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MORNING SESSION

Data preprocessing

1.Import the Libraries

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

2.Importing the dataset.

```
In [2]: dataset = pd.read_csv("WA_Fn-UseC_-HR-Employee-Attrition.csv")
dataset.head(5)
```

Out[2]:

	Age	Attrition	BusinessTravel	DailyRate	Department	DistanceFromHome	Education	EducationField	EmployeeCount	EmployeeNumber	...	Rela
0	41	Yes	Travel_Rarely	1102	Sales	1	2	Life Sciences1	1	...		
1	49	No	Travel_Frequently	279	Research & Development	1	Life Sciences1	2	...			
2	37	Yes	Travel_Rarely	1373	Research & Development	2	Other	1	4	...		
3	33	No	Travel_Frequently	1392	Research & Development	4	Life Sciences1	5	...			
4	27	No	Travel_Rarely	591	Research & Development	5	Medical	1	7	...		

rows × 35 columns

```
In [3]: dataset.shape
```

Out[3]:(1470, 35)

3.Checking for Null Values.

```
In [4]: dataset.isnull().any()
```

Out[4]:

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

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```
StandardHours      False
StockOptionLevel    False
TotalWorkingYears   False
TrainingTimesLastYear False
WorkLifeBalance     False
YearsAtCompany       False
YearsInCurrentRole   False
YearsSinceLastPromotion False
YearsWithCurrManager False dtype:
bool
```

```
In [5]:
dataset.isnull().sum()
```

```
Out[5]: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
```

```
In [6]: dataset.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  int64
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
```

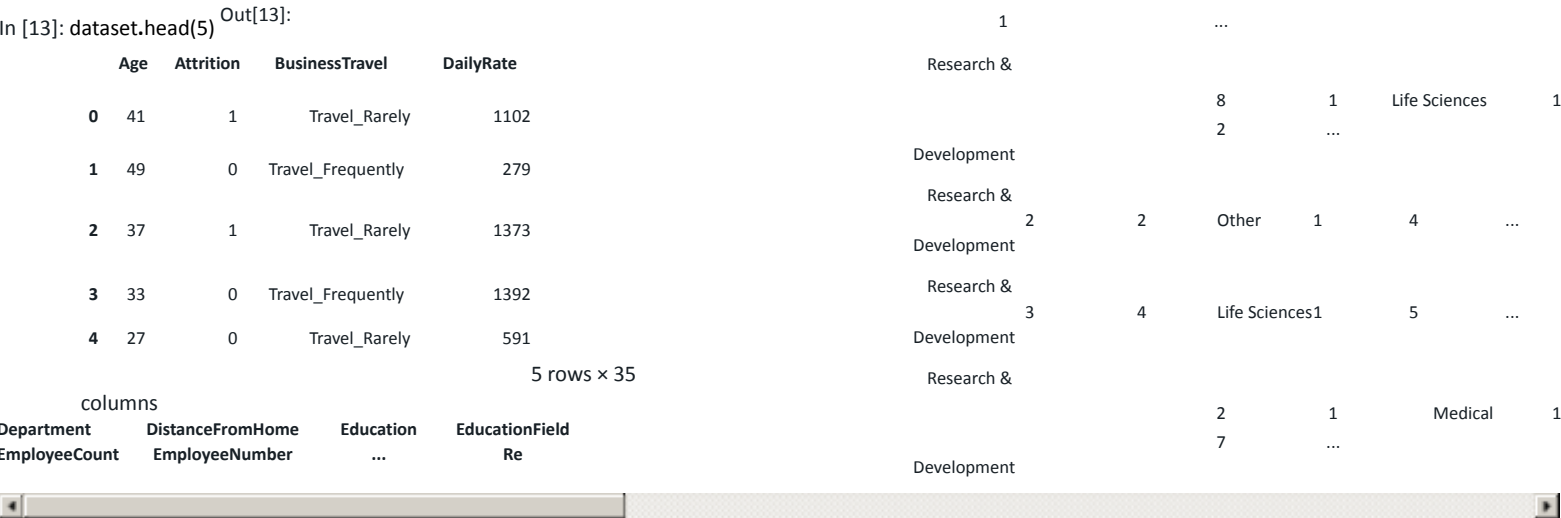
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```
12      HourlyRate      1470 non-null  int64
13      JobInvolvement      1470 non-null  int64
14      JobLevel      1470 non-null  int64
15      JobRole      1470 non-null  object
16      JobSatisfaction      1470 non-null  int64
17      MaritalStatus      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(27), object(8) memory usage: 402.1+ KB
```

```
In [4]:
dataset['Attrition'] = dataset['Attrition'].map({'Yes': 1, 'No': 0})
```

