

Importing necessary libraries

```
In [1]: import numpy as np
import pandas as pd
import matplotlib.pyplot as plt
import seaborn as sns
```

Importing dataset Employ Attrition

```
In [2]: data=pd.read_csv('WA_Fn-UseC_-HR-Employee-Attrition.csv')
```

```
In [3]: data.head()
```

Out[3]:

| | Age | Attrition | BusinessTravel | DailyRate | Department | DistanceFromHome | Education | EducationField | Employ |
|---|-----|-----------|-------------------|-----------|------------------------|------------------|-----------|----------------|--------|
| 0 | 41 | Yes | Travel_Rarely | 1102 | Sales | 1 | 2 | Life Sciences | |
| 1 | 49 | No | Travel_Frequently | 279 | Research & Development | 8 | 1 | Life Sciences | |
| 2 | 37 | Yes | Travel_Rarely | 1373 | Research & Development | 2 | 2 | Other | |
| 3 | 33 | No | Travel_Frequently | 1392 | Research & Development | 3 | 4 | Life Sciences | |
| 4 | 27 | No | Travel_Rarely | 591 | Research & Development | 2 | 1 | Medical | |

5 rows × 35 columns

```
In [4]: data.tail()
```

Out[4]:

| | Age | Attrition | BusinessTravel | DailyRate | Department | DistanceFromHome | Education | EducationField | Empl |
|------|-----|-----------|-------------------|-----------|------------------------|------------------|-----------|----------------|------|
| 1465 | 36 | No | Travel_Frequently | 884 | Research & Development | 23 | 2 | Medical | |
| 1466 | 39 | No | Travel_Rarely | 613 | Research & Development | 6 | 1 | Medical | |
| 1467 | 27 | No | Travel_Rarely | 155 | Research & Development | 4 | 3 | Life Sciences | |
| 1468 | 49 | No | Travel_Frequently | 1023 | Sales | 2 | 3 | Medical | |
| 1469 | 34 | No | Travel_Rarely | 628 | Research & Development | 8 | 3 | Medical | |

5 rows × 35 columns

```
In [5]: data.info()
```

```
<class 'pandas.core.frame.DataFrame'>
RangeIndex: 1470 entries, 0 to 1469
Data columns (total 35 columns):
#   Column              Non-Null Count  Dtype
...
```

```

0   Age                1470 non-null    int64
1   Attrition          1470 non-null    object
2   BusinessTravel     1470 non-null    object
3   DailyRate          1470 non-null    int64
4   Department         1470 non-null    object
5   DistanceFromHome   1470 non-null    int64
6   Education          1470 non-null    int64
7   EducationField     1470 non-null    object
8   EmployeeCount      1470 non-null    int64
9   EmployeeNumber     1470 non-null    int64
10  EnvironmentSatisfaction 1470 non-null    int64
11  Gender             1470 non-null    object
12  HourlyRate         1470 non-null    int64
13  JobInvolvement     1470 non-null    int64
14  JobLevel           1470 non-null    int64
15  JobRole            1470 non-null    object
16  JobSatisfaction    1470 non-null    int64
17  MaritalStatus      1470 non-null    object
18  MonthlyIncome      1470 non-null    int64
19  MonthlyRate        1470 non-null    int64
20  NumCompaniesWorked 1470 non-null    int64
21  Over18             1470 non-null    object
22  OverTime           1470 non-null    object
23  PercentSalaryHike  1470 non-null    int64
24  PerformanceRating  1470 non-null    int64
25  RelationshipSatisfaction 1470 non-null    int64
26  StandardHours      1470 non-null    int64
27  StockOptionLevel   1470 non-null    int64
28  TotalWorkingYears  1470 non-null    int64
29  TrainingTimesLastYear 1470 non-null    int64
30  WorkLifeBalance    1470 non-null    int64
31  YearsAtCompany     1470 non-null    int64
32  YearsInCurrentRole 1470 non-null    int64
33  YearsSinceLastPromotion 1470 non-null    int64
34  YearsWithCurrManager 1470 non-null    int64
dtypes: int64(26), object(9)
memory usage: 402.1+ KB

```

```
In [6]: data.describe()
```

```

Out[6]:

```

| | Age | DailyRate | DistanceFromHome | Education | EmployeeCount | EmployeeNumber | EnvironmentSatisfaction |
|-------|-------------|-------------|------------------|-------------|---------------|----------------|-------------------------|
| count | 1470.000000 | 1470.000000 | 1470.000000 | 1470.000000 | 1470.0 | 1470.000000 | 1470.000000 |
| mean | 36.923810 | 802.485714 | 9.192517 | 2.912925 | 1.0 | 1024.865306 | 3.886432 |
| std | 9.135373 | 403.509100 | 8.106864 | 1.024165 | 0.0 | 602.024335 | 1.053529 |
| min | 18.000000 | 102.000000 | 1.000000 | 1.000000 | 1.0 | 1.000000 | 1.000000 |
| 25% | 30.000000 | 465.000000 | 2.000000 | 2.000000 | 1.0 | 491.250000 | 2.000000 |
| 50% | 36.000000 | 802.000000 | 7.000000 | 3.000000 | 1.0 | 1020.500000 | 3.000000 |
| 75% | 43.000000 | 1157.000000 | 14.000000 | 4.000000 | 1.0 | 1555.750000 | 4.000000 |
| max | 60.000000 | 1499.000000 | 29.000000 | 5.000000 | 1.0 | 2068.000000 | 5.000000 |

