IBM_Attrition_Assessment

January 18, 2023

[1]:
```
import pandas as pd
import numpy as np
import matplotlib.pyplot as plt
%matplotlib inline
import seaborn as sns
from patsy import dmatrices
```

[2]:
```
dataset=pd.read_csv("IBM Attrition Data.csv")
```

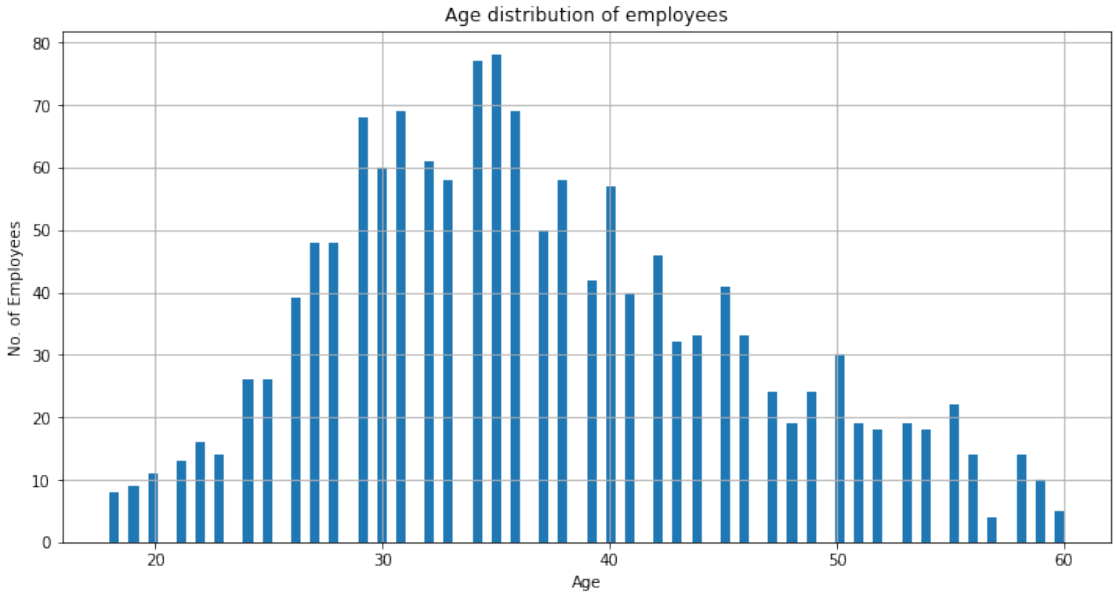
[3]:
```
dataset.head()
```

[3]:

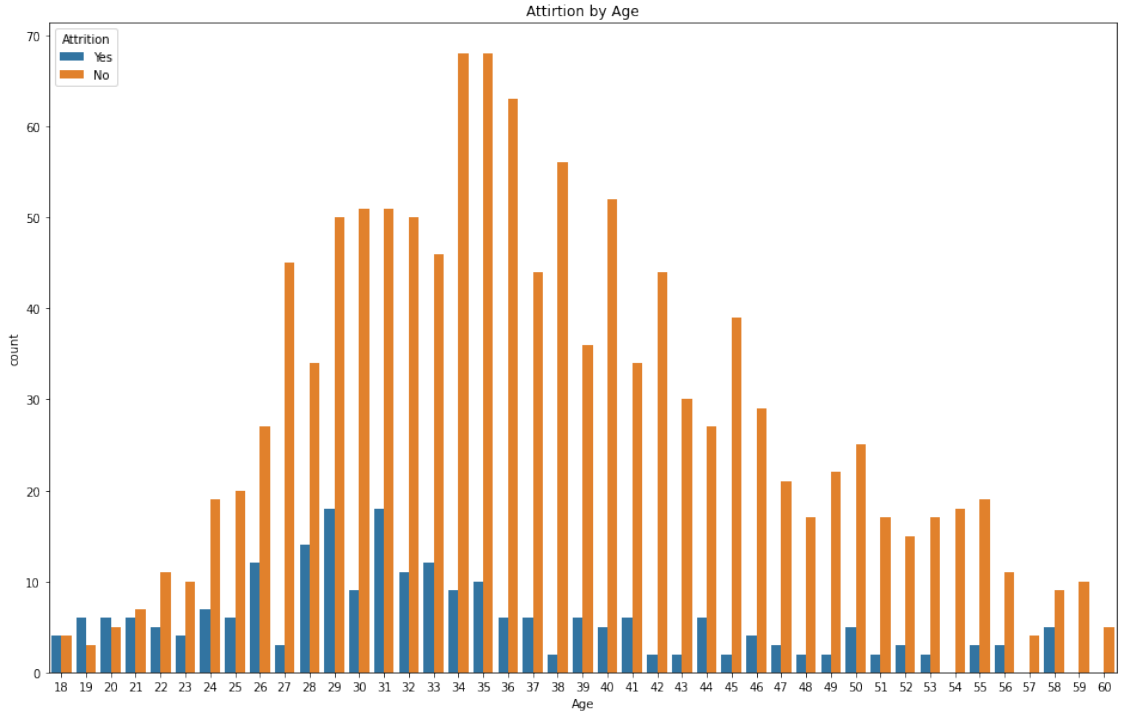
	Age	Attrition	Department	DistanceFromHome	Education	EducationField	EnvironmentSatisfaction	JobSatisfaction	MaritalStatus	MonthlyIncome	NumCompaniesWorked	WorkLifeBalance	YearsAtCompany
0	41	Yes	Sales	1	2	Life Sciences	2	4	Single	5993	8	1	6
1	49	No	Research & Development	8	1	Life Sciences	3	2	Married	5130	1	3	10
2	37	Yes	Research & Development	2	2	Other	4	3	Single	2090	6	3	0
3	33	No	Research & Development	3	4	Life Sciences	4	3	Married	2909	1	3	8
4	27	No	Research & Development	2	1	Medical	1	2	Married	3468	9	3	2