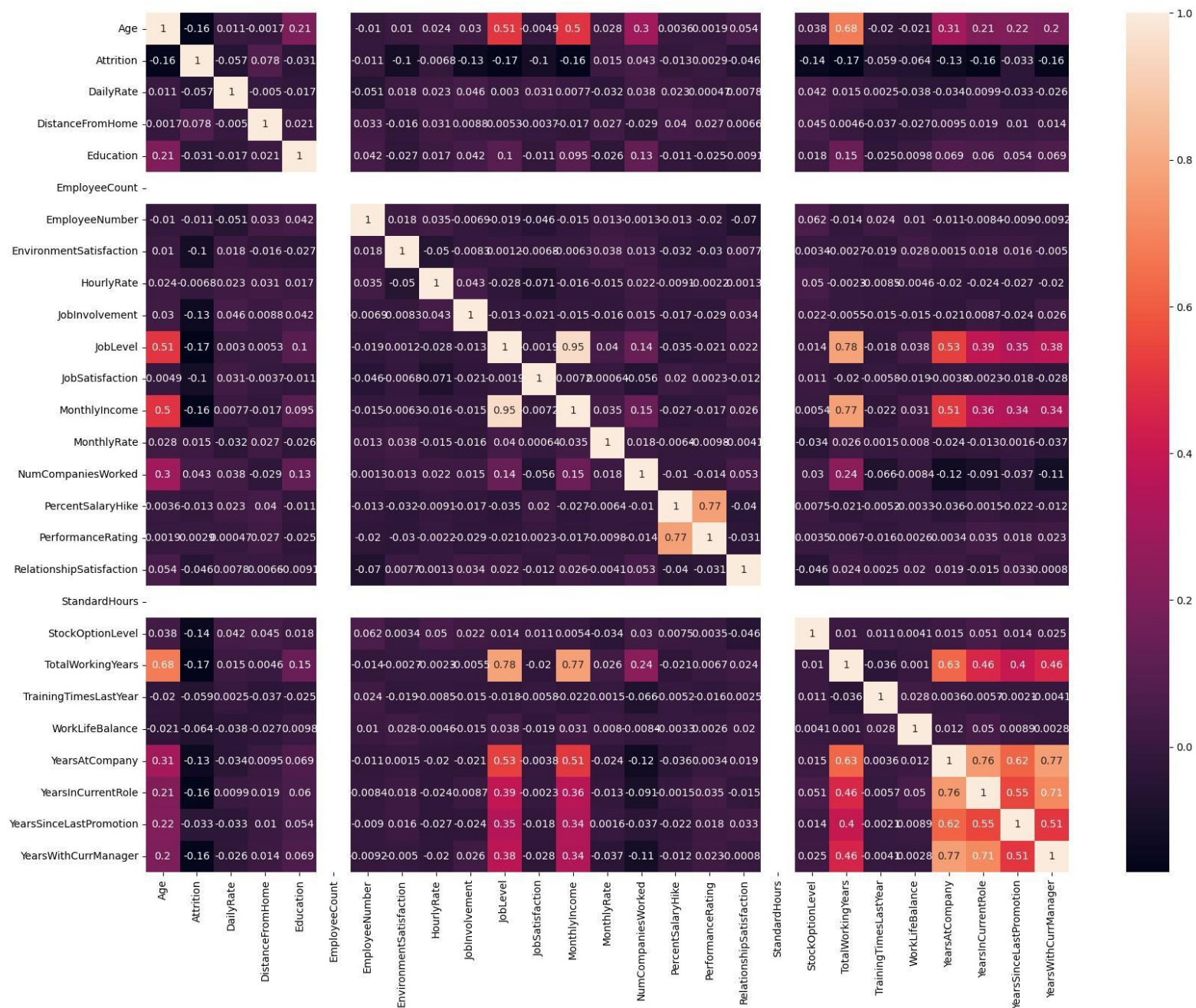


4.Data Visualization.

```
In [14]: correlation_matrix = dataset.corr()
plt.figure(figsize=(20, 15))
sns.heatmap(correlation_matrix, annot=True)
plt.show()
```