8 rows × 26 columns

Checking for null values

```
In [7]: data.isnull().any()
```

```
Out[7]: Age False
Attrition False
BusinessTravel False
DailyRate False
Department False
DistanceFromHome False
Education False
EducationField False
EmployeeCount False
EmployeeNumber False
EnvironmentSatisfaction False
Gender False
HourlyRate False
JobInvolvement False
JobLevel False
JobRole False
JobSatisfaction False
MaritalStatus False
MonthlyIncome False
MonthlyRate False
NumCompaniesWorked False
Over18 False
OverTime False
PercentSalaryHike False
PerformanceRating False
RelationshipSatisfaction False
StandardHours False
StockOptionLevel False
TotalWorkingYears False
TrainingTimesLastYear False
WorkLifeBalance False
YearsAtCompany False
YearsInCurrentRole False
YearsSinceLastPromotion False
YearsWithCurrManager False
dtype: bool
```

We observe that there are no null values in the dataset

Therefor there is no need to handle null values

Data Visualization

```
In [8]: corr=data.corr()
corr
```

```
Out[8]:
```

| | Age | DailyRate | DistanceFromHome | Education | EmployeeCount | EmployeeNumber |
|------------------|-----------|-----------|------------------|-----------|---------------|----------------|
| Age | 1.000000 | 0.010661 | -0.001686 | 0.208034 | NaN | -0.010145 |
| DailyRate | 0.010661 | 1.000000 | -0.004985 | -0.016806 | NaN | -0.050990 |
| DistanceFromHome | -0.001686 | -0.004985 | 1.000000 | 0.021042 | NaN | 0.032916 |
| Education | 0.208034 | -0.016806 | 0.021042 | 1.000000 | NaN | 0.042070 |
| EmployeeCount | NaN | NaN | NaN | NaN | NaN | NaN |
| EmployeeNumber | -0.010145 | -0.050990 | 0.032916 | 0.042070 | NaN | 1.000000 |