[5]:
```
## Plot the Age distribution
plt.figure(figsize=(12,6))
dataset['Age'].hist(bins=100)
plt.title("Age distribution of employees")
plt.xlabel("Age")
```

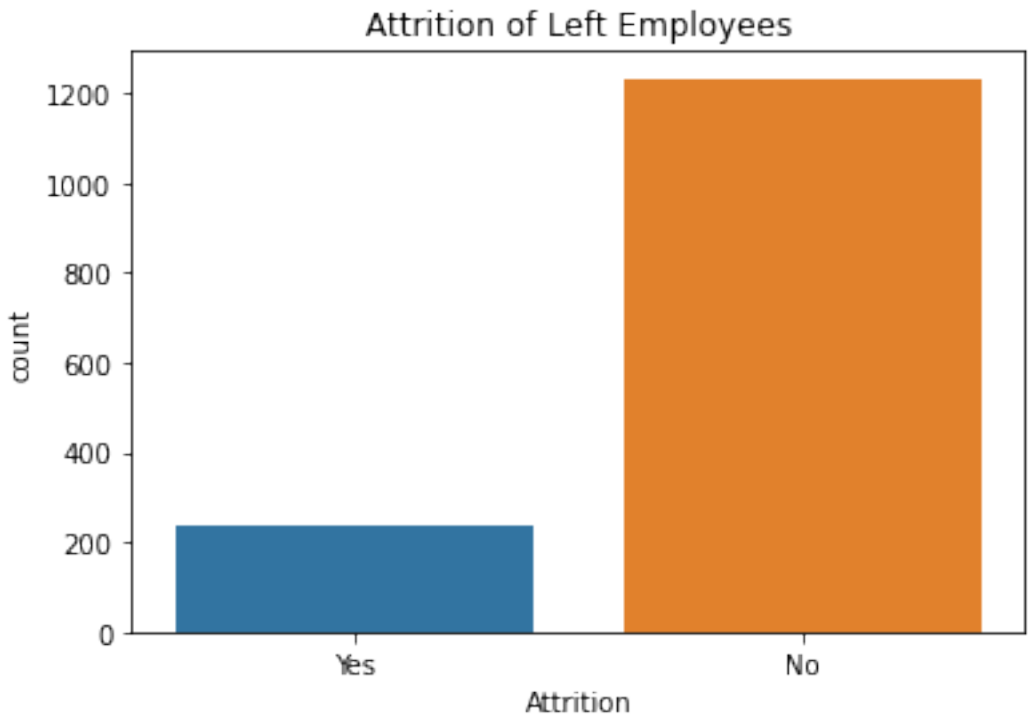
```
plt.ylabel("No. of Employees")
plt.show()
```



