

```
import numpy as np
import pandas as pd
import matplotlib.pyplot as plt
import seaborn as sns

df=pd.read_csv("WA_Fn-UseC_-HR-Employee-Attrition.csv")

df.head()
```

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

5 rows x 35 columns

```
df.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
```

```
df.shape
```

```
(1470, 35)
```

```
df.Attrition.value_counts()
```

```
No      1233
Yes      237
Name: Attrition, dtype: int64
```

df.corr()

<ipython-input-7-2f6f6606aa2c>:1: FutureWarning: The default value of numeric_only in DataFrame.corr is deprecated. In a df.corr()

	Age	DailyRate	DistanceFromHome	Education	EmployeeCount	EmployeeNumber	EnvironmentSatisfac
Age	1.000000	0.010661	-0.001686	0.208034	NaN	-0.010145	0.01
DailyRate	0.010661	1.000000	-0.004985	-0.016806	NaN	-0.050990	0.01
DistanceFromHome	-0.001686	-0.004985	1.000000	0.021042	NaN	0.032916	-0.01
Education	0.208034	-0.016806	0.021042	1.000000	NaN	0.042070	-0.02
EmployeeCount	NaN	NaN	NaN	NaN	NaN	NaN	
EmployeeNumber	-0.010145	-0.050990	0.032916	0.042070	NaN	1.000000	0.01
EnvironmentSatisfaction	0.010146	0.018355	-0.016075	-0.027128	NaN	0.017621	1.00
HourlyRate	0.024287	0.023381	0.031131	0.016775	NaN	0.035179	-0.02
JobInvolvement	0.029820	0.046135	0.008783	0.042438	NaN	-0.006888	-0.00
JobLevel	0.509604	0.002966	0.005303	0.101589	NaN	-0.018519	0.00
JobSatisfaction	-0.004892	0.030571	-0.003669	-0.011296	NaN	-0.046247	-0.00
MonthlyIncome	0.497855	0.007707	-0.017014	0.094961	NaN	-0.014829	-0.00
MonthlyRate	0.028051	-0.032182	0.027473	-0.026084	NaN	0.012648	0.00
NumCompaniesWorked	0.299635	0.038153	-0.029251	0.126317	NaN	-0.001251	0.01
PercentSalaryHike	0.003634	0.022704	0.040235	-0.011111	NaN	-0.012944	-0.00
PerformanceRating	0.001904	0.000473	0.027110	-0.024539	NaN	-0.020359	-0.00
RelationshipSatisfaction	0.053535	0.007846	0.006557	-0.009118	NaN	-0.069861	0.00
StandardHours	NaN	NaN	NaN	NaN	NaN	NaN	
StockOptionLevel	0.037510	0.042143	0.044872	0.018422	NaN	0.062227	0.00
TotalWorkingYears	0.680381	0.014515	0.004628	0.148280	NaN	-0.014365	-0.00
TrainingTimesLastYear	-0.019621	0.002453	-0.036942	-0.025100	NaN	0.023603	-0.01
WorkLifeBalance	-0.021490	-0.037848	-0.026556	0.009819	NaN	0.010309	0.00
YearsAtCompany	0.311309	-0.034055	0.009508	0.069114	NaN	-0.011240	0.00
YearsInCurrentRole	0.212901	0.009932	0.018845	0.060236	NaN	-0.008416	0.01
YearsSinceLastPromotion	0.216513	-0.033229	0.010029	0.054254	NaN	-0.009019	0.01
YearsWithCurrManager	0.202089	-0.026363	0.014406	0.069065	NaN	-0.009197	-0.00

26 rows x 26 columns

df.isnull().any()