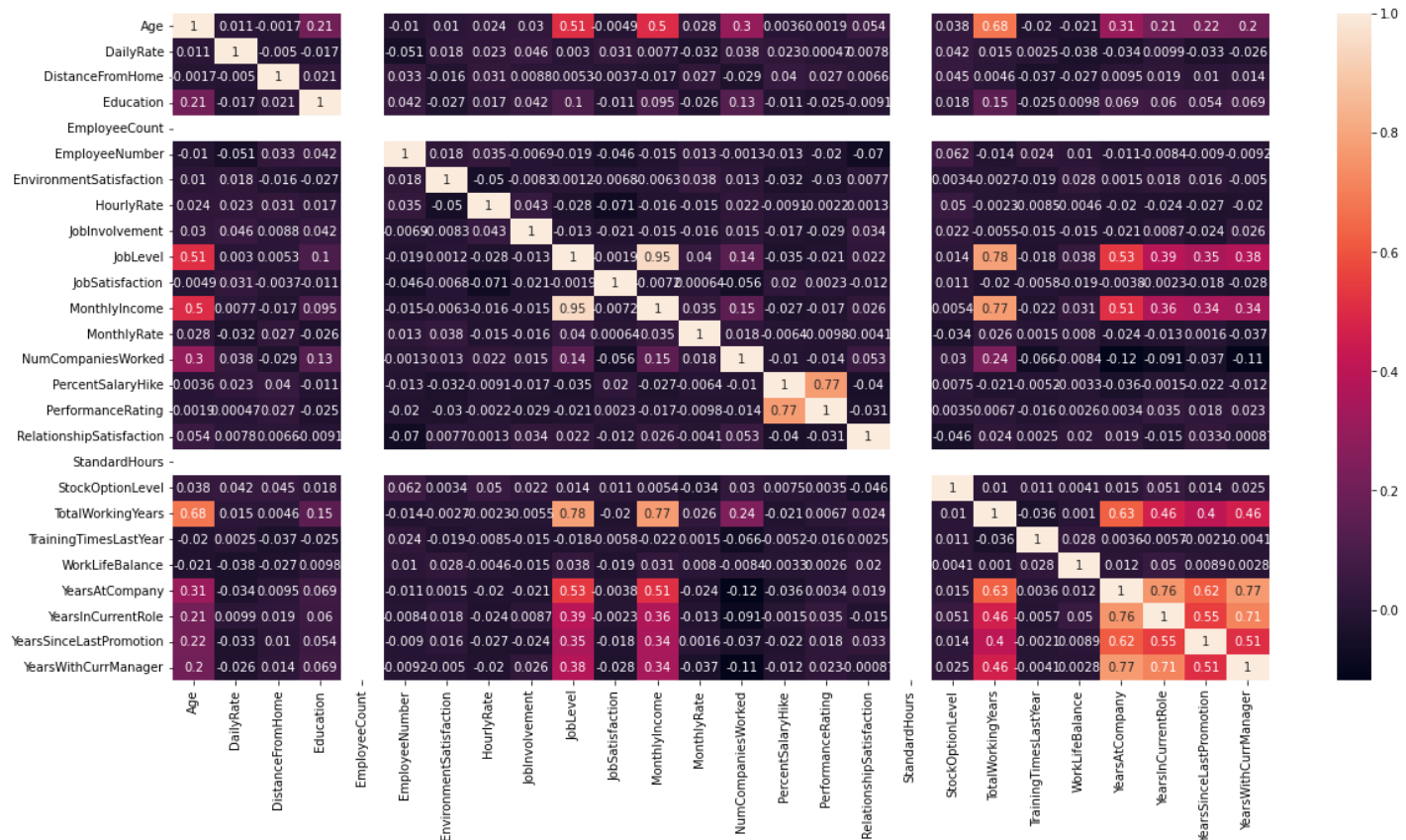
| | Age | DailyRate | DistanceFromHome | Education | EmployeeCount | EmployeeNumber |
|--------------------------|-----------|-----------|------------------|-----------|---------------|----------------|
| EnvironmentSatisfaction | 0.010146 | 0.018355 | -0.016075 | -0.027128 | NaN | 0.017621 |
| HourlyRate | 0.024287 | 0.023381 | 0.031131 | 0.016775 | NaN | 0.035179 |
| JobInvolvement | 0.029820 | 0.046135 | 0.008783 | 0.042438 | NaN | -0.006888 |
| JobLevel | 0.509604 | 0.002966 | 0.005303 | 0.101589 | NaN | -0.018519 |
| JobSatisfaction | -0.004892 | 0.030571 | -0.003669 | -0.011296 | NaN | -0.046247 |
| MonthlyIncome | 0.497855 | 0.007707 | -0.017014 | 0.094961 | NaN | -0.014829 |
| MonthlyRate | 0.028051 | -0.032182 | 0.027473 | -0.026084 | NaN | 0.012648 |
| NumCompaniesWorked | 0.299635 | 0.038153 | -0.029251 | 0.126317 | NaN | -0.001251 |
| PercentSalaryHike | 0.003634 | 0.022704 | 0.040235 | -0.011111 | NaN | -0.012944 |
| PerformanceRating | 0.001904 | 0.000473 | 0.027110 | -0.024539 | NaN | -0.020359 |
| RelationshipSatisfaction | 0.053535 | 0.007846 | 0.006557 | -0.009118 | NaN | -0.069861 |
| StandardHours | NaN | NaN | NaN | NaN | NaN | NaN |
| StockOptionLevel | 0.037510 | 0.042143 | 0.044872 | 0.018422 | NaN | 0.062227 |
| TotalWorkingYears | 0.680381 | 0.014515 | 0.004628 | 0.148280 | NaN | -0.014365 |
| TrainingTimesLastYear | -0.019621 | 0.002453 | -0.036942 | -0.025100 | NaN | 0.023603 |
| WorkLifeBalance | -0.021490 | -0.037848 | -0.026556 | 0.009819 | NaN | 0.010309 |
| YearsAtCompany | 0.311309 | -0.034055 | 0.009508 | 0.069114 | NaN | -0.011240 |
| YearsInCurrentRole | 0.212901 | 0.009932 | 0.018845 | 0.060236 | NaN | -0.008416 |
| YearsSinceLastPromotion | 0.216513 | -0.033229 | 0.010029 | 0.054254 | NaN | -0.009019 |
| YearsWithCurrManager | 0.202089 | -0.026363 | 0.014406 | 0.069065 | NaN | -0.009197 |

