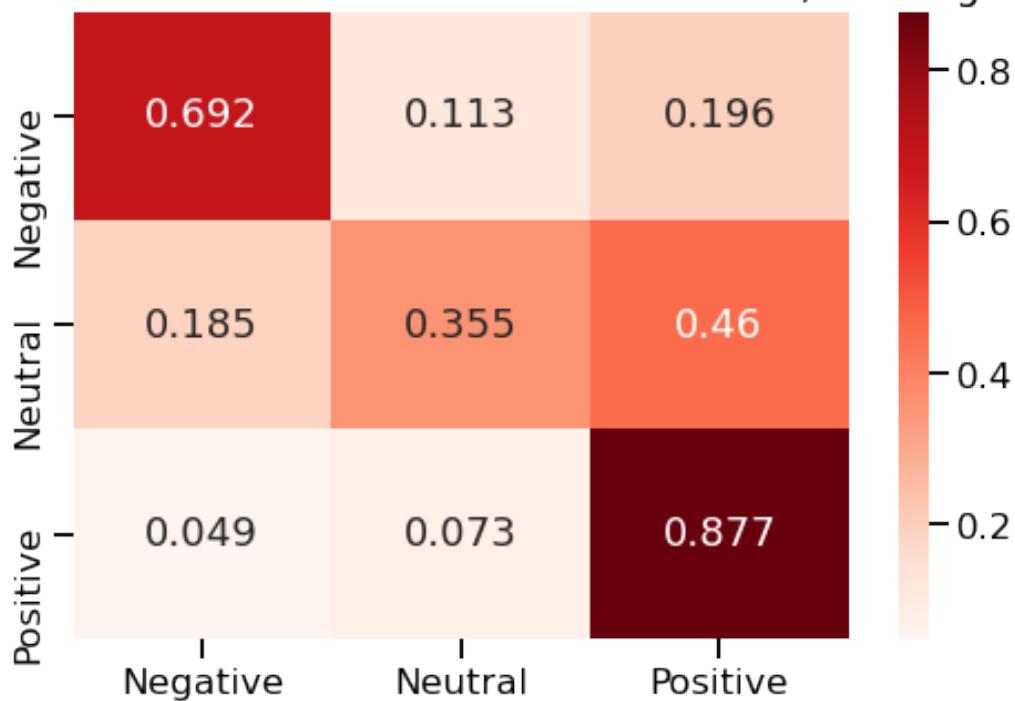
Classification Report for training set

	precision	recall	f1-score	support
1	0.66	0.69	0.68	13360
2	0.55	0.35	0.43	15112
3	0.79	0.88	0.83	39939
accuracy			0.73	68411
macro avg	0.66	0.64	0.64	68411
weighted avg	0.71	0.73	0.71	68411

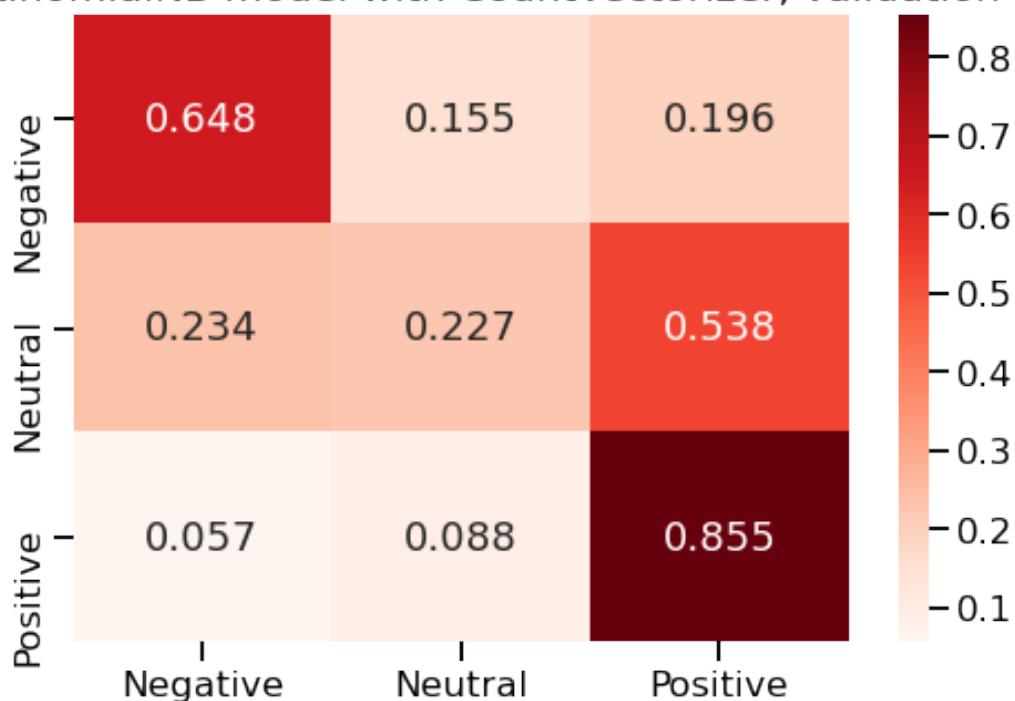
Classification Report for validation/test set

	precision	recall	f1-score	support
1	0.60	0.65	0.62	4489
2	0.38	0.23	0.28	5072
3	0.76	0.86	0.80	13243
accuracy			0.67	22804
macro avg	0.58	0.58	0.57	22804
weighted avg	0.64	0.67	0.65	22804

MultinomialNB model with CountVectorizer, training



MultinomialNB model with CountVectorizer, validation



```
[110]: models_dict_params=adding_to_models_dict(models_dict,
                                              'MultinomialNB model with',
                                              'CountVectorizer',
                                              'mnb1',
                                              datasets_list_count_val,
                                              mnb1,
                                              'not saved; fast fitting')
```

```
[111]: models_df=pd.DataFrame(models_dict_params)
models_df
```

	Classifier Name	Description \
0	dummy_num_model	Dummy with CountVectorizer
1	dummy_num_model	Dummy with CountVectorizer
2	mnb1	MultinomialNB model with CountVectorizer
3	mnb1	MultinomialNB model with CountVectorizer

	Training or Val/Test	Accuracy	F1 Score	Saved model
0	training	0.584	0.246	not saved
1	val/test	0.584	0.245	not saved
2	training	0.726	0.645	not saved; fast fitting
3	val/test	0.726	0.570	not saved; fast fitting

MNB model with default parameters worked relatively well but it is over-fitted.

5.1.3 LogisticRegressionCV

With CountVectorized set

```
[112]: # lrcv1=LogisticRegressionCV(max_iter=1000, random_state=123,
                                scoring='f1_macro')
# lrcv1.fit(vec_count_X_train,y_main_train)
```

```
[113]: # filename = 'models/LRCV_count_fitted.pkl'
# pickle.dump(lrcv1, open(filename, 'wb'))
```

```
[114]: filename = 'models/LRCV_count_fitted.pkl'
lrcv1_loaded_model = pickle.load(open(filename, 'rb'))
```

```
[115]: simple_model_validation(lrcv1_loaded_model, datasets_list_count_val,
                           'LogisticRegressionCV model with CountVectorizer',
                           'training',
                           'LogisticRegressionCV model with CountVectorizer',
                           'validation')

*****  

LogisticRegressionCV(max_iter=1000, random_state=123, scoring='f1_macro')  

*****
```

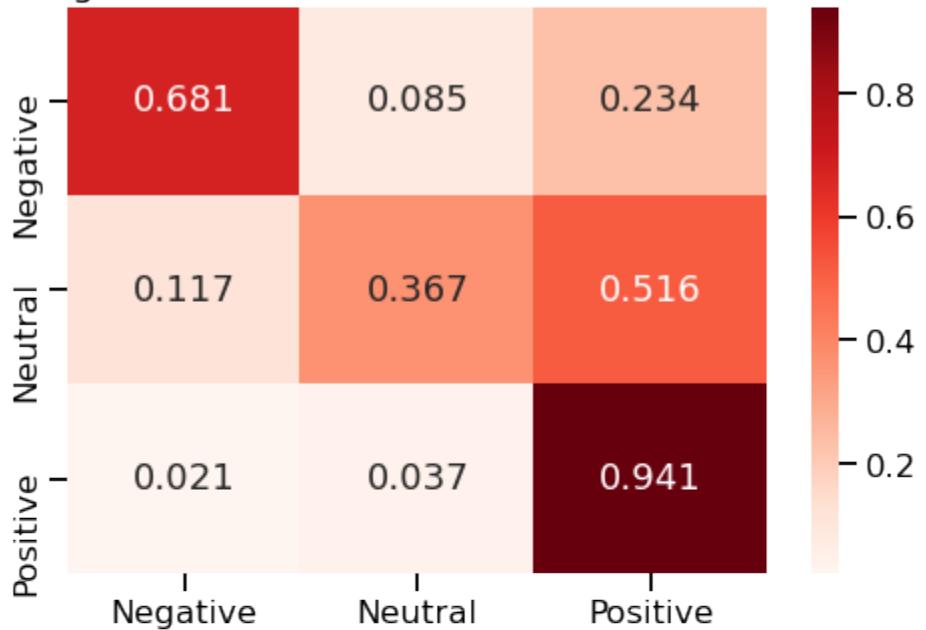
Classification Report for training set

	precision	recall	f1-score	support
1	0.78	0.68	0.73	13360
2	0.68	0.37	0.48	15112
3	0.77	0.94	0.85	39939
accuracy			0.76	68411
macro avg	0.74	0.66	0.68	68411
weighted avg	0.75	0.76	0.74	68411

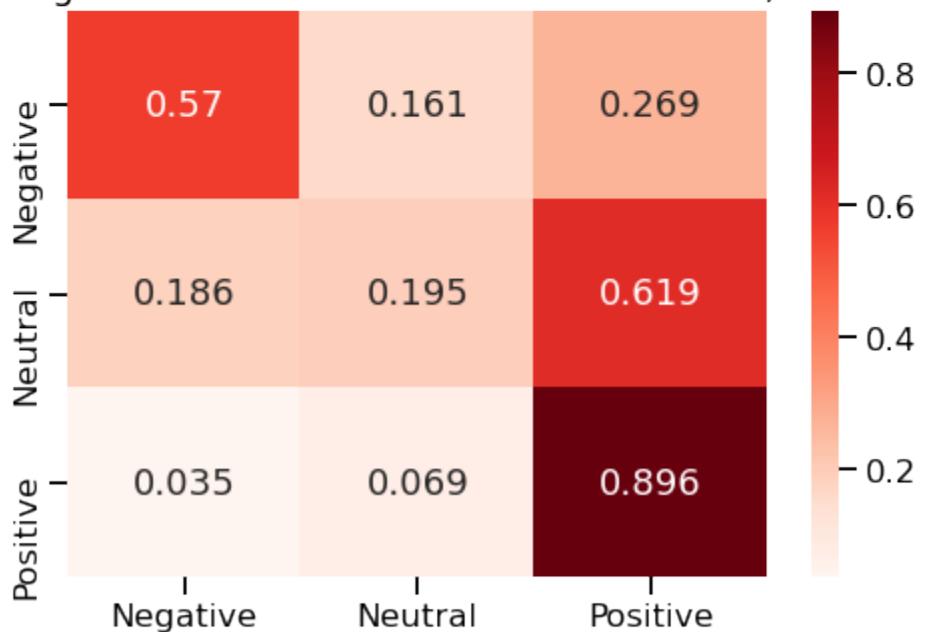
Classification Report for validation/test set

	precision	recall	f1-score	support
1	0.65	0.57	0.61	4489
2	0.38	0.19	0.26	5072
3	0.73	0.90	0.81	13243
accuracy			0.68	22804
macro avg	0.58	0.55	0.56	22804
weighted avg	0.64	0.68	0.64	22804

LogisticRegressionCV model with CountVectorizer, training



LogisticRegressionCV model with CountVectorizer, validation



```
[116]: models_dict_params=adding_to_models_dict(models_dict,
                                              'LogisticRegressionCV model with',
                                              'CountVectorizer',
                                              'lrcv1_loaded_model',
                                              datasets_list_count_val,
```

```
lrcv1_loaded_model,
'models/LRCV_count_fitted.pkl')
```

```
[117]: models_df=pd.DataFrame(models_dict_params)
models_df
```

	Classifier Name	Description \
0	dummy_num_model	Dummy with CountVectorizer
1	dummy_num_model	Dummy with CountVectorizer
2	mnb1	MultinomialNB model with CountVectorizer
3	mnb1	MultinomialNB model with CountVectorizer
4	lrcv1_loaded_model	LogisticRegressionCV model with CountVectorizer
5	lrcv1_loaded_model	LogisticRegressionCV model with CountVectorizer

	Training or Val/Test	Accuracy	F1 Score	Saved model
0	training	0.584	0.246	not saved
1	val/test	0.584	0.245	not saved
2	training	0.726	0.645	not saved; fast fitting
3	val/test	0.726	0.570	not saved; fast fitting
4	training	0.764	0.684	models/LRCV_count_fitted.pkl
5	val/test	0.764	0.556	models/LRCV_count_fitted.pkl

LRCV model with CountVectorized features and default classifier parameters worked better than MNB model on the training set, but it shows more unsatisfactory performance on the validation set and is over-fitted even more.

With TfIdfVectorized set

```
[118]: # lrcv2=LogisticRegressionCV(max_iter=400, random_state=123, n_jobs=-1, scoring='f1_macro')
# lrcv2.fit(vec_tfidf_X_train,y_main_train)

# filename = 'models/LRCV_tfidf_fitted.pkl'
# pickle.dump(lrcv2, open(filename, 'wb'))
```

```
[119]: filename = 'models/LRCV_tfidf_fitted.pkl'
lrcv2_loaded_model = pickle.load(open(filename, 'rb'))
```

```
[120]: simple_model_validation(lrcv2_loaded_model, datasets_list_tfidf_val,
                           'LogisticRegressionCV model with',
                           'TfidfVectorizer,training',
                           'LogisticRegressionCV model with TfidfVectorizer,', validation)
```

```
LogisticRegressionCV(max_iter=400, n_jobs=-1, random_state=123,
scoring='f1_macro')
```

Classification Report for training set

	precision	recall	f1-score	support
1	0.77	0.71	0.74	13360
2	0.69	0.40	0.50	15112
3	0.79	0.94	0.86	39939
accuracy			0.77	68411
macro avg	0.75	0.68	0.70	68411
weighted avg	0.76	0.77	0.76	68411

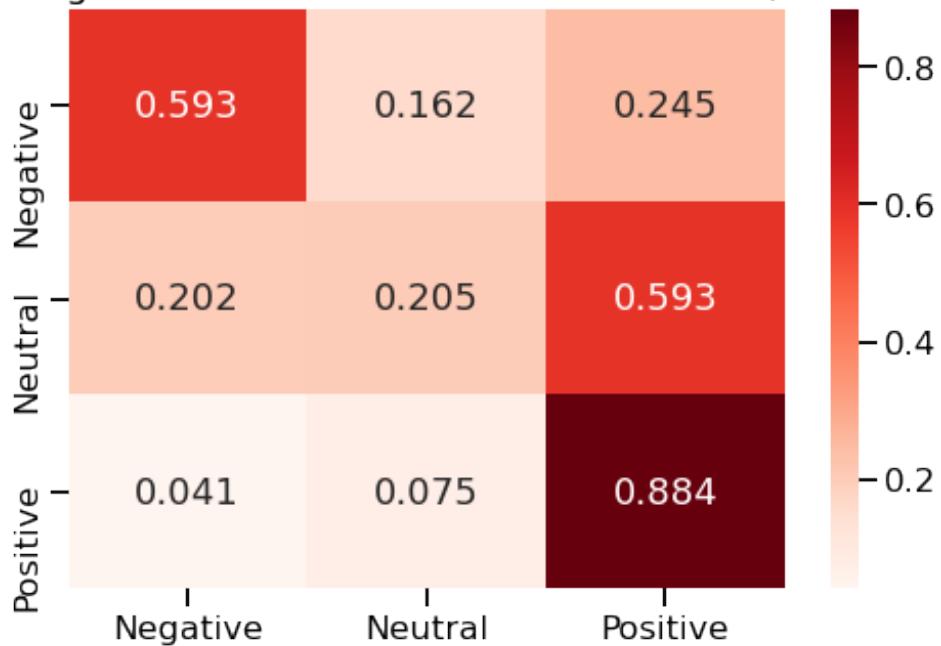
Classification Report for validation/test set

	precision	recall	f1-score	support
1	0.63	0.59	0.61	4489
2	0.38	0.20	0.27	5072
3	0.74	0.88	0.81	13243
accuracy			0.68	22804
macro avg	0.58	0.56	0.56	22804
weighted avg	0.64	0.68	0.65	22804

LogisticRegressionCV model with TfIdfVectorizer, training



LogisticRegressionCV model with TfIdfVectorizer, validation



```
[121]: models_dict_params=adding_to_models_dict(models_dict,
                                              'LogisticRegressionCV model with_',
                                              'TfIdfVectorizer',
                                              'lrcv2_loaded_model',
```

```

        datasets_list_tfidf_val,
        lrcv2_loaded_model,
        'models/LRCV_tfidf_fitted.pkl')

```

[122]: models_df=pd.DataFrame(models_dict_params)
models_df

	Classifier Name	Description \
0	dummy_num_model	Dummy with CountVectorizer
1	dummy_num_model	Dummy with CountVectorizer
2	mnb1	MultinomialNB model with CountVectorizer
3	mnb1	MultinomialNB model with CountVectorizer
4	lrcv1_loaded_model	LogisticRegressionCV model with CountVectorizer
5	lrcv1_loaded_model	LogisticRegressionCV model with CountVectorizer
6	lrcv2_loaded_model	LogisticRegressionCV model with TfIdfVectorizer
7	lrcv2_loaded_model	LogisticRegressionCV model with TfIdfVectorizer

	Training or Val/Test	Accuracy	F1 Score	Saved model
0	training	0.584	0.246	not saved
1	val/test	0.584	0.245	not saved
2	training	0.726	0.645	not saved; fast fitting
3	val/test	0.726	0.570	not saved; fast fitting
4	training	0.764	0.684	models/LRCV_count_fitted.pkl
5	val/test	0.764	0.556	models/LRCV_count_fitted.pkl
6	training	0.773	0.699	models/LRCV_tfidf_fitted.pkl
7	val/test	0.773	0.561	models/LRCV_tfidf_fitted.pkl

LRCV model with TfIdfVectorized features and default classifier parameters worked better than MNB and the previous LRCV model on the training set, but it shows more unsatisfactory performance on the validation set and is over-fitted even more.