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

```

```
df.isnull().sum()
```

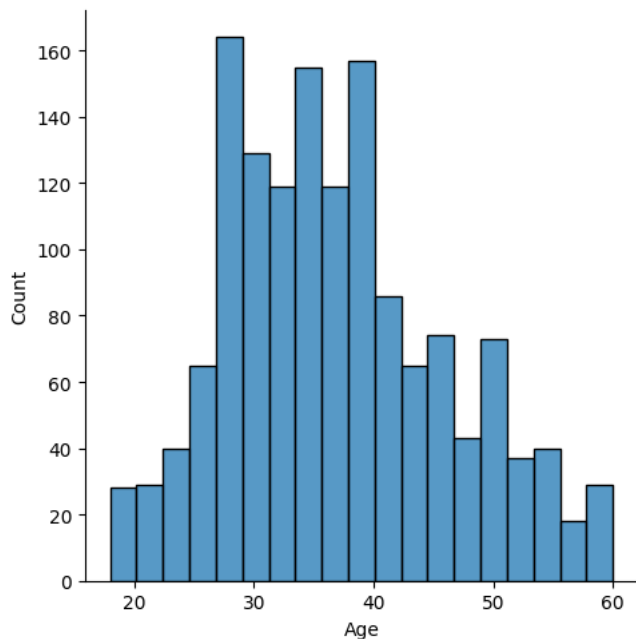
```

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

```

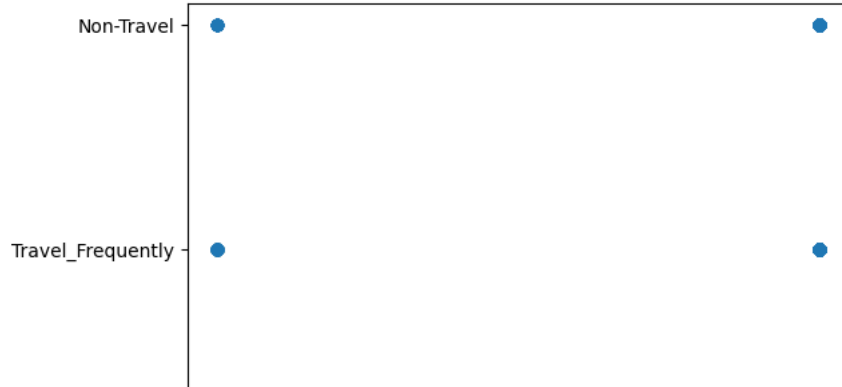
```
sns.displot(df["Age"])
```

```
<seaborn.axisgrid.FacetGrid at 0x7f005861f5b0>
```



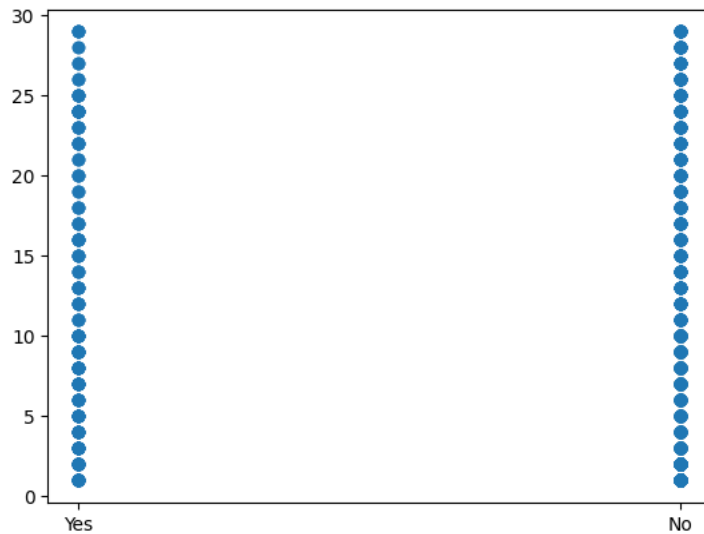
```
plt.scatter(df['Attrition'],df['BusinessTravel'])
```

