```
FREQUENCIES VARIABLES=educ
  /BARCHART FREQ
  /ORDER=ANALYSIS.
```

```
FREQUENCIES VARIABLES=educ
  /STATISTICS=VARIANCE MINIMUM MAXIMUM MEAN
  /BARCHART FREQ
  /ORDER=ANALYSIS.
```

Frequencies

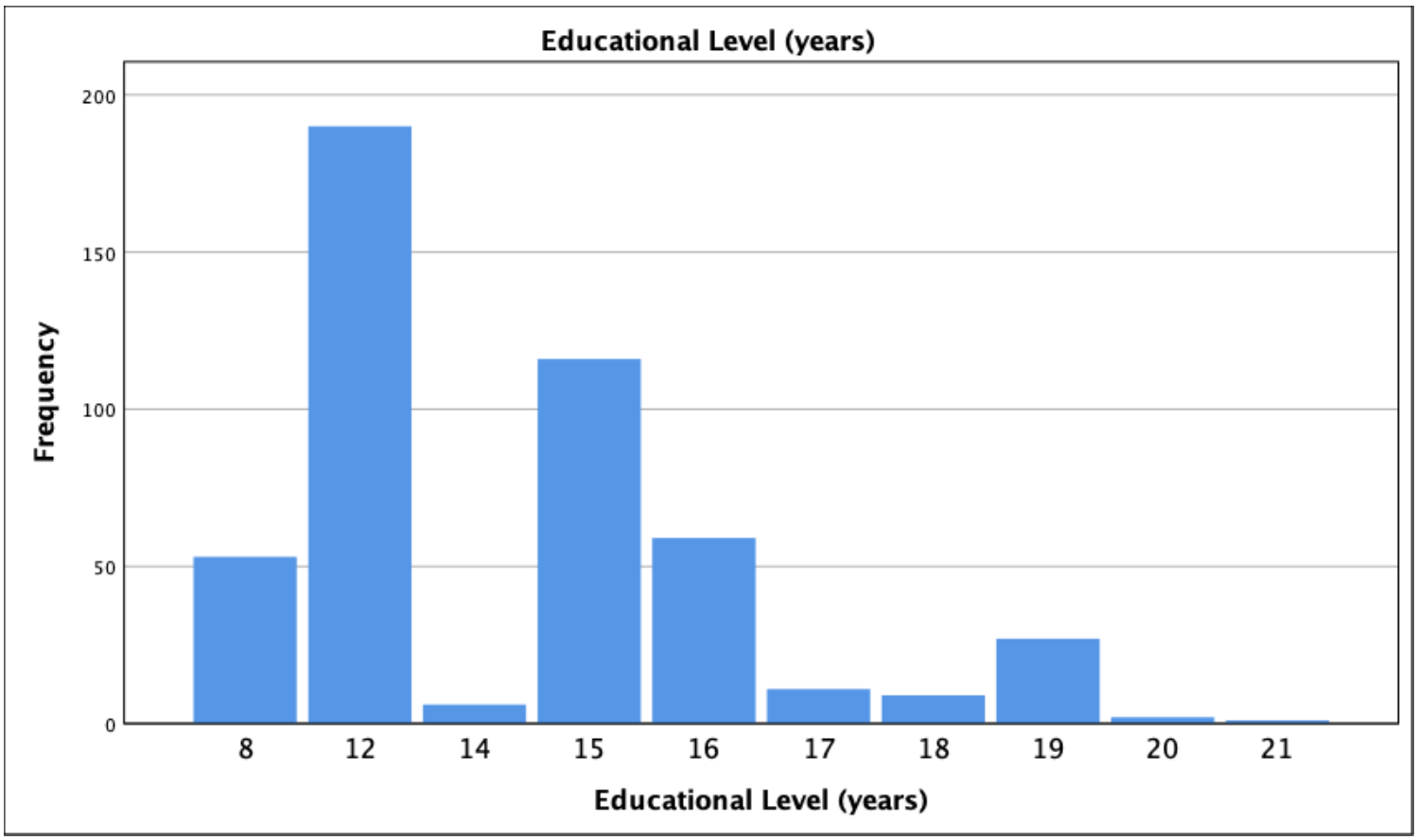
Statistics

Educational Level (years)

N	Valid	474
	Missing	0
Mean		13.49
Variance		8.322
Minimum		8
Maximum		21

Educational Level (years)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	8	53	11.2	11.2	11.2
	12	190	40.1	40.1	51.3
	14	6	1.3	1.3	52.5
	15	116	24.5	24.5	77.0
	16	59	12.4	12.4	89.5
	17	11	2.3	2.3	91.8
	18	9	1.9	1.9	93.7
	19	27	5.7	5.7	99.4
	20	2	.4	.4	99.8
	21	1	.2	.2	100.0
	Total	474	100.0	100.0	




```
FREQUENCIES VARIABLES=jobcat
  /STATISTICS=VARIANCE MINIMUM MAXIMUM MEAN
  /BARCHART FREQ
  /ORDER=ANALYSIS.
```