5.1.4 XGBClassifier

With CountVectorized set

[123]: xgb1=XGBClassifier(multi='softmax', verbosity=0, njobs=-1, seed=123,
scoring='f1_macro')

xgb1.fit(vec_count_X_train,y_main_train)

[123]: XGBClassifier(base_score=0.5, booster='gbtree', colsample_bylevel=1,
colsample_bynode=1, colsample_bytree=1, gamma=0, gpu_id=-1,
importance_type='gain', interaction_constraints='',
learning_rate=0.300000012, max_delta_step=0, max_depth=6,
min_child_weight=1, missing=nan, monotone_constraints='()',
multi='softmax', n_estimators=100, n_jobs=16, njobs=-1,
num_parallel_tree=1, objective='multi:softprob', random_state=123,
reg_alpha=0, reg_lambda=1, scale_pos_weight=None,
scoring='f1_macro', seed=123, subsample=1, tree_method='exact',

```

    validate_parameters=1, ...)

[124]: simple_model_validation(xgb1, datasets_list_count_val,
                           'XGBClassifier model with CountVectorizer, training',
                           'XGBClassifier model with CountVectorizer, validation')

```

```

*****
XGBClassifier(base_score=0.5, booster='gbtree', colsample_bylevel=1,
              colsample_bynode=1, colsample_bytree=1, gamma=0, gpu_id=-1,
              importance_type='gain', interaction_constraints='',
              learning_rate=0.300000012, max_delta_step=0, max_depth=6,
              min_child_weight=1, missing=nan, monotone_constraints='()',
              multi='softmax', n_estimators=100, n_jobs=16, njobs=-1,
              num_parallel_tree=1, objective='multi:softprob', random_state=123,
              reg_alpha=0, reg_lambda=1, scale_pos_weight=None,
              scoring='f1_macro', seed=123, subsample=1, tree_method='exact',
              validate_parameters=1, ...)
*****
```

Classification Report for training set

```

*****
precision    recall   f1-score   support
1          0.77     0.58      0.66     13360
2          0.70     0.22      0.33     15112
3          0.72     0.97      0.83     39939
accuracy                          0.73     68411
macro avg       0.73     0.59      0.61     68411
weighted avg    0.73     0.73      0.68     68411

```

Classification Report for validation/test set

```

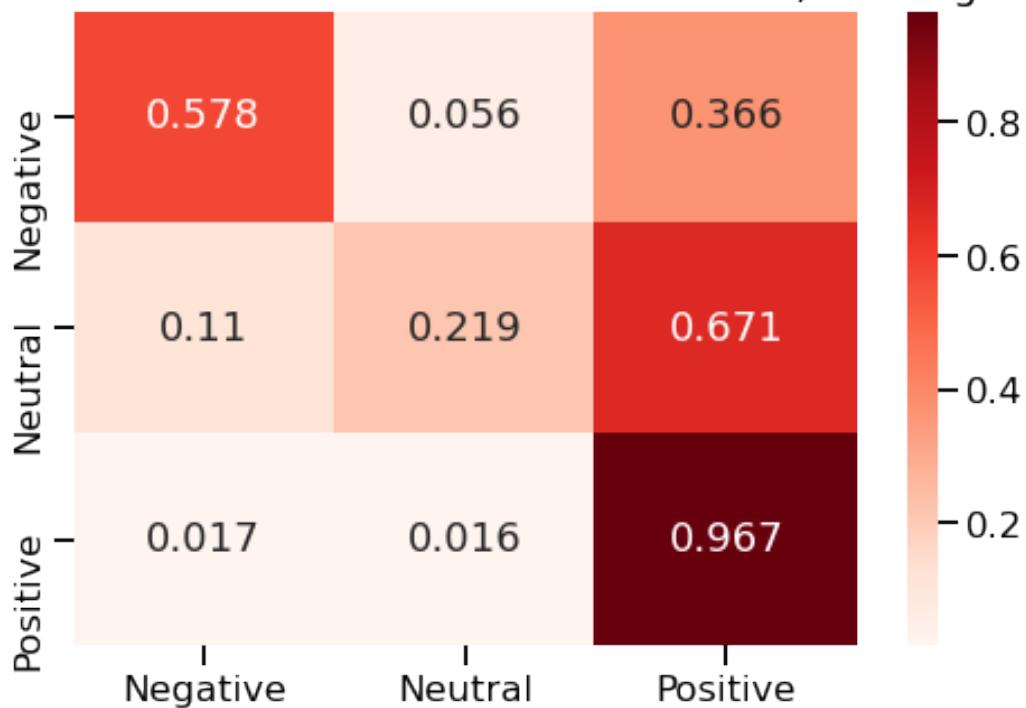
*****
precision    recall   f1-score   support
1          0.67     0.51      0.58     4489
2          0.41     0.12      0.19     5072
3          0.70     0.94      0.80     13243
accuracy                          0.67     22804
macro avg       0.59     0.52      0.52     22804
weighted avg    0.63     0.67      0.62     22804

```

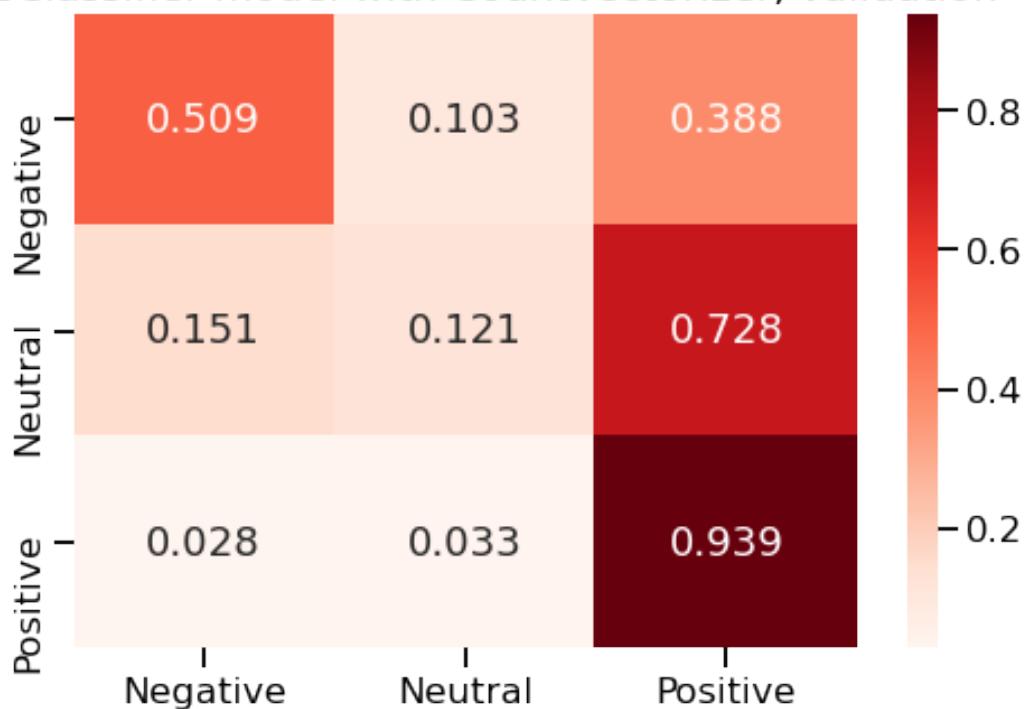
```

*****
```

XGBClassifier model with CountVectorizer, training



XGBClassifier model with CountVectorizer, validation



```
[125]: models_dict_params=adding_to_models_dict(models_dict,
                                              'XGBClassifier model with\u202a
                                              →CountVectorizer',
                                              'xgb1',
                                              datasets_list_count_val,
                                              xgb1,
                                              'not saved; fast fitting')
```

```
[126]: models_df=pd.DataFrame(models_dict_params)
models_df
```

	Classifier Name	Description \
0	dummy_num_model	Dummy with CountVectorizer
1	dummy_num_model	Dummy with CountVectorizer
2	mnb1	MultinomialNB model with CountVectorizer
3	mnb1	MultinomialNB model with CountVectorizer
4	lrcv1_loaded_model	LogisticRegressionCV model with CountVectorizer
5	lrcv1_loaded_model	LogisticRegressionCV model with CountVectorizer
6	lrcv2_loaded_model	LogisticRegressionCV model with TfIdfVectorizer
7	lrcv2_loaded_model	LogisticRegressionCV model with TfIdfVectorizer
8	xgb1	XGBClassifier model with CountVectorizer
9	xgb1	XGBClassifier model with CountVectorizer

	Training or Val/Test	Accuracy	F1 Score	Saved model
0	training	0.584	0.246	not saved
1	val/test	0.584	0.245	not saved
2	training	0.726	0.645	not saved; fast fitting
3	val/test	0.726	0.570	not saved; fast fitting
4	training	0.764	0.684	models/LRCV_count_fitted.pkl
5	val/test	0.764	0.556	models/LRCV_count_fitted.pkl
6	training	0.773	0.699	models/LRCV_tfidf_fitted.pkl
7	val/test	0.773	0.561	models/LRCV_tfidf_fitted.pkl
8	training	0.726	0.606	not saved; fast fitting
9	val/test	0.726	0.522	not saved; fast fitting

XGBoostClassifier with default parameters and CountVectorized tokens performed poorly, the worst so far.

With TfIdfVectorized set

```
[127]: xgb2=XGBClassifier(multi='softmax', seed=123, verbosity=0, njobs=-1,
                        →scoring='f1_macro')
xgb2.fit(vec_tfidf_X_train,y_main_train)
```

```
[127]: XGBClassifier(base_score=0.5, booster='gbtree', colsample_bylevel=1,
                     colsample_bynode=1, colsample_bytree=1, gamma=0, gpu_id=-1,
                     importance_type='gain', interaction_constraints='',
                     learning_rate=0.300000012, max_delta_step=0, max_depth=6,
                     min_child_weight=1, missing=nan, monotone_constraints='()',
```

```

        multi='softmax', n_estimators=100, n_jobs=16, njobs=-1,
        num_parallel_tree=1, objective='multi:softprob', random_state=123,
        reg_alpha=0, reg_lambda=1, scale_pos_weight=None,
        scoring='f1_macro', seed=123, subsample=1, tree_method='exact',
        validate_parameters=1, ...)

[128]: simple_model_validation(xgb2, datasets_list_tfidf_val,
                               'XGBClassifier model with TfIdfVectorizer, training',
                               'XGBClassifier model with TFIdfVectorizer, validation')

```

```

*****
XGBClassifier(base_score=0.5, booster='gbtree', colsample_bylevel=1,
              colsample_bynode=1, colsample_bytree=1, gamma=0, gpu_id=-1,
              importance_type='gain', interaction_constraints='',
              learning_rate=0.300000012, max_delta_step=0, max_depth=6,
              min_child_weight=1, missing=nan, monotone_constraints='()',
              multi='softmax', n_estimators=100, n_jobs=16, njobs=-1,
              num_parallel_tree=1, objective='multi:softprob', random_state=123,
              reg_alpha=0, reg_lambda=1, scale_pos_weight=None,
              scoring='f1_macro', seed=123, subsample=1, tree_method='exact',
              validate_parameters=1, ...)

*****
```

Classification Report for training set

```

*****
      precision    recall   f1-score   support
1         0.77     0.60     0.68     13360
2         0.75     0.24     0.37     15112
3         0.73     0.97     0.83     39939

accuracy                           0.74     68411
macro avg       0.75     0.60     0.63     68411
weighted avg    0.74     0.74     0.70     68411
```

Classification Report for validation/test set

```

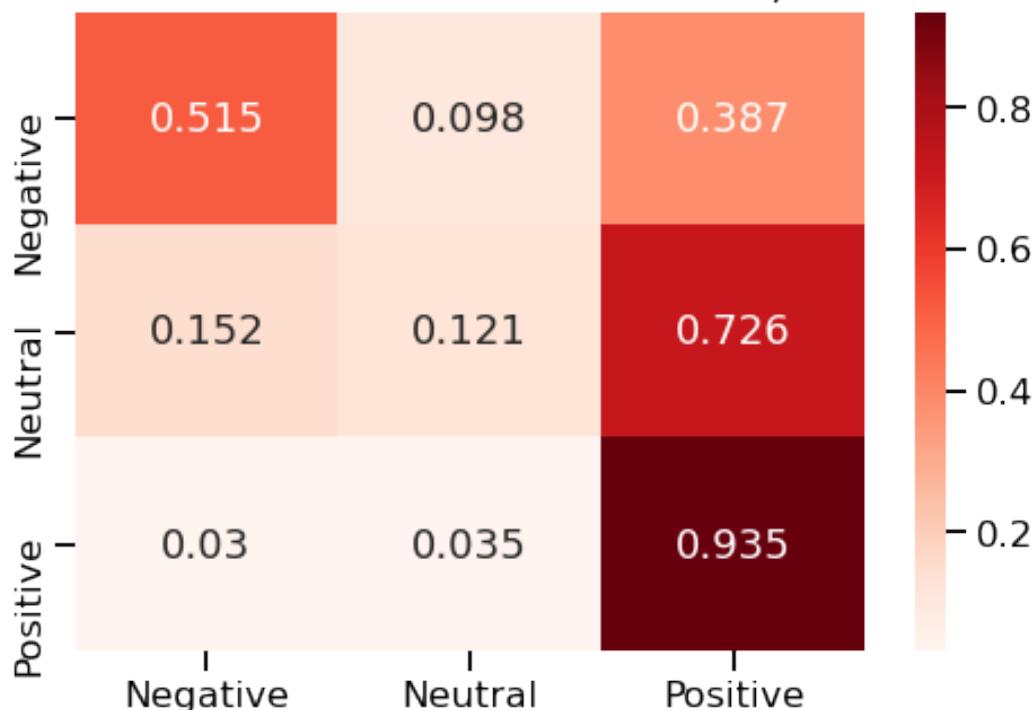
*****
      precision    recall   f1-score   support
1         0.66     0.52     0.58     4489
2         0.41     0.12     0.19     5072
3         0.70     0.94     0.80     13243

accuracy                           0.67     22804
macro avg       0.59     0.52     0.52     22804
weighted avg    0.63     0.67     0.62     22804
```

XGBClassifier model with TfIdfVectorizer, training



XGBClassifier model with TFIdfVectorizer, validation



```
[129]: models_dict_params=adding_to_models_dict(models_dict,
                                              'XGBClassifier model with\u2192TFIdfVectorizer',
                                              'xgb2',
                                              datasets_list_tfidf_val,
                                              xgb2,
                                              'not saved; fast fitting')
```

```
[130]: models_df=pd.DataFrame(models_dict_params)
models_df
```

	Classifier Name	Description \
0	dummy_num_model	Dummy with CountVectorizer
1	dummy_num_model	Dummy with CountVectorizer
2	mnb1	MultinomialNB model with CountVectorizer
3	mnb1	MultinomialNB model with CountVectorizer
4	lrcv1_loaded_model	LogisticRegressionCV model with CountVectorizer
5	lrcv1_loaded_model	LogisticRegressionCV model with CountVectorizer
6	lrcv2_loaded_model	LogisticRegressionCV model with TfIdfVectorizer
7	lrcv2_loaded_model	LogisticRegressionCV model with TfIdfVectorizer
8	xgb1	XGBClassifier model with CountVectorizer
9	xgb1	XGBClassifier model with CountVectorizer
10	xgb2	XGBClassifier model with TFIdfVectorizer
11	xgb2	XGBClassifier model with TFIdfVectorizer

	Training or Val/Test	Accuracy	F1 Score	Saved model
0	training	0.584	0.246	not saved
1	val/test	0.584	0.245	not saved
2	training	0.726	0.645	not saved; fast fitting
3	val/test	0.726	0.570	not saved; fast fitting
4	training	0.764	0.684	models/LRCV_count_fitted.pkl
5	val/test	0.764	0.556	models/LRCV_count_fitted.pkl
6	training	0.773	0.699	models/LRCV_tfidf_fitted.pkl
7	val/test	0.773	0.561	models/LRCV_tfidf_fitted.pkl
8	training	0.726	0.606	not saved; fast fitting
9	val/test	0.726	0.522	not saved; fast fitting
10	training	0.737	0.625	not saved; fast fitting
11	val/test	0.737	0.522	not saved; fast fitting

XGBoostClassifier with default parameters and TfIdfVectorized tokens performed slightly better than the previous model but no better than MNB or LRCV classifiers.

5.1.5 Summary of Modeling Section

None of the models performed remarkably well:

- * MultinomialNB model with CountVectorized dataset was very fast but performed slightly worse than LogisticRegression models (both count-vectorized and tdidif-vectorized) in terms of accuracy
- * MultinomialNB model has the best ability to

identify Neutral reviews, which seems to be a problem for other models. * Logistic regression models took the most time to train but produced better results. * MultinomialNB model does not have many parameters to tune the model except the alpha smoothing parameter * Logistic regression can be tuned up on many more parameters, but the time running each variation might become prohibitive. * XGBClassifier models (both count-vectorized and tdidf-vectorized) performed slightly worse than MultinomialNB model. However, XGBCalssifier has more hyperparameters to tune it and therefore might be a good candidate for a grid search considering the relatively short time to run the fit.