```
<matplotlib.collections.PathCollection at 0x7f0018a06320>
```



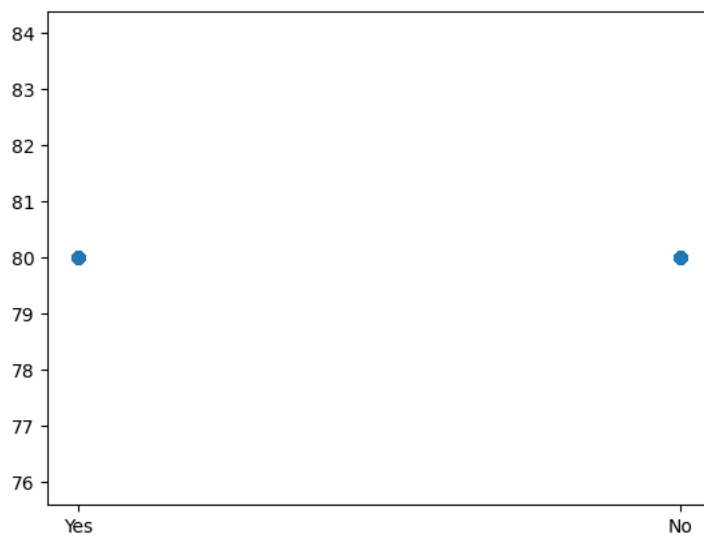
```
plt.scatter(df['Attrition'],df['DistanceFromHome'])
```

```
<matplotlib.collections.PathCollection at 0x7f001887cdf0>
```

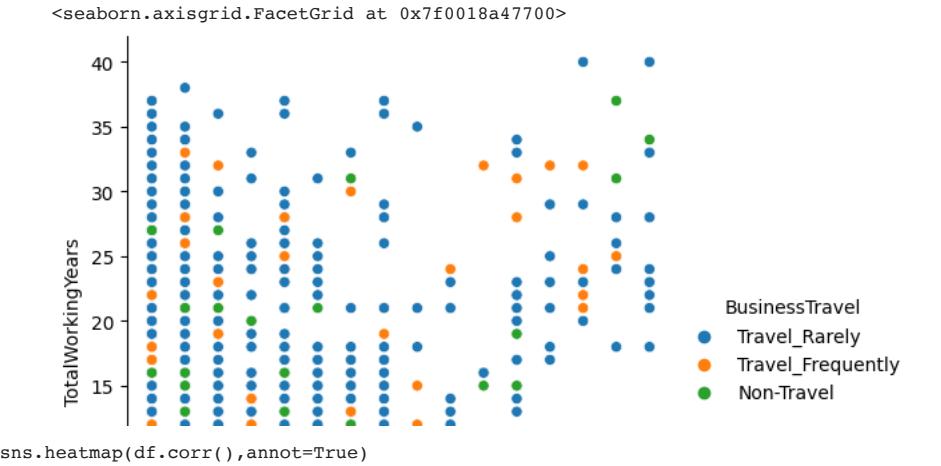