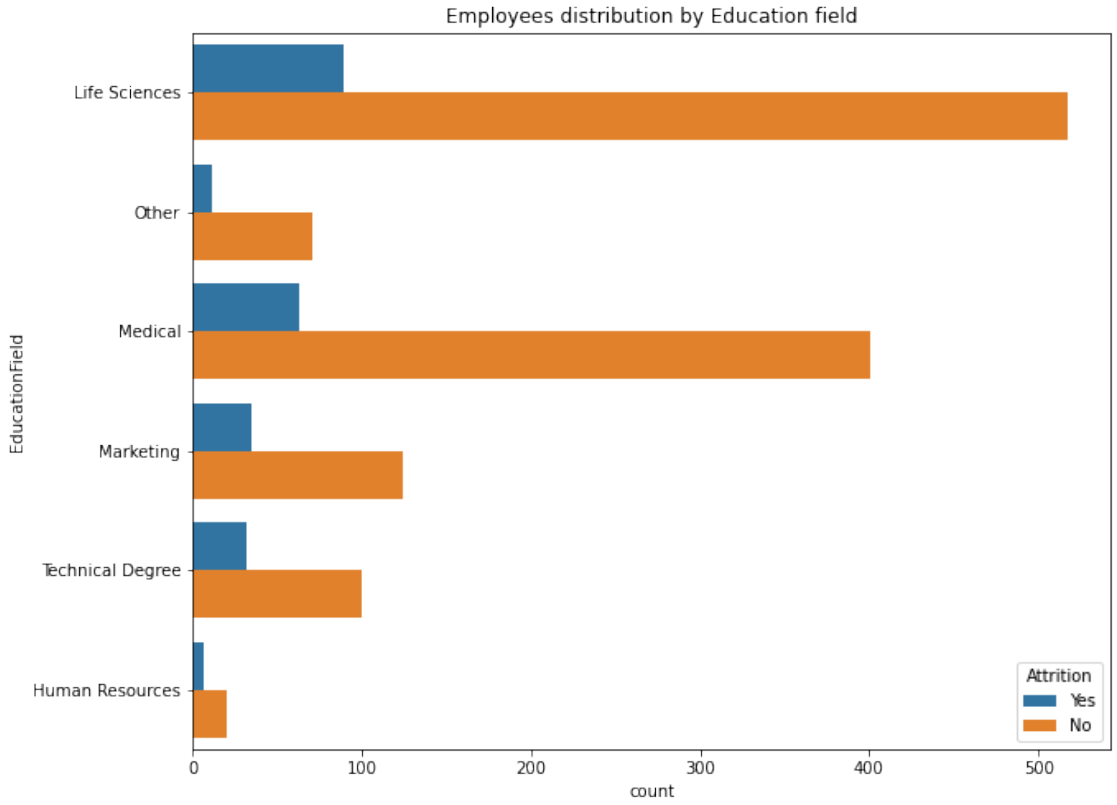
[6]:
```
## Explore Attrition by Age
plt.figure(figsize=(16,10))
sns.countplot(x='Age', hue='Attrition', data=dataset)
plt.title("Attirtion by Age")
plt.show()
```