The final step is to run a grid search for

1. MultinomialNB classifie
 - alpha hyperparameter in MultinomialNB classifier.
2. XGBoostCalssifier
 - booster (gbtree)
 - gamma (0, 0.1, 1, 10)
 - eta (aka learning rate) (0.1, 0.5, 1)
 - subsample (0.1, 0.5, 0.7, 1)
 - sampling method (uniform, gradient_based)
 - tree_method (approx, hist, gpu_hist)
 - lambda (0,1)
 - alpha (0,1)

5.2 GridSearch for Best Models

5.2.1 GridsearchCV for XGBClassifier with count-vectorized dataset

```
[131]: # params = {'eta': [0.1, 0.5, 1],
#                 'gamma':[0, 0.1, 1, 10],
#                 'lambda':[0,1],
#                 'alpha': [0,1],
#                 'subsample': [0.1, 0.5, 0.7, 1], 'sampling_method': ['uniform',\u2191
# \u2191'gradient_based'],
#                 'tree_method': ['approx', 'hist', 'gpu_hist']}

# gridsearch = GridSearchCV(XGBClassifier(multi='softmax', random_state=123,\u2191
# \u2191booster='gbtree'), params, n_jobs=-1,
#                             cv=3, verbose=0, scoring = 'f1_macro')

# gridsearch.fit(vec_count_X_train, y_main_train)
```

This gridsearch ran for 1.5 hour so it is pretty expensive computationally

```
[132]: # joblib.dump(gridsearch.best_estimator_, 'models/XGB_best.joblib')
```

```
[133]: # gridsearch.best_score_
```

```
[134]: # gridsearch.best_params_

[135]: # xgb5=XGBClassifier(multi='softmax', verbosity=0, njobs=-1, seed=123,
#                         booster='gbtree',
#                         eta=1,
#                         gamma=0.1,
#                         reg_lambda=1,
#                         reg_alpha=1,
#                         sampling_method='uniform',
#                         subsample=0.7,
#                         tree_method='hist',
#                         scoring='f1_macro')

# xgb5.fit(vec_count_X_train,y_main_train)

[136]: # filename = 'models/XGB_best_count_fitted.pkl'
# pickle.dump(xgb5, open(filename, 'wb'))

[137]: filename = 'models/XGB_best_count_fitted.pkl'
xgb5_loaded_model = pickle.load(open(filename, 'rb'))

[138]: simple_model_validation(xgb5_loaded_model, datasets_list_count_val,
                            'Best XGBClassifier model with CountVectorizer,',
                            '→training',
                            'Best XGBClassifier model with CountVectorizer,',
                            '→validation')

*****
XGBClassifier(base_score=0.5, booster='gbtree', colsample_bylevel=1,
              colsample_bynode=1, colsample_bytree=1, eta=1, gamma=0.1,
              gpu_id=-1, importance_type='gain', interaction_constraints='',
              learning_rate=1, max_delta_step=0, max_depth=6,
              min_child_weight=1, missing=nan, monotone_constraints='()',
              multi='softmax', n_estimators=100, n_jobs=16, njobs=-1,
              num_parallel_tree=1, objective='multi:softprob', random_state=123,
              reg_alpha=1, reg_lambda=1, sampling_method='uniform',
              scale_pos_weight=None, scoring='f1_macro', seed=123,
              subsample=0.7, ...)

*****
Classification Report for training set
*****

```

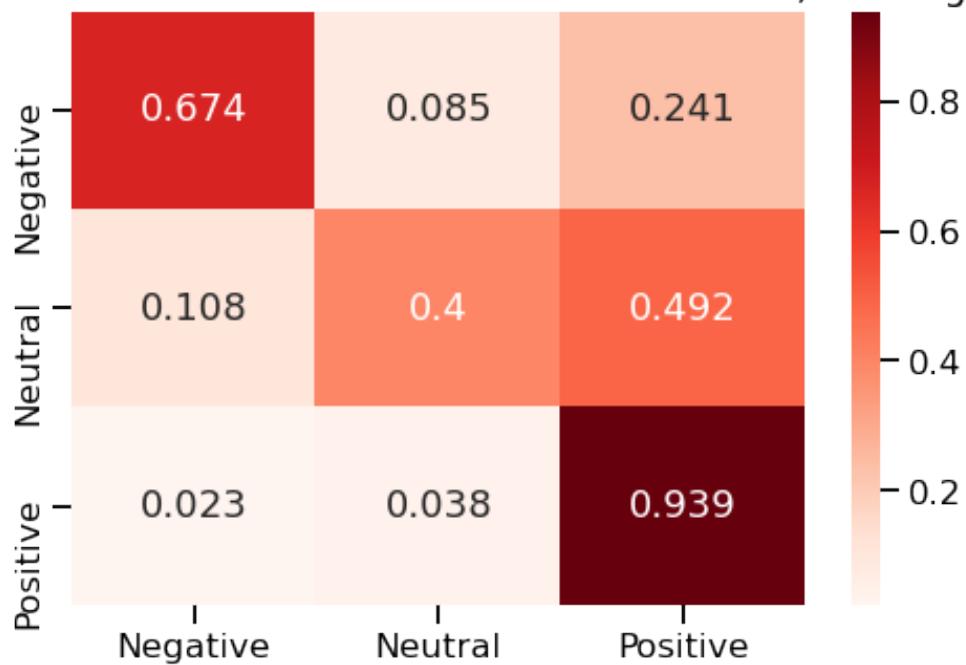
	precision	recall	f1-score	support
1	0.78	0.67	0.72	13360
2	0.70	0.40	0.51	15112
3	0.78	0.94	0.85	39939

accuracy			0.77	68411
macro avg	0.75	0.67	0.69	68411
weighted avg	0.76	0.77	0.75	68411

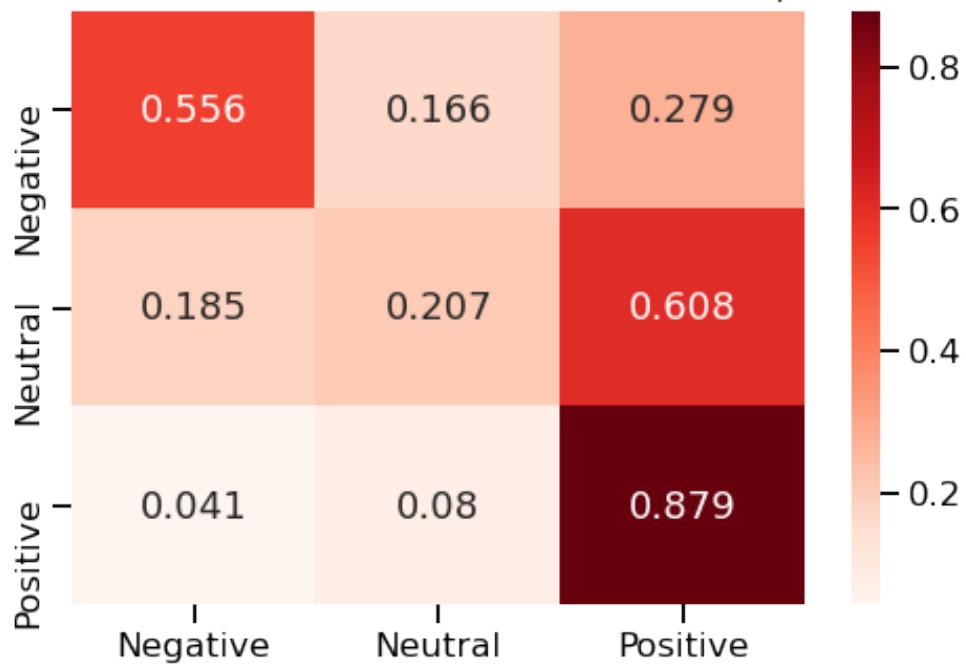
Classification Report for validation/test set

	precision	recall	f1-score	support
1	0.63	0.56	0.59	4489
2	0.37	0.21	0.26	5072
3	0.73	0.88	0.80	13243
accuracy			0.67	22804
macro avg	0.57	0.55	0.55	22804
weighted avg	0.63	0.67	0.64	22804

Best XGBClassifier model with CountVectorizer, training



Best XGBClassifier model with CountVectorizer, validation



```
[139]: models_dict_params=adding_to_models_dict(models_dict,
                                              'Best XGBClassifier model with',
                                              'CountVectorizer',
```

```
'xgb5_loaded_model',
datasets_list_count_val,
xgb5_loaded_model,
'models/XGB_best_count_fitted.pkl')
```

[140]: models_df=pd.DataFrame(models_dict_params)
models_df

	Classifier Name	Description \
0	dummy_num_model	Dummy with CountVectorizer
1	dummy_num_model	Dummy with CountVectorizer
2	mnb1	MultinomialNB model with CountVectorizer
3	mnb1	MultinomialNB model with CountVectorizer
4	lrcv1_loaded_model	LogisticRegressionCV model with CountVectorizer
5	lrcv1_loaded_model	LogisticRegressionCV model with CountVectorizer
6	lrcv2_loaded_model	LogisticRegressionCV model with TfIdfVectorizer
7	lrcv2_loaded_model	LogisticRegressionCV model with TfIdfVectorizer
8	xgb1	XGBClassifier model with CountVectorizer
9	xgb1	XGBClassifier model with CountVectorizer
10	xgb2	XGBClassifier model with TFIdfVectorizer
11	xgb2	XGBClassifier model with TFIdfVectorizer
12	xgb5_loaded_model	Best XGBClassifier model with CountVectorizer
13	xgb5_loaded_model	Best XGBClassifier model with CountVectorizer

	Training or Val/Test	Accuracy	F1 Score	Saved model
0	training	0.584	0.246	not saved
1	val/test	0.584	0.245	not saved
2	training	0.726	0.645	not saved; fast fitting
3	val/test	0.726	0.570	not saved; fast fitting
4	training	0.764	0.684	models/LRCV_count_fitted.pkl
5	val/test	0.764	0.556	models/LRCV_count_fitted.pkl
6	training	0.773	0.699	models/LRCV_tfidf_fitted.pkl
7	val/test	0.773	0.561	models/LRCV_tfidf_fitted.pkl
8	training	0.726	0.606	not saved; fast fitting
9	val/test	0.726	0.522	not saved; fast fitting
10	training	0.737	0.625	not saved; fast fitting
11	val/test	0.737	0.522	not saved; fast fitting
12	training	0.768	0.694	models/XGB_best_count_fitted.pkl
13	val/test	0.768	0.550	models/XGB_best_count_fitted.pkl

The best XGB model performance is better than the performance of the XGB model with default parameters but is it very overfitted.

5.2.2 GridSearch for MultinomialNB Classifier

```
[141]: params = {'alpha':[0,0.1,0.3,0.5,0.7, 1]}

gridsearch = GridSearchCV(MultinomialNB(), params, n_jobs=-1,
                          cv=3, verbose=0, scoring = 'f1_macro')

gridsearch.fit(vec_count_X_train, y_main_train)
```

```
[141]: GridSearchCV(cv=3, estimator=MultinomialNB(), n_jobs=-1,
                     param_grid={'alpha': [0, 0.1, 0.3, 0.5, 0.7, 1]}, scoring='f1_macro')
```

```
[142]: gridsearch.best_score_
```

```
[142]: 0.5771297387176196
```

```
[143]: gridsearch.best_params_
```

```
[143]: {'alpha': 0.3}
```

```
[144]: mnb2=MultinomialNB(alpha=0.3)
mnb2.fit(vec_count_X_train,y_main_train)
```

```
[144]: MultinomialNB(alpha=0.3)
```

```
[145]: simple_model_validation(mnb2, datasets_list_count_val,
                           'Best MultinomialNB model with CountVectorizer,',
                           '→training',
                           'Best MultinomialNB model with CountVectorizer,',
                           '→validation')
```

```
*****
```

```
MultinomialNB(alpha=0.3)
```

```
*****
```

```
Classification Report for training set
```

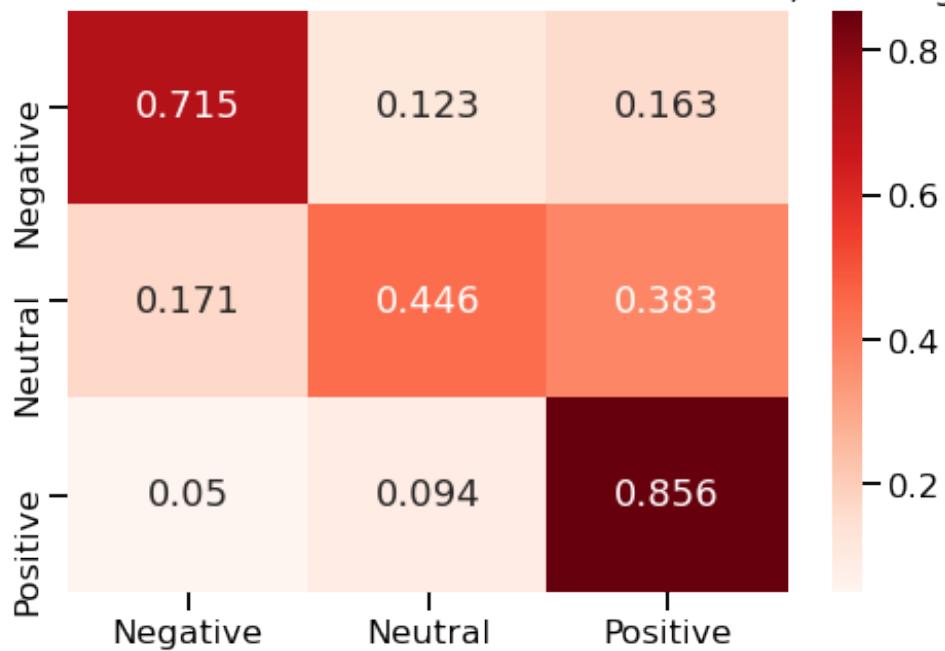
```
*****
```

	precision	recall	f1-score	support
1	0.68	0.71	0.69	13360
2	0.56	0.45	0.50	15112
3	0.81	0.86	0.83	39939
accuracy			0.74	68411
macro avg	0.68	0.67	0.67	68411
weighted avg	0.73	0.74	0.73	68411

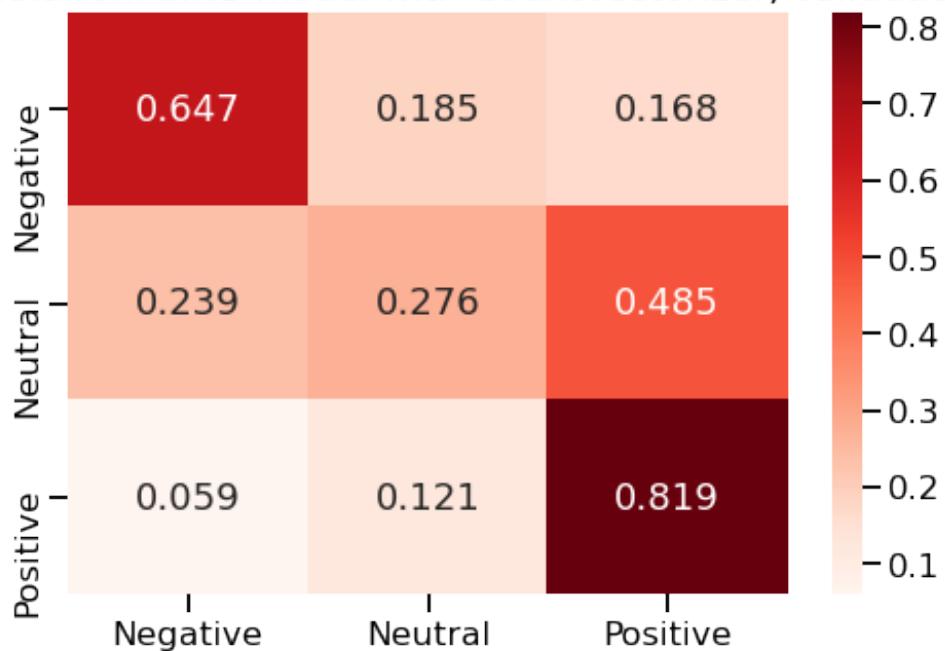
Classification Report for validation/test set

	precision	recall	f1-score	support
1	0.59	0.65	0.62	4489
2	0.36	0.28	0.31	5072
3	0.77	0.82	0.79	13243
accuracy			0.66	22804
macro avg	0.58	0.58	0.58	22804
weighted avg	0.65	0.66	0.65	22804

Best MultinomialNB model with CountVectorizer, training



Best MultinomialNB model with CountVectorizer, validation



```
[146]: models_dict_params=adding_to_models_dict(models_dict,
                                              'Best MNBClassifier model with',
                                              'CountVectorizer',
                                              'mnb2',
```

```

        datasets_list_count_val,
        mnb2,
        'not saved, fast fitting model')

```

```
[147]: models_df=pd.DataFrame(models_dict_params)
models_df
```

	Classifier Name	Description \
0	dummy_num_model	Dummy with CountVectorizer
1	dummy_num_model	Dummy with CountVectorizer
2	mnb1	MultinomialNB model with CountVectorizer
3	mnb1	MultinomialNB model with CountVectorizer
4	lrcv1_loaded_model	LogisticRegressionCV model with CountVectorizer
5	lrcv1_loaded_model	LogisticRegressionCV model with CountVectorizer
6	lrcv2_loaded_model	LogisticRegressionCV model with TfIdfVectorizer
7	lrcv2_loaded_model	LogisticRegressionCV model with TfIdfVectorizer
8	xgb1	XGBClassifier model with CountVectorizer
9	xgb1	XGBClassifier model with CountVectorizer
10	xgb2	XGBClassifier model with TFIdfVectorizer
11	xgb2	XGBClassifier model with TFIdfVectorizer
12	xgb5_loaded_model	Best XGBClassifier model with CountVectorizer
13	xgb5_loaded_model	Best XGBClassifier model with CountVectorizer
14	mnb2	Best MNBClassifier model with CountVectorizer
15	mnb2	Best MNBClassifier model with CountVectorizer

	Training or Val/Test	Accuracy	F1 Score	Saved model
0	training	0.584	0.246	not saved
1	val/test	0.584	0.245	not saved
2	training	0.726	0.645	not saved; fast fitting
3	val/test	0.726	0.570	not saved; fast fitting
4	training	0.764	0.684	models/LRCV_count_fitted.pkl
5	val/test	0.764	0.556	models/LRCV_count_fitted.pkl
6	training	0.773	0.699	models/LRCV_tfidf_fitted.pkl
7	val/test	0.773	0.561	models/LRCV_tfidf_fitted.pkl
8	training	0.726	0.606	not saved; fast fitting
9	val/test	0.726	0.522	not saved; fast fitting
10	training	0.737	0.625	not saved; fast fitting
11	val/test	0.737	0.522	not saved; fast fitting
12	training	0.768	0.694	models/XGB_best_count_fitted.pkl
13	val/test	0.768	0.550	models/XGB_best_count_fitted.pkl
14	training	0.738	0.674	not saved, fast fitting model
15	val/test	0.738	0.576	not saved, fast fitting model

The best MNB model performance is the best so far, but it also shows over-fitting. While it identifies positive reviews well, it lacks the ability to identify neutral reviews. The model identified only 27.6% of neutral reviews correctly.