```
plt.scatter(df['Attrition'],df['StandardHours'])
```

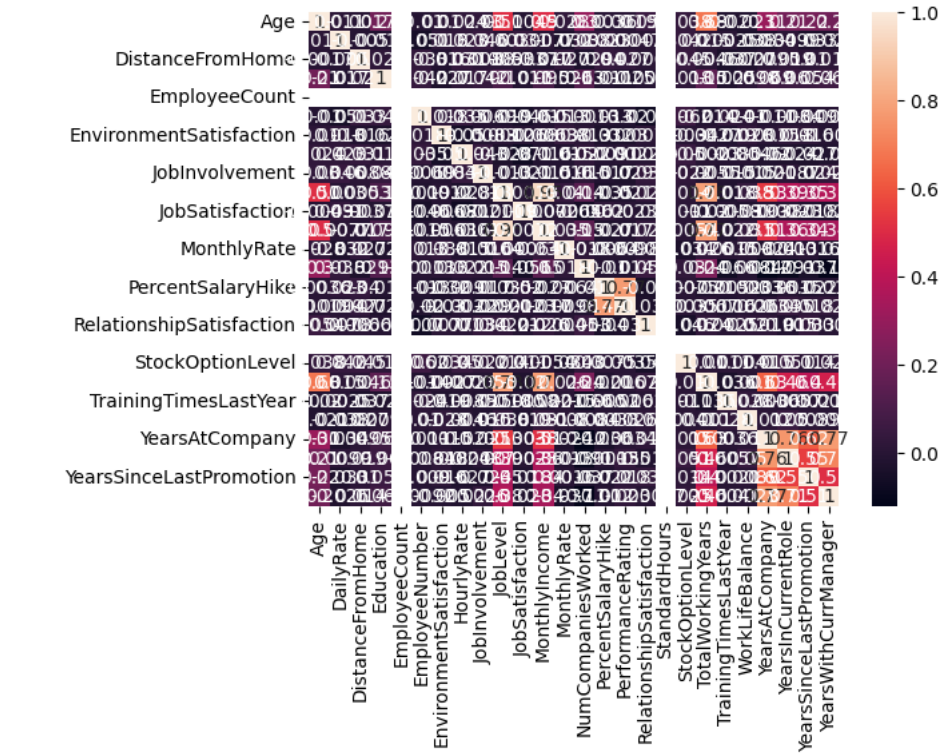
```
<matplotlib.collections.PathCollection at 0x7f00188d7310>
```



```
sns.relplot(x="YearsSinceLastPromotion",y="TotalWorkingYears",data=df,hue="BusinessTravel")
```

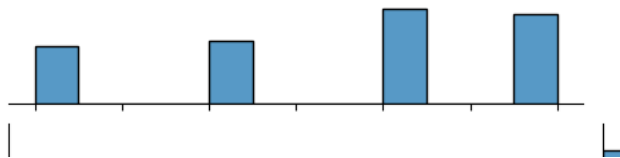


```
<ipython-input-15-8df7bcac526d>:1: FutureWarning: The default value of numeric_only in DataFrame.corr is deprecated. In a future version, only pandas object arrays will be allowed, and the default value will be False.
sns.heatmap(df.corr(),annot=True)
<Axes: >
```



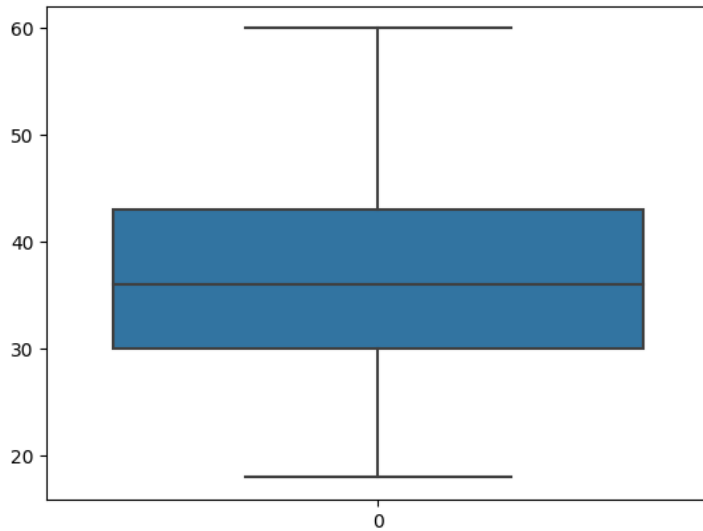
```
sns.jointplot(x="RelationshipSatisfaction",y="Attrition",data=df)
```