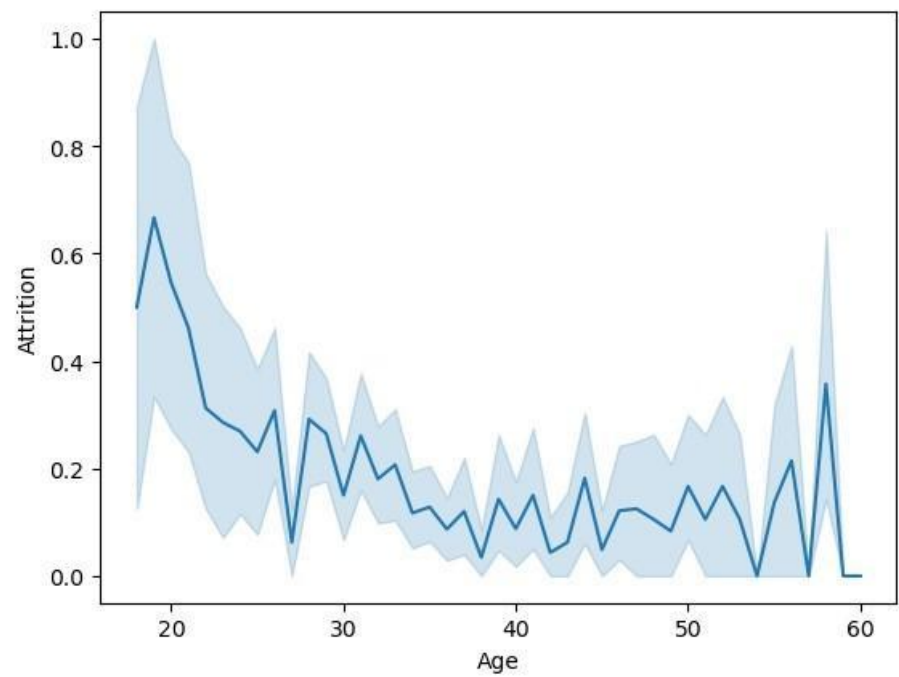
C:\Users\pandya\AppData\Local\Temp\ipykernel_24744\4044223167.py:1: FutureWarning: The default value of numeric_only in DataFrame.corr is deprecated. In a future version, it will default to False. Select only valid columns or specify the value of numeric_only to silence this warning. correlation_matrix = dataset.corr()

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```
In [19]:  
sns.lineplot(x="Age",y="Attrition",data=dataset)  
  
Out[19]:<Axes: xlabel='Age', ylabel='Attrition'>
```

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```
In [17]: correlation_matrix = dataset.corr()
```

```
# To get the correlation of "Attrition" with other columns attrition_correlation =  
correlation_matrix['Attrition'].drop('Attrition')  
  
print(attrition_correlation)
```

Age	-0.159205
DailyRate	-0.056652
DistanceFromHome	0.077924
Education	-0.031373
EmployeeCount	NaN
EmployeeNumber	-0.010577
EnvironmentSatisfaction	-0.103369
HourlyRate	-0.006846
JobInvolvement	-0.130016
JobLevel	-0.169105
JobSatisfaction	-0.103481
MonthlyIncome	-0.159840
MonthlyRate	0.015170
NumCompaniesWorked	0.043494
PercentSalaryHike	-0.013478
PerformanceRating	0.002889
RelationshipSatisfaction	-0.045872
StandardHours	NaN
StockOptionLevel	-0.137145
TotalWorkingYears	-0.171063
TrainingTimesLastYear	-0.059478
WorkLifeBalance	-0.063939
YearsAtCompany	-0.134392
YearsInCurrentRole	-0.160545
YearsSinceLastPromotion	-0.033019
YearsWithCurrManager	-0.156199

Name: Attrition, dtype: float64
C:\Users\rajes\AppData\Local\Temp\ipykernel_24744\4043424376.py:1: FutureWarning: The default value of numeric_only in DataFrame.corr is deprecated.
In a future version, it will default to False. Select only valid columns or specify the value of numeric_only to silence this warning.