5.2.3 GridSearch for LogisticRegressionCV classifier

```
[148]: # params = {'solver' : ['newton-cg', 'lbfgs', 'sag']}
```



```
# gridsearch = GridSearchCV(LogisticRegressionCV(max_iter=400, random_state=123,
#                                         penalty='l2',
#                                         class_weight='balanced',
#                                         multi_class='multinomial'),
#                                         ↪params, n_jobs=-1,
#                                         cv=3, verbose=2, scoring = 'f1_macro')

# gridsearch.fit(vec_tfidf_X_train,y_main_train)
```

```
[149]: # gridsearch.best_score_
```

```
[150]: # gridsearch.best_params_
```

Due to the fact that the gridsearch ran for close to 20 minutes I am saving the gridsearch.best_estimator to a joblib file.

```
[151]: # joblib.dump(gridsearch.best_estimator_, 'models/LRCV_best_tfidf.joblib')
```

```
[152]: # lrcv3=LogisticRegressionCV(max_iter=400, random_state=123,
#                                         class_weight='balanced',
#                                         multi_class='multinomial',
#                                         penalty='l2',
#                                         solver='newton-cg',
#                                         scoring='f1_macro')

# lrcv3.fit(vec_tfidf_X_train,y_main_train)
```

The fitting of the model took 12.5 minutes to fit the data and due to that fact I am saving it to a pickle file to use later.

```
[153]: # filename = 'models/LRCV_best_tfidf_fitted.pkl'
# pickle.dump(lrcv3, open(filename, 'wb'))
```

```
[154]: filename = 'models/LRCV_best_tfidf_fitted.pkl'
lrcv3_loaded_model = pickle.load(open(filename, 'rb'))
```

```
[155]: simple_model_validation(lrcv3_loaded_model, datasets_list_tfidf_val,
                                'Best LogRegressionCV model with TfIdfVectorizer,',
                                ↪'training',
                                'Best LogRegressionCV model with TfIdfVectorizer,',
                                ↪'validation')
```

```
*****
LogisticRegressionCV(class_weight='balanced', max_iter=400,
                     multi_class='multinomial', random_state=123,
```

```
scoring='f1_macro', solver='newton-cg')
*****
```

Classification Report for training set

```
*****
```

	precision	recall	f1-score	support
1	0.62	0.76	0.68	13360
2	0.44	0.53	0.48	15112
3	0.86	0.73	0.79	39939
accuracy			0.69	68411
macro avg	0.64	0.67	0.65	68411
weighted avg	0.72	0.69	0.70	68411

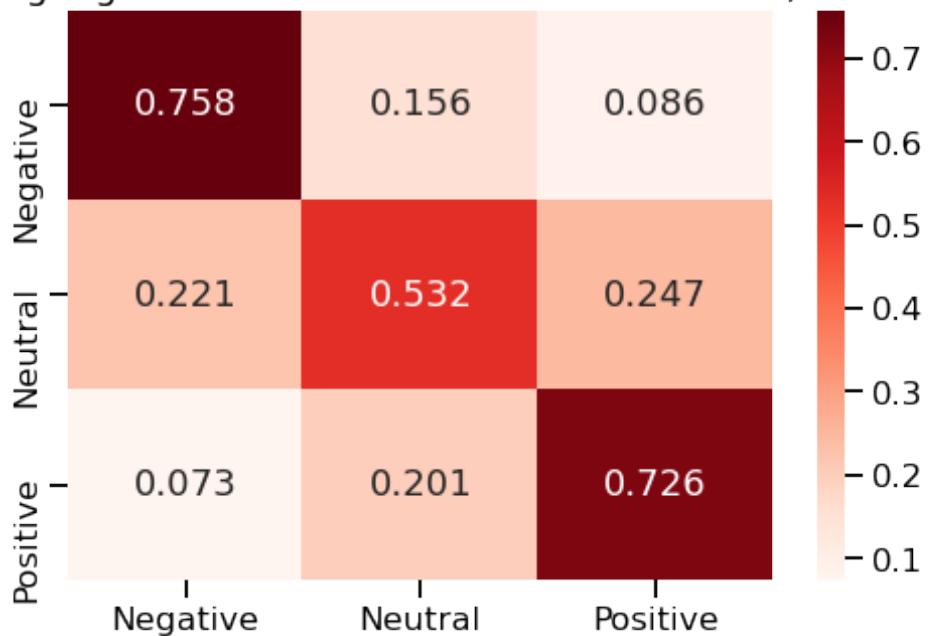
Classification Report for validation/test set

```
*****
```

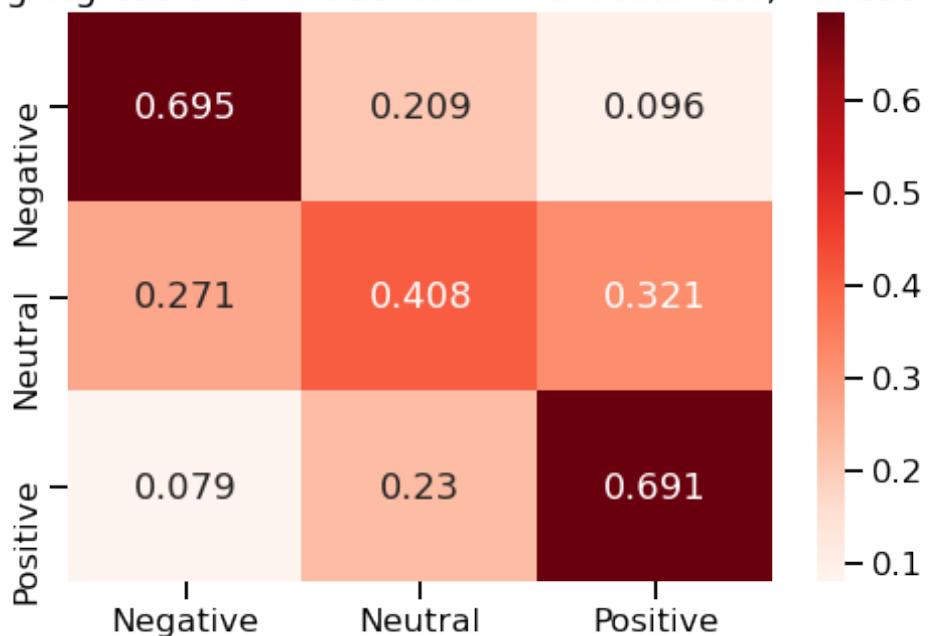
	precision	recall	f1-score	support
1	0.56	0.70	0.62	4489
2	0.34	0.41	0.37	5072
3	0.82	0.69	0.75	13243
accuracy			0.63	22804
macro avg	0.57	0.60	0.58	22804
weighted avg	0.66	0.63	0.64	22804

```
*****
```

Best LogRegressionCV model with TfIdfVectorizer, training



Best LogRegressionCV model with TfIdfVectorizer, validation



```
[156]: models_dict_params=adding_to_models_dict(models_dict,
                                              'LogRegressionCV model with'
                                              'TfIdfVectorizer, best params',
                                              'lrcv3_loaded_model',
                                              datasets_list_tfidf_val,
```

```
lrcv3_loaded_model,
'models/LRCV_best_tfidf_fitted.pkl')
```

```
[157]: models_df=pd.DataFrame(models_dict_params)
models_df
```

	Classifier Name	Description \
0	dummy_num_model	Dummy with CountVectorizer
1	dummy_num_model	Dummy with CountVectorizer
2	mnb1	MultinomialNB model with CountVectorizer
3	mnb1	MultinomialNB model with CountVectorizer
4	lrcv1_loaded_model	LogisticRegressionCV model with CountVectorizer
5	lrcv1_loaded_model	LogisticRegressionCV model with CountVectorizer
6	lrcv2_loaded_model	LogisticRegressionCV model with TfIdfVectorizer
7	lrcv2_loaded_model	LogisticRegressionCV model with TfIdfVectorizer
8	xgb1	XGBClassifier model with CountVectorizer
9	xgb1	XGBClassifier model with CountVectorizer
10	xgb2	XGBClassifier model with TfIdfVectorizer
11	xgb2	XGBClassifier model with TfIdfVectorizer
12	xgb5_loaded_model	Best XGBClassifier model with CountVectorizer
13	xgb5_loaded_model	Best XGBClassifier model with CountVectorizer
14	mnb2	Best MNBClassifier model with CountVectorizer
15	mnb2	Best MNBClassifier model with CountVectorizer
16	lrcv3_loaded_model	LogRegressionCV model with TfIdfVectorizer, be...
17	lrcv3_loaded_model	LogRegressionCV model with TfIdfVectorizer, be...

	Training or Val/Test	Accuracy	F1 Score	Saved model
0	training	0.584	0.246	not saved
1	val/test	0.584	0.245	not saved
2	training	0.726	0.645	not saved; fast fitting
3	val/test	0.726	0.570	not saved; fast fitting
4	training	0.764	0.684	models/LRCV_count_fitted.pkl
5	val/test	0.764	0.556	models/LRCV_count_fitted.pkl
6	training	0.773	0.699	models/LRCV_tfidf_fitted.pkl
7	val/test	0.773	0.561	models/LRCV_tfidf_fitted.pkl
8	training	0.726	0.606	not saved; fast fitting
9	val/test	0.726	0.522	not saved; fast fitting
10	training	0.737	0.625	not saved; fast fitting
11	val/test	0.737	0.522	not saved; fast fitting
12	training	0.768	0.694	models/XGB_best_count_fitted.pkl
13	val/test	0.768	0.550	models/XGB_best_count_fitted.pkl
14	training	0.738	0.674	not saved, fast fitting model
15	val/test	0.738	0.576	not saved, fast fitting model
16	training	0.689	0.650	models/LRCV_best_tfidf_fitted.pkl
17	val/test	0.689	0.581	models/LRCV_best_tfidf_fitted.pkl

The LRCV model with best parameters displays the best performance among all the models so far. It is also the least over-fitted.

The best performing models are * LogRegressionCV model with TfIdfVectorizer, best params * Best MNBClassifier model with CountVectorizer

Both models use the same full features dataset

5.3 Reduction of Features, addition of bigrams

The models tested above use the full datasets of 46962 word vectors. The next step in the process is to test if decreasing the number of features would reduce the over-fitting and would generate more meaningful models.

5.3.1 Reduction of features

```
[158]: # Omitting words that are used in more than 99% of the reviews and in less than ↵1% of the reviews. Adding bigrams to the
# features

vec_count2=CountVectorizer(stop_words=sw3, min_df=0.01, max_df=0.99, ↵
    ↵ngram_range=(1, 3))
vec_count2_X_train=vec_count2.fit_transform(X_main_train)

[159]: df_vec_count2=pd.DataFrame(vec_count2_X_train.todense(), columns=vec_count2.
    ↵get_feature_names())
df_vec_count2.head()

[159]:   able actually advance advancement allow almost along alot also \
0      0        0       0           0     0      0      0      0      0
1      0        0       0           0     0      0      0      0      0
2      0        0       0           0     0      0      0      0      0
3      0        0       0           0     0      0      0      0      0
4      0        0       1           0     0      0      0      0      0

    always ... worklife worklife balance workplace world worth would \
0      0   ...        0           0         0      0      0      0      1
1      0   ...        0           0         0      0      0      0      0
2      0   ...        0           0         0      0      0      0      0
3      0   ...        0           0         0      0      0      0      0
4      0   ...        0           0         0      1      0      0      0

    would recommend write year youre
0            1      0      0      0
1            0      0      0      0
2            0      0      0      0
3            0      0      0      0
4            0      0      0      0

[5 rows x 406 columns]
```

```
[160]: vec_count2_X_val=vec_count2.transform(X_val)
df_vec_count2_val=pd.DataFrame(vec_count2_X_val.todense(), columns=vec_count2.
    ↪get_feature_names())
df_vec_count2_val
```

	able	actually	advance	advancement	allow	almost	along	alot	also	\
0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	1	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0
3	0	0	1	0	0	0	0	0	0	1
4	0	0	0	0	0	0	0	0	0	0
...	
22799	0	0	0	0	0	0	0	0	0	0
22800	0	0	0	0	0	0	0	0	0	0
22801	0	0	0	0	0	0	0	0	0	0
22802	0	1	0	0	0	0	0	0	0	0
22803	0	0	0	0	0	0	0	0	0	0
	always	...	worklife	worklife balance	workplace	world	worth	\		
0	0	...	0	0	0	0	0	1		
1	0	...	0	0	0	0	0	0		
2	0	...	0	0	0	0	0	0		
3	0	...	0	0	1	0	0	0		
4	0	...	0	0	0	0	0	0		
...			
22799	0	...	0	0	0	0	0	0		
22800	0	...	0	0	0	0	0	0		
22801	0	...	0	0	0	0	0	0		
22802	0	...	0	0	0	0	0	0		
22803	0	...	0	0	0	0	0	0		
	would	would recommend	write	year	you're					
0	0	0	0	0	0					
1	0	0	0	0	0					
2	0	0	0	0	0					
3	0	0	0	1	0					
4	0	0	0	0	0					
...					
22799	0	0	0	0	0					
22800	0	0	0	0	0					
22801	0	0	0	0	0					
22802	0	0	0	0	0					
22803	0	0	0	0	0					

[22804 rows x 406 columns]

```
[161]: vec_tfidf2=TfidfVectorizer(stop_words=sw3, min_df=0.01, max_df=0.99,  
    ↪ngram_range=(1, 3))  
vec_tfidf2_X_train=vec_tfidf2.fit_transform(X_main_train)
```

```
[162]: df_vec_tfidf2=pd.DataFrame(vec_tfidf2_X_train.todense(), columns=vec_tfidf2.  
    ↪get_feature_names())  
df_vec_tfidf2.head()
```

```
[162]: able actually advance advancement allow almost along alot also \  
0 0.0 0.0 0.000000 0.0 0.0 0.0 0.0 0.0 0.0  
1 0.0 0.0 0.000000 0.0 0.0 0.0 0.0 0.0 0.0  
2 0.0 0.0 0.000000 0.0 0.0 0.0 0.0 0.0 0.0  
3 0.0 0.0 0.000000 0.0 0.0 0.0 0.0 0.0 0.0  
4 0.0 0.0 0.415685 0.0 0.0 0.0 0.0 0.0 0.0  
  
always ... worklife worklife balance workplace world worth would \  
0 0.0 ... 0.0 0.0 0.000000 0.0 0.0 0.0 0.215598  
1 0.0 ... 0.0 0.0 0.000000 0.0 0.0 0.0 0.000000  
2 0.0 ... 0.0 0.0 0.000000 0.0 0.0 0.0 0.000000  
3 0.0 ... 0.0 0.0 0.000000 0.0 0.0 0.0 0.000000  
4 0.0 ... 0.0 0.0 0.417516 0.0 0.0 0.0 0.000000  
  
would recommend write year youre  
0 0.346607 0.0 0.0 0.0  
1 0.000000 0.0 0.0 0.0  
2 0.000000 0.0 0.0 0.0  
3 0.000000 0.0 0.0 0.0  
4 0.000000 0.0 0.0 0.0
```

[5 rows x 406 columns]

```
[163]: vec_tfidf2_X_val=vec_tfidf2.transform(X_val)  
df_vec_tfidf2_val=pd.DataFrame(vec_tfidf2_X_val.todense(), columns=vec_tfidf2.  
    ↪get_feature_names())  
df_vec_tfidf2_val
```

```
[163]: able actually advance advancement allow almost along alot also \  
0 0.0 0.000000 0.000000 0.0 0.0 0.000000 0.0 0.0  
1 0.0 0.000000 0.000000 0.0 0.0 0.339014 0.0 0.0  
2 0.0 0.000000 0.000000 0.0 0.0 0.000000 0.0 0.0  
3 0.0 0.000000 0.106061 0.0 0.0 0.000000 0.0 0.0  
4 0.0 0.000000 0.000000 0.0 0.0 0.000000 0.0 0.0  
... ... ... ... ... ... ... ...  
22799 0.0 0.000000 0.000000 0.0 0.0 0.000000 0.0 0.0  
22800 0.0 0.000000 0.000000 0.0 0.0 0.000000 0.0 0.0  
22801 0.0 0.000000 0.000000 0.0 0.0 0.000000 0.0 0.0  
22802 0.0 0.176609 0.000000 0.0 0.0 0.000000 0.0 0.0
```

```

22803    0.0  0.000000  0.000000          0.0    0.0  0.000000  0.0    0.0
              also  always ... worklife worklife balance workplace world \
0      0.000000     0.0 ...     0.0                  0.0  0.000000  0.0
1      0.000000     0.0 ...     0.0                  0.0  0.000000  0.0
2      0.000000     0.0 ...     0.0                  0.0  0.000000  0.0
3      0.080459     0.0 ...     0.0                  0.0  0.106528  0.0
4      0.000000     0.0 ...     0.0                  0.0  0.000000  0.0
...
22799  0.000000     0.0 ...     0.0                  0.0  0.000000  0.0
22800  0.000000     0.0 ...     0.0                  0.0  0.000000  0.0
22801  0.000000     0.0 ...     0.0                  0.0  0.000000  0.0
22802  0.000000     0.0 ...     0.0                  0.0  0.000000  0.0
22803  0.000000     0.0 ...     0.0                  0.0  0.000000  0.0

              worth would would recommend write year youre
0      0.264682     0.0           0.0  0.0  0.000000  0.0
1      0.000000     0.0           0.0  0.0  0.000000  0.0
2      0.000000     0.0           0.0  0.0  0.000000  0.0
3      0.000000     0.0           0.0  0.0  0.079393  0.0
4      0.000000     0.0           0.0  0.0  0.000000  0.0
...
22799  0.000000     0.0           0.0  0.0  0.000000  0.0
22800  0.000000     0.0           0.0  0.0  0.000000  0.0
22801  0.000000     0.0           0.0  0.0  0.000000  0.0
22802  0.000000     0.0           0.0  0.0  0.000000  0.0
22803  0.000000     0.0           0.0  0.0  0.000000  0.0