```
<seaborn.axisgrid.JointGrid at 0x7f00187e6d40>
```



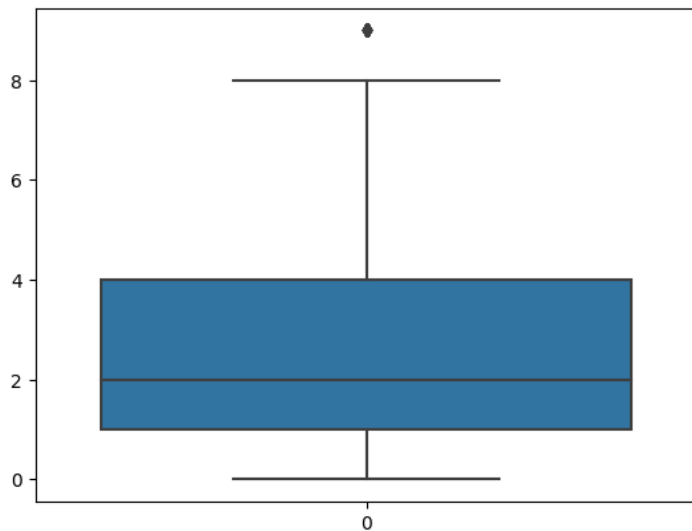
```
sns.boxplot(df.Age)
```

```
<Axes: >
```



```
sns.boxplot(df.NumCompaniesWorked)
```

```
<Axes: >
```



```
q1=df.NumCompaniesWorked.quantile(0.25)
q3=df.NumCompaniesWorked.quantile(0.75)
```

```
print(q1)
print(q3)
```

```
1.0
4.0
```

```
IQR=q3-q1
```

```
IQR
```

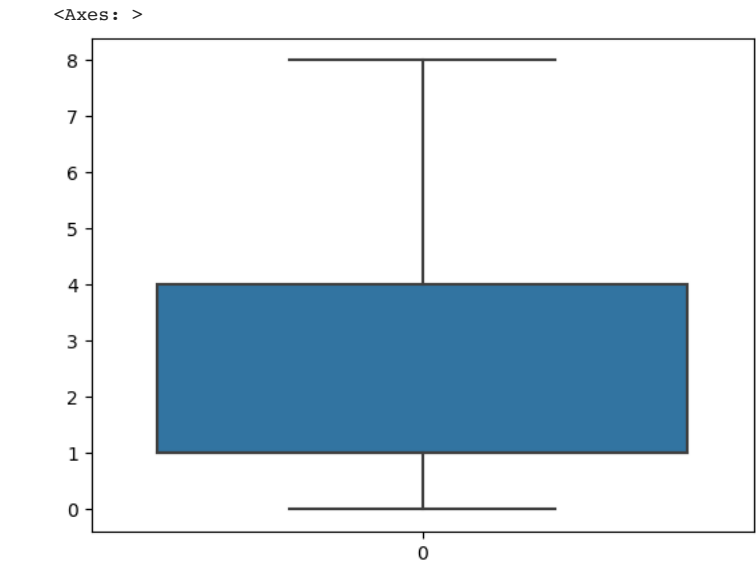
```
3.0
```

```
upper_limit=q3+1.5*IQR
upper_limit
```

```
8.5
```

```
df=df[df.NumCompaniesWorked<upper_limit]
```

```
sns.boxplot(df.NumCompaniesWorked)
```



```
#dependent variable
y=df.Attrition
```

```
y.head()
```

```
0    Yes
1    No
2    Yes
3    No
5    No
Name: Attrition, dtype: object
```

```
#independent variable
x=df.drop(["Attrition"],axis=1)
```

```
x.head()
```

	Age	BusinessTravel	DailyRate	Department	DistanceFromHome	Education	EducationField	EmployeeCount	EmployeeNumber
0	41	Travel_Rarely	1102	Sales	1	2	Life Sciences	1	1
1	49	Travel_Frequently	279	Research & Development	8	1	Life Sciences	1	2
2	37	Travel_Rarely	1373	Research & Development	2	2	Other	1	4
3	33	Travel_Frequently	1392	Research & Development	3	4	Life Sciences	1	5
5	32	Travel_Frequently	1005	Research & Development	2	2	Life Sciences	1	8

