HR Predictive Analytics: LIME Feature Importance Visualization

Hold Out (Test) Set, First 10 Cases Shown Case: 1 Case: 2 Label: No Label: No Probability: 0.78 Probability: 0.95 OverTime = Yes OverTime = No YearsSinceLastPromotion YearsWithCurrManager Age EducationField = Medical EnvironmentSatisfaction -0.100-0.075-0.050-0.0250.000 0.00 0.01 0.02 0.03 Case: 3 Case: 4 Label: Yes Label: No Probability: 0.96 Probability: 0.95 JobRole = Laboratory Technician __DailyRate OverTime = No RelationshipSatisfaction DistanceFromHome TrainingTimesLastYear Education Age -0.250.00 0.25 0.50 0.000 0.002 0.004 0.006 0.008 Case: 5 Case: 6 Label: No Label: No Probability: 0.89 Probability: 0.97 Feature BusinessTravel = Travel_Rarely OverTime = No Gender = Female
DistanceFromHome
TotalWorkingYears MonthlyIncome JobSatisfaction Department = Research & Development 0.00 0.05 0.10 0.15 0.20 0.0 0.1 0.2 0.3 Case: 7 Case: 8 Label: Yes Label: No Probability: 0.89 Probability: 0.94 Department = Research & Development Joblnvolvement Education OverTime = Yes RelationshipSatisfaction BusinessTravel = Travel_Rarely Age JobInvolvement -0.10.0 0.1 0.2 0.3 0.0000 0.0005 0.0010 0.0015 0.0020 Case: 9 Case: 10 Label: No Label: Yes Probability: 0.89 Probability: 0.56 OverTime = Yes YearsInCurrentRole OverTime = No YearsAtCompany MonthlyIncome NumCompaniesWorked DailyRate HourlyRate 0.0 0.1 0.2 -0.0250.000 0.025 0.050 -0.1Weight Supports Contradicts