```

[22804 rows x 406 columns]

```
[164]: datasets_list_count2_val=[vec_count2_X_train, vec_count2_X_val, y_main_train, y_val]
datasets_list_tfidf2_val=[vec_tfidf2_X_train, vec_tfidf2_X_val, y_main_train, y_val]
```

As the result of the process only 406 words and bigrams are left in the feature sets

5.3.2 MNBClassifier

```
[165]: params = {'alpha':[0,0.1,0.3,0.5,0.7, 1]}

gridsearch = GridSearchCV(MultinomialNB(), params, n_jobs=-1,
                           cv=3, verbose=0, scoring = 'f1_macro')

gridsearch.fit(vec_count2_X_train, y_main_train)
```

```
[165]: GridSearchCV(cv=3, estimator=MultinomialNB(), n_jobs=-1,
                     param_grid={'alpha': [0, 0.1, 0.3, 0.5, 0.7, 1]}, scoring='f1_macro')

[166]: gridsearch.best_score_

[166]: 0.5449139255229211

[167]: gridsearch.best_params_

[167]: {'alpha': 0.3}

[168]: mnb3=MultinomialNB(alpha=0.3)
mnb3.fit(vec_count2_X_train,y_main_train)

[168]: MultinomialNB(alpha=0.3)
```

```
[169]: simple_model_validation(mnb3, datasets_list_count2_val,
                           'MNB model with CountVectorizer, reduced, training',
                           'MNB model with CountVectorizer, reduced, validation')
```

MultinomialNB(alpha=0.3)

Classification Report for training set

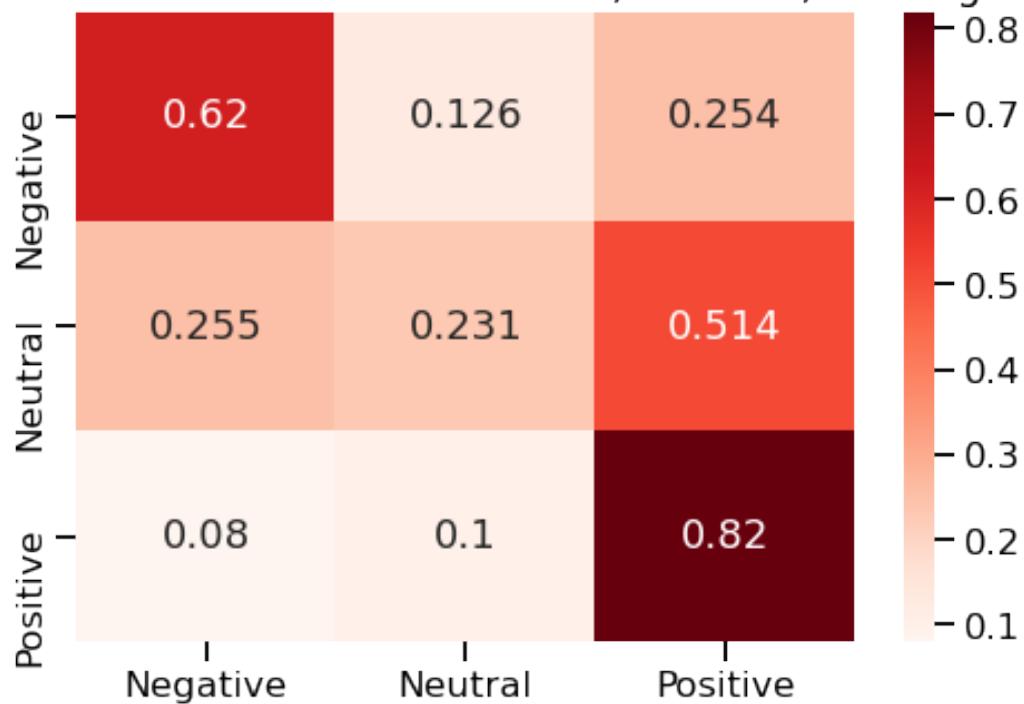
	precision	recall	f1-score	support
1	0.54	0.62	0.58	13360
2	0.38	0.23	0.29	15112
3	0.75	0.82	0.78	39939
accuracy			0.65	68411
macro avg	0.56	0.56	0.55	68411
weighted avg	0.63	0.65	0.63	68411

Classification Report for validation/test set

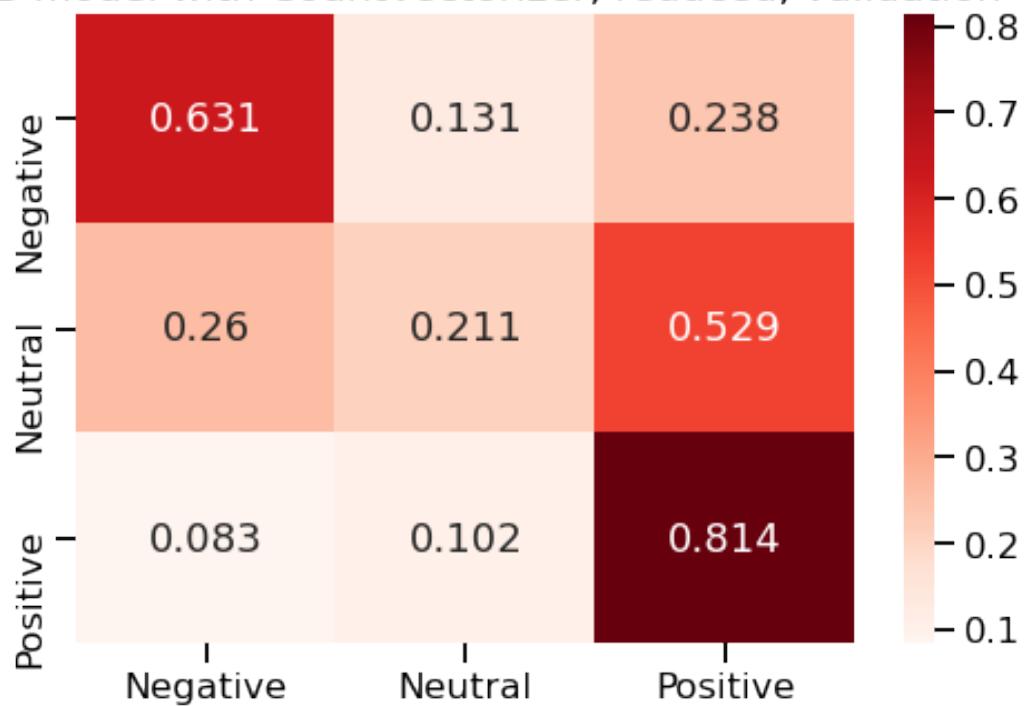
	precision	recall	f1-score	support
1	0.54	0.63	0.58	4489
2	0.36	0.21	0.26	5072
3	0.74	0.81	0.78	13243
accuracy			0.64	22804
macro avg	0.55	0.55	0.54	22804

weighted avg 0.62 0.64 0.62 22804

MNB model with CountVectorizer, reduced, training



MNB model with CountVectorizer, reduced, validation



```
[170]: models_dict_params=adding_to_models_dict(models_dict,
                                              'MNB model with CountVectorizer, ↴
                                              ↪reduced',
                                              'mnb3',
                                              datasets_list_count2_val,
                                              mnb3,
                                              'not saved, fast fitting')
```

```
[171]: models_df=pd.DataFrame(models_dict_params)
models_df
```

	Classifier Name	Description \
0	dummy_num_model	Dummy with CountVectorizer
1	dummy_num_model	Dummy with CountVectorizer
2	mnb1	MultinomialNB model with CountVectorizer
3	mnb1	MultinomialNB model with CountVectorizer
4	lrcv1_loaded_model	LogisticRegressionCV model with CountVectorizer
5	lrcv1_loaded_model	LogisticRegressionCV model with CountVectorizer
6	lrcv2_loaded_model	LogisticRegressionCV model with TfIdfVectorizer
7	lrcv2_loaded_model	LogisticRegressionCV model with TfIdfVectorizer
8	xgb1	XGBClassifier model with CountVectorizer
9	xgb1	XGBClassifier model with CountVectorizer
10	xgb2	XGBClassifier model with TFIDfVectorizer
11	xgb2	XGBClassifier model with TFIDfVectorizer
12	xgb5_loaded_model	Best XGBClassifier model with CountVectorizer
13	xgb5_loaded_model	Best XGBClassifier model with CountVectorizer
14	mnb2	Best MNBClassifier model with CountVectorizer
15	mnb2	Best MNBClassifier model with CountVectorizer
16	lrcv3_loaded_model	LogRegressionCV model with TfIdfVectorizer, be...
17	lrcv3_loaded_model	LogRegressionCV model with TfIdfVectorizer, be...
18	mnb3	MNB model with CountVectorizer, reduced
19	mnb3	MNB model with CountVectorizer, reduced

	Training or Val/Test	Accuracy	F1 Score	Saved model
0	training	0.584	0.246	not saved
1	val/test	0.584	0.245	not saved
2	training	0.726	0.645	not saved; fast fitting
3	val/test	0.726	0.570	not saved; fast fitting
4	training	0.764	0.684	models/LRCV_count_fitted.pkl
5	val/test	0.764	0.556	models/LRCV_count_fitted.pkl
6	training	0.773	0.699	models/LRCV_tfidf_fitted.pkl
7	val/test	0.773	0.561	models/LRCV_tfidf_fitted.pkl
8	training	0.726	0.606	not saved; fast fitting
9	val/test	0.726	0.522	not saved; fast fitting

```

10      training    0.737    0.625      not saved; fast fitting
11      val/test    0.737    0.522      not saved; fast fitting
12      training    0.768    0.694  models/XGB_best_count_fitted.pkl
13      val/test    0.768    0.550  models/XGB_best_count_fitted.pkl
14      training    0.738    0.674      not saved, fast fitting model
15      val/test    0.738    0.576      not saved, fast fitting model
16      training    0.689    0.650  models/LRCV_best_tfidf_fitted.pkl
17      val/test    0.689    0.581  models/LRCV_best_tfidf_fitted.pkl
18      training    0.651    0.549      not saved, fast fitting
19      val/test    0.651    0.541      not saved, fast fitting

```

The best MNB model with 406 features is much less over-fitted though the performance dropped a bit.

5.3.3 LogisticRegressionCVClassifier

```
[172]: # params = {'solver' : ['newton-cg', 'lbfgs', 'sag', 'lblinear'],
#               'penalty': ['l1', 'l2']}

# gridsearch = GridSearchCV(LogisticRegressionCV(max_iter=1000, □
#                             ↪random_state=123,
#                             #                                     class_weight='balanced',
#                             #                                     multi_class='multinomial'), □
#                             ↪params, n_jobs=-1,
#                             #                                     cv=3, verbose=2, scoring = 'f1_macro')

# gridsearch.fit(vec_tfidf2_X_train,y_main_train)

[173]: # gridsearch.best_params_

[174]: # lrcv4=LogisticRegressionCV(max_iter=1000, random_state=123,
#                               class_weight='balanced',
#                               multi_class='multinomial',
#                               penalty='l2',
#                               solver='newton-cg',
#                               scoring='f1_macro')
# lrcv4.fit(vec_tfidf2_X_train,y_main_train)

[175]: # filename = 'models/LRCV_best_tfidf_red_fitted.pkl'
# pickle.dump(lrcv4, open(filename, 'wb'))

[176]: filename = 'models/LRCV_best_tfidf_red_fitted.pkl'
lrcv4_loaded_model = pickle.load(open(filename, 'rb'))

[177]: simple_model_validation(lrcv4_loaded_model, datasets_list_tfidf2_val,
                           'LRCV model with TfIdfVectorizer, reduced, training',
                           'LRCV model with TfIdfVectorizer, reduced, validation')
```

```
*****
LogisticRegressionCV(class_weight='balanced', max_iter=1000,
                     multi_class='multinomial', random_state=123,
                     scoring='f1_macro', solver='newton-cg')
*****
```

Classification Report for training set

```
*****
          precision    recall   f1-score   support
1          0.52      0.68      0.59     13360
2          0.34      0.41      0.37     15112
3          0.81      0.67      0.73     39939

accuracy                           0.61     68411
macro avg                           0.56     68411
weighted avg                        0.65     68411
```

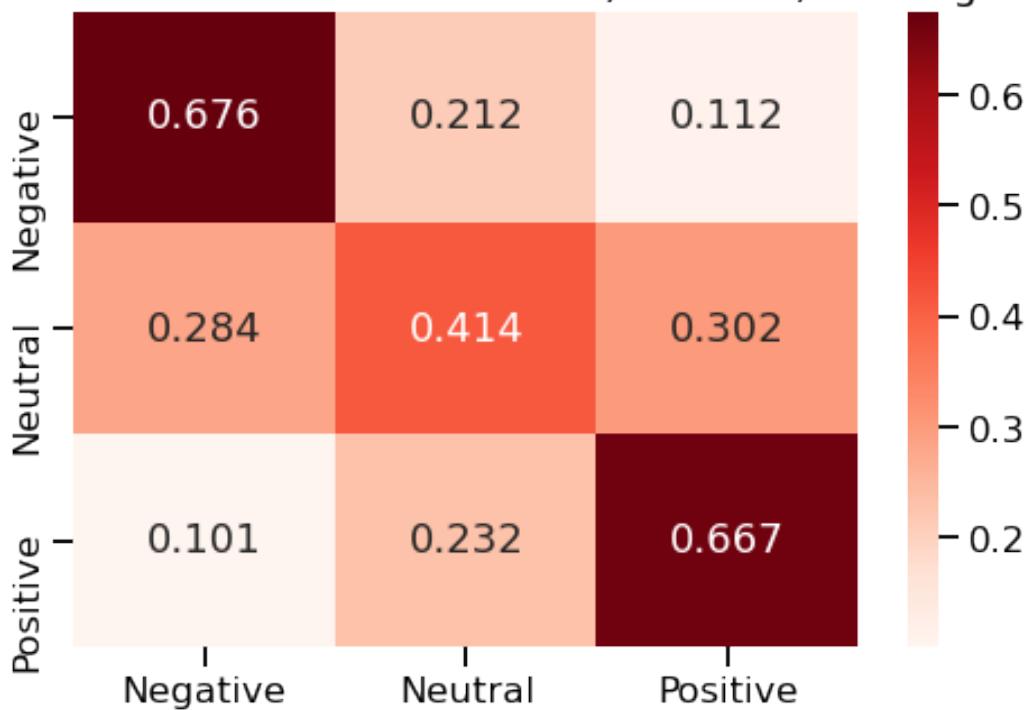
Classification Report for validation/test set

```
*****
          precision    recall   f1-score   support
1          0.52      0.68      0.59     4489
2          0.33      0.39      0.35     5072
3          0.80      0.66      0.73    13243

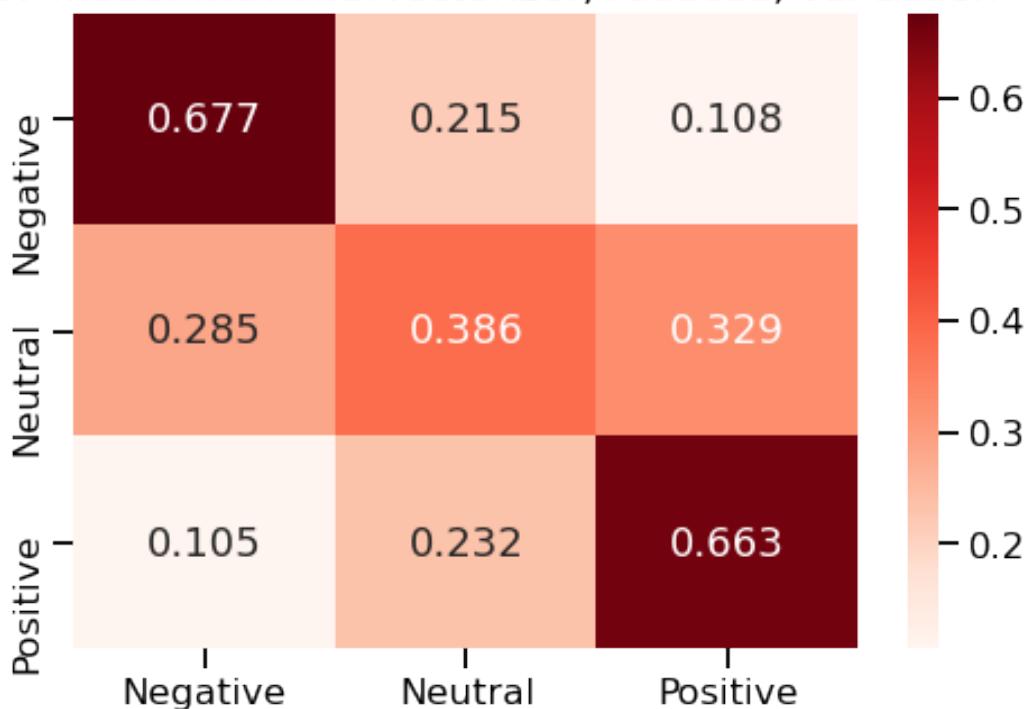
accuracy                           0.60     22804
macro avg                           0.55     22804
weighted avg                        0.64     22804
```

```
*****
```

LRCV model with TfIdfVectorizer, reduced, training



LRCV model with TfIdfVectorizer, reduced, validation



```
[178]: models_dict_params=adding_to_models_dict(models_dict,
                                              'LRCV model with TfIdfVectorizer,',
                                              ↪reduced',
                                              'lrcv4_loaded_model',
                                              datasets_list_tfidf2_val,
                                              lrcv4_loaded_model,
                                              'models/LRCV_best_tfidf_red_fitted.
                                              ↪pkl')
```

```
[179]: models_df=pd.DataFrame(models_dict_params)
models_df
```