Frequencies

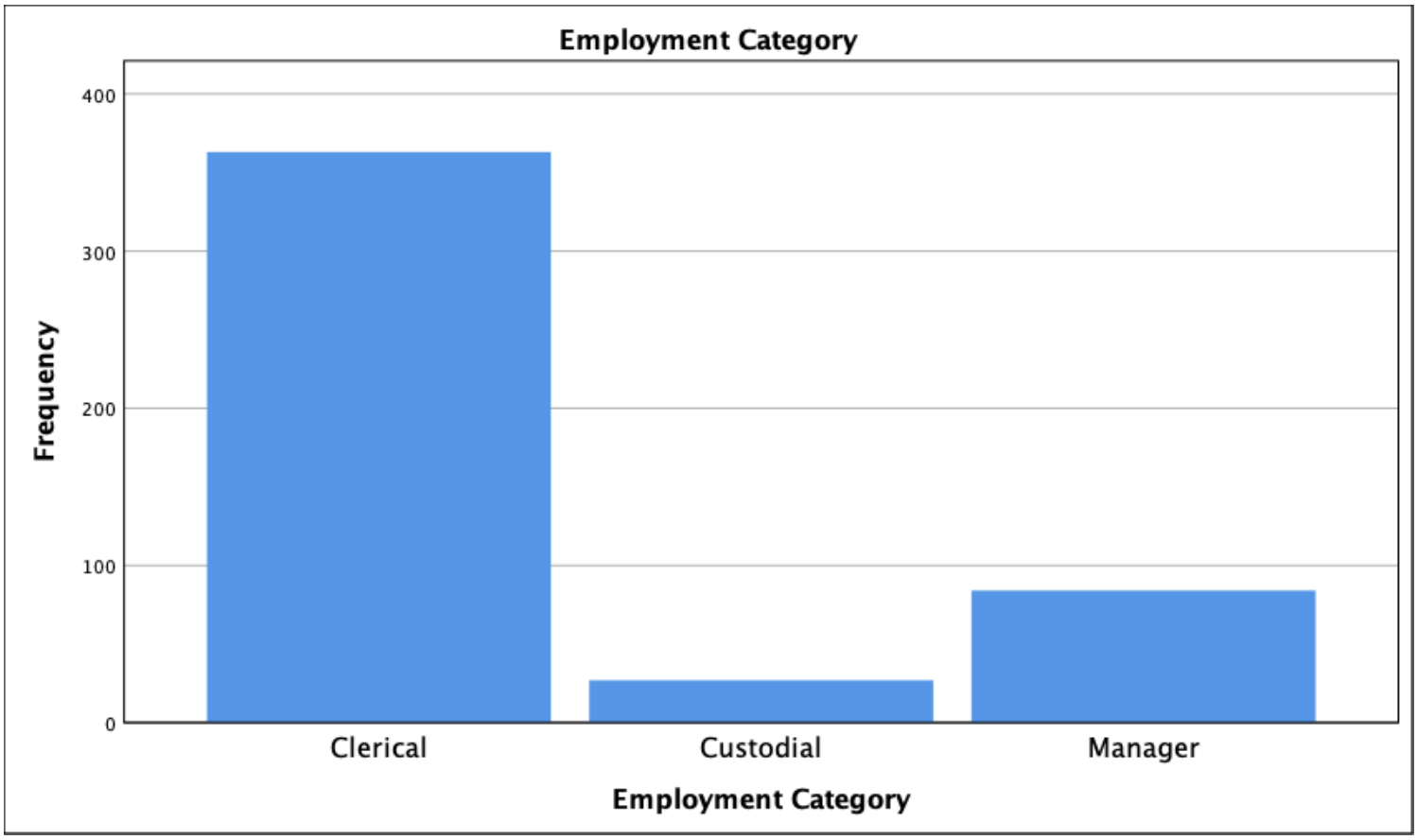
Statistics

Employment Category

N	Valid	474
	Missing	0
Mean		1.41
Variance		.598
Minimum		1
Maximum		3

Employment Category

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Clerical	363	76.6	76.6	76.6
	Custodial	27	5.7	5.7	82.3
	Manager	84	17.7	17.7	100.0
	Total	474	100.0	100.0	




```
FREQUENCIES VARIABLES=minority
  /STATISTICS=VARIANCE MINIMUM MAXIMUM MEAN
  /BARCHART FREQ
  /ORDER=ANALYSIS.
```