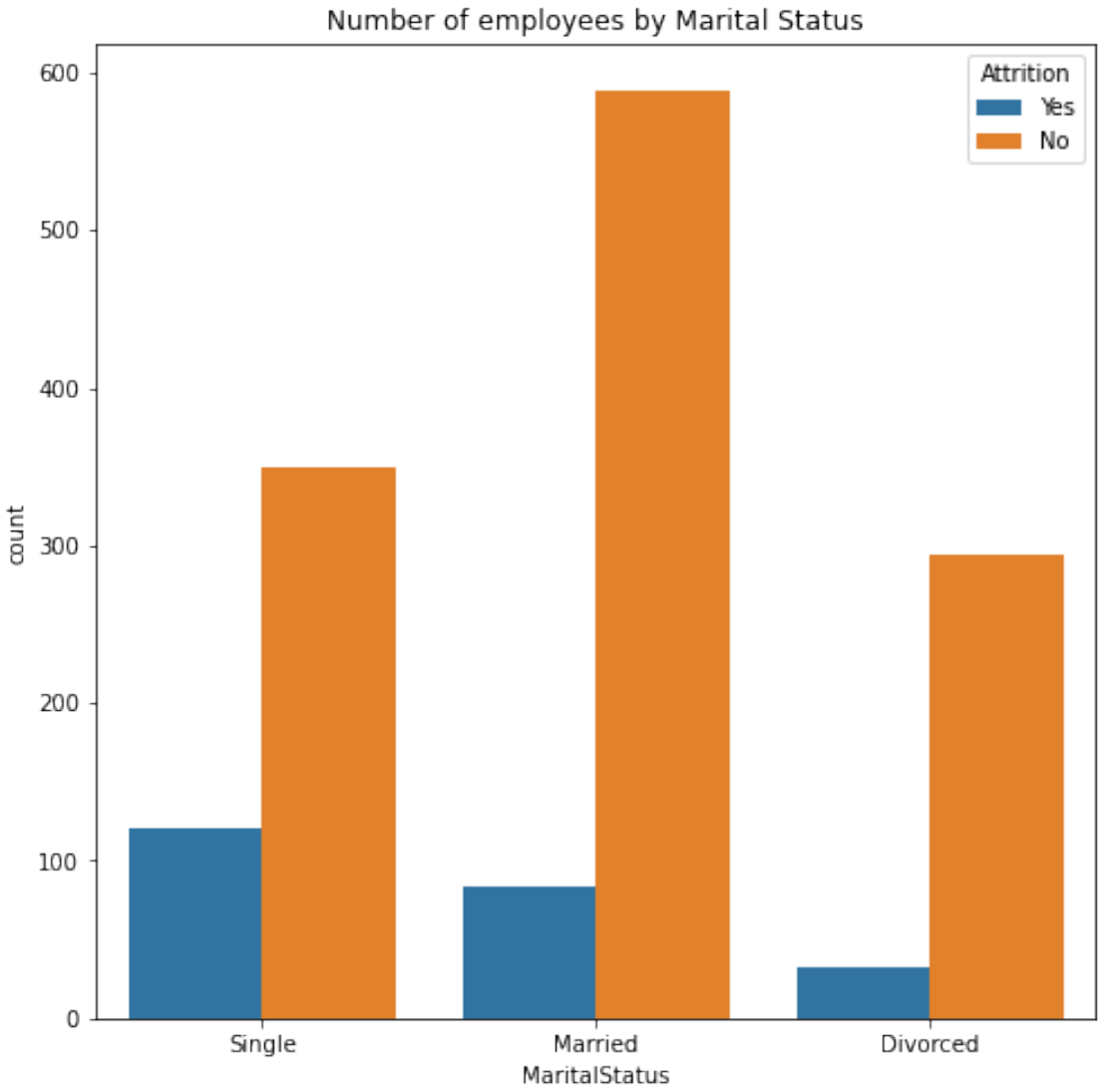
[7]:
```
## Explore data for Left employees
sns.countplot(x='Attrition',data=dataset)
plt.title("Attrition of Left Employees")
plt.show()
```



[8]:
```
## Explore the distribution of employees by the education field
plt.figure(figsize=(10,8))
sns.countplot(y='EducationField', hue='Attrition', data=dataset)
plt.title("Employees distribution by Education field")
plt.show()
```



[9]:
```
## Explore number of Married and unmarried employees
plt.figure(figsize=(8,8))
sns.countplot(x='MaritalStatus', hue='Attrition', data=dataset)
plt.title("Number of employees by Marital Status")
plt.show()
```



[5]:
```
## Build Logistic Regression Model to predict which employees are likely to␣
↪attrite
dataset.describe()
```

[5]:

	Age	DistanceFromHome	Education	EnvironmentSatisfaction	\
count	1470.000000	1470.000000	1470.000000	1470.000000	
mean	36.923810	9.192517	2.912925	2.721769	
std	9.135373	8.106864	1.024165	1.093082	
min	18.000000	1.000000	1.000000	1.000000	
25%	30.000000	2.000000	2.000000	2.000000	
50%	36.000000	7.000000	3.000000	3.000000	
75%	43.000000	14.000000	4.000000	4.000000	
max	60.000000	29.000000	5.000000	4.000000	

```
       JobSatisfaction  MonthlyIncome  NumCompaniesWorked  WorkLifeBalance  \
count      1470.000000    1470.000000         1470.000000      1470.000000
mean          2.728571    6502.931293            2.693197         2.761224
std           1.102846    4707.956783            2.498009         0.706476
min           1.000000    1009.000000            0.000000         1.000000
25%           2.000000    2911.000000            1.000000         2.000000
50%           3.000000    4919.000000            2.000000         3.000000
75%           4.000000    8379.000000            4.000000         3.000000
max           4.000000   19999.000000            9.000000         4.000000

       YearsAtCompany
count     1470.000000
mean         7.008163
std          6.126525
min          0.000000
25%          3.000000
50%          5.000000
75%          9.000000
max         40.000000
```