```
5 rows x 34 columns
```

```
x.shape
```

```
(1418, 34)
```

```
y.shape
```

```
(1418,)
```

```
df.head()
```

	Age	Attrition	BusinessTravel	DailyRate	Department	DistanceFromHome	Education	EducationField	EmployeeCount	EmployeeNumber
0	41	Yes	Travel_Rarely	1102	Sales	1	2	Life Sciences	1	1
1	49	No	Travel_Frequently	279	Research & Development	8	1	Life Sciences	1	2
2	37	Yes	Travel_Rarely	1373	Research & Development	2	2	Other	1	4
3	33	No	Travel_Frequently	1392	Research & Development	3	4	Life Sciences	1	5

```
from sklearn.preprocessing import LabelEncoder
le=LabelEncoder()
x["BusinessTravel"]=le.fit_transform(x["BusinessTravel"])
```

```
x["BusinessTravel"]
0      2
1      1
2      2
3      1
5      1
..
1465   1
1466   2
1467   2
1468   1
1469   2
Name: BusinessTravel, Length: 1418, dtype: int64
```

```
x.head()
```

	Age	BusinessTravel	DailyRate	Department	DistanceFromHome	Education	EducationField	EmployeeCount	EmployeeNumber
0	41	2	1102	Sales	1	2	Life Sciences	1	1
1	49	1	279	Research & Development	8	1	Life Sciences	1	2
2	37	2	1373	Research & Development	2	2	Other	1	4
3	33	1	1392	Research & Development	3	4	Life Sciences	1	5
5	32	1	1005	Research & Development	2	2	Life Sciences	1	8

5 rows x 34 columns

```
x["Department"]=le.fit_transform(x["Department"])
```

```
x["Department"]
0      2
1      1
2      1
3      1
5      1
..
1465   1
1466   1
1467   1
1468   2
1469   1
Name: Department, Length: 1418, dtype: int64
```

```
x.head()
```



```

    Age BusinessTravel DailyRate Department DistanceFromHome Education EducationField EmployeeCount EmployeeNumber
x["EducationField"]=le.fit_transform(x["EducationField"])

0      1
1      1
2      4
3      1
5      1
..
1465   3
1466   3
1467   1
1468   3
1469   3
Name: EducationField, Length: 1418, dtype: int64
```

x.head()

	Age	BusinessTravel	DailyRate	Department	DistanceFromHome	Education	EducationField	EmployeeCount	EmployeeNumber
0	41	2	1102	2	1	2	1	1	1
1	49	1	279	1	8	1	1	1	2
2	37	2	1373	1	2	2	4	1	4
3	33	1	1392	1	3	4	1	1	5
5	32	1	1005	1	2	2	1	1	8

5 rows x 34 columns

```

non_numeric_columns = x.select_dtypes(exclude=['number']).columns

print(non_numeric_columns)

Index(['Gender', 'JobRole', 'MaritalStatus', 'Over18', 'OverTime'], dtype='object')
```

```

x["Gender"]=le.fit_transform(x["Gender"])

x["Gender"]

0      0
1      1
2      1
3      0
5      1
..
1465   1
1466   1
1467   1
1468   1
1469   1
Name: Gender, Length: 1418, dtype: int64
```

x.head()

	Age	BusinessTravel	DailyRate	Department	DistanceFromHome	Education	EducationField	EmployeeCount	EmployeeNumber
0	41	2	1102	2	1	2	1	1	1
1	49	1	279	1	8	1	1	1	2
2	37	2	1373	1	2	2	4	1	4
3	33	1	1392	1	3	4	1	1	5
5	32	1	1005	1	2	2	1	1	8

5 rows x 34 columns

```

x["JobRole"]=le.fit_transform(x["JobRole"])

x["JobRole"]
```

```

0      7
1      6
2      2
3      6
5      2
..
1465   2
1466   0
1467   4
1468   7
1469   2
Name: JobRole, Length: 1418, dtype: int64

```

```
x["MaritalStatus"]=le.fit_transform(x["MaritalStatus"])
```

```

x["MaritalStatus"]

0      2
1      1
2      2
3      1
5      2
..
1465   1
1466   1
1467   1
1468   1
1469   1
Name: MaritalStatus, Length: 1418, dtype: int64

```

