

Configuration Manual

MSc Research Project Data Analytics

Aditya Raj Student ID: x20143311

School of Computing National College of Ireland

Supervisor: Dr. M

Dr. Martin Alain

National College of Ireland Project Submission Sheet School of Computing



Student Name:	Aditya Raj
Student ID:	x20143311
Programme:	Data Analytics
Year:	2021
Module:	MSc Research Project
Supervisor:	Dr. Martin Alain
Submission Due Date:	31/01/2021
Project Title:	Configuration Manual
Word Count:	766
Page Count:	11

I hereby certify that the information contained in this (my submission) is information pertaining to research I conducted for this project. All information other than my own contribution will be fully referenced and listed in the relevant bibliography section at the rear of the project.

<u>ALL</u> internet material must be referenced in the bibliography section. Students are required to use the Referencing Standard specified in the report template. To use other author's written or electronic work is illegal (plagiarism) and may result in disciplinary action.

Signature:	Aditya Raj
Date:	31st January 2022

PLEASE READ THE FOLLOWING INSTRUCTIONS AND CHECKLIST:

Attach a completed copy of this sheet to each project (including multiple copies).Attach a Moodle submission receipt of the online project submission, to
each project (including multiple copies).You must ensure that you retain a HARD COPY of the project, both for

your own reference and in case a project is lost or mislaid. It is not sufficient to keep a copy on computer.

Assignments that are submitted to the Programme Coordinator office must be placed into the assignment box located outside the office.

Office Use Only	
Signature:	
Date:	
Penalty Applied (if applicable):	

Configuration Manual

Aditya Raj x20143311

1 Introduction

In this configuration handbook, the detailed instructions of implementation are elucidated clearly. The steps pertaining to Tier - I and Tier - II of the KDD data mining process such as Data Selection, Data Preprocessing, Exploratory Data Analysis, Data Transformation, Modelling and Evaluation are supported with Code snippets, Screenshots, and Instructions for execution.

2 Hardware and Software Requirements

Device Name/OS	Macbook Pro/macOS Big Sur Version 11.0.1
RAM/CPU	16 GB 1867 MHz DDR3/2.7 GHz Dual-Core Intel
	Core i5
Hard Disk	256 GB SSD
GPU	Intel Iris Graphics 6100 1536 MB

 Table 1: Hardware Specifications

 Table 2: Software Specifications

Programming Language	Python Version 3.9
IDE	Jupyter Notebook
Browser	Google Chrome

3 Data Selection

3.1 Download the IBM HR Analytics Employee Attrition Dataset

• Open the URL https://www.kaggle.com/pavansubhasht/ibm-hr-analyticsattrition-dataset, Click on Download to download the dataset on to your system. Once downloaded, place the file in new folder which can be referenced as a file path for data source.

3.2 Installing and Importing Libraries and Data on Jupyter Notebook File

- 1. Select New and Python 3 from Jupyter Notebook Home to create a new Jupyter notebook file.
- 2. Install and Import the prerequisite libraries for the research. Use pip install <package-name> to install any libraries.

p install numpy				
1	p install numpy	p install numpy	p install numpy	p install numpy

1.	Importing Libraries
(1091) 1	import missingno as mano
2	from bandas profiling import ProfileReport
3	
4	# Numerical transformations
5	import numpy as np
6	# Data Processing
7	import pandas as pd
8	
9	# Visualisation
10	import matplotlib.pyplot as plt
11	from matplotlib import rc
12	import seaborn as sns
13	<pre>%matplotlib inline</pre>
14	import plotly.offline as py
15	py.init_notebook_mode(connected=True)
16	<pre>import plotly.graph_objs as go</pre>
17	import plotly.tools as tls
18	<pre>import plotly.figure_factory as ff</pre>
19	pd.options.display.max_columns = None
20	import warnings
21	warnings.filterwarnings('ignore')
22	from matplotlib.colors import ListedColormap
23	
24	from datetime import datetime
25	from sklearn.preprocessing import StandardScaler, LabelEncoder
26	from sklearn.model_selection import GridSearchCV, RandomizedSearchCV, cross_val_score, learning_curve, train_test
27	from sklearn.metrics import precision_score, roc_auc_score, recall_score, confusion_matrix, roc_curve, precision_
28	from lightgbm import LGBMClassifier
29	
30	# INBlearn
31	#Imblearn
32	from implearn.over_samping import kandomkversampier
3.3	from implearn.under sampling import KandomUnderSampler
34	from insteal
35	from implearn.over_sampling import ADASIN
30	