	Classifier Name	Description \
0	dummy_num_model	Dummy with CountVectorizer
1	dummy_num_model	Dummy with CountVectorizer
2	mnb1	MultinomialNB model with CountVectorizer
3	mnb1	MultinomialNB model with CountVectorizer
4	lrcv1_loaded_model	LogisticRegressionCV model with CountVectorizer
5	lrcv1_loaded_model	LogisticRegressionCV model with CountVectorizer
6	lrcv2_loaded_model	LogisticRegressionCV model with TfIdfVectorizer
7	lrcv2_loaded_model	LogisticRegressionCV model with TfIdfVectorizer
8	xgb1	XGBClassifier model with CountVectorizer
9	xgb1	XGBClassifier model with CountVectorizer
10	xgb2	XGBClassifier model with TfIdfVectorizer
11	xgb2	XGBClassifier model with TfIdfVectorizer
12	xgb5_loaded_model	Best XGBClassifier model with CountVectorizer
13	xgb5_loaded_model	Best XGBClassifier model with CountVectorizer
14	mnb2	Best MNBClassifier model with CountVectorizer
15	mnb2	Best MNBClassifier model with CountVectorizer
16	lrcv3_loaded_model	LogRegressionCV model with TfIdfVectorizer, be...
17	lrcv3_loaded_model	LogRegressionCV model with TfIdfVectorizer, be...
18	mnb3	MNB model with CountVectorizer, reduced
19	mnb3	MNB model with CountVectorizer, reduced
20	lrcv4_loaded_model	LRCV model with TfIdfVectorizer, reduced
21	lrcv4_loaded_model	LRCV model with TfIdfVectorizer, reduced

	Training or Val/Test	Accuracy	F1 Score \
0	training	0.584	0.246
1	val/test	0.584	0.245
2	training	0.726	0.645
3	val/test	0.726	0.570
4	training	0.764	0.684
5	val/test	0.764	0.556
6	training	0.773	0.699
7	val/test	0.773	0.561
8	training	0.726	0.606
9	val/test	0.726	0.522

```

10      training    0.737    0.625
11      val/test   0.737    0.522
12      training    0.768    0.694
13      val/test   0.768    0.550
14      training    0.738    0.674
15      val/test   0.738    0.576
16      training    0.689    0.650
17      val/test   0.689    0.581
18      training    0.651    0.549
19      val/test   0.651    0.541
20      training    0.613    0.565
21      val/test   0.613    0.555

```

```

          Saved model
0          not saved
1          not saved
2          not saved; fast fitting
3          not saved; fast fitting
4      models/LRCV_count_fitted.pkl
5      models/LRCV_count_fitted.pkl
6      models/LRCV_tfidf_fitted.pkl
7      models/LRCV_tfidf_fitted.pkl
8          not saved; fast fitting
9          not saved; fast fitting
10         not saved; fast fitting
11         not saved; fast fitting
12     models/XGB_best_count_fitted.pkl
13     models/XGB_best_count_fitted.pkl
14         not saved, fast fitting model
15         not saved, fast fitting model
16     models/LRCV_best_tfidf_fitted.pkl
17     models/LRCV_best_tfidf_fitted.pkl
18         not saved, fast fitting
19         not saved, fast fitting
20 models/LRCV_best_tfidf_red_fitted.pkl
21 models/LRCV_best_tfidf_red_fitted.pkl

```

LRCV best parameters models with 406 features display much less over-fitting than the similar model with the full features set. Its' performance dropped slightly. The fact of low over-fitting level makes it the best model so far.

5.4 Final testing

X_train, X_test, y_train, y_test

[180]:

```
# token_reviews_test=[' '.join(review_tokenize_lemmatize(str(review),
    ↪RegexpTokenizer(pattern), WordNetLemmatizer(), dict_replace,
    #
    ↪plot_=False,print_=False)) for review in X_test]
```

[181]: # with open('token_reviews_test.pkl', 'wb') as f:
pickle.dump(token_reviews_test, f)

[182]: with open('token_reviews_test.pkl', 'rb') as f:
 token_reviews_test = pickle.load(f)

[183]: len(token_reviews_test)

[183]: 30405

[184]: vec_count_X_test=vec_count.transform(token_reviews_test)
df_vec_count_test=pd.DataFrame(vec_count_X_test.todense(), columns=vec_count.
 ↪get_feature_names())
df_vec_count_test

	aa	aaa	aaeak	aaked	aal	aalarm	aam	aamazon	aand	aareally	...	\
0	0	0	0	0	0	0	0	0	0	0	0	...
1	0	0	0	0	0	0	0	0	0	0	0	...
2	0	0	0	0	0	0	0	0	0	0	0	...
3	0	0	0	0	0	0	0	0	0	0	0	...
4	0	0	0	0	0	0	0	0	0	0	0	...
...	
30400	0	0	0	0	0	0	0	0	0	0	0	...
30401	0	0	0	0	0	0	0	0	0	0	0	...
30402	0	0	0	0	0	0	0	0	0	0	0	...
30403	0	0	0	0	0	0	0	0	0	0	0	...
30404	0	0	0	0	0	0	0	0	0	0	0	...
	zone	zoningkeeping	zoo	zoom	zos	zsecure	zulily	zurich	zyka		\	
0	0	0	0	0	0	0	0	0	0	0	0	
1	0	0	0	0	0	0	0	0	0	0	0	
2	0	0	0	0	0	0	0	0	0	0	0	
3	0	0	0	0	0	0	0	0	0	0	0	
4	0	0	0	0	0	0	0	0	0	0	0	
...	
30400	0	0	0	0	0	0	0	0	0	0	0	
30401	0	0	0	0	0	0	0	0	0	0	0	
30402	0	0	0	0	0	0	0	0	0	0	0	
30403	0	0	0	0	0	0	0	0	0	0	0	
30404	0	0	0	0	0	0	0	0	0	0	0	

zyrtec

```

0      0
1      0
2      0
3      0
4      0
...
30400    0
30401    0
30402    0
30403    0
30404    0

```

[30405 rows x 33205 columns]

```
[185]: vec_tfidf_X_test=vec_tfidf.transform(token_reviews_test)
df_vec_tfidf_test=pd.DataFrame(vec_tfidf_X_test.todense(), columns=vec_tfidf.
                                get_feature_names())
df_vec_tfidf_test
```

	aa	aaa	aaeak	aaked	aal	aalarm	aam	aamazon	aand	aareally	...	\
0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	...
1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	...
2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	...
3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	...
4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	...
...	
30400	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	...
30401	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	...
30402	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	...
30403	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	...
30404	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	...
	zone	zoningkeeping	zoo	zoom	zos	zsecure	zulily	zurich	zyka			\
0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
...	
30400	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
30401	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
30402	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
30403	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
30404	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	zyrtec											
0		0.0										

```

1      0.0
2      0.0
3      0.0
4      0.0
...
...
30400    0.0
30401    0.0
30402    0.0
30403    0.0
30404    0.0

```

[30405 rows x 33205 columns]

```
[186]: vec_count2_X_test=vec_count2.transform(token_reviews_test)
df_vec_count2_test=pd.DataFrame(vec_count2_X_test.todense(), columns=vec_count2.
    ↪get_feature_names())
df_vec_count2_test
```

	able	actually	advance	advancement	allow	almost	along	alot	also	\
0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0
...	
30400	0	0	0	0	0	0	0	0	0	0
30401	1	0	0	0	0	0	0	0	0	0
30402	0	0	0	1	0	0	0	0	0	0
30403	0	0	0	0	0	0	0	0	1	0
30404	0	0	0	0	0	0	0	0	0	0
always	...	worklife	worklife	balance	workplace	world	worth	\		
0	0	...	0	0	0	0	0	0	0	0
1	0	...	0	0	0	0	0	0	0	0
2	0	...	0	0	0	0	0	0	0	0
3	0	...	0	0	0	0	0	0	0	0
4	0	...	0	0	0	0	0	0	0	0
...		
30400	0	...	0	0	0	0	0	0	0	0
30401	0	...	0	0	0	0	0	0	0	0
30402	0	...	0	0	0	0	0	0	0	0
30403	0	...	0	0	0	0	0	0	0	0
30404	0	...	0	0	0	0	0	0	0	0
would	would	recommend	write	year	you're					
0	0		0	0	0					
1	0		0	0	0					

```

2          0          0          0          0          0
3          0          0          0          0          0
4          0          0          0          0          0
...
30400     2          0          0          0          1
30401     0          0          0          0          0
30402     0          0          0          0          0
30403     0          0          0          0          0
30404     0          0          1          0

```

[30405 rows x 406 columns]

```

[187]: vec_tfidf2_X_test=vec_tfidf2.transform(token_reviews_test)
df_vec_tfidf2_test=pd.DataFrame(vec_tfidf2_X_test.todense(), columns=vec_tfidf2.
    ↪get_feature_names())
df_vec_tfidf2_test

```

	able	actually	advance	advancement	allow	almost	along	\
0	0.000000	0.0	0.0	0.000000	0.0	0.0	0.0	
1	0.000000	0.0	0.0	0.000000	0.0	0.0	0.0	
2	0.000000	0.0	0.0	0.000000	0.0	0.0	0.0	
3	0.000000	0.0	0.0	0.000000	0.0	0.0	0.0	
4	0.000000	0.0	0.0	0.000000	0.0	0.0	0.0	
...	
30400	0.000000	0.0	0.0	0.000000	0.0	0.0	0.0	
30401	0.401454	0.0	0.0	0.000000	0.0	0.0	0.0	
30402	0.000000	0.0	0.0	0.395509	0.0	0.0	0.0	
30403	0.000000	0.0	0.0	0.000000	0.0	0.0	0.0	
30404	0.000000	0.0	0.0	0.000000	0.0	0.0	0.0	
	alot	also	always	...	worklife	worklife balance	workplace	\
0	0.00000	0.0	0.0	...	0.0	0.0	0.0	
1	0.00000	0.0	0.0	...	0.0	0.0	0.0	
2	0.00000	0.0	0.0	...	0.0	0.0	0.0	
3	0.00000	0.0	0.0	...	0.0	0.0	0.0	
4	0.00000	0.0	0.0	...	0.0	0.0	0.0	
...	
30400	0.00000	0.0	0.0	...	0.0	0.0	0.0	
30401	0.00000	0.0	0.0	...	0.0	0.0	0.0	
30402	0.00000	0.0	0.0	...	0.0	0.0	0.0	
30403	0.37829	0.0	0.0	...	0.0	0.0	0.0	
30404	0.00000	0.0	0.0	...	0.0	0.0	0.0	
	world	worth	would	would recommend	write	year	youre	
0	0.0	0.0	0.000000	0.0	0.0	0.00000	0.000000	
1	0.0	0.0	0.000000	0.0	0.0	0.00000	0.000000	
2	0.0	0.0	0.000000	0.0	0.0	0.00000	0.000000	

3	0.0	0.0	0.000000		0.0	0.0	0.000000	0.000000
4	0.0	0.0	0.000000		0.0	0.0	0.000000	0.000000
...
30400	0.0	0.0	0.404432		0.0	0.0	0.000000	0.303212
30401	0.0	0.0	0.000000		0.0	0.0	0.000000	0.000000
30402	0.0	0.0	0.000000		0.0	0.0	0.000000	0.000000
30403	0.0	0.0	0.000000		0.0	0.0	0.000000	0.000000
30404	0.0	0.0	0.000000		0.0	0.0	0.16889	0.000000

[30405 rows x 406 columns]

```
[188]: datasets_list_count2_test=[vec_count2_X_train, vec_count2_X_test, y_main_train, y_test]
datasets_list_tfidf2_test=[vec_tfidf2_X_train, vec_tfidf2_X_test, y_main_train, y_test]
```

```
[189]: simple_model_validation(mnb3, datasets_list_count2_test,
                           'MNB model with CountVectorizer, reduced, training',
                           'MNB model with CountVectorizer, reduced, test')
```

MultinomialNB(alpha=0.3)

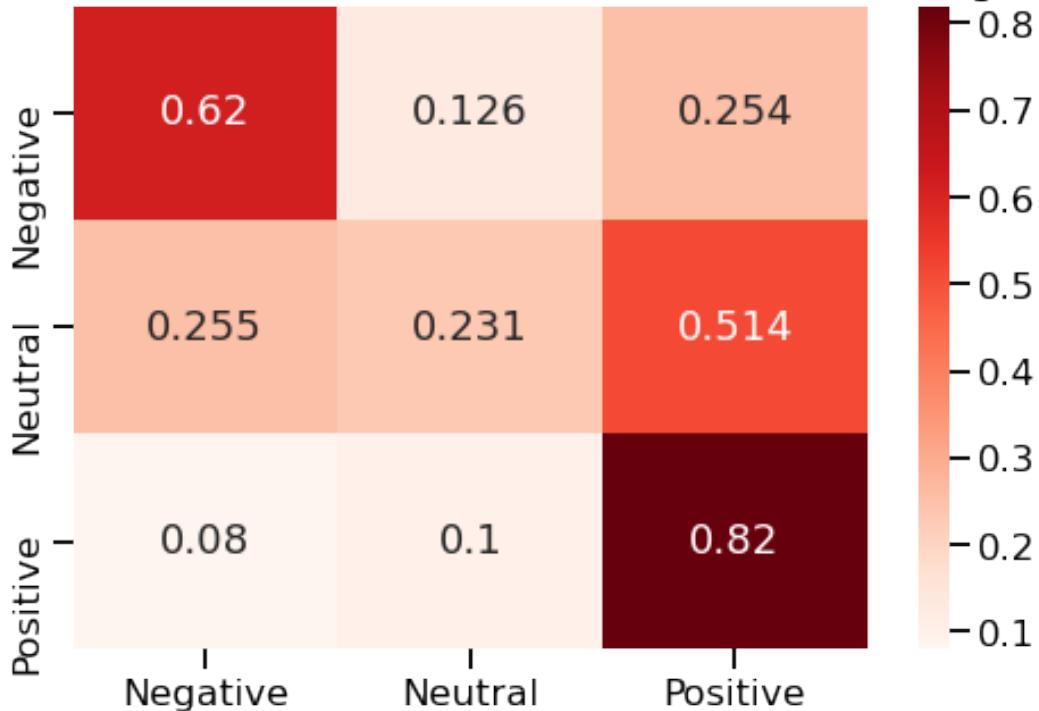
Classification Report for training set

	precision	recall	f1-score	support
1	0.54	0.62	0.58	13360
2	0.38	0.23	0.29	15112
3	0.75	0.82	0.78	39939
accuracy			0.65	68411
macro avg	0.56	0.56	0.55	68411
weighted avg	0.63	0.65	0.63	68411

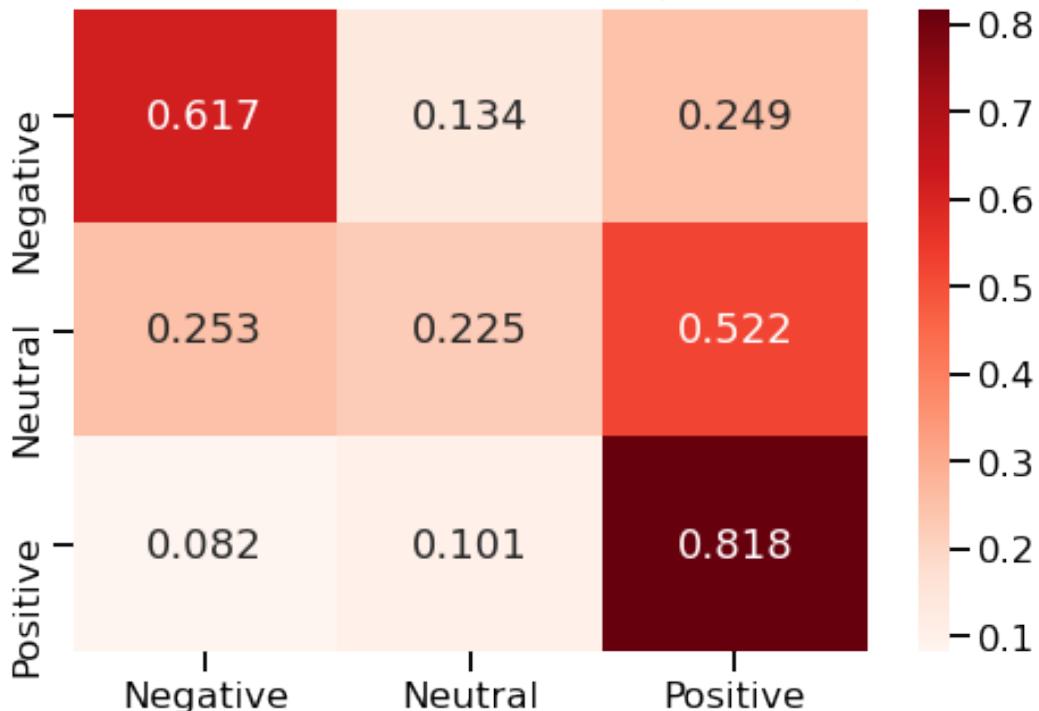
Classification Report for validation/test set

	precision	recall	f1-score	support
1	0.54	0.62	0.57	5899
2	0.37	0.22	0.28	6666
3	0.75	0.82	0.78	17840
accuracy			0.65	30405
macro avg	0.55	0.55	0.54	30405
weighted avg	0.62	0.65	0.63	30405

MNB model with CountVectorizer, reduced, training



MNB model with CountVectorizer, reduced, test



```
[190]: simple_model_validation(lrcv4_loaded_model, datasets_list_tfidf2_test,
    'LRCV model with TfIdfVectorizer, reduced, training',
    'LRCV model with TfIdfVectorizer, reduced, test')
```

```
*****
LogisticRegressionCV(class_weight='balanced', max_iter=1000,
                     multi_class='multinomial', random_state=123,
                     scoring='f1_macro', solver='newton-cg')
*****
```