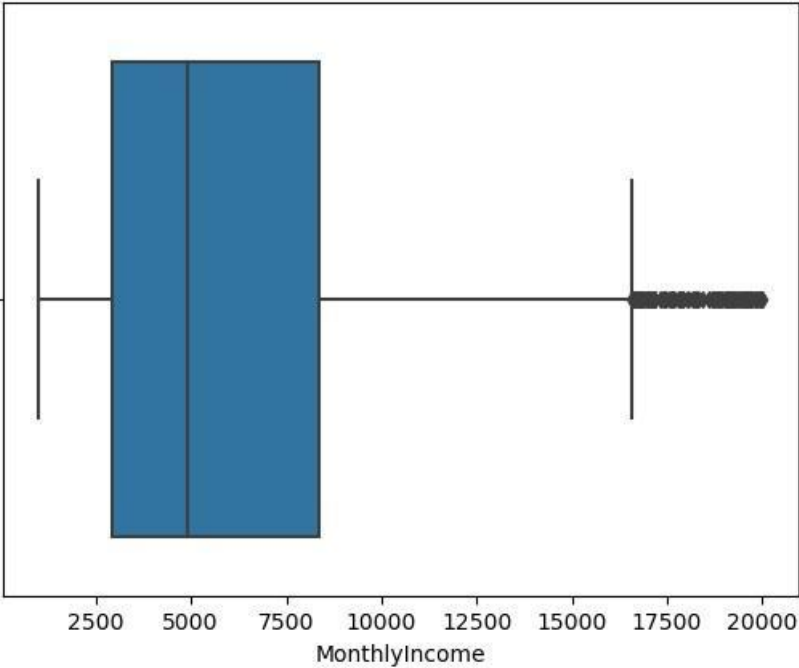
```
correlation_matrix = dataset.corr()
```

5.Outlier Detection

```
In [15]:  
sns.boxplot(x=dataset["MonthlyIncome"])
```

Out[15]:<Axes: xlabel='MonthlyIncome'>

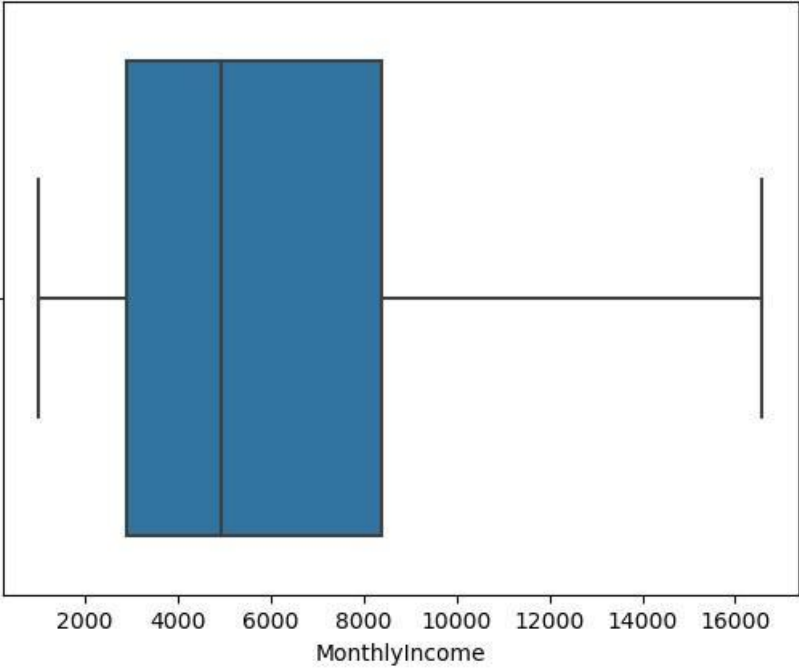
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Inference : It shows that MonthlyIncome has outliers

Inference : It shows that fare has outliers that are left skewed.

```
In [16]:  
#So we will use flooring and capping for removing outliers  
Q1 = dataset['MonthlyIncome'].quantile(0.25) Q3 = dataset['MonthlyIncome'].quantile(0.75) IQR = Q3 - Q1 whisker_width = 1.5 lower_whisker = Q1  
-(whisker_width*IQR) upper_whisker = Q3 + (whisker_width*IQR)  
dataset['MonthlyIncome']=np.where(dataset['MonthlyIncome']>upper_whisker,upper_whisker,np.where(dataset['MonthlyIncome']<lower_whisker,lower  
In [17]: sns.boxplot(x=dataset["MonthlyIncome"])  
Out[17]:<Axes: xlabel='MonthlyIncome'>
```



Inference: Hence We have successfully removed outliers.