[4]:
```
dataset.info()
```

```
<class 'pandas.core.frame.DataFrame'>
RangeIndex: 1470 entries, 0 to 1469
Data columns (total 13 columns):
 #   Column                    Non-Null Count  Dtype
---  ------                    --------------  -----
 0   Age                       1470 non-null   int64
 1   Attrition                 1470 non-null   object
 2   Department                1470 non-null   object
 3   DistanceFromHome          1470 non-null   int64
 4   Education                 1470 non-null   int64
 5   EducationField            1470 non-null   object
 6   EnvironmentSatisfaction   1470 non-null   int64
 7   JobSatisfaction           1470 non-null   int64
 8   MaritalStatus             1470 non-null   object
 9   MonthlyIncome             1470 non-null   int64
 10  NumCompaniesWorked        1470 non-null   int64
 11  WorkLifeBalance           1470 non-null   int64
 12  YearsAtCompany            1470 non-null   int64
dtypes: int64(9), object(4)
memory usage: 149.4+ KB
```

[6]:
```
dataset.columns
```

[6]:
```
Index(['Age', 'Attrition', 'Department', 'DistanceFromHome', 'Education',
       'EducationField', 'EnvironmentSatisfaction', 'JobSatisfaction',
       'MaritalStatus', 'MonthlyIncome', 'NumCompaniesWorked',
       'WorkLifeBalance', 'YearsAtCompany'],
      dtype='object')
```

[7]:
```
dataset['Attrition'].value_counts()
```

[7]:
```
No     1233
Yes     237
Name: Attrition, dtype: int64
```

[8]:
```
dataset['Attrition'].dtype
```

[8]:
```
dtype('O')
```

[6]:
```
dataset['Attrition'].replace('Yes',1, inplace=True)
dataset['Attrition'].replace('No',0, inplace=True)
```

[7]:
```
dataset.head(10)
```

[7]:

	Age	Attrition	Department	DistanceFromHome	Education	\
0	41	1	Sales	1	2	
1	49	0	Research & Development	8	1	
2	37	1	Research & Development	2	2	
3	33	0	Research & Development	3	4	
4	27	0	Research & Development	2	1	
5	32	0	Research & Development	2	2	
6	59	0	Research & Development	3	3	
7	30	0	Research & Development	24	1	
8	38	0	Research & Development	23	3	
9	36	0	Research & Development	27	3	

	EducationField	EnvironmentSatisfaction	JobSatisfaction	MaritalStatus	\
0	Life Sciences	2	4	Single	
1	Life Sciences	3	2	Married	
2	Other	4	3	Single	
3	Life Sciences	4	3	Married	
4	Medical	1	2	Married	
5	Life Sciences	4	4	Single	
6	Medical	3	1	Married	
7	Life Sciences	4	3	Divorced	
8	Life Sciences	4	3	Single	
9	Medical	3	3	Married	

	MonthlyIncome	NumCompaniesWorked	WorkLifeBalance	YearsAtCompany
0	5993	8	1	6

```
1           5130                   1                3              10
2           2090                   6                3               0
3           2909                   1                3               8
4           3468                   9                3               2
5           3068                   0                2               7
6           2670                   4                2               1
7           2693                   1                3               1
8           9526                   0                3               9
9           5237                   6                2               7
```

[9]:
```
X=dataset.drop(['Attrition'],axis=1)
X.head()
```

[9]:
```
   Age              Department  DistanceFromHome  Education EducationField  \
0   41                   Sales                 1          2  Life Sciences
1   49  Research & Development                 8          1  Life Sciences
2   37  Research & Development                 2          2          Other
3   33  Research & Development                 3          4  Life Sciences
4   27  Research & Development                 2          1        Medical

   EnvironmentSatisfaction  JobSatisfaction MaritalStatus  MonthlyIncome  \
0                        2                4        Single           5993
1                        3                2       Married           5130
2                        4                3        Single           2090
3                        4                3       Married           2909
4                        1                2       Married           3468

   NumCompaniesWorked  WorkLifeBalance  YearsAtCompany
0                   8                1               6
1                   1                3              10
2                   6                3               0
3                   1                3               8
4                   9                3               2
```

[10]:
```
Y=dataset['Attrition']
Y.head()
```

[10]:
```
0    1
1    0
2    1
3    0
4    0
Name: Attrition, dtype: int64
```

[11]:
```
dataset['EducationField'].replace('Life Sciences',1, inplace=True)
dataset['EducationField'].replace('Medical',2, inplace=True)
dataset['EducationField'].replace('Marketing',3, inplace=True)
```

```
dataset['EducationField'].replace('Other',4, inplace=True)
dataset['EducationField'].replace('Technical Degree',5, inplace=True)
dataset['EducationField'].replace('Human Resources',6, inplace=True)
dataset['Department'].replace('Research & Development',1, inplace=True)
dataset['Department'].replace('Sales',2, inplace=True)
dataset['Department'].replace('Human Resources',3, inplace=True)
dataset['MaritalStatus'].replace('Married',1, inplace=True)
dataset['MaritalStatus'].replace('Single',2, inplace=True)
dataset['MaritalStatus'].replace('Divorced',3, inplace=True)
```