Frequencies

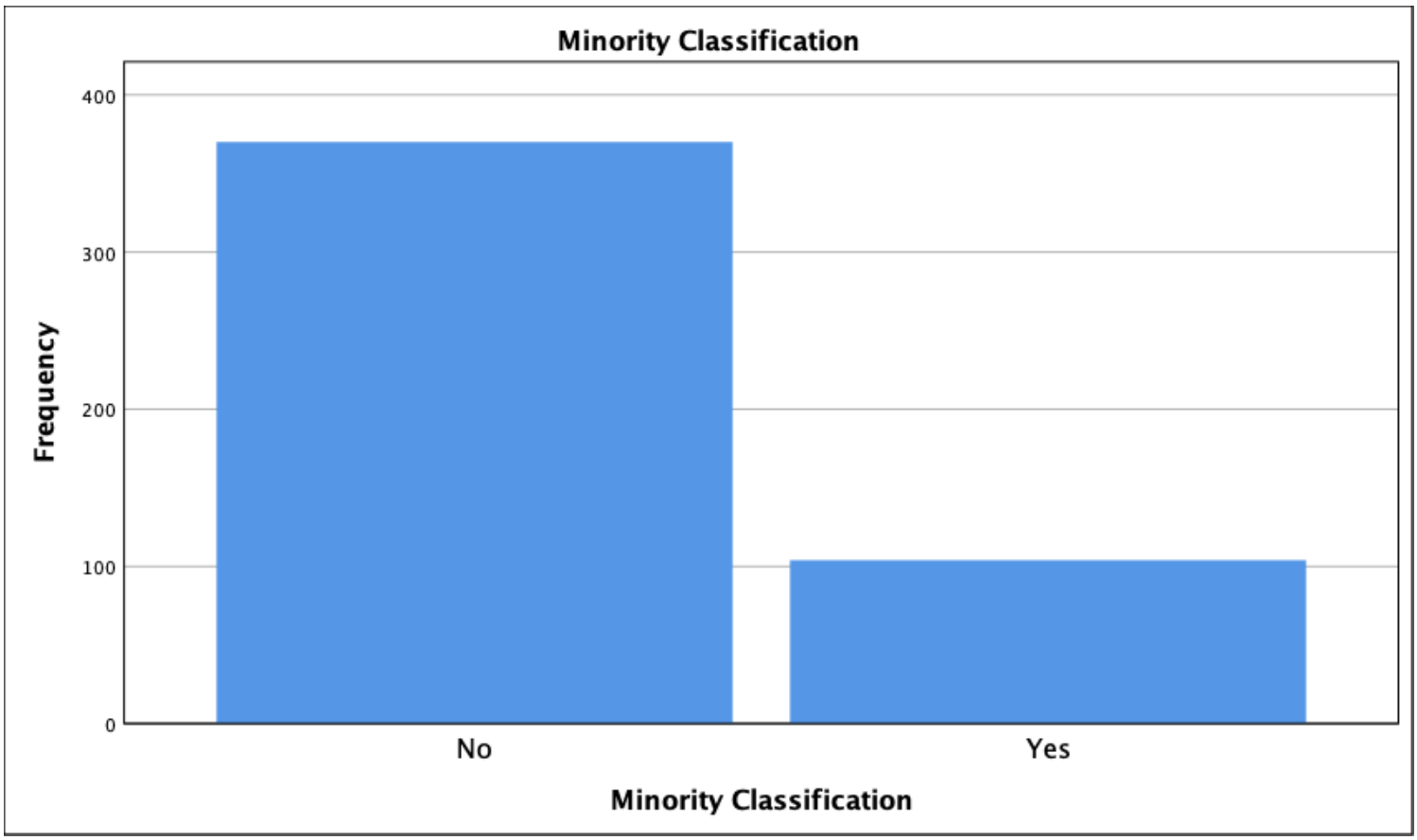
Statistics

Minority Classification

N	Valid	474
	Missing	0
Mean		.22
Variance		.172
Minimum		0
Maximum		1

Minority Classification

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	370	78.1	78.1	78.1
	Yes	104	21.9	21.9	100.0
	Total	474	100.0	100.0	




```
FREQUENCIES VARIABLES=gender
  /STATISTICS=VARIANCE MINIMUM MAXIMUM MEAN
  /PIECHART PERCENT
  /ORDER=ANALYSIS.
```

Frequencies

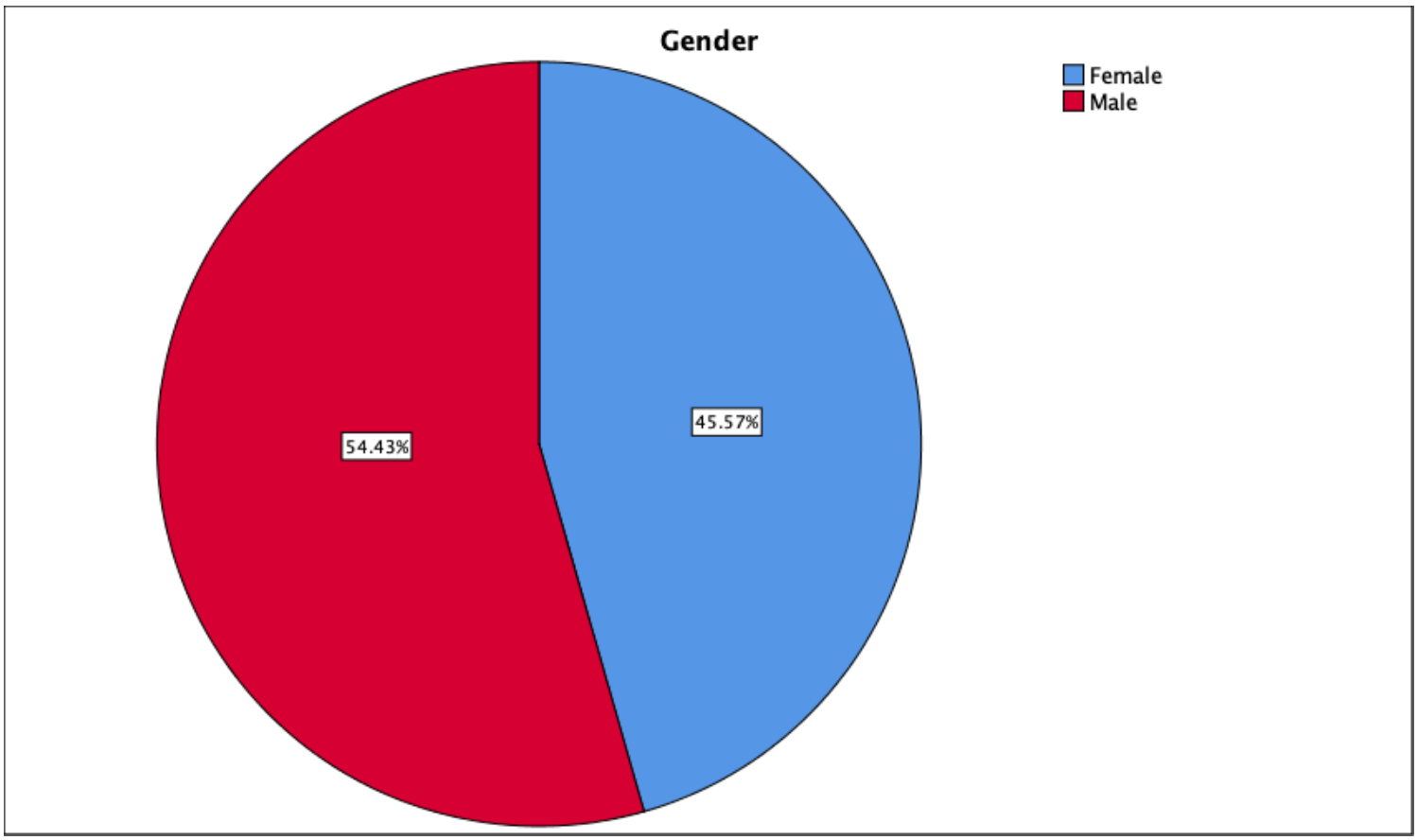
Statistics

Gender

N	Valid	474
	Missing	0
Mean		1.54
Variance		.249
Minimum		1
Maximum		2

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	216	45.6	45.6	45.6
	Male	258	54.4	54.4	100.0
	Total	474	100.0	100.0	




```
DESCRIPTIVES VARIABLES=salary
  /STATISTICS=MEAN STDDEV VARIANCE SKEWNESS.
```