Figure 1: Import Libraries

3.3 Data Understanding

1. The data is imported using pandas - read_csv function.

	2	df	head(1	0)	ita/WA_FI	I-USECHR	-Employee-Attri	tion.csv")			
10]:		Age	Attrition	BusinessTravel	DailyRate	Department	DistanceFromHome	Education	EducationField	EmployeeCount	EmployeeNumber	EnvironmentSatis
	0	41	Yes	Travel_Rarely	1102	Sales	1	2	Life Sciences	1	1	
	1	49	No	Travel_Frequently	279	Research & Development	8	1	Life Sciences	1	2	
	2	37	Yes	Travel_Rarely	1373	Research & Development	2	2	Other	1	4	
	3	33	No	Travel_Frequently	1392	Research & Development	3	4	Life Sciences	1	5	
	4	27	No	Travel_Rarely	591	Research & Development	2	1	Medical	1	7	
	5	32	No	Travel_Frequently	1005	Research & Development	2	2	Life Sciences	1	8	
	6	59	No	Travel_Rarely	1324	Research & Development	3	3	Medical	1	10	
	7	30	No	Travel_Rarely	1358	Research & Development	24	1	Life Sciences	1	11	
	8	38	No	Travel_Frequently	216	Research & Development	23	3	Life Sciences	1	12	
	9	36	No	Travel_Rarely	1299	Research & Development	27	3	Medical	1	13	

Figure 2: Data Import

4 Data Preprocessing

1. The data is further checked for validations such as missing values, profiling, outliers detection etc. The missing values were evaluated on the dataset by importing **missingno** library.



Figure 3: Missing Values

2. The data profiling is powered by **pandas-profiling** library that prepared a **Pro-fileReport** as illustrated in figure fig:Profiling. Based on the insights gained from profiling report, 4 variables are dropped from the dataset, bringing down the number of variables in the dataset to 31.

	ons	the par tant valu	idas profiling les, including	it is ob Emplo	served tha	t Employee Count or which is an auto	t, <mark>Over</mark> o-incre	18 and Sement va	riable an	d have no	signific	les with cance o
а	πec	ting the	attrition rate	of an e	mployee. F	lence, these colur	nns ca	in be dro	oppea tro	m our data	iset.	
	Ale	erts				EmployeeNumber Real number (Red)		Distinct (%)	1470	Minimum	1 2068	
						UNIQUE		Missing	0	Zeros	0	
	Err	ployee	Count has c	onstant	value "1"			Missing (%)	0.0%	Zeros (%)	0.0%	
								Infinite	0	Negative	0	
	0	er18 h	as constant v	value "T	rue"			Mean	1024.865306	Memory size	0.0%	8
					Acres and the second	and determined						
]:	1 0 2 d 3 d	f = df.d f.head()	g insignifica rop(columns =	['Emplo	oyeeCount',	'EmployeeNumber',	'Stand	lardHours	', 'Over1	8'])		
]:]: 	2 d 3 d	f = df.d f.head() Attrition	g insignifica rop(columns = BusinessTravel	['Emplo	Department	DistanceFromHome Educ	'Stand	lardHours ducationFie	', 'Overl d Environme	8 ']) entSatisfaction	Gender	HourlyRate
]:	1 2 d 3 d Age	f = df.d f.head() Attrition	g insignifica rop(columns = BusinessTravel Travel_Rarely	DailyRate	Department Sales	'EmployeeNumber', DistanceFromHome Educ	'Stand cation Ex 2	lardHours ducationFiel Life Science	', 'Overl d Environmo	8']) entSatisfaction 2	Gender Female	HourlyRate 94
]:	1 % 2 d 3 d Age 0 4 1 4	f = df.d f.head() Attrition Yes No	g insignifica irop(columns = BusinessTravel Travel_Rarely Travel_Frequently	DailyRate	Department Sales Research & Development	'EmployeeNumber', DistanceFromHome Educ	'Stand cation E 2 1	ducationFiel Life Science	', 'Overl d Environmo s s	8']) entSatisfaction 2 3	Gender Female Male	HourlyRate 94
]:]:	1 d 2 d 3 d Age 0 4 1 4 2 3 3	f = df.d f.head() Attrition Yes No Yes	g insignifica irop(columns = BusinessTravel Travel_Rarely Travel_Rarely Travel_Rarely	DailyRate 1102 279 1373	Department Sales Research & Development Research & Development	'EmployeeNumber', DistanceFromHome Educ 1 8 2	'Stand cation E 2 1 2	ducationFiel Life Science Life Science Oth	', 'Overl d Environm s s	8']) entSatisfaction 2 3 4	Gender Female Male Male	HouriyRate 9. 6
•	1 d 3 d Age 0 4 1 4 2 3 3 3	f = df.d f.head() Attrition Yes No Yes No	g insignifica rop(columns = BusinessTravel Travel_Rarely Travel_Rarely Travel_Prequently Travel_Prequently	['Emplo DailyRate 1102 279 1373 1392	Department Sales Research & Development Research & Development Research &	<pre>'SmployeeNumber', 'SmployeeNumber', DistanceFromHome Educ 1 8 2 3</pre>	'Stand cation Ex 2 1 2 4	ducationFiel Life Science Life Science Oth Life Science	', 'Over1 d Environm s s s s s	8'1) 2 3 4 4	Gender Female Male Female	HourlyRate 94 6 95