[12]:
```
dataset['EducationField'].value_counts()
```

[12]:
```
1    606
2    464
3    159
5    132
4     82
6     27
Name: EducationField, dtype: int64
```

[15]:
```
dataset['Department'].value_counts()
```

[15]:
```
1    961
2    446
3     63
Name: Department, dtype: int64
```

[16]:
```
dataset['MaritalStatus'].value_counts()
```

[16]:
```
1    673
2    470
3    327
Name: MaritalStatus, dtype: int64
```

[17]:
```
x=dataset.select_dtypes(include=['int64'])
x.dtypes
```

[17]:
```
Age                         int64
Attrition                   int64
Department                  int64
DistanceFromHome            int64
Education                   int64
EducationField              int64
EnvironmentSatisfaction     int64
JobSatisfaction             int64
MaritalStatus               int64
MonthlyIncome               int64
```

```
NumCompaniesWorked         int64
WorkLifeBalance            int64
YearsAtCompany             int64
dtype: object
```

[18]:
```
x.columns
```

[18]:
```
Index(['Age', 'Attrition', 'Department', 'DistanceFromHome', 'Education',
       'EducationField', 'EnvironmentSatisfaction', 'JobSatisfaction',
       'MaritalStatus', 'MonthlyIncome', 'NumCompaniesWorked',
       'WorkLifeBalance', 'YearsAtCompany'],
      dtype='object')
```

[19]:
```
y=dataset['Attrition']
y.head()
```

[19]:
```
0    1
1    0
2    1
3    0
4    0
Name: Attrition, dtype: int64
```

[13]:
```
y, x = dmatrices("Attrition ~ Age + Department + DistanceFromHome + Education +␣
 ↪EducationField + YearsAtCompany",
                 dataset, return_type="dataframe")
print(x.columns)
```

```
Index(['Intercept', 'Age', 'Department', 'DistanceFromHome', 'Education',
       'EducationField', 'YearsAtCompany'],
      dtype='object')
```

[14]:
```
y=np.ravel(y)
```

[15]:
```
import sklearn
import statsmodels.api as sm
from sklearn.linear_model import LogisticRegression
model = LogisticRegression()
model = model.fit(x, y)

## Check accuracy on the training set

model.score(x, y)
```

[15]:
```
0.8408163265306122
```

[26]:
```
y.mean()
```

[26]: 0.16122448979591836

[21]:
```python
X_train,X_test,y_train,y_test=sklearn.model_selection.train_test_split(x,y, test_size=0.3, random_state=0)
model2=LogisticRegression()
model2.fit(X_train, y_train)
```

[21]: LogisticRegression()