Descriptive

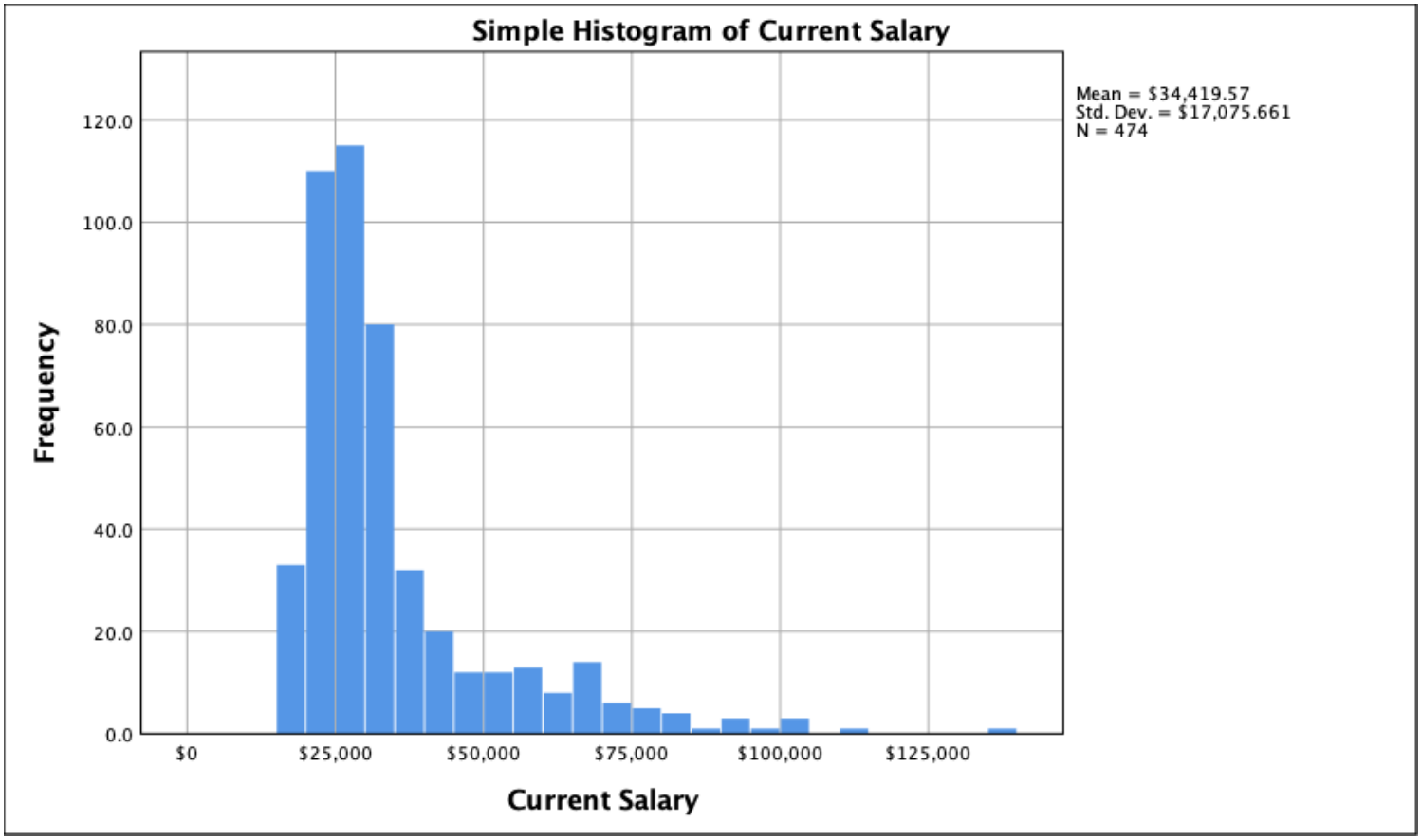
Descriptive Statistics

	N	Mean	Std. Deviation	Variance	Skewness	
	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error
Current Salary	474	$34,419.57	$17,075.661	291578214.453	2.125	.112
Valid N (listwise)	474					

```
* Chart Builder.
GGRAPH
  /GRAPHDATASET NAME="graphdataset" VARIABLES=salary MISSING=LISTWISE
REPORTMISSING=NO
  /GRAPHSPEC SOURCE=INLINE.
BEGIN GPL
  SOURCE: s=userSource(id("graphdataset"))
  DATA: salary=col(source(s), name("salary"))
  GUIDE: axis(dim(1), label("Current Salary"))
  GUIDE: axis(dim(2), label("Frequency"))
  GUIDE: text.title(label("Simple Histogram of Current Salary"))
  ELEMENT: interval(position(summary.count(bin.rect(salary))),
shape.interior(shape.square))
```

```
END GPL.
```

Graph of Current salary




```
DESCRIPTIVES VARIABLES=salbegin
  /STATISTICS=MEAN STDDEV VARIANCE SKEWNESS.
```