26 rows × 26 columns

In [9]:

```
plt.subplots(figsize=(20,10))
sns.heatmap(corr,annot=True)
```

Out[9]: <AxesSubplot:>



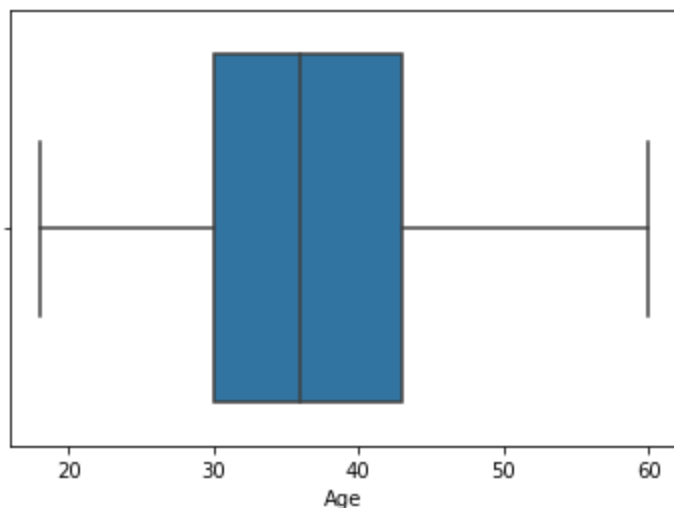
Outlier detection

```
In [10]: sns.boxplot(data.Age)
```

C:\Users\ishan\anaconda3\lib\site-packages\seaborn_decorators.py:36: FutureWarning: Pass the following variable as a keyword arg: x. From version 0.12, the only valid positional argument will be `data`, and passing other arguments without an explicit keyword will result in an error or misinterpretation.

```
warnings.warn(
```

```
Out[10]: <AxesSubplot:xlabel='Age'>
```

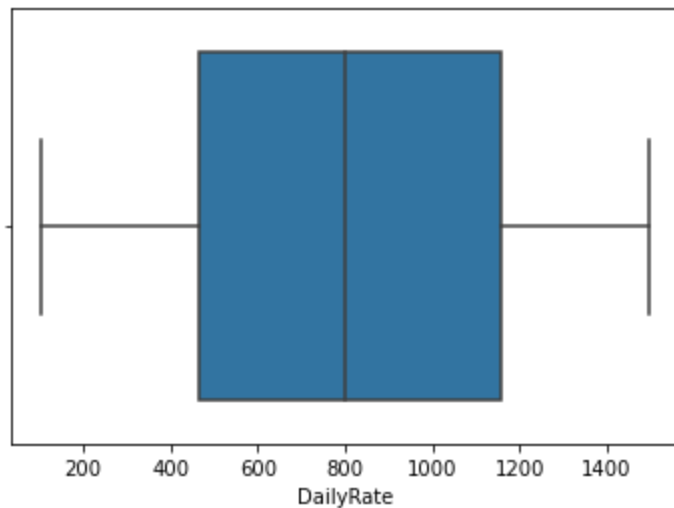


```
In [11]: sns.boxplot(data.DailyRate)
```

C:\Users\ishan\anaconda3\lib\site-packages\seaborn_decorators.py:36: FutureWarning: Pass the following variable as a keyword arg: x. From version 0.12, the only valid positional argument will be `data`, and passing other arguments without an explicit keyword will result in an error or misinterpretation.

```
t in an error or misinterpretation.  
warnings.warn(  
    <AxesSubplot:xlabel='DailyRate'>
```

Out[11]:

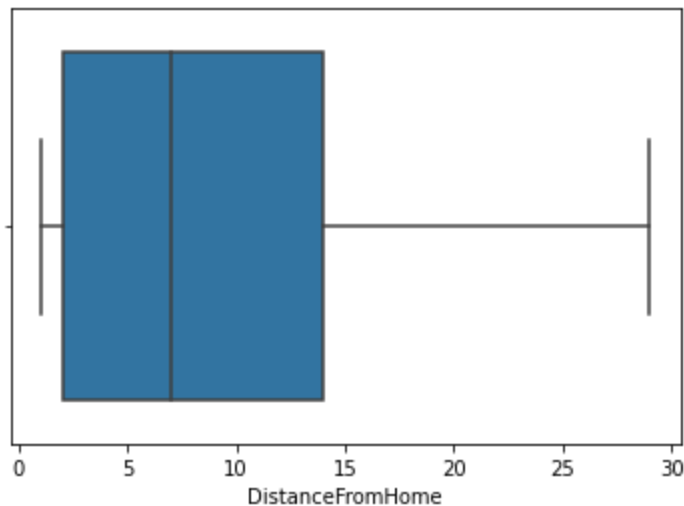


In [12]:

```
sns.boxplot(data.DistanceFromHome)
```

```
C:\Users\ishan\anaconda3\lib\site-packages\seaborn\_decorators.py:36: FutureWarning: Pass  
the following variable as a keyword arg: x. From version 0.12, the only valid positional a  
rgument will be `data`, and passing other arguments without an explicit keyword will resul  
t in an error or misinterpretation.  
warnings.warn(  
    <AxesSubplot:xlabel='DistanceFromHome'>
```

Out[12]:



Splitting Dependent and Independent variables

In [13]:

```
X=data.loc[:, data.columns != 'Attrition']  
X
```

Out[13]:

| | Age | BusinessTravel | DailyRate | Department | DistanceFromHome | Education | EducationField | EmployeeCou |
|---|-----|-------------------|-----------|------------------------|------------------|-----------|----------------|-------------|
| 0 | 41 | Travel_Rarely | 1102 | Sales | 1 | 2 | Life Sciences | |
| 1 | 49 | Travel_Frequently | 279 | Research & Development | 8 | 1 | Life Sciences | |
| 2 | 37 | Travel_Rarely | 1373 | Research & Development | 2 | 2 | Other | |

| | Age | BusinessTravel | DailyRate | Department | DistanceFromHome | Education | EducationField | EmployeeCou |
|------|-----|-------------------|-----------|------------------------|------------------|-----------|----------------|---------------|
| 3 | 33 | Travel_Frequently | 1392 | Research & Development | | 3 | 4 | Life Sciences |
| 4 | 27 | Travel_Rarely | 591 | Research & Development | | 2 | 1 | Medical |
| ... | ... | ... | ... | ... | | ... | ... | ... |
| 1465 | 36 | Travel_Frequently | 884 | Research & Development | | 23 | 2 | Medical |
| 1466 | 39 | Travel_Rarely | 613 | Research & Development | | 6 | 1 | Medical |
| 1467 | 27 | Travel_Rarely | 155 | Research & Development | | 4 | 3 | Life Sciences |
| 1468 | 49 | Travel_Frequently | 1023 | Sales | | 2 | 3 | Medical |
| 1469 | 34 | Travel_Rarely | 628 | Research & Development | | 8 | 3 | Medical |

1470 rows × 34 columns

In [14]:

```
Y=data.loc[:,data.columns=='Attrition']
Y
```

Out[14]:

| | Attrition |
|------|-----------|
| 0 | Yes |
| 1 | No |
| 2 | Yes |
| 3 | No |
| 4 | No |
| ... | ... |
| 1465 | No |
| 1466 | No |
| 1467 | No |
| 1468 | No |
| 1469 | No |

1470 rows × 1 columns

Encoding

One hot encoding

In [15]:

```
print(data['JobRole'].unique())
```

```
['Sales Executive' 'Research Scientist' 'Laboratory Technician'
 'Manufacturing Director' 'Healthcare Representative' 'Manager'
 'Sales Representative' 'Research Director' 'Human Resources']
```

In [16]:

```
Loading [MathJax]/extensions/Safe.js ver18'].unique())
```

```
['Y']
```

```
In [17]: print(data['OverTime'].unique())
```

```
['Yes' 'No']
```

```
In [18]: print(data['MaritalStatus'].unique())
```

```
['Single' 'Married' 'Divorced']
```

```
In [19]: print(data['Gender'].unique())
```

```
['Female' 'Male']
```

```
In [20]: print(data['EducationField'].unique())
```

```
['Life Sciences' 'Other' 'Medical' 'Marketing' 'Technical Degree'  
 'Human Resources']
```

```
In [21]: print(data['BusinessTravel'].unique())
```

```
['Travel_Rarely' 'Travel_Frequently' 'Non-Travel']
```

```
In [22]: print(data['Department'].unique())
```

```
['Sales' 'Research & Development' 'Human Resources']
```

```
In [23]: data['Gender'].value_counts()
```

```
Out[23]: Male      882  
Female    588  
Name: Gender, dtype: int64
```

```
In [24]: data['EducationField'].value_counts()
```

```
Out[24]: Life Sciences      606  
Medical      464  
Marketing     159  
Technical Degree  132  
Other         82  
Human Resources  27  
Name: EducationField, dtype: int64
```

```
In [25]: data['Over18'].value_counts()
```

```
Out[25]: Y      1470  
Name: Over18, dtype: int64
```

```
In [26]: data['OverTime'].value_counts()
```

```
Out[26]: No      1054  
Yes       416  
Name: OverTime, dtype: int64
```

```
In [27]: data['MaritalStatus'].value_counts()
```


Out[27]: Married 673
Single 470
Divorced 327
Name: MaritalStatus, dtype: int64

In [28]: data['JobRole'].value_counts()

Out[28]: Sales Executive 326
Research Scientist 292
Laboratory Technician 259
Manufacturing Director 145
Healthcare Representative 131
Manager 102
Sales Representative 83
Research Director 80
Human Resources 52
Name: JobRole, dtype: int64

In [29]: data['BusinessTravel'].value_counts()

Out[29]: Travel_Rarely 1043
Travel_Frequently 277
Non-Travel 150
Name: BusinessTravel, dtype: int64

In [30]: data['Department'].value_counts()

Out[30]: Research & Development 961
Sales 446
Human Resources 63
Name: Department, dtype: int64