[22]:
```python
predicted=model2.predict(X_test)
print(predicted)
```

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

[23]:
```python
probability=model2.predict_proba(X_test)
print(probability)
```

```
[[0.86179625 0.13820375]
 [0.80754593 0.19245407]
 [0.74123939 0.25876061]
 [0.83441335 0.16558665]
 [0.73499938 0.26500062]
 [0.79097744 0.20902256]
 [0.85615198 0.14384802]
 [0.85699671 0.14300329]
 [0.96699056 0.03300944]
 [0.93685207 0.06314793]
 [0.95099274 0.04900726]
 [0.83101547 0.16898453]
 [0.86296555 0.13703445]
```

```
[0.86581193 0.13418807]
[0.88750601 0.11249399]
[0.88892617 0.11107383]
[0.88569724 0.11430276]
[0.78516585 0.21483415]
[0.7979449  0.2020551 ]
[0.88511301 0.11488699]
[0.70651596 0.29348404]
[0.94676691 0.05323309]
[0.86736255 0.13263745]
[0.84276454 0.15723546]
[0.60336851 0.39663149]
[0.811292   0.188708  ]
[0.91813729 0.08186271]
[0.93285521 0.06714479]
[0.68230761 0.31769239]
[0.87027136 0.12972864]
[0.87266384 0.12733616]
[0.7696874  0.2303126 ]
[0.86435769 0.13564231]
[0.95758879 0.04241121]
[0.84461485 0.15538515]
[0.8671935  0.1328065 ]
[0.90465979 0.09534021]
[0.68936427 0.31063573]
[0.90703616 0.09296384]
[0.80663477 0.19336523]
[0.91515724 0.08484276]
[0.82351275 0.17648725]
[0.93711514 0.06288486]
[0.93411324 0.06588676]
[0.89447653 0.10552347]
[0.85317747 0.14682253]
[0.78922388 0.21077612]
[0.84879887 0.15120113]
[0.66402457 0.33597543]
[0.76252297 0.23747703]
[0.92851109 0.07148891]
[0.78953697 0.21046303]
[0.86166595 0.13833405]
[0.85837887 0.14162113]
[0.87217673 0.12782327]
[0.78950898 0.21049102]
[0.87690792 0.12309208]
[0.84165447 0.15834553]
[0.72847153 0.27152847]
[0.83181407 0.16818593]
[0.90095035 0.09904965]
```

```
[0.71077332 0.28922668]
[0.92823021 0.07176979]
[0.84375681 0.15624319]
[0.79544108 0.20455892]
[0.86826158 0.13173842]
[0.91679451 0.08320549]
[0.84763056 0.15236944]
[0.89253707 0.10746293]
[0.62872122 0.37127878]
[0.9387539  0.0612461 ]
[0.72620335 0.27379665]
[0.85652974 0.14347026]
[0.84226022 0.15773978]
[0.77436391 0.22563609]
[0.71899557 0.28100443]
[0.93587386 0.06412614]
[0.95710069 0.04289931]
[0.79185841 0.20814159]
[0.89370438 0.10629562]
[0.91382038 0.08617962]
[0.7935459  0.2064541 ]
[0.77934023 0.22065977]
[0.79638992 0.20361008]
[0.83800496 0.16199504]
[0.71395671 0.28604329]
[0.97772715 0.02227285]
[0.94645972 0.05354028]
[0.88617624 0.11382376]
[0.79620164 0.20379836]
[0.61863836 0.38136164]
[0.81866469 0.18133531]
[0.74504132 0.25495868]
[0.86779495 0.13220505]
[0.87071139 0.12928861]
[0.81717471 0.18282529]
[0.71840764 0.28159236]
[0.59825899 0.40174101]
[0.83951549 0.16048451]
[0.88351325 0.11648675]
[0.74352581 0.25647419]
[0.76631615 0.23368385]
[0.98033036 0.01966964]
[0.91857466 0.08142534]
[0.77432841 0.22567159]
[0.92514814 0.07485186]
[0.88123383 0.11876617]
[0.74587179 0.25412821]
[0.90478361 0.09521639]
```

```
[0.78685526 0.21314474]
[0.8114777  0.1885223 ]
[0.93472171 0.06527829]
[0.93836501 0.06163499]
[0.79411745 0.20588255]
[0.81372902 0.18627098]
[0.91610918 0.08389082]
[0.90428343 0.09571657]
[0.84669423 0.15330577]
[0.95384551 0.04615449]
[0.91283691 0.08716309]
[0.85919602 0.14080398]
[0.85902499 0.14097501]
[0.87519518 0.12480482]
[0.7611467  0.2388533 ]
[0.92217685 0.07782315]
[0.96859409 0.03140591]
[0.94398218 0.05601782]
[0.81780292 0.18219708]
[0.88058703 0.11941297]
[0.77894283 0.22105717]
[0.97124464 0.02875536]
[0.88807661 0.11192339]
[0.78715261 0.21284739]
[0.82001482 0.17998518]
[0.94934542 0.05065458]
[0.95888932 0.04111068]
[0.73559224 0.26440776]
[0.93416995 0.06583005]
[0.73750637 0.26249363]
[0.8213675  0.1786325 ]
[0.821712   0.178288  ]
[0.89896703 0.10103297]
[0.78745762 0.21254238]
[0.89825348 0.10174652]
[0.91433817 0.08566183]
[0.92724744 0.07275256]
[0.96594965 0.03405035]
[0.94417364 0.05582636]
[0.93073081 0.06926919]
[0.66320586 0.33679414]
[0.84168651 0.15831349]
[0.82636817 0.17363183]
[0.80616639 0.19383361]
[0.96157632 0.03842368]
[0.93515159 0.06484841]
[0.94778623 0.05221377]
[0.97337825 0.02662175]
```

```
[0.79297057 0.20702943]
[0.87770194 0.12229806]
[0.86103662 0.13896338]
[0.95185478 0.04814522]
[0.93131494 0.06868506]
[0.75685359 0.24314641]
[0.74997802 0.25002198]
[0.95527865 0.04472135]
[0.8695072  0.1304928 ]
[0.81376769 0.18623231]
[0.76990617 0.23009383]
[0.80077911 0.19922089]
[0.9280112  0.0719888 ]
[0.90949245 0.09050755]
[0.94557625 0.05442375]
[0.93330465 0.06669535]
[0.69145909 0.30854091]
[0.93056881 0.06943119]
[0.74525426 0.25474574]
[0.78594343 0.21405657]
[0.933086   0.066914  ]
[0.8087829  0.1912171 ]
[0.85096457 0.14903543]
[0.66956281 0.33043719]
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```