Descriptives

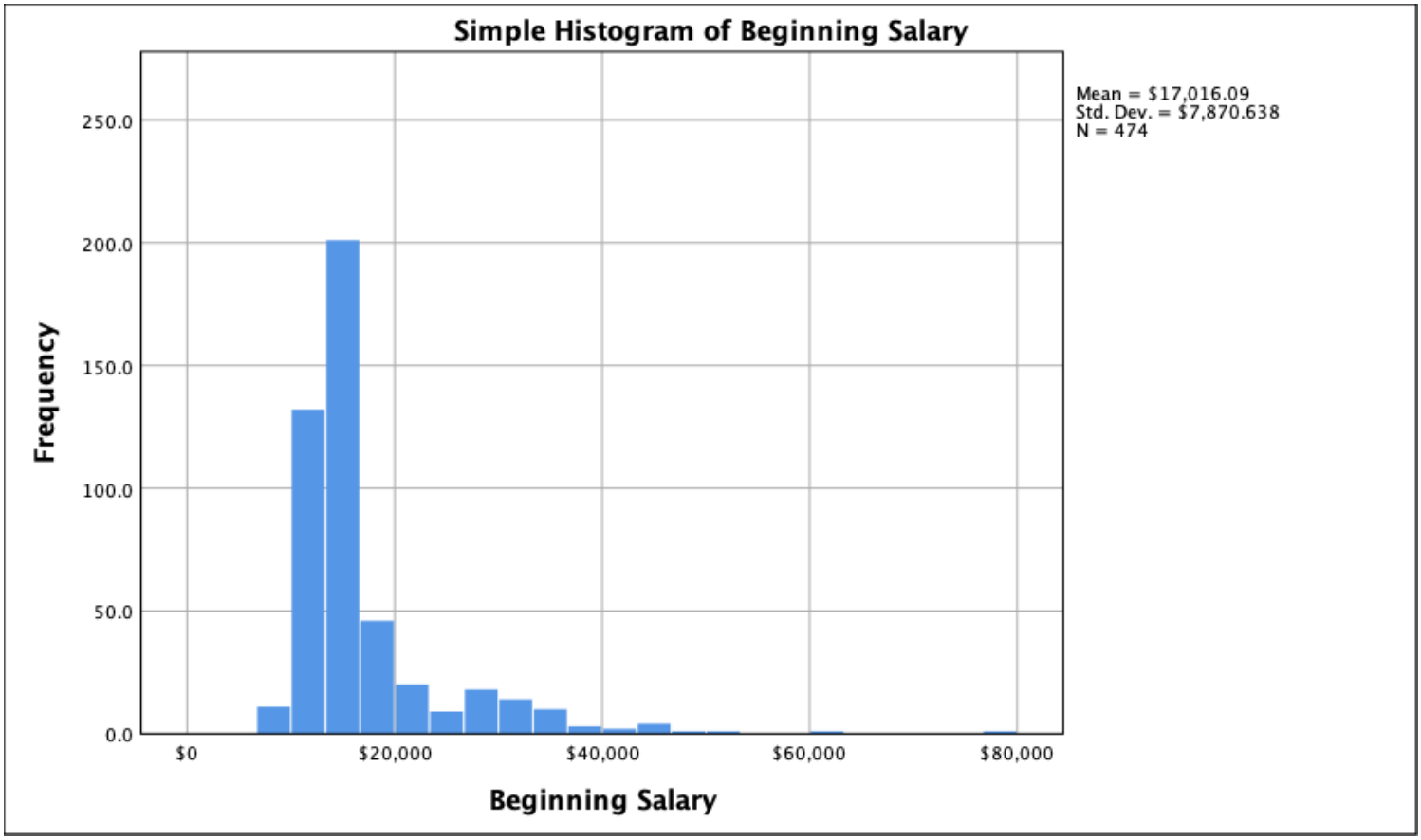
Descriptive Statistics

	N	Mean	Std. Deviation	Variance	Skewness	
	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error
Beginning Salary	474	$17,016.09	$7,870.638	61946944.959	2.853	.112
Valid N (listwise)	474					

```
* Chart Builder.
GGRAPH
  /GRAPHDATASET NAME="graphdataset" VARIABLES=salbegin MISSING=LISTWISE
REPORTMISSING=NO
  /GRAPHSPEC SOURCE=INLINE.
BEGIN GPL
  SOURCE: s=userSource(id("graphdataset"))
  DATA: salbegin=col(source(s), name("salbegin"))
  GUIDE: axis(dim(1), label("Beginning Salary"))
```

```
  GUIDE: axis(dim(2), label("Frequency"))
  GUIDE: text.title(label("Simple Histogram of Beginning Salary"))
  ELEMENT: interval(position(summary.count(bin.rect(salbegin))),
shape.interior(shape.square))
END GPL.
```

Graph of Beginning salary




```
DESCRIPTIVES VARIABLES=prevexp
  /STATISTICS=MEAN STDDEV VARIANCE SKEWNESS.
```