Classification Report for training set

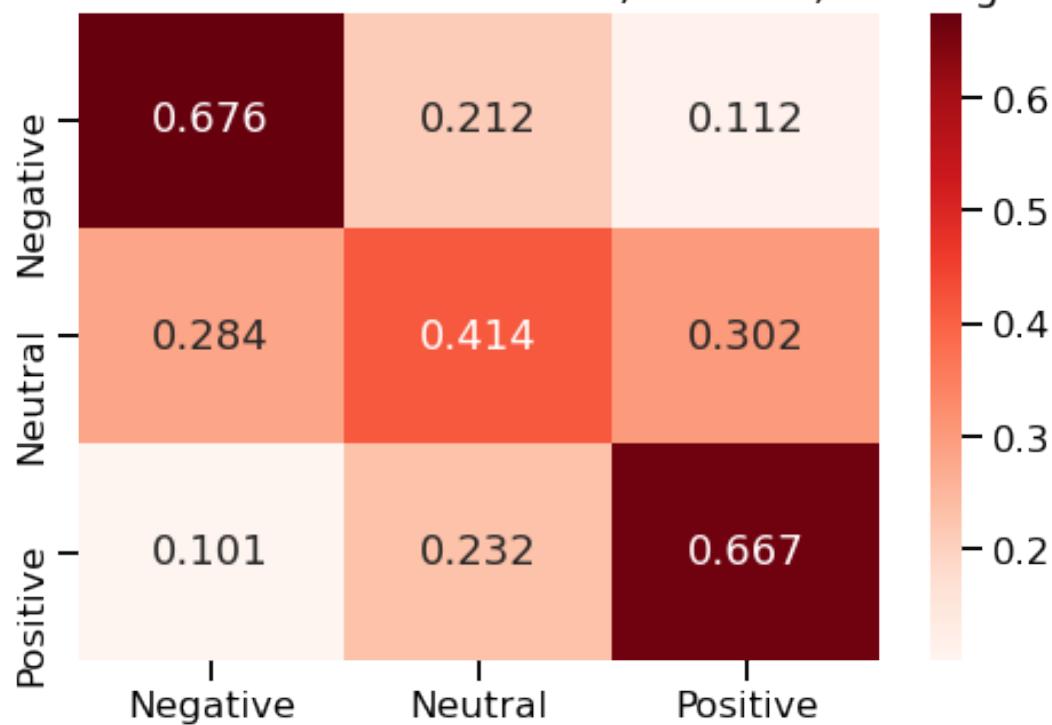
```
*****
precision    recall   f1-score   support
1           0.52      0.68      0.59     13360
2           0.34      0.41      0.37     15112
3           0.81      0.67      0.73     39939
accuracy                           0.61     68411
macro avg       0.56      0.59      0.56     68411
weighted avg    0.65      0.61      0.63     68411
```

Classification Report for validation/test set

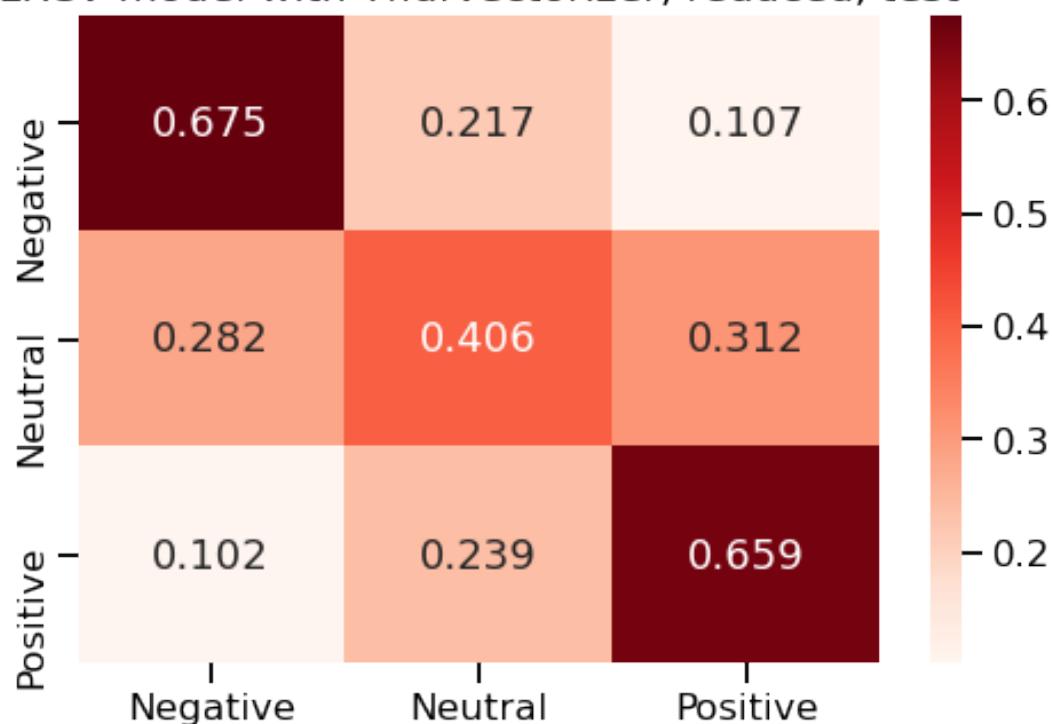
```
*****
precision    recall   f1-score   support
1           0.52      0.68      0.59      5899
2           0.33      0.41      0.36      6666
3           0.81      0.66      0.73     17840
accuracy                           0.61     30405
macro avg       0.55      0.58      0.56     30405
weighted avg    0.65      0.61      0.62     30405
```

```
*****
```

LRCV model with TfIdfVectorizer, reduced, training



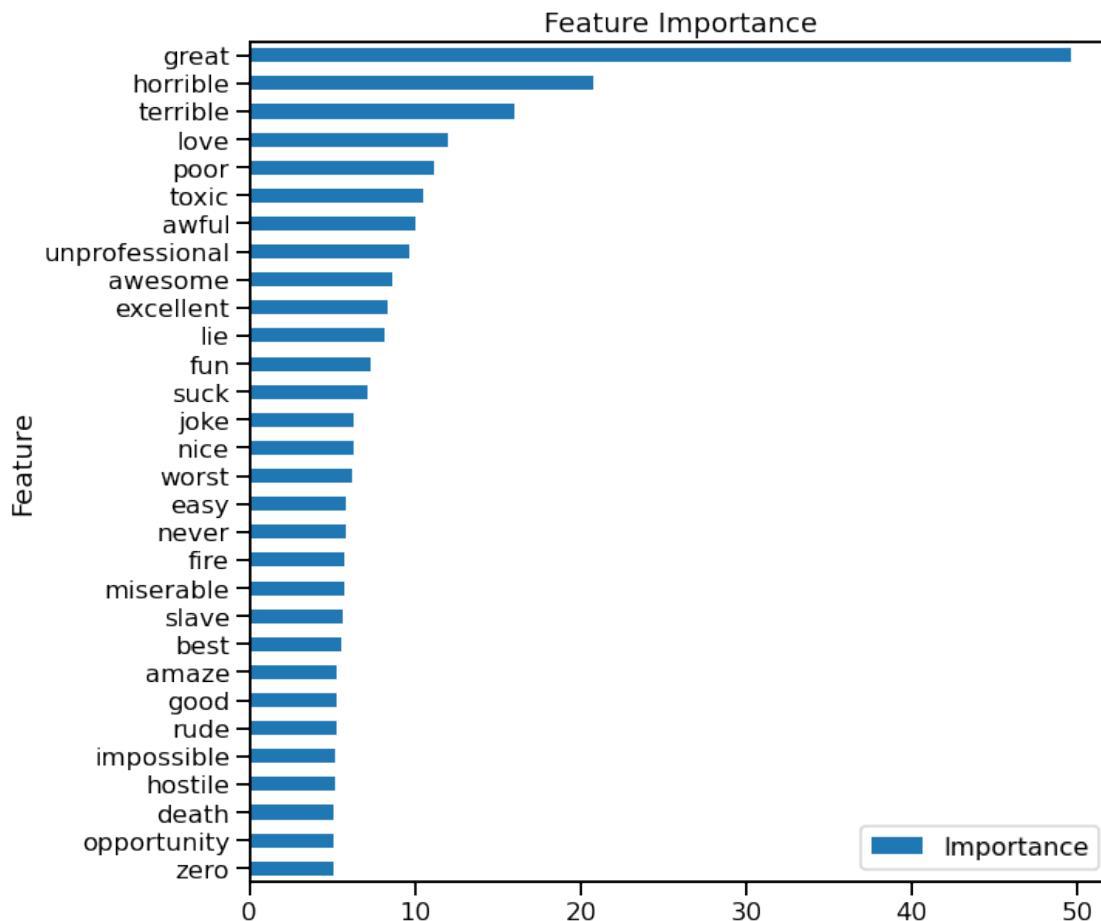
LRCV model with TfIdfVectorizer, reduced, test



6 iNterpret

6.1 Feature Importance

```
[191]: get_importance_logreg(lrcv3_loaded_model, df_vec_tfidf_test, top_n=30)
```

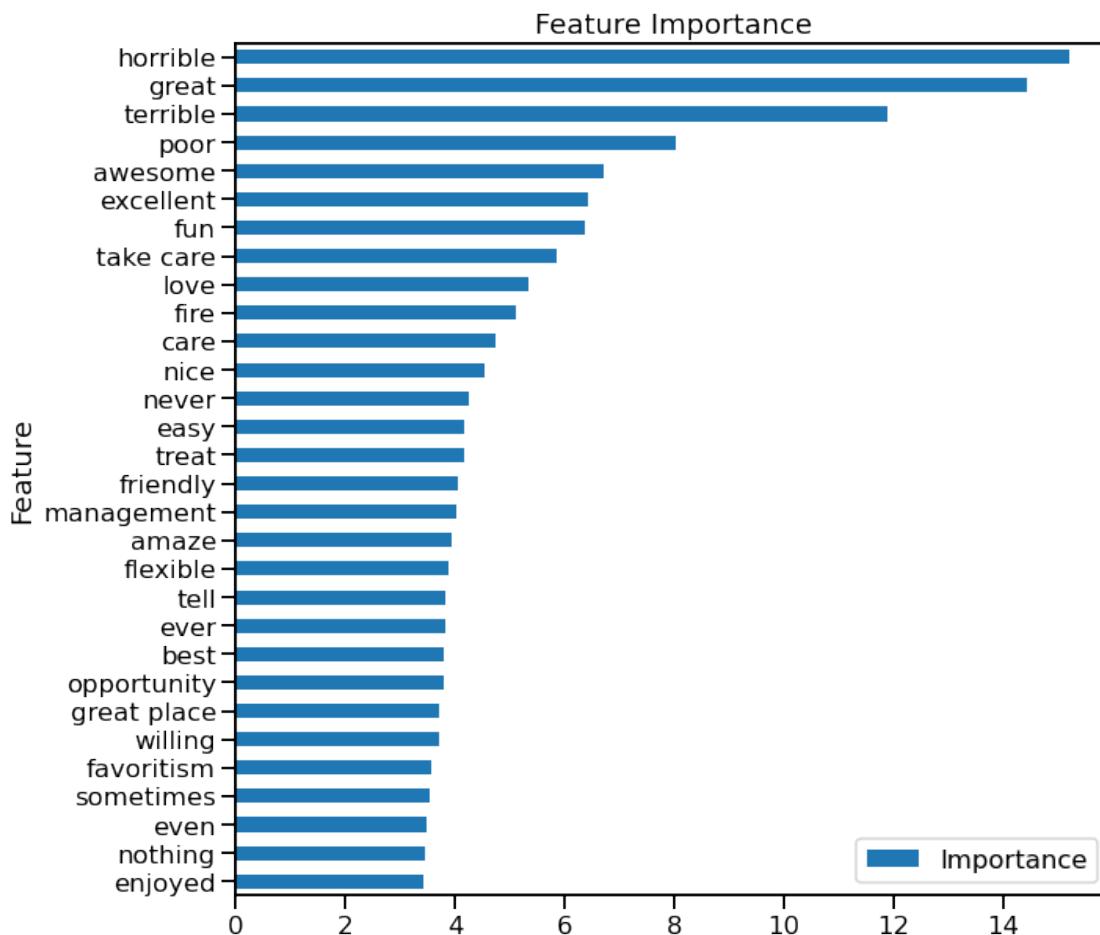


```
[191]:
```

	Feature	Importance	Coefficient
33185	zero	5.048676	1.619126
20327	opportunity	5.103781	-1.629982
7109	death	5.112410	1.631671
13855	hostile	5.173052	1.643463
14444	impossible	5.193681	1.647443
25260	rude	5.227099	1.653856
12422	good	5.302137	-1.668110
1030	amaze	5.306160	-1.668869
2965	best	5.564141	-1.716343
26773	slave	5.654331	1.732422
18449	miserable	5.706439	1.741595

11179	fire	5.730174	1.745746
19286	never	5.802343	1.758262
8857	easy	5.837103	-1.764235
32853	worst	6.175898	1.820654
19346	nice	6.253210	-1.833095
15826	joke	6.265105	1.834995
28146	suck	7.159636	1.968459
11930	fun	7.324478	-1.991222
16677	lie	8.122209	2.094602
10216	excellent	8.309763	-2.117431
2288	awesome	8.604848	-2.152326
30937	unprofessional	9.645453	2.266487
2299	awful	10.007048	2.303290
29867	toxic	10.482527	2.349710
22300	poor	11.172356	2.413443
17136	love	12.032147	-2.487582
29051	terrible	16.023078	2.774030
13817	horrible	20.777925	3.033891
12608	great	49.613179	-3.904257

```
[192]: get_importance_logreg(lrcv4_loaded_model, df_vec_tfidf2_test,top_n=30)
```



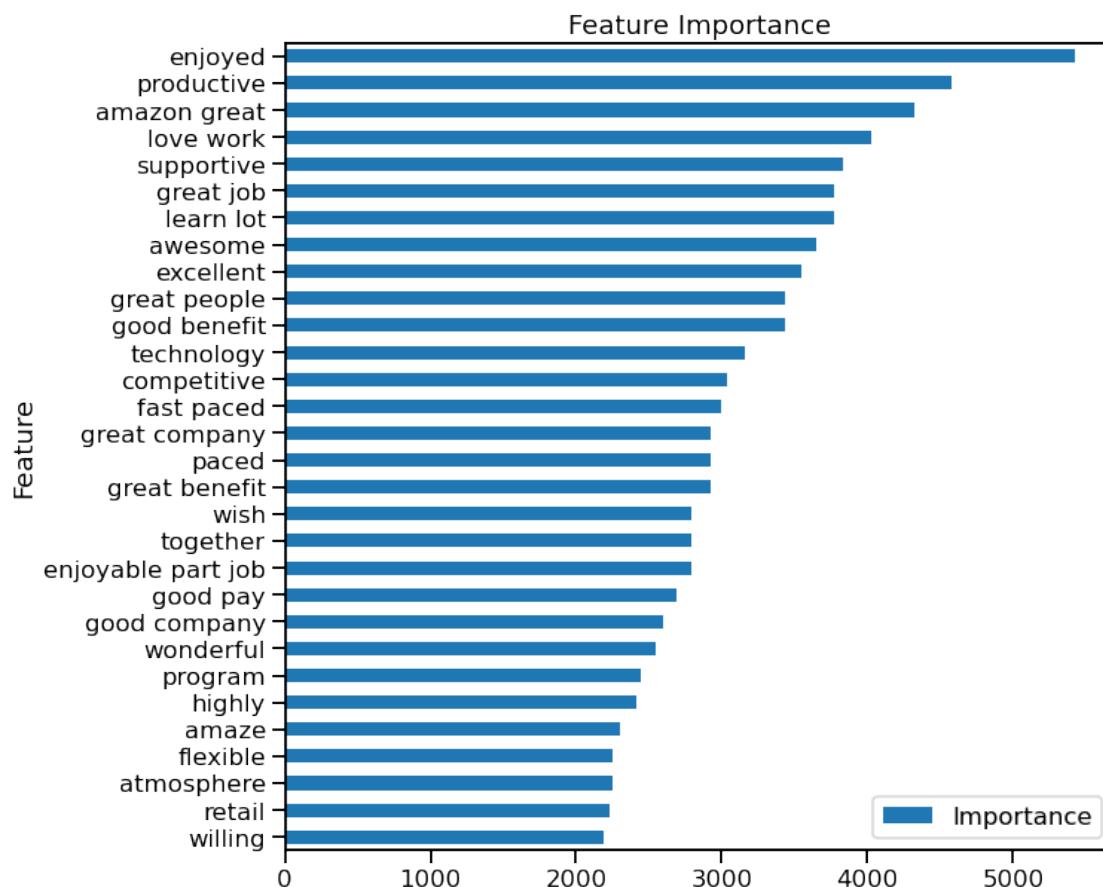
[192] :

	Feature	Importance	Coefficient
99	enjoyed	3.410194	-1.226769
247	nothing	3.444332	1.236730
103	even	3.478316	1.246548
338	sometimes	3.521162	-1.258791
122	favoritism	3.558741	1.269407
388	willing	3.717097	-1.312943
154	great place	3.717795	-1.313131
256	opportunity	3.783379	-1.330618
34	best	3.799771	-1.334941
104	ever	3.816901	1.339439
359	tell	3.821593	1.340667
129	flexible	3.864319	-1.351785
10	amaze	3.943239	-1.372003
224	management	4.021691	1.391702
135	friendly	4.034728	-1.394939
370	treat	4.153857	1.424037

90	easy	4.156278	-1.424620
242	never	4.240717	1.444732
245	nice	4.534633	-1.511744
43	care	4.725752	1.553027
127	fire	5.102642	1.629759
217	love	5.336308	-1.674534
354	take care	5.844936	-1.765576
138	fun	6.372619	-1.852010
110	excellent	6.421254	-1.859613
27	awesome	6.712899	-1.904031
284	poor	8.024374	2.082484
360	terrible	11.874971	2.474433
149	great	14.430344	-2.669333
172	horrible	15.197374	2.721123

Both LRCV models (full and reduced feature sets) demonstrate the importance of emotionally charged words like horrible and awesome.

```
[193]: get_importance_logreg(mnb3, df_vec_count2_test, top_n=30)
```



```
[193]:
```

	Feature	Importance	Coefficient
388	willing	2189.233924	-7.691307
313	retail	2230.814815	-7.710122
24	atmosphere	2252.203260	-7.719664
129	flexible	2252.203260	-7.719664
10	amaze	2296.234604	-7.739026
168	highly	2414.232271	-7.789137
294	program	2439.302181	-7.799467
392	wonderful	2545.014085	-7.841891
145	good company	2601.382060	-7.863798
147	good pay	2690.776632	-7.897585
98	enjoyable part job	2786.533808	-7.932554
366	together	2786.533808	-7.932554
389	wish	2786.533808	-7.932554
150	great benefit	2925.339975	-7.981166
263	paced	2925.339975	-7.981166
151	great company	2925.339975	-7.981166
121	fast paced	3000.061303	-8.006388
60	competitive	3038.871928	-8.019242
358	technology	3161.572005	-8.058825
144	good benefit	3439.308931	-8.143026
153	great people	3439.308931	-8.143026
110	excellent	3543.058824	-8.172746
27	awesome	3653.262830	-8.203376
200	learn lot	3770.542536	-8.234974
152	great job	3770.542536	-8.234974
350	supportive	3832.052202	-8.251156
218	love work	4029.241852	-8.301334
12	amazon great	4326.055249	-8.372411
292	productive	4579.040936	-8.429245
99	enjoyed	5425.053118	-8.598783

MNB model feature importance demonstrates the same tendency though it puts more importance on emotionally charged words with positive connotations.