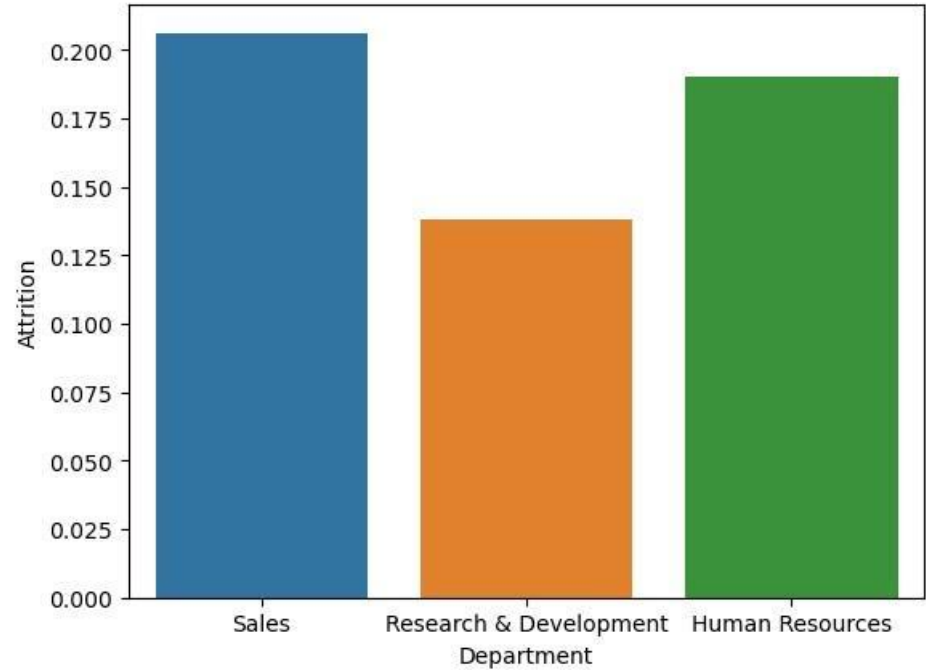
```
In [21]:  
sns.barplot(y=dataset['Attrition'],x=dataset['Department'],ci=0)  
C:\Users\rajes\AppData\Local\Temp\ipykernel_25492\729302506.py:1: FutureWarning:  
The `ci` parameter is deprecated. Use `errorbar=('ci', 0)` for the same effect.
```

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```
sns.barplot(y=dataset['Attrition'],x=dataset['Department'],ci=0) Out[21]:<Axes:
xlabel='Department', ylabel='Attrition'>
```



In [:] Inference: It shows that Sales columns has the most attrition.

6.Splitting Dependent and Independent variables

```
In [22]: #dropping unnecessary columns
dataset.drop(['Over18','EmployeeCount'],axis=1,inplace=True)
```

```
In [24]: x=dataset.drop(columns=['Attrition'])
y=dataset.iloc[:,0:1]
```

```
In [25]: y.shape
```

Out[25]:(1470, 1) 7.Perform Encoding

```
In [40]: from sklearn.preprocessing import LabelEncoder
le=LabelEncoder()
```

```
columns_to_encode = ['BusinessTravel', 'Department', 'EducationField','Gender','JobRole','MaritalStatus','OverTime']
```

```
# Create a dictionary to store label encoders and mappings label_encoders = {}
# Perform label encoding and print mappings for
column in columns_to_encode:
    le = LabelEncoder() x[column] = le.fit_transform(x[column])
label_encoders[column] = dict(zip(le.classes_, le.transform(le.classes_)))
```

```
x.head(5)
```

Out[40]:

Age	BusinessTravel	DailyRate	Department	DistanceFromHome	Education	EducationField	EmployeeNumber	EnvironmentSatisfaction	Gender	..		
0	41	2		1102	2	1	2	1	1	2	0	..
1	49	1		279	1	8	1	1	2	3	1	..
2	37	2		1373	1	2	2	4	4	4	1	..
3	33	1		1392	1	3	4	1	5	4	0	..
4	27	2		591	1	2	1	3	7	1	1	..

5 rows × 32 columns

In [42]:

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```
# Print the mappings for each column
print("\nMappings:") for column, mapping in
label_encoders.items():
    print(f"{column} Mapping:") for
key, value in mapping.items():
    print(f"{key}: {value}")
print()
```

Mappings:
BusinessTravel Mapping:
Non-Travel: 0
Travel_Frequently: 1
Travel_Rarely: 2

Department Mapping:
Human Resources: 0
Research & Development: 1
Sales: 2

EducationField Mapping:
Human Resources: 0
Life Sciences: 1
Marketing: 2 Medical:
3
Other: 4

Technical Degree: 5

Gender Mapping:
Female: 0
Male: 1

JobRole Mapping:
Healthcare Representative: 0
Human Resources: 1
Laboratory Technician: 2
Manager: 3
Manufacturing Director: 4
Research Director: 5
Research Scientist: 6
Sales Executive: 7 Sales
Representative: 8