Figure 4: Profiling

3. Outlier Analysis performed using **boxplot** powered by **seaborn** library. There are significant outliers observed in the data that needs to be treated.



Figure 5: Outlier Analysis

4. Chi-squared test is performed on categorical variable to check their statistical significance. In order to achieve this, **chi2_contingency** was inherited from **scipy.stats** module



Figure 6: Chi-squared Test

5 Exploratory Data Analysis

The data is visualized against the target variable "Attrition" with respect to other features to extract insights. **Pie charts**, **Bar charts** and **Pie-donut** were build using **matlplotlib.pyplot**, **countplot** from **seaborn** library, various plots (**bar**, **scatter**, **pie**) from **plotly.graph objs**.



Figure 7: Attrition Rate Analysis Code



Figure 8: Attrition Rate Analysis

6 Data Preparation

6.1 Feature Engineering

In this research, 11 new features were engineered from the existing variables and their relationship with the target variable were analyzed. Based on the analysis, the following new features created were SalesDpt, RDDpt ModJobInv, ModTraining, MeanSatisfaction, OverSatRating, LongDis, Hrate Mrate, Stability, TotalCompWorked and Loyalty.



Figure 9: Feature Engineering

6.2 Feature Encoding and Scaling

All the binary columns (Features with 2 unique values) were converted into numerical values using Label Encoding. All the other category columns which had less than 10 unique values within the entire dataset were subjected to dummy encoding. The numerical columns were identified from the data and standard scaling was performed. Feature Encoding used LabelEncoder and get_dummies from sklearn.preprocessing and pandas package respectively. The normalization of values was performed using StandardScaler from sklearn.preprocessing.



Figure 10: Feature Encoding and Scaling

6.3 Correlation Matrix

It is a visual representation of correlation coefficients between independent variables in the form of a matrix. Based on the threshold, 3 variables were found to be multicollinear and hence, dropped from the dataset. The correlation between the variables was produced using **corr** function from **pandas.DataFrame** package and illustrated using **create**_distplotfromplotly.figure factory.

6.4 Train and Test Split, Handling Class Imbalance

The data was then split into train and test set using train_test_split imported from sklearn.model_selection library. Once the training and test samples were created, the class balancing techniques were incorporated using **RandomOversampler** and **SMOTE**, functions imported from **imblearn.over sampling**.



Figure 12: Train and Test Split Oversampling

7 Modelling

Once the data was ready for model training, the baseline models **RandomForestClassifier** was imported from **sklearn.ensemble** and **LGBMClassifier** was imported from **lightgbm**. Random Forest Classifier and LightGBM were the proposed models for the research in combination with ensemble methods for hyperparameter tuning such as Grid-SearchCV and Recursive Feature Elimination. The approaches defined within the Modelling section different libraries adhering to the proposed research were imported such as **make_pipeline** from **sklearn.pipeline** to be used an estimator for **GridSearchCV** imported from **sklearn.model_selection** to identify the best parameters and best Cross validation score. Another approach pertaining to Recursive Feature Elimination required to import **RFECV** from **sklearn.feature selection**.

6.a) Random Forest Classifier using Grid Search Cross Validation and Selection of Best Hyperparameters - Model 1

Random Forest Classifier is implemented using 10-fold Grid Search Cross Validation on our original and artifically oversampled datasets to train our model. We will assess the scores to select the optimum dataset for model training and choose best parameters based on the results.



Figure 13: Model 1 RF Classifier GridSearchCV



Figure 14: Model 2 RF RFECV



Figure 15: Model 3 RF Man Hyp



Figure 16: Model 4 LGBM

8 Evaluation

The performance of each classifier is assessed on the basis of F1-score, Accuracy and ROC AUC score. The required libraries for f1_score, accuracy_score and roc_auc_score, confusion_matrix and classification_reportare imported from sklearn.metrics.



Figure 17: Model 4 LGBM F1



Figure 18: Model 4 LGBM AUC



Figure 19: Model 4 LGBM Feature Importance