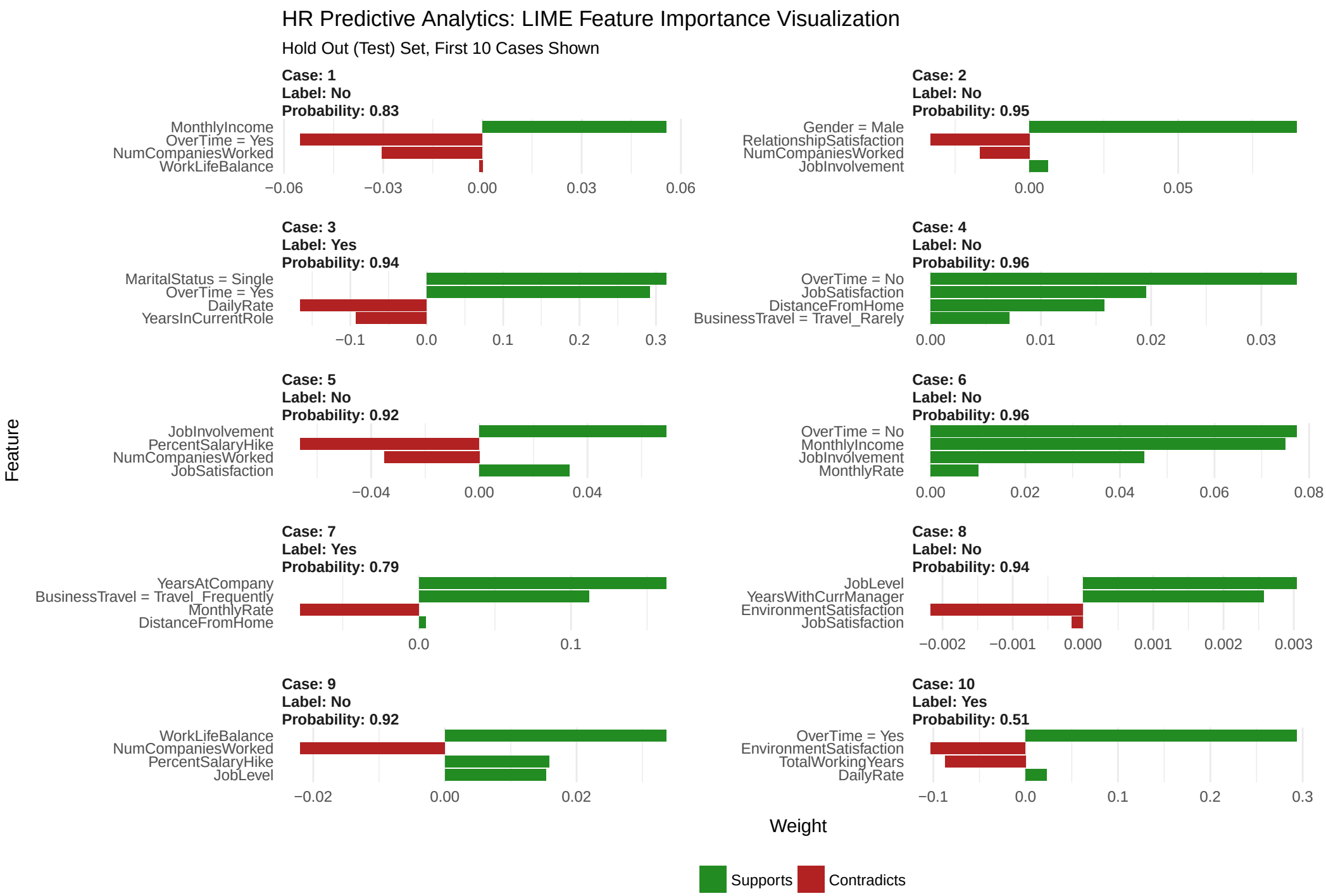
HR Predictive Analytics: LIME Feature Importance Visualization
Hold Out (Test) Set, First 10 Cases Shown
Case: 1
Label: No
Probability: 0.83
MonthlyIncome
OverTime = Yes
NumCompaniesWorked
WorkLifeBalance
−0.06
−0.03
0.00
0.03
0.06
Case: 2
Label: No
Probability: 0.95
Gender = Male
RelationshipSatisfaction
NumCompaniesWorked
JobInvolvement
0.00
0.05
Case: 3
Label: Yes
Probability: 0.94
MaritalStatus = Single
OverTime = Yes
DailyRate
YearsInCurrentRole
−0.1
0.0
0.1
0.2
0.3
Case: 4
Label: No
Probability: 0.96
OverTime = No
JobSatisfaction
DistanceFromHome
BusinessTravel = Travel_Rarely
0.00
0.01
0.02
0.03
Case: 5
Label: No
Probability: 0.92
JobInvolvement
PercentSalaryHike
NumCompaniesWorked
JobSatisfaction
−0.04
0.00
0.04
Case: 6
Label: No
Probability: 0.96
OverTime = No
MonthlyIncome
JobInvolvement
MonthlyRate
0.00
0.02
0.04
0.06
0.08
Case: 7
Label: Yes
Probability: 0.79
YearsAtCompany
BusinessTravel = Travel_Frequently
MonthlyRate
DistanceFromHome
0.0
0.1
Case: 8
Label: No
Probability: 0.94
JobLevel
YearsWithCurrManager
EnvironmentSatisfaction
JobSatisfaction
−0.002
−0.001
0.000
0.001
0.002
0.003
Case: 9
Label: No
Probability: 0.92
WorkLifeBalance
NumCompaniesWorked
PercentSalaryHike
JobLevel
−0.02
0.00
0.02
Case: 10
Label: Yes
Probability: 0.51
OverTime = Yes
EnvironmentSatisfaction
TotalWorkingYears
DailyRate
−0.1
0.0
0.1
0.2
0.3
Feature
Weight
Supports
Contradicts