Descriptive

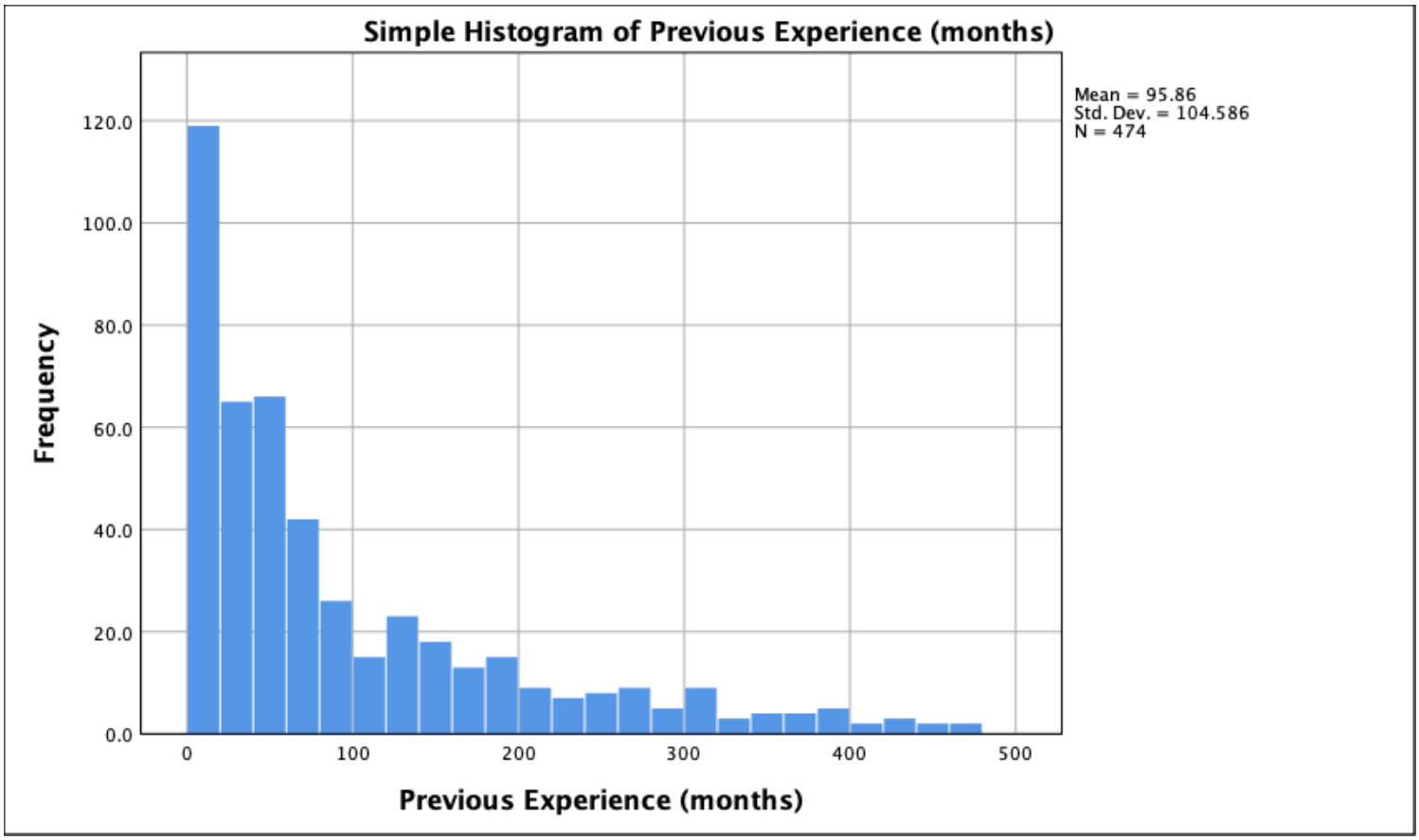
Descriptive Statistics

	N	Mean	Std. Deviation	Variance	Skewness	
	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error
Previous Experience (months)	474	95.86	104.586	10938.281	1.510	.112
Valid N (listwise)	474					

```
* Chart Builder.
GGRAPH
```

```
  /GRAPHDATASET NAME="graphdataset" VARIABLES=prevexp MISSING=LISTWISE
REPORTMISSING=NO
  /GRAPHSPEC SOURCE=INLINE.
BEGIN GPL
  SOURCE: s=userSource(id("graphdataset"))
  DATA: prevexp=col(source(s), name("prevexp"))
  GUIDE: axis(dim(1), label("Previous Experience (months)"))
  GUIDE: axis(dim(2), label("Frequency"))
  GUIDE: text.title(label("Simple Histogram of Previous Experience
(months)"))
  ELEMENT: interval(position(summary.count(bin.rect(prevexp))),
shape.interior(shape.square))
END GPL.
```

Graphs for previous experience




```
DESCRIPTIVES VARIABLES=jobtime
  /STATISTICS=MEAN STDDEV VARIANCE SKEWNESS.
```