In [31]: X = pd.get_dummies(X, columns = ['MaritalStatus','JobRole','Gender','Department','Education'])
print(X)

| | Age | DailyRate | DistanceFromHome | Education | EmployeeCount | \ |
|------|----------------|-------------------------|------------------|----------------|---------------|---|
| 0 | 41 | 1102 | 1 | 2 | 1 | |
| 1 | 49 | 279 | 8 | 1 | 1 | |
| 2 | 37 | 1373 | 2 | 2 | 1 | |
| 3 | 33 | 1392 | 3 | 4 | 1 | |
| 4 | 27 | 591 | 2 | 1 | 1 | |
| ... | ... | ... | ... | ... | ... | |
| 1465 | 36 | 884 | 23 | 2 | 1 | |
| 1466 | 39 | 613 | 6 | 1 | 1 | |
| 1467 | 27 | 155 | 4 | 3 | 1 | |
| 1468 | 49 | 1023 | 2 | 3 | 1 | |
| 1469 | 34 | 628 | 8 | 3 | 1 | |
| | EmployeeNumber | EnvironmentSatisfaction | HourlyRate | JobInvolvement | \ | |
| 0 | 1 | 2 | 94 | 3 | | |
| 1 | 2 | 3 | 61 | 2 | | |
| 2 | 4 | 4 | 92 | 2 | | |
| 3 | 5 | 4 | 56 | 3 | | |
| 4 | 7 | 1 | 40 | 3 | | |
| ... | ... | ... | ... | ... | | |
| 1465 | 2061 | 3 | 41 | 4 | | |
| 1466 | 2062 | 4 | 42 | 2 | | |
| 1467 | 2064 | 2 | 87 | 4 | | |
| 1468 | 2065 | 4 | 63 | 2 | | |
| 1469 | 2068 | 2 | 82 | 4 | | |

| | | | | |
|------|-----|-----|-----|-----|
| 0 | 2 | ... | 0 | 0 |
| 1 | 2 | ... | 0 | 0 |
| 2 | 1 | ... | 0 | 0 |
| 3 | 1 | ... | 0 | 0 |
| 4 | 1 | ... | 0 | 1 |
| ... | ... | ... | ... | ... |
| 1465 | 2 | ... | 0 | 1 |
| 1466 | 3 | ... | 0 | 1 |
| 1467 | 2 | ... | 0 | 0 |
| 1468 | 2 | ... | 0 | 1 |
| 1469 | 2 | ... | 0 | 1 |

| | EducationField_Other | EducationField_Technical | Degree | \ |
|------|----------------------|--------------------------|--------|---|
| 0 | 0 | | 0 | |
| 1 | 0 | | 0 | |
| 2 | 1 | | 0 | |
| 3 | 0 | | 0 | |
| 4 | 0 | | 0 | |
| ... | ... | | ... | |
| 1465 | 0 | | 0 | |
| 1466 | 0 | | 0 | |
| 1467 | 0 | | 0 | |
| 1468 | 0 | | 0 | |
| 1469 | 0 | | 0 | |

| | BusinessTravel_Non-Travel | BusinessTravel_Travel_Frequently | \ |
|------|---------------------------|----------------------------------|-----|
| 0 | 0 | | 0 |
| 1 | 0 | | 1 |
| 2 | 0 | | 0 |
| 3 | 0 | | 1 |
| 4 | 0 | | 0 |
| ... | ... | | ... |
| 1465 | 0 | | 1 |
| 1466 | 0 | | 0 |
| 1467 | 0 | | 0 |
| 1468 | 0 | | 1 |
| 1469 | 0 | | 0 |

| | BusinessTravel_Travel_Rarely | Over18_Y | OverTime_No | OverTime_Yes |
|------|------------------------------|----------|-------------|--------------|
| 0 | 1 | 1 | 0 | 1 |
| 1 | 0 | 1 | 1 | 0 |
| 2 | 1 | 1 | 0 | 1 |
| 3 | 0 | 1 | 0 | 1 |
| 4 | 1 | 1 | 1 | 0 |
| ... | ... | ... | ... | ... |
| 1465 | 0 | 1 | 1 | 0 |
| 1466 | 1 | 1 | 1 | 0 |
| 1467 | 1 | 1 | 0 | 1 |
| 1468 | 0 | 1 | 1 | 0 |
| 1469 | 1 | 1 | 1 | 0 |

[1470 rows x 55 columns]

In [32]: `x.head()`

Out[32]:

| | Age | DailyRate | DistanceFromHome | Education | EmployeeCount | EmployeeNumber | EnvironmentSatisfaction | HourlyRate |
|---|-----|-----------|------------------|-----------|---------------|----------------|-------------------------|------------|
| 0 | 41 | 1102 | 1 | 2 | 1 | 1 | 2 | 1102 |
| 1 | 49 | 279 | 8 | 1 | 1 | 2 | 3 | 279 |
| 2 | 37 | 1373 | 2 | 2 | 1 | 4 | 4 | 1373 |
| 3 | 22 | 1329 | 3 | 4 | 1 | 5 | 4 | 1329 |

| | Age | DailyRate | DistanceFromHome | Education | EmployeeCount | EmployeeNumber | EnvironmentSatisfaction | Ho |
|---|-----|-----------|------------------|-----------|---------------|----------------|-------------------------|----|
| 4 | 27 | 591 | | 2 | 1 | 1 | 7 | 1 |