MaritalStatus Mapping:
Divorced: 0
Married: 1
Single: 2

OverTime Mapping:
No: 0
Yes: 1

8.Feature Scaling

```
In [43]:
from sklearn.preprocessing import StandardScaler
sc=StandardScaler()

In [44]: x=sc.fit_transform(x)

In [45]:
x

Out[45]:array([[ 0.4463504 ,  0.59004834,  0.74252653, ..., -0.0632959 ,
-0.67914568,  0.24583399],
[ 1.32236521, -0.91319439, -1.2977746 , ...,  0.76499762,
-0.36871529,  0.80654148],
[ 0.008343 ,  0.59004834,  1.41436324, ..., -1.16768726,
-0.67914568, -1.15593471],
...,
[-1.08667552,  0.59004834, -1.60518328, ..., -0.61549158,
-0.67914568, -0.31487349],
```


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```
[ 1.32236521, -0.91319439, 0.54667746, ..., 0.48889978,
-0.67914568, 1.08689522],
[-0.32016256, 0.59004834, -0.43256792, ..., -0.33939374,
-0.36871529, -0.59522723]])
```

9.Splitting Data into Train and Test

```
In [46]: from sklearn.model_selection import train_test_split x_train,x_test,y_train,y_test=train_test_split(x,y,test_size=0.3,random_state=0)
```

```
In [49]: print(x_train.shape)
print(y_train.shape) print(x_test.shape)
print(y_test.shape)
```

```
(1029, 32)
(1029, 1)
(441, 32)
(441, 1)
In [50]:
```

```
    x.shape
```

```
Out[50]:(1470, 32)
Model Building
```

1.Logistic Regression

```
In [57]: from sklearn.linear_model import LogisticRegression from sklearn.metrics import
accuracy_score, classification_report, confusion_matrix
```

```
# Create and train the Logistic Regression model
logistic_regression_model = LogisticRegression()
logistic_regression_model.fit(x_train, y_train)
```

```
# Make predictions y_pred_lr =
logistic_regression_model.predict(x_test)
```

```
# Calculate performance metrics accuracy_lr =
accuracy_score(y_test, y_pred_lr) confusion_matrix_lr =
confusion_matrix(y_test, y_pred_lr) classification_report_lr =
classification_report(y_test, y_pred_lr)
```

```
# Print the metrics print("Logistic
Regression Metrics:")
print(f"Accuracy: {accuracy_lr}")
print("Confusion Matrix:")
print(confusion_matrix_lr)
print("Classification Report:")
print(classification_report_lr)
```

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C:\Users\rajes\anaconda3\Lib\site-packages\sklearn\utils\validation.py:1184: 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().

y = column_or_1d(y, warn=True)

Logistic Regression Metrics: Accuracy:

0.11337868480725624

Confusion Matrix:

[[1 0 0 ... 0 0 0]
[0 0 0 ... 0 0 0] [1
0 0 ... 0 0 0]
...
[0 0 0 ... 1 0 0]
[0 0 0 ... 0 0 0]
[0 0 0 ... 0 1 0]]

Classification Report:

	precision	recall	f1-score	support					
18	0.50	0.50	0.50	2					
19	0.00	0.00	0.00	3					
20	0.00	0.00	0.00	3					
21	0.17	0.50	0.25	2					
22	0.10	0.25	0.14	4					
23	0.00	0.00	0.00	3					
24	0.08	0.11	0.10	9					
25	0.40	0.17	0.24	12					
26	0.08	0.11	0.09	9					
27	0.06	0.06	0.06	16					
28	0.23	0.27	0.25	11					
29	0.14	0.26	0.18	19					
30	0.12	0.07	0.09	14					
31	0.11	0.04	0.06	27					
32	0.14	0.11	0.12	18					
33	0.14	0.13	0.14	15					
34	0.25	0.17	0.20	30					
35	0.09	0.13	0.11	23					
36	0.12	0.14	0.13	21					
37	0.25	0.15	0.19	13					
38	0.08	0.05	0.06	19					
39	0.15	0.22	0.18	9					
40	0.07	0.07	0.07	14					
41	0.00	0.00	0.00	11					
42	0.12	0.08	0.10	12					
43	0.09	0.07	0.08	14					
44	0.07	0.11	0.09	9					
45	0.00	0.00	0.00	10					
46	0.11	0.11	0.11	9					
47	0.00	0.00	0.00	8					
48	0.00	0.00	0.00	5					
49	0.00	0.00	0.00	6					
50	0.09	0.08	0.08	13					
51	0.00	0.00	0.00	5					
52	0.00	0.00	0.00	6					
53	0.14	0.14	0.14	7					
54	0.25	0.50	0.33	4					
55	0.33	0.20	0.25	10					
56	0.00	0.00	0.00	5					
57	0.00	0.00	0.00	1					
58	0.17	0.20	0.18	5					
59	0.00	0.00	0.00	1	60	0.00	0.00	0.00	4
accuracy			0.11	441	macro avg				
0.11	0.12	0.11	441	weighted avg	0.12				
0.11	0.11	441							

C:\Users\rajes\anaconda3\Lib\site-packages\sklearn\linear_model_logistic.py:460: ConvergenceWarning: lbfgs failed to converge (status=1):
STOP: TOTAL NO. of ITERATIONS REACHED LIMIT.

Increase the number of iterations (max_iter) or scale the data as shown in: <https://scikit-learn.org/stable/modules/preprocessing.html>
Please also refer to the documentation for alternative solver options:

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```
https://scikit-learn.org/stable/modules/linear_model.html#logistic-regression  n_iter_i =
_check_optimize_result(
C:\Users\rajes\anaconda3\Lib\site-packages\sklearn\metrics\_classification.py:1469: UndefinedMetricWarning: Precision and F-score are ill-defined and being set to 0.0
in labels with no predicted samples. Use `zero_division` parameter to control this behavior.
_warn_prf(average, modifier, msg_start, len(result))
C:\Users\rajes\anaconda3\Lib\site-packages\sklearn\metrics\_classification.py:1469: UndefinedMetricWarning: Precision and F-score are ill-defined and being set to 0.0
in labels with no predicted samples. Use `zero_division` parameter to control this behavior.
_warn_prf(average, modifier, msg_start, len(result))
C:\Users\rajes\anaconda3\Lib\site-packages\sklearn\metrics\_classification.py:1469: UndefinedMetricWarning: Precision and F-score are ill-defined and being set to 0.0
in labels with no predicted samples. Use `zero_division` parameter to control this behavior.
_warn_prf(average, modifier, msg_start, len(result))
```