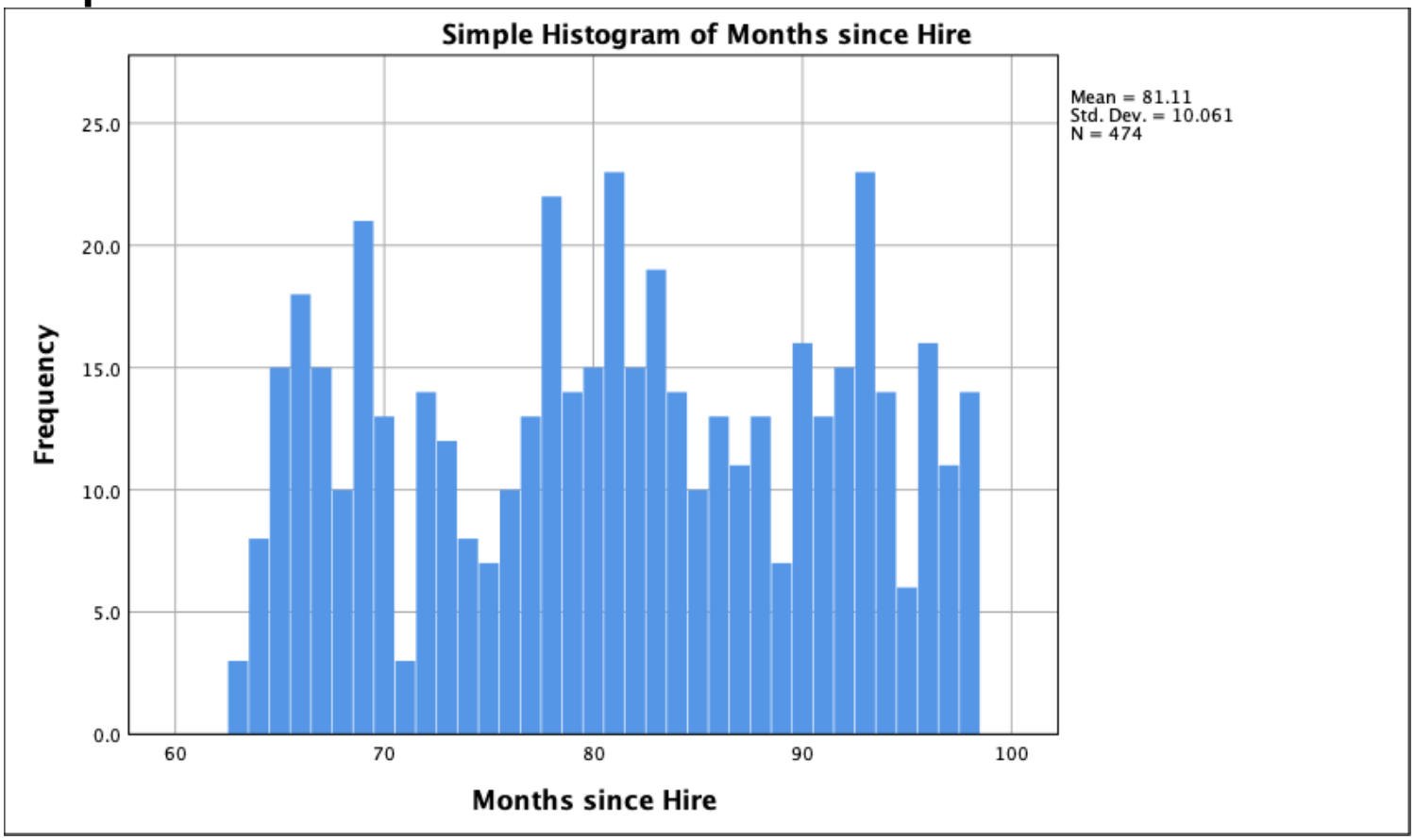
Descriptives Months since Hire

Descriptive Statistics

	N	Mean	Std. Deviation	Variance	Skewness	
	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error
Months since Hire	474	81.11	10.061	101.223	-.053	.112
Valid N (listwise)	474					

```
* Chart Builder.
GGRAPH
  /GRAPHDATASET NAME="graphdataset" VARIABLES=jobtime MISSING=LISTWISE
REPORTMISSING=NO
  /GRAPHSPEC SOURCE=INLINE.
BEGIN GPL
  SOURCE: s=userSource(id("graphdataset"))
  DATA: jobtime=col(source(s), name("jobtime"))
  GUIDE: axis(dim(1), label("Months since Hire"))
  GUIDE: axis(dim(2), label("Frequency"))
  GUIDE: text.title(label("Simple Histogram of Months since Hire"))
  ELEMENT: interval(position(summary.count(bin.rect(jobtime))),
shape.interior(shape.square))
END GPL.
```

Graph for Months since Hire




```
FREQUENCIES VARIABLES=jobcat
  /STATISTICS=VARIANCE MINIMUM MAXIMUM MEAN
  /PIECHART PERCENT
  /ORDER=ANALYSIS.
```

Frequencies

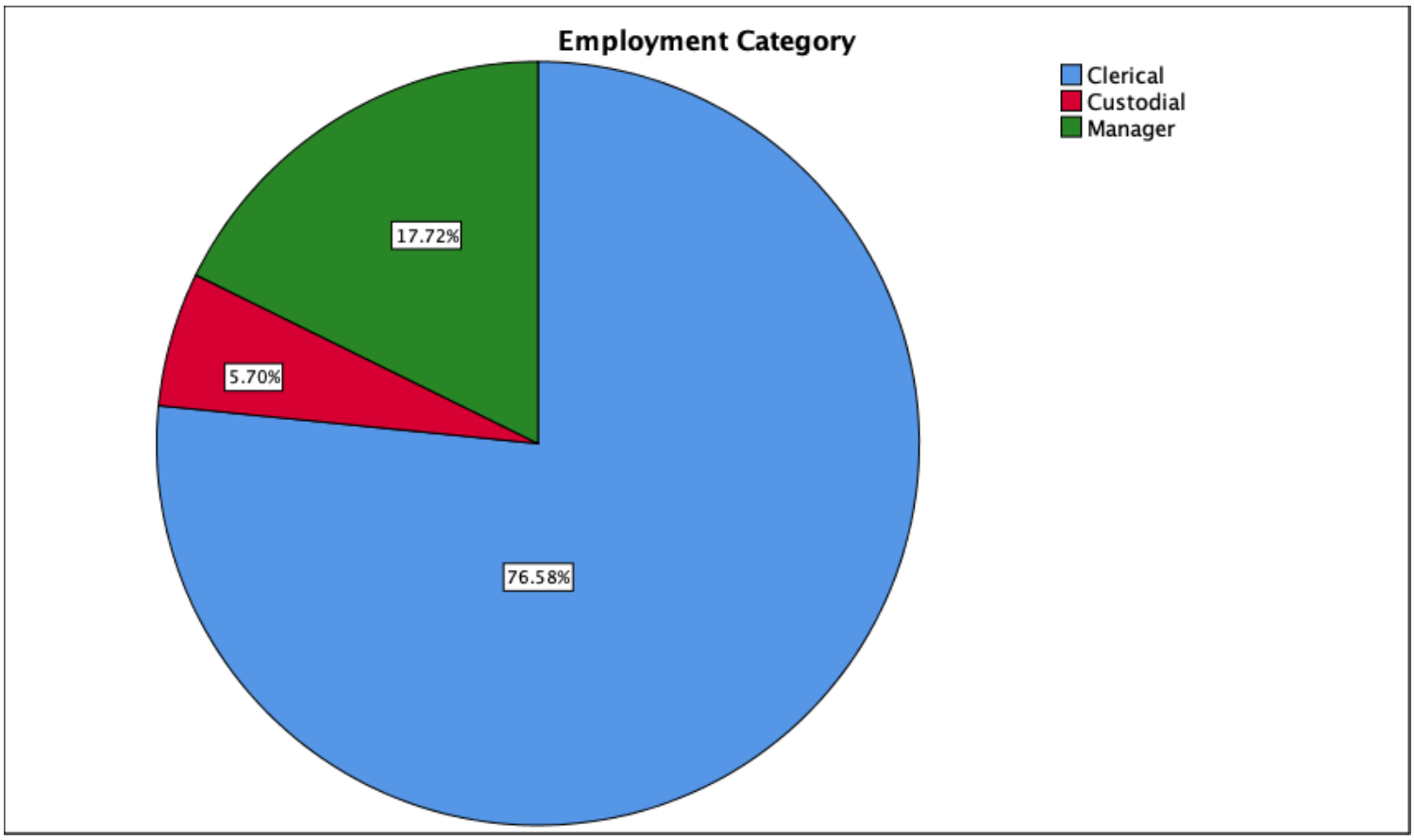
Statistics

Employment Category

N	Valid	474
	Missing	0
Mean		1.41
Variance		.598
Minimum		1
Maximum		3

Employment Category

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Clerical	363	76.6	76.6	76.6
	Custodial	27	5.7	5.7	82.3
	Manager	84	17.7	17.7	100.0
	Total	474	100.0	100.0	




```
RECODE educ (Lowest thru 14=1) (15 thru 17=2) (18 thru Highest=3).
EXECUTE.
```

Crosstabs For Minority and Employment Category

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Minority Classification * Employment Category	474	100.0%	0	0.0%	474	100.0%

Minority Classification * Employment Category Crosstabulation

Count

		Employment Category			
		Clerical	Custodial	Manager	Total
Minority Classification	No	276	14	80	370
	Yes	87	13	4	104
Total		363	27	84	474

```
IF  (jobcat=3) New_Salary=salbegin+salbegin*0.2.
EXECUTE.
IF  (jobcat=1) New_Salary=salbegin+salbegin*0.15.
EXECUTE.
IF  (jobcat=2) New_Salary=salbegin+salbegin*0.1.
EXECUTE.
DESCRIPTIVES VARIABLES=New_Salary
  /STATISTICS=MEAN SUM STDDEV VARIANCE RANGE SKEWNESS.
```