5 rows × 55 columns

Splitting into training and testing dataset

```
In [33]: from sklearn.model_selection import train_test_split
```

```
In [34]: X_train,X_test,Y_train,Y_test=train_test_split(X,Y,test_size=0.2,random_state=0)
X_train.shape,Y_train.shape,X_test.shape,Y_test.shape
```

```
Out[34]: ((1176, 55), (1176, 1), (294, 55), (294, 1))
```

Feature Scaling

```
In [35]: from sklearn.preprocessing import StandardScaler
sc=StandardScaler()
```

```
In [36]: X_train=sc.fit_transform(X_train)
X_test=sc.fit_transform(X_test)
```

```
In [37]: X_train
```

```
Out[37]: array([[ 2.3389367, -0.48557354,  1.45567735, ...,  0.        ,
        -1.62507442,  1.62507442],
       [ 0.9043263,  0.36465323,  2.31628752, ...,  0.        ,
        0.61535643, -0.61535643],
       [ 0.35255307, -1.23722329,  2.0703989, ...,  0.        ,
        0.61535643, -0.61535643],
       ...,
       [ 0.68361701,  0.92900666, -0.88026453, ...,  0.        ,
        -1.62507442,  1.62507442],
       [ 0.13184377, -1.31608491, -0.88026453, ...,  0.        ,
        -1.62507442,  1.62507442],
       [ 0.35255307, -0.35495899,  0.10328995, ...,  0.        ,
        0.61535643, -0.61535643]])
```

Model Building

Import the model building Libraries 1.Initializing the model 2.Training and testing the model 3.Evaluation of Model 4.Save the Model

Logistic Regression

```
In [38]: from sklearn.linear_model import LogisticRegression
model=LogisticRegression()
```

```
In [39]: model.fit(X_train,Y_train)
```

```
C:\Users\ishan\anaconda3\lib\site-packages\sklearn\utils\validation.py:63: DataConversionWarning: A column-vector y was passed when a 1d array was expected. Please change the shape of y to (n_samples, ), for example using ravel().
    return f(*args, **kwargs)
```

```
Out[39]: LogisticRegression()
```

```
In [40]: pred=model.predict(X_test)
pred
```

```
Out[40]: array(['No', 'No', 'Yes', 'No', 'Yes', 'No', 'No', 'No', 'No', 'No', 'No',
        'No', 'No', 'Yes', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No',
        'No', 'No', 'Yes', 'No', 'No', 'No', 'Yes', 'No', 'No', 'No',
        'No', 'Yes', 'No', 'No', 'No', 'No', 'No', 'Yes', 'No', 'No', 'No',
        'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No',
        'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No',
        'No', 'Yes', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No',
        'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'Yes', 'Yes', 'No',
        'No', 'No', 'Yes', 'Yes', 'No', 'No', 'No', 'No', 'No', 'No', 'No',
        'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No',
        'No', 'No', 'Yes', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No',
        'Yes', 'No', 'No', 'No', 'Yes', 'No', 'No', 'No', 'No', 'No', 'No',
        'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No',
        'No', 'No', 'No', 'No', 'No', 'No', 'Yes', 'No', 'No', 'Yes', 'No',
        'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'Yes', 'No', 'Yes',
        'No', 'Yes', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No',
        'No', 'No', 'No', 'No', 'Yes', 'No', 'No', 'No', 'No', 'No', 'No',
        'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No',
        'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'Yes', 'No', 'No',
        'No', 'No', 'No', 'No', 'Yes', 'Yes', 'No', 'No', 'No', 'No', 'No',
        'No', 'No', 'No', 'No', 'Yes', 'No', 'No', 'No', 'No', 'No', 'No',
        'No', 'No', 'No', 'No', 'No', 'Yes', 'No', 'No', 'No', 'No', 'No',
        'No', 'No', 'No', 'No', 'No', 'Yes', 'No', 'No', 'No', 'No', 'No',
        'No', 'No', 'No', 'No', 'No', 'Yes', 'No', 'No', 'No'], dtype=object)
```

```
In [41]: Y_test
```

```
Out[41]:
```

| Attrition | |
|-----------|-----|
| 442 | No |
| 1091 | No |
| 981 | Yes |
| 785 | No |
| 1332 | Yes |
| ... | ... |
| 1439 | No |
| 481 | No |
| 124 | Yes |
| 198 | No |
| 1229 | No |