```
x["Over18"]=le.fit_transform(x["Over18"])
```

```

x["Over18"]

0      0
1      0
2      0
3      0
5      0
..
1465   0
1466   0
1467   0
1468   0
1469   0
Name: Over18, Length: 1418, dtype: int64

```

```
x["OverTime"]=le.fit_transform(x["OverTime"])
```

```

x["OverTime"]

0      1
1      0
2      1
3      1
5      0
..
1465   0
1466   0
1467   1
1468   0
1469   0
Name: OverTime, Length: 1418, dtype: int64

```

```

from sklearn.preprocessing import MinMaxScaler
ms=MinMaxScaler()
x_scaled = pd.DataFrame(ms.fit_transform(x), columns=x.columns)

```

```
x_scaled
```


	Age	Attrition	BusinessTravel	DailyRate	Department	DistanceFromHome	Education	EducationField	EmployeeCount	Emj
0	41	Yes	Travel_Rarely	1102	Sales	1	2	Life Sciences	1	
1	49	No	Travel_Frequently	279	Research & Development	8	1	Life Sciences	1	
2	37	Yes	Travel_Rarely	1373	Research & Development	2	2	Other	1	
3	33	No	Travel_Frequently	1392	Research & Development	3	4	Life Sciences	1	
5	32	No	Travel_Frequently	1005	Research & Development	2	2	Life Sciences	1	
...
1465	36	No	Travel_Frequently	884	Research & Development	23	2	Medical	1	
1466	39	No	Travel_Rarely	613	Research & Development	6	1	Medical	1	
1467	27	No	Travel_Rarely	155	Research & Development	4	3	Life Sciences	1	
1468	49	No	Travel_Frequently	1023	Sales	2	3	Medical	1	
1469	31	No	Travel_Rarely	888	Research &	6	2	Life Sciences	1	

```
from sklearn.metrics import accuracy_score,confusion_matrix,classification_report,roc_auc_score,roc_curve
1418 rows x 35 columns
```

```
accuracy_score(y_test,pred)

0.8697183098591549
```

```
confusion_matrix(y_test,pred)

array([[237,  3],
       [ 34, 10]])
```

```
pd.crosstab(y_test,pred)
```

col_0	No	Yes
Attrition		
No	237	3
Yes	34	10

```
print(classification_report(y_test,pred))
```

	precision	recall	f1-score	support
No	0.87	0.99	0.93	240
Yes	0.77	0.23	0.35	44
accuracy			0.87	284
macro avg	0.82	0.61	0.64	284
weighted avg	0.86	0.87	0.84	284

```
#ROC_AUC Curve
```

```
probability=model.predict_proba(x_test)[:,:1]
probability
```

```
array([0.13657895, 0.03742004, 0.08053736, 0.08659374, 0.023358 ,
        0.10563069, 0.13815154, 0.00229225, 0.06771379, 0.12744425,
        0.08172802, 0.05965762, 0.0638561 , 0.12855128, 0.2275486 ,
        0.08936636, 0.06240484, 0.09603478, 0.21199145, 0.05717384,
        0.01180209, 0.00367791, 0.07898725, 0.02473968, 0.11962886,
        0.12904799, 0.0184306 , 0.0365714 , 0.02049336, 0.10008116,
        0.16143025, 0.03099261, 0.05571065, 0.04469354, 0.21600549,
        0.42230677, 0.2197372 , 0.5227653 , 0.18101958, 0.10182865,
        0.03088844, 0.18054679, 0.08248226, 0.01733578, 0.19733818,
        0.06725397, 0.01197982, 0.01366601, 0.02702768, 0.18659878,
        0.04323244, 0.00445696, 0.05192806, 0.1866853 , 0.1632088 ,
        0.27853238, 0.07437663, 0.09816652, 0.00573849, 0.00449716,
        0.0059488 , 0.03111943, 0.00839901, 0.00669404, 0.04253402,
        0.18695255, 0.19941885, 0.03278527, 0.00238087, 0.01663221,
        0.58136087, 0.1578733 , 0.21711936, 0.03898385, 0.04521495,
        0.03220001, 0.06616953, 0.19809653, 0.10991992, 0.22934288,
        0.05904098, 0.02037218, 0.66970453, 0.26829173, 0.08216447,
```