Descriptive For new Salary

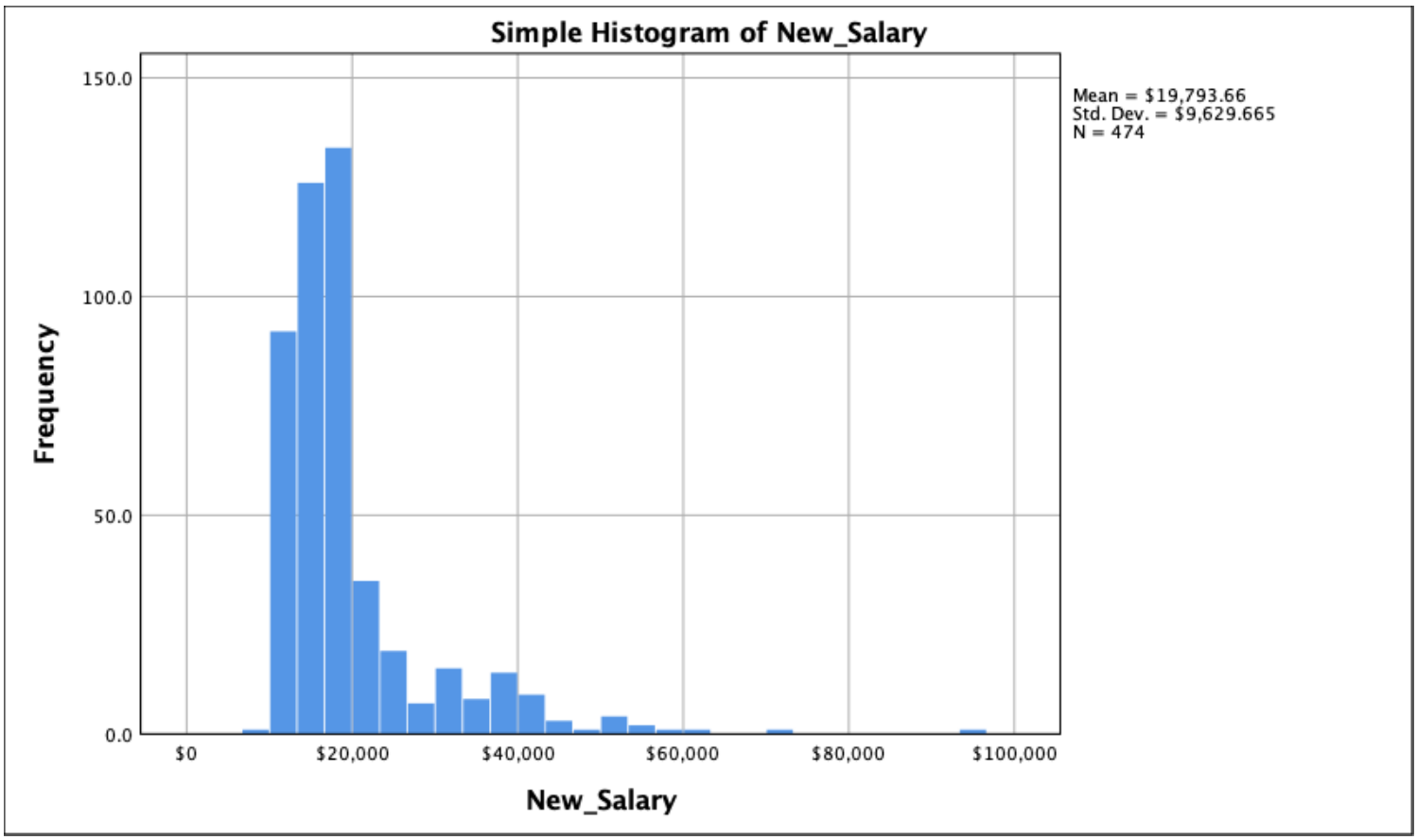
Descriptive Statistics

	N	Range	Sum	Mean	Std. Deviation	Variance	Skewness	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	
New_Salary	474	$86,076	$9,382,197	$19,793.66	$9,629.665	92730442.834	2.841	
Valid N (listwise)	474							

```
* Chart Builder.
GGRAPH
  /GRAPHDATASET NAME="graphdataset" VARIABLES=New_Salary MISSING=LISTWISE
REPORTMISSING=NO
  /GRAPHSPEC SOURCE=INLINE.
BEGIN GPL
  SOURCE: s=userSource(id("graphdataset"))
  DATA: New_Salary=col(source(s), name("New_Salary"))
  GUIDE: axis(dim(1), label("New_Salary"))
  GUIDE: axis(dim(2), label("Frequency"))
```

```
  GUIDE: text.title(label("Simple Histogram of New_Salary"))
  ELEMENT: interval(position(summary.count(bin.rect(New_Salary))),
shape.interior(shape.square))
END GPL.
```

New Salary graph 01




```
CORRELATIONS
  /VARIABLES=salary prevexp
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

Correlations

		Current Salary	Previous Experience (months)
Current Salary	Pearson Correlation	1	-.097*
	Sig. (2-tailed)		.034
	N	474	474
Previous Experience (months)	Pearson Correlation	-.097*	1
	Sig. (2-tailed)	.034	
	N	474	474

*. Correlation is significant at the 0.05 level (2-tailed).

```
NONPAR CORR
  /VARIABLES=salbegin educ
  /PRINT=SPEARMAN TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Nonparametric Correlations

a. Based on availability of workspace memory

Correlations

			Beginning Salary	Educational Level (years)
Spearman's rho	Beginning Salary	Correlation Coefficient	1.000	.688**
		Sig. (2-tailed)	.	.000
		N	474	474
	Educational Level (years)	Correlation Coefficient	.688**	1.000
		Sig. (2-tailed)	.000	.
		N	474	474

**. Correlation is significant at the 0.01 level (2-tailed).