294 rows × 1 columns

```
In [61]: #Evaluation of classification model
```

```
In [42]: #Accuracy score  
from sklearn.metrics import accuracy_score, confusion_matrix, classification_report, roc_auc_
```

```
In [43]: accuracy_score(Y_test, pred)
```

```
Out[43]: 0.8809523809523809
```

```
In [44]: confusion_matrix(Y_test, pred)
```

```
Out[44]: array([[238,  7],  
               [ 28, 21]], dtype=int64)
```

```
In [45]: print(classification_report(Y_test, pred))
```

| | precision | recall | f1-score | support |
|--------------|-----------|--------|----------|---------|
| No | 0.89 | 0.97 | 0.93 | 245 |
| Yes | 0.75 | 0.43 | 0.55 | 49 |
| accuracy | | | 0.88 | 294 |
| macro avg | 0.82 | 0.70 | 0.74 | 294 |
| weighted avg | 0.87 | 0.88 | 0.87 | 294 |

Decision tree

```
In [46]: from sklearn.tree import DecisionTreeClassifier
```

```
In [47]: dtc_cv=DecisionTreeClassifier(criterion= 'entropy',  
    max_depth=3,  
    max_features='sqrt',  
    splitter='best')  
dtc_cv.fit(X_train, Y_train)
```

```
Out[47]: DecisionTreeClassifier(criterion='entropy', max_depth=3, max_features='sqrt')
```

```
In [48]: # Create Decision Tree classifier object  
clf = DecisionTreeClassifier()  
  
# Train Decision Tree Classifier  
clf = clf.fit(X_train, Y_train)  
  
#Predict the response for test dataset  
y_pred = clf.predict(X_test)
```

```
In [49]: y_pred
```

```
Out[49]: array(['No', 'No', 'No', 'No', 'No', 'Yes', 'Yes', 'No', 'No', 'No', 'No', 'No',
        'No', 'No', 'Yes', 'No', 'No', 'No', 'Yes', 'No', 'No', 'No', 'No',
        'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'Yes',
        'No', 'No', 'No', 'No', 'No', 'Yes', 'No', 'Yes', 'No', 'No', 'No',
        'No', 'No', 'No', 'No', 'No', 'No', 'No', 'Yes', 'No', 'No', 'No',
        'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'Yes', 'Yes',
        'No', 'No', 'No', 'Yes', 'No', 'No', 'No', 'No', 'No', 'Yes', 'No',
        'No', 'No', 'Yes', 'No', 'No', 'Yes', 'No', 'No', 'No', 'No', 'No',
        'No', 'No', 'Yes', 'Yes', 'No', 'Yes', 'No', 'No', 'Yes', 'No',
        'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No',
        'No', 'No', 'No', 'Yes', 'No', 'No', 'No', 'No', 'No', 'No', 'No',
        'Yes', 'Yes', 'Yes', 'No', 'No', 'No', 'No', 'Yes', 'No', 'No',
        'No', 'Yes', 'No', 'No', 'No', 'No', 'Yes', 'No', 'No', 'No', 'No',
        'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'Yes', 'No', 'No',
        'Yes', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'Yes', 'No',
        'No', 'No', 'No', 'Yes', 'Yes', 'No', 'No', 'No', 'No', 'Yes',
        'No', 'No', 'Yes', 'No', 'Yes', 'No', 'No', 'Yes', 'No', 'No',
        'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'Yes', 'No', 'No',
        'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No',
        'No', 'Yes', 'No', 'No', 'No', 'No', 'Yes', 'No', 'Yes', 'No',
        'No', 'Yes', 'Yes', 'No', 'No', 'Yes', 'No', 'No', 'No', 'No',
        'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No',
        'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'Yes',
        'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'Yes', 'No',
        'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'No', 'Yes',
        'No', 'No', 'Yes', 'No', 'No', 'Yes', 'No', 'No', 'No', 'No', 'No',
        'No', 'No', 'No'], dtype=object)
```

```
In [50]: #Evaluating the model
print("Accuracy:", accuracy_score(Y_test, y_pred))
```

Accuracy: 0.7925170068027211

```
In [51]: print(classification_report(Y_test, y_pred))
```

| | precision | recall | f1-score | support |
|--------------|-----------|--------|----------|---------|
| No | 0.87 | 0.88 | 0.88 | 245 |
| Yes | 0.38 | 0.37 | 0.37 | 49 |
| accuracy | | | 0.79 | 294 |
| macro avg | 0.62 | 0.62 | 0.62 | 294 |
| weighted avg | 0.79 | 0.79 | 0.79 | 294 |

Random Forest

```
In [56]: from sklearn.ensemble import RandomForestClassifier
classifier = RandomForestClassifier(n_estimators=10, criterion="entropy")
classifier.fit(X_train, Y_train)
```

C:\Users\ishan\AppData\Local\Temp\ipykernel_34008\2248966046.py:3: DataConversionWarning: A column-vector y was passed when a 1d array was expected. Please change the shape of y to (n_samples,), for example using ravel().

```
classifier.fit(X_train, Y_train)
```

```
Out[56]: RandomForestClassifier(criterion='entropy', n_estimators=10)
```

```
In [57]: Y_Pred=classifier.predict(X_test)
```