```
0.04010601, 0.11590138, 0.27057603, 0.22694055, 0.20450222,
0.56793147, 0.22053355, 0.36393157, 0.01755166, 0.01233427,
0.01492107, 0.2081514 , 0.12205625, 0.40315397, 0.04856193,
0.07330096, 0.25379683, 0.14516211, 0.28647266, 0.02781388,
0.18391223, 0.26396952, 0.01946723, 0.28598072, 0.04347479,
0.15563751, 0.13357455, 0.00963796, 0.02116195, 0.07528362,
0.05922541, 0.11977388, 0.00903596, 0.36455439, 0.05168354,
0.20310448, 0.01231492, 0.05158269, 0.57453501, 0.07656055,
0.03508536, 0.30385493, 0.0309728 , 0.42983322, 0.02371366,
0.05130702, 0.02103465, 0.04602763, 0.01905589, 0.32734204,
0.19614051, 0.06294798, 0.0186783 , 0.00440507, 0.12521514,
0.35937712, 0.01824423, 0.03851794, 0.36623505, 0.0761209 ,
0.26592758, 0.03553327, 0.02772604, 0.0193432 , 0.28332535,
0.31642215, 0.02571374, 0.12136821, 0.32580669, 0.13472202,
0.06624905, 0.08617629, 0.03661786, 0.01839348, 0.15357873,
0.39926896, 0.71257736, 0.89315923, 0.00546009, 0.00246771,
0.02778452, 0.05857899, 0.36399558, 0.01646451, 0.14794275,
0.47711028, 0.03384135, 0.01739 , 0.04238425, 0.20976761,
0.54481958, 0.02510394, 0.01863455, 0.24136931, 0.06312414,
0.03643677, 0.00616726, 0.1100783 , 0.15064248, 0.07821613,
0.10409581, 0.20971698, 0.13795456, 0.28657845, 0.02226441,
0.23272876, 0.23596972, 0.16844684, 0.00414635, 0.03126561,
0.44815074, 0.01643598, 0.10900941, 0.01603778, 0.0333788 ,
0.27797218, 0.14158042, 0.05577601, 0.09399929, 0.24091949,
0.09998247, 0.01242131, 0.02205424, 0.1890573 , 0.06235382,
0.09115454, 0.00728886, 0.19906759, 0.1575069 , 0.20840636,
0.13738917, 0.05410298, 0.18636277, 0.08545779, 0.2373784 ,
0.04893286, 0.28718093, 0.07707427, 0.25024676, 0.11690009,
0.05663235, 0.06336832, 0.1402614 , 0.09635028, 0.5603858 ,
0.07966128, 0.18409077, 0.00949154, 0.04702311, 0.16756119,
0.03001824, 0.51420487, 0.00555785, 0.09370631, 0.01171392,
0.12695966, 0.03659918, 0.3821563 , 0.13188418, 0.17530265,
0.19609367, 0.10202889, 0.74603311, 0.05622724, 0.15448205,
0.17941515, 0.07061508, 0.07724554, 0.11220407, 0.19871038,
0.08215216, 0.00188234, 0.15323164, 0.06851284, 0.02069078,
0.71737346, 0.17804198, 0.15215912, 0.00469619, 0.23093543,
0.03742954, 0.06874542, 0.45373149, 0.6448183 , 0.09910567,
0.3574995 , 0.02215789, 0.00967421, 0.07067802, 0.35407627,
0.31550123, 0.01930184, 0.08248221, 0.07689043, 0.01921869,
0.13324521, 0.08754501, 0.22298726, 0.42007529]]
```

```
y_test_encoded = le.fit_transform(y_test)
```