6.2 Word frequency

```
[194]: series_tokens_test=pd.Series(token_reviews_test)
```

```
[195]: df_tokens_test=pd.DataFrame(series_tokens_test)
df_tokens_test
```

```
[195]:
```

	0
0	opportunity whatever want learn job get advanc...
1	great place tell everyone love people work nec...
2	love work company good experience store well l...
3	low pay slave wage treat employee like trash w...
4	time provide opportunity lean branch coronary ...

```
...          ...
30400 overall job nice would say labor pretty hard s...
30401 challenge able problem solve talented coworker...
30402 suite encourage growth advancement within lack...
30403 place good time slow good place enjoy work sea...
30404 enjoyed people work exceeded great quality cus...
```

[30405 rows x 1 columns]

```
[196]: df_y_test=pd.DataFrame(y_test)
df_y_test=df_y_test.reset_index()
df_y_test=df_y_test.drop(['index'], axis=1)
df_y_test
```

```
[196]:      target
0            3
1            3
2            3
3            1
4            3
...
...
30400        3
30401        3
30402        3
30403        2
30404        2
```

[30405 rows x 1 columns]

```
[197]: df_wordcloud_test=pd.merge(df_tokens_test, df_y_test, left_index=True, right_index=True)
df_wordcloud_test=df_wordcloud_test.rename(columns={0: "phrase"})
df_wordcloud_test
```

```
[197]:           phrase target
0    opportunity whatever want learn job get advanc...     3
1    great place tell everyone love people work nec...     3
2    love work company good experience store well l...     3
3    low pay slave wage treat employee like trash w...     1
4    time provide opportunity lean branch coronary ...     3
...
...
30400  overall job nice would say labor pretty hard s...     3
30401  challenge able problem solve talented coworker...     3
30402  suite encourage growth advancement within lack...     3
30403  place good time slow good place enjoy work sea...     2
30404  enjoyed people work exceeded great quality cus...     2
```

```
[30405 rows x 2 columns]
```

```
[198]: df_rating_negative_test=df_wordcloud_test.loc[df_wordcloud_test.target=='1']
df_rating_neutral_test=df_wordcloud_test.loc[df_wordcloud_test.target=='2']
df_rating_positive_test=df_wordcloud_test.loc[df_wordcloud_test.target=='3']
print(len(df_rating_negative_test), len(df_rating_neutral_test), len(df_rating_positive_test))
```

```
5899 6666 17840
```

```
[199]: df_rating_negative_test['phrase']
```

```
[199]: 3      low pay slave wage treat employee like trash w...
6      job requirement change daily overwork new task...
11     would never go back worst job ive ever employe...
15     cold heartless unreasonable company ever work ...
19     manager duty hold gun point store ask step tho...
...
30364    reward experience standpoint association resid...
30376    care employee child dont even bother apply mak...
30382    first job get barely recommend coworkers somew...
30390    much drama much hour provide corporate doesnt ...
30392                           easy job
Name: phrase, Length: 5899, dtype: object
```

```
[200]: negative_words_test=[' '.join(df_rating_negative_test['phrase'])]
neutral_words_test=[' '.join(df_rating_neutral_test['phrase'])]
positive_words_test=[' '.join(df_rating_positive_test['phrase'])]
```

```
[201]: sw4=['work', 'job', 'amazon', 'company', 'good', 'great', 'place', 'also', 'really',
        'overall', 'would', 'get', 'lot', 'enjoyed', 'enjoy', 'love', 'however', 'make',
        'loved', 'even', 'done', 'still', 'like', 'come', 'well', 'though', 'give', 'u',
        'go', 'thing', 'really', 'one', 'take', 'want', 'make', 'could', 'say', 'ever',
        'alway', 'always', 'much', 'dont', 'way', 'year', '[]']
stopword_cloud_test_list=sw+sw2+sw3+sw4
stopword_cloud_test_set=set(stopword_cloud_test_list)

print(stopword_cloud_test_set)
```

```
{'other', 'of', 'équipes', 'is', 'after', 'weren', 'really', 'netapp', "it's",
'safeway', 'ámbito', 'always', 'in', 'way', 'échelle', 'suez', 'place', 'it',
'our', "that'll", 'hilton', 'yourself', 'wouldn', "hadn't", 'on', 'sprouts',
"didn't", 'not', 'while', 'cozymeal', 'índole', 'útil', 'ànd', 'company',
"you'd", 'same', 'under', 'why', 'mustn', 'are', 'aren', 'myself', 'pfizer',
'petsmart', "should've", "shan't", 'ma', 'époque', "mustn't", 'ricoh', 'enjoy',
'love', 'loved', 'does', 'this', 'ihs', 'świata', 'only', 'shouldn', 'ibm',
'just', 'àreas', 'couldn', 'amazon', 'these', 'kpmg', 'done', 'ain', 'like',
'kbi', 'though', 'imagine', 'before', "doesn't", 'apple', 'how', "won't", 'she',
```

```
'so', 'get', 'go', 'but', 'any', 'medtronic', 'because', 'us', 'well', 'one',
['', 'alway', 'until', "you've", 'll', 'équipe', 'needn', "haven't", 'more',
'], 'o', 'relic', 'down', 'área', 've', 'aerospace', 'ball', ' ',
'szrodk', 'óptimas', 'ética', "needn't", 'boulder', 'shan', "wasn't", 'soopers',
'much', 'their', 'u', 'whom', 'northrop', 'única', 'into', 'haven', 'markit',
'had', 'should', "you'll", 'wasn', "isn't", 'étonnant', "hasn't", 'and', 'when',
'étais', 'd', ' ', 'against', 'most', "don't", "mightn't", 'all', 'however',
't', 'the', 'emerson', 'me', 'make', 'frasier', 'who', 'few', 'take', 'ótima',
'during', 'from', ' ', ' ', 'they', 'corporation', 'over', 'below',
' ', 'now', 'good', 'craft', 'único', 'naropa', 'çektiği', 'you', 'could',
'yourselves', 'won', 'also', 'don', 'being', 'for', 'was', 'your', 'zayo',
' ', 'no', 'únicom', 'him', 'foods', 'valley', 'say', 'off', 'lot', 'my',
'which', 'great', 'excelitas', 'have', 'également', 'were', "wouldn't", 'would',
'dont', 'to', 'having', ' ', 'above', 'want', 'we', 'at', 'as', 'hasn',
'ourselves', 'himself', 'city', 'very', 'be', 'university', 'if', 'farmers',
'will', 'doesn', 'than', 'invitae', 'out', 'here', 'own', 'últimamente',
'where', 'again', 'évolutions', 'such', 'give', 'ever', "you're", 'él',
'theirs', 'what', ' ', 'biopharma', 'čtrnácti',
' ', 'some', 'co', 'her', 'ours', 'i', "aren't", 'do', 'or',
'sage', 'último', 's', 'job', 'nor', 'then', 'through', 'his', 'county', 'he',
'them', ' ', 'renewable', 'that', 'época', 'themselves', 'did',
'áreas', 'ídolos', 'ésta', 'even', 'yours', 'can', 'has', 'work', 'y', 'with',
'thing', 'year', 'whole', 'between', 'brookdale', 'up', 'its', 'a', 'świetnie',
'both', 'too', 'didn', 'embassy', 're', 'isn', 'itself', "weren't", 'once',
'splunk', ' ', 'meadows', 'further', 'there', 'you', 'an', 'those',
'by', ' ', 'atmospheric', 'amazoncom', 'doing', 'been', "shouldn't",
'laboratory', 'enjoyed', 'grumman', 'm', 'hers', "she's", 'about', 'neta',
'each', 'am', 'king', 'overall', 'still', 'agilent', 'mightn', 'come',
'herself', "couldn't", 'hadn'}
```

```
[202]: cloud_kws=dict(stopwords=stopword_cloud_test_set, width=1200, height=800,
    ↪min_font_size=10, max_words=30,
    collocation_threshold = 5)
```

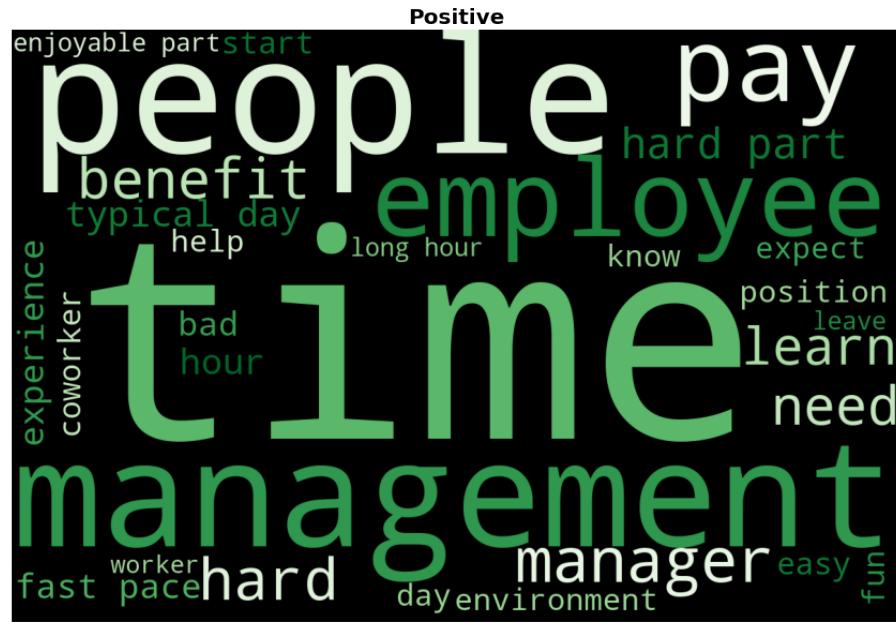
```
# Create a dictionary to generate all three clouds
wordcloud_dict={}
wordcloud_dict['Negative']= WordCloud(**cloud_kws,colormap='Reds',
    ↪random_state=123).generate(str(negative_words_test))
wordcloud_dict['Positive']= WordCloud(**cloud_kws,colormap='Greens',
    ↪random_state=123).generate(str(neutral_words_test))
wordcloud_dict['Neutral']= WordCloud(**cloud_kws,colormap='Blues',
    ↪random_state=123).generate(str(positive_words_test))
```

```
[203]: fig, ax=plt.subplots(nrows=3, figsize=(15,25))
title_font={'fontweight':'bold','fontsize':20}
```

```
i=0
```

```
for rating, cloud in wordcloud_dict.items():
    ax[i].imshow(cloud)
    ax[i].set_title(rating, fontdict=title_font)
    ax[i].axis('off')
    i+=1

plt.tight_layout()
plt.show()
```



6.2.1 Spotchecking the reviews

```
[204]: spot_check(df, retries=1)
```

```
Enter a word to check: typical day
Ratio of negative reviews with the word "typical day":0.015
Ration of positive reviews with the word "typical day":0.033
Ration of neutral reviews with the word "typical day":0.031
```

```
[205]: pull_out_sentence(df).style.set_properties(subset=['Review_Text'], ↴
→**{'width-min': '1000px'})
```

```
Enter a review class to check (Negative/Positive/Neutral): Positive
Enter a word to check: typical day
```

```
[205]: <pandas.io.formats.style.Styler at 0x20a5e54b4f0>
```

7 Conclusions and recommendations

7.1 Conclusions

This project had two goals:

- * Developing a predictive classification model of employer review rating
- * Gaining insight into factors affecting satisfaction or dissatisfaction of people with their employer.

The project results are:

- Two models with relatively good predictive power were built. Both top models were better at predicting positive and negative reviews while predicting neutral reviews appears to be more difficult.
- Understanding that the most influential factors affecting employees' opinions are a human factor (surrounding people, primarily management) and time. * * * The models:
- The best performing models are Logistic Regression model and the Multinomial Naive Bayes model. Their performance F1-macro score metrics were 0.55 and 0.56, respectively. The baseline DummyClassifier model has the same metrics at 0.25. The improvement is very prominent.
- Multinomial Naive Bayes model displayed better performance in identifying positive reviews, while the Logistic Regression model demonstrated a better ability to distinguish between all three classes.
- Both of the models used reduced wordsets with 406. The reduced word set was used for two reasons: to reduce the overfitting of the models and to minimize computational time. Training an LRCV classifier with the full wordset of 46962 unique words overwhelmed the computational resources and generated an over-fitted model.

The Importance of Models' Predictors:

- Both models identified powerfully emotionally charged words as the best predictors of a class a review belongs to.
- Words

1. horrible
2. terrible
3. poor

are the three most influential predictors of a review belonging to a negative class.

- Words

1. great
2. awesome
3. excellent

are the three most influential predictors of a review belonging to a positive class.

- That fact makes it challenging to identify neutral reviews correctly. Neutral reviews usually have both trends or none at all. If people don't experience intense emotions, they are less likely to use emotionally charged words.

- An example of Neutral review with the word ‘horrible’:

Had a horrible experience working there. I got sick while working there, took a medical leave to take care of myself after working all through peak season, then got terminated because they are horrible with communication and resolving issues. Would never recommend anyone to work there.

- While the content of this review seems to be pretty negative, the reviewer rated it as a neutral one

- An example of a Neutral review with the word ‘excellent’: >IBM has been a great place for me to learn and grow. The job variety was awesome. This allowed me to make excellent contributions to every team to which I belonged. This opportunity still exists, but is usually in the low cost countries.

- The content of this review is a positive one, but it has a negative part. It is not related to the company per se but more to a global tendency of shifting jobs overseas.

- The fact that neutral class reviews are more difficult to identify might also be related to a psychological tendency of people to be polite unless they are agitated. The argument in favor of that theory is that both models misclassify neutral reviews as positive more frequently than misclassify them as negative.

- The first model identified neutral reviews correctly only in 22.5% of all cases. It misclassified them as positive in 52% of all cases and as negative in 25.3%.
- The second model did a better job correctly identifying neutral reviews; it identified them correctly in 40.6% of all cases and misclassified them as positive in 31.2% of the cases and as negative in 28.2% of the cases.

The most influential factors affecting employees' opinion of a company: * The concept of “time” is broad. Based on the spot check analysis of reviews with the word “time” in the body of a review, it can be in the context of: 1. a full-/part- time job 2. time-off 3. time-management 4. employee's time with a company 5. etc.

It does not appear that word ‘time’ is more prevalent in any one class, but it does seem to be on people’s minds frequently either positively or negatively.

```
Enter a word to check: time
Ratio of negative reviews with the word "time":0.244
Ratio of positive reviews with the word "time":0.222
Ratio of neutral reviews with the word "time":0.253
```

- Words “manage,” “management,” and “manager” come up in negative reviews almost twice as frequently as in positive reviews.

```
Enter a word to check: manager
Ratio of negative reviews with the word "manager":0.152
Ratio of positive reviews with the word "manager":0.079
Ratio of neutral reviews with the word "manager":0.11
```

```
Enter a word to check: management
Ratio of negative reviews with the word "management":0.237
Ratio of positive reviews with the word "management":0.125
Ratio of neutral reviews with the word "management":0.172
```

```
Enter a word to check: manage
Ratio of negative reviews with the word "manage":0.364
Ratio of positive reviews with the word "manage":0.205
Ratio of neutral reviews with the word "manage":0.27
```

- That implies that if a person has a negative opinion of an employer, it is most probably related to a bad relationship with their manager(s). Even the word “pay” is not as frequent in negative reviews as the words “manager”/“management”/“manage” (combined) are. While the word “benefit” seemingly affects a negative opinion much less than one could expect, it is more frequent in positive reviews than in negative ones.

```
Enter a word to check: pay
Ratio of negative reviews with the word "pay":0.159
Ratio of positive reviews with the word "pay":0.097
Ratio of neutral reviews with the word "pay":0.131
```

```
Enter a word to check: benefit
Ratio of negative reviews with the word "benefit":0.064
Ratio of positive reviews with the word "benefit":0.1
Ratio of neutral reviews with the word "benefit":0.09
```

Limitations of the model:

1. The built models are relatively simple and might somewhat lack predictive power, therefore more complex, and ensemble models should be tried and tested.
2. Computational resources are a limiting factor in building and testing more complex models. In such cases, Google Colab or Databricks cloud-based resources should be used. There are other alternatives of cloud resources as well that might be worth exploring.
3. NLP Multiclass classification models could be necessary in some situations, but they perform worse than binary classification models.

Suggestion for future improvements:

1. Convert the dataset to a binary classification dataset by removing the neutral reviews.
2. Another possible strategy is to reduce the original dataset to the records with ratings 1 and 5 only. The argument in favor of that improvement is the most negative and the most positive reviews have the most value for companies; they allow to identify weaknesses and strengths more easily.
3. Use unsupervised clustering techniques to assign classes to the full dataset rather than using rating label
4. Explore Theme Extraction and Context Analysis models

7.2 Recommendations

1. Test the models built in this project on their internal datasets of employees' open-ended survey answers to a question of their opinion on their group, department, or the company.
2. Make sure that your internal surveys are strictly anonymous and privacy-proof.
3. Implement an auto-alert system to identify negative reviews to address existing problems early.
4. Identification of positive reviews might be a great source of information about groups, departments, and the company's strengths.