```
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[0.89999984 0.10000016]]
```

[25]:
```
model3=sm.OLS(y,x)
result3=model3.fit()
```

```
print(result3.summary())
from sklearn import metrics

print(metrics.accuracy_score(y_test, predicted))
print(metrics.roc_auc_score(y_test, probability[:, 1]))
```

```
                            OLS Regression Results
==============================================================================
Dep. Variable:                      y   R-squared:                       0.049
Model:                            OLS   Adj. R-squared:                  0.045
Method:                 Least Squares   F-statistic:                     12.47
Date:                Tue, 17 Jan 2023   Prob (F-statistic):           9.62e-14
Time:                        12:25:24   Log-Likelihood:                -578.62
No. Observations:                1470   AIC:                             1171.
Df Residuals:                    1463   BIC:                             1208.
Df Model:                           6
Covariance Type:            nonrobust
==============================================================================
                 coef    std err          t      P>|t|      [0.025      0.975]
------------------------------------------------------------------------------
Intercept      0.2682      0.051      5.232      0.000       0.168       0.369
Age           -0.0051      0.001     -4.618      0.000      -0.007      -0.003
Department     0.0424      0.017      2.492      0.013       0.009       0.076
DistanceFromHome  0.0036      0.001      3.068      0.002       0.001       0.006
Education     -0.0008      0.009     -0.090      0.928      -0.019       0.018
EducationField  0.0151      0.007      2.113      0.035       0.001       0.029
YearsAtCompany   -0.0058      0.002     -3.596      0.000      -0.009      -0.003
==============================================================================
Omnibus:                      415.266   Durbin-Watson:                   1.932
Prob(Omnibus):                  0.000   Jarque-Bera (JB):              842.071
Skew:                           1.730   Prob(JB):                    1.40e-183
Kurtosis:                       4.332   Cond. No.                        221.
==============================================================================

Warnings:
[1] Standard Errors assume that the covariance matrix of the errors is correctly
specified.
```

```
0.8435374149659864
0.6502502887947632
```

[77]:
```
print(metrics.confusion_matrix(y_test, predicted))
print(metrics.classification_report(y_test, predicted))
```

```
[[371   0]
 [ 69   1]]
              precision    recall  f1-score   support

         0.0       0.84      1.00      0.91       371
         1.0       1.00      0.01      0.03        70

    accuracy                           0.84       441
   macro avg       0.92      0.51      0.47       441
weighted avg       0.87      0.84      0.77       441
```

[79]:
```
print(X_train)
```

```
      Intercept   Age  Department  DistanceFromHome  Education  \
338         1.0  30.0         2.0               5.0        3.0
363         1.0  33.0         2.0               5.0        3.0
759         1.0  45.0         3.0              24.0        4.0
793         1.0  28.0         1.0              15.0        2.0
581         1.0  30.0         1.0               1.0        3.0
…           …    …           …                 …          …
763         1.0  34.0         2.0              10.0        4.0
835         1.0  35.0         3.0               8.0        4.0
1216        1.0  43.0         2.0               2.0        3.0
559         1.0  38.0         1.0               2.0        5.0
684         1.0  40.0         2.0              10.0        4.0

      EducationField  YearsAtCompany
338              3.0            10.0
363              3.0             1.0
759              2.0             6.0
793              1.0             4.0
581              1.0             2.0
…                …               …
763              1.0             1.0
835              5.0             5.0
1216             2.0            10.0
559              2.0             1.0
684              3.0             1.0

[1029 rows x 7 columns]
```

[82]:
```
vv=[[1.0, 23.0, 1.0, 500.0, 3.0, 24.0, 100.0]]
print(model.predict_proba(vv))
```

```
[[3.91613733e-04 9.99608386e-01]]

/usr/local/lib/python3.7/site-packages/sklearn/base.py:451: UserWarning: X does
not have valid feature names, but LogisticRegression was fitted with feature
names
  "X does not have valid feature names, but"
```

[ ]:
```

```