2.Decision Tree

In [53]:

```
from sklearn.tree import DecisionTreeClassifier

# Create and train the Decision Tree model decision_tree_model =
DecisionTreeClassifier() decision_tree_model.fit(x_train, y_train)

# Make predictions y_pred_dt =
decision_tree_model.predict(x_test)

# Calculate performance metrics accuracy_dt =
accuracy_score(y_test, y_pred_dt) confusion_matrix_dt =
confusion_matrix(y_test, y_pred_dt) classification_report_dt =
classification_report(y_test, y_pred_dt)

# Print the metrics print("Decision
Tree Metrics:") print(f"Accuracy:
{accuracy_dt}") print("Confusion
Matrix:")
print(confusion_matrix_dt)
print("Classification Report:")
print(classification_report_dt)
```

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Decision Tree Metrics:

Accuracy: 0.9909297052154195

Confusion Matrix:

[[2 0 0 ... 0 0 0]
[0 3 0 ... 0 0 0] [0
0 3 ... 0 0 0]
...
[0 0 0 ... 5 0 0]
[0 0 0 ... 0 1 0]
[0 0 0 ... 0 4 0]]

Classification Report:

	precision	recall	f1-score	support					
18	1.00	1.00	1.00	2					
19	1.00	1.00	1.00	3					
20	1.00	1.00	1.00	3					
21	1.00	1.00	1.00	2					
22	1.00	1.00	1.00	4					
23	1.00	1.00	1.00	3					
24	1.00	1.00	1.00	9					
25	1.00	1.00	1.00	12					
26	1.00	1.00	1.00	9					
27	1.00	1.00	1.00	16					
28	1.00	1.00	1.00	11					
29	1.00	1.00	1.00	19					
30	1.00	1.00	1.00	14					
31	1.00	1.00	1.00	27					
32	1.00	1.00	1.00	18					
33	1.00	1.00	1.00	15					
34	1.00	1.00	1.00	30					
35	1.00	1.00	1.00	23					
36	1.00	1.00	1.00	21					
37	1.00	1.00	1.00	13					
38	1.00	1.00	1.00	19					
39	1.00	1.00	1.00	9					
40	1.00	1.00	1.00	14					
41	1.00	1.00	1.00	11					
42	1.00	1.00	1.00	12					
43	1.00	1.00	1.00	14					
44	1.00	1.00	1.00	9					
45	1.00	1.00	1.00	10					
46	1.00	1.00	1.00	9					
47	1.00	1.00	1.00	8					
48	1.00	1.00	1.00	5					
49	1.00	1.00	1.00	6					
50	1.00	1.00	1.00	13					
51	1.00	1.00	1.00	5					
52	1.00	1.00	1.00	6					
53	1.00	1.00	1.00	7					
54	1.00	1.00	1.00	4					
55	1.00	1.00	1.00	10					
56	1.00	1.00	1.00	5					
57	1.00	1.00	1.00	1					
58	1.00	1.00	1.00	5					
59	0.20	1.00	0.33	1	60	0.00	0.00	0.00	4
accuracy			0.99	441	macro avg				
0.96	0.98	0.96		441	weighted avg			0.99	
0.99	0.99	441							

