HR Predictive Analytics: LIME Feature Importance Visualization

Hold Out (Test) Set, First 10 Cases Shown Case: 1 Case: 2 Label: No Label: No Probability: 0.83 Probability: 0.95 YearsAtCompany JobRole = Healthcare Representative EnvironmentSatisfaction PercentSalaryHike YearsInCurrentRole YearsSinceLastPromotion Department = Research & Development Gender = Male 0.00 0.04 0.08 -0.050.00 0.05 0.10 Case: 4 Case: 3 Label: Yes Label: No Probability: 0.94 Probability: 0.96 OverTime = Yes OverTime = No MaritalStatus = Single JobSatisfaction DistanceFromHome PercentSalaryHike TrainingTimesLastYear Education 0.0 0.1 0.2 0.3 0.4 0.000 0.002 0.004 0.006 Case: 5 Case: 6 Label: No Label: No Probability: 0.96 Probability: 0.92 Feature Department = Research & Development OverTime = No YearsSinceLastPromotion MonthlyIncome TotalWorkingYears JobSatisfaction OverTime = Yes DistanceFromHome 0.00 0.05 0.10 0.15 0.00 0.04 0.08 Case: 7 Case: 8 Label: Yes Label: No Probability: 0.79 Probability: 0.94 BusinessTravel = Travel_Frequently JobSatisfaction OverTime = No EducationField = Marketing MaritalStatus = Single MonthlyIncome DistanceFromHome Joblnvolvement -0.10.0 0.1 0.2 -0.10.0 0.1 0.2 Case: 9 Case: 10 Label: No Label: Yes Probability: 0.92 Probability: 0.51 TotalWorkingYears Gender = Male OverTime = Yes WorkLifeBalance **EnvironmentSatisfaction EnvironmentSatisfaction** TrainingTimesLastYear Age 0.1 0.2 0.0 0.1 -0.10.0 -0.10.2 Weight Contradicts Supports