C:\Users\rajes\anaconda3\Lib\site-packages\sklearn\metrics_classification.py:1469: UndefinedMetricWarning: Precision and F-score are ill-defined and being set to 0.0 in labels with no predicted samples. Use `zero_division` parameter to control this behavior. _warn_prf(average, modifier, msg_start, len(result))

C:\Users\rajes\anaconda3\Lib\site-packages\sklearn\metrics_classification.py:1469: UndefinedMetricWarning: Precision and F-score are ill-defined and being set to 0.0 in labels with no predicted samples. Use `zero_division` parameter to control this behavior. _warn_prf(average, modifier, msg_start, len(result))

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3.Random Forest

In [58]: **from** sklearn.ensemble **import** RandomForestClassifier

```
# Create and train the Random Forest model random_forest_model  
= RandomForestClassifier() random_forest_model.fit(x_train,  
y_train)
```

```
# Make predictions y_pred_rf =  
random_forest_model.predict(x_test) # Calculate  
performance metrics accuracy_rf =  
accuracy_score(y_test, y_pred_rf)  
confusion_matrix_rf = confusion_matrix(y_test,  
y_pred_rf) classification_report_rf =  
classification_report(y_test, y_pred_rf)
```

```
# Print the metrics print("Random  
Forest Metrics:") print(f"Accuracy:  
{accuracy_rf}") print("Confusion  
Matrix:")  
print(confusion_matrix_rf)  
print("Classification Report:")  
print(classification_report_rf)
```

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C:\Users\rajes\anaconda3\Lib\site-packages\sklearn\base.py:1151: 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 fit_method(estimator, *args, **kwargs)

Random Forest Metrics: Accuracy:

0.6077097505668935

Confusion Matrix:

[[2 0 0 ... 0 0 0]
[0 1 2 ... 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]]

Classification Report:

	precision	recall	f1-score	support					
18	1.00	1.00	1.00	2					
19	1.00	0.33	0.50	3					
20	0.60	1.00	0.75	3					
21	0.50	1.00	0.67	2					
22	0.33	0.25	0.29	4					
23	0.00	0.00	0.00	3					
24	0.33	0.33	0.33	9					
25	0.62	0.42	0.50	12					
26	0.56	0.56	0.56	9					
27	0.69	0.56	0.62	16					
28	0.80	0.73	0.76	11					
29	0.68	0.79	0.73	19					
30	0.65	0.93	0.76	14					
31	0.90	1.00	0.95	27					
32	1.00	0.89	0.94	18					
33	1.00	0.93	0.97	15					
34	0.94	1.00	0.97	30					
35	0.82	1.00	0.90	23					
36	0.84	1.00	0.91	21					
37	0.65	0.85	0.73	13					
38	0.64	0.84	0.73	19					
39	0.44	0.44	0.44	9					
40	0.43	0.71	0.54	14					
41	0.33	0.27	0.30	11					
42	0.29	0.50	0.36	12					
43	0.20	0.07	0.11	14					
44	0.00	0.00	0.00	9					
45	0.27	0.40	0.32	10					
46	0.27	0.44	0.33	9					
47	0.00	0.00	0.00	8					
48	0.00	0.00	0.00	5					
49	0.20	0.17	0.18	6					
50	0.50	0.46	0.48	13					
51	0.20	0.20	0.20	5					
52	0.00	0.00	0.00	6					
53	1.00	0.29	0.44	7					
54	0.00	0.00	0.00	4					
55	0.25	0.10	0.14	10					
56	0.00	0.00	0.00	5					
57	0.00	0.00	0.00	1					
58	0.00	0.00	0.00	5					
59	0.00	0.00	0.00	1	60	0.00	0.00	0.00	4
accuracy			0.61	441	macro avg				
0.44	0.45	0.43		441	weighted avg		0.57		
0.61	0.58		441						

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```
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