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Assignment 2 – Research and Analysis 1

The sample of public sector analysts identify as White (non-Hispanic) employees (69%), while a multitude of ethnic races (Black, Hispanic, Asian, and Other) comprise the remainder of the positions (31%). Overall, 90% of all employed analysts hold a bachelor's degree, with most holding just a bachelor's degree and others completing a graduate degree. In terms of the gender identity representation of public sector analysts, males are slightly less likely to be employed in these positions compared to females (52 % vs 48%).

Public sector analysts hold positions mostly at the federal-level compared to state-level government (52% vs 29%). Over 30% of analysts are employed in operations systems analyst positions, while only a small percentage are employed as financial analysts (9%). Analysts hold positions all over the United States, with majority working in the South Atlantic region (42%). The mean annual salary for a public sector analyst is $83, 835.

Applying a bivariate analysis, we analyzed the relationship between race/ethnicity and the mean salary earnings of public sector analysts. Public sector analysts who identified as White (Non-Hispanic) earned $9,742.06 more on average than analysts who identified as Hispanic. Black (non-Hispanic) analysts earned an average of $84,995.05 compared to Asian analysts who earned an average of $81,986.34.

Other characteristics were also related to salary such as gender identity, level of government and education level. Analysts who held a master's degree or higher earned substantially more on average than analysts holding an associate's degree or higher. In terms of gender identity, we found a statistically significant relationship where female public sector analysts earned $7,633.20 less on average than male analysts. Analysts who employed in federal government out-earned analysts employed in both state and local governments ($97,067.15 vs. $66,951.82 vs. $73,667.97).

Table 1. Characteristics of Public Sector Analysts

Characteristics	Percentage or Mean (n=1,604)
Demographic Characteristics	
Race/Ethnicity (%)	
White (non-Hispanic)	67.1
Black (non-Hispanic)	11.3
Hispanic	7.9
Asian	10.0
Other	3.6
Gender (%)	
Female	51.9
Male	48.1
Age (in years) (%)	
18-35	24.0
36-45	23.9
46-55	29.3
56-70	22.8
Education level (%)	
Associate's Degree	9.9
Bachelor's Degree	49.6
Master's Degree or higher	40.6
Work Characteristics	
Type of Analyst (%)	
Management analyst	17.7
Budget analyst	13.2
Financial analyst	9.3
Computer systems analyst	23.9
Operations research analyst	35.8
Level of Government (%)	
Federal	51.8
State	29.1
Local	19.1
Geographic Area (%)	
New England	2.9
Mid-Atlantic	9.0
East North Central	6.7
West North Central	4.2
South Atlantic	41.6
East South Central	2.4
West South Central	8.5
Mountain	5.5
Pacific	19.4
Annual salary (mean)	$83,835

Table 2. Bivariate Relationships between Public Sector Analysts Characteristics and Salary

Characteristics	Mean Annual Salary ($)
Demographic Characteristics	
Race/Ethnicity **	
White (non-Hispanic)	85,384.12
Black (non-Hispanic)	84,995.05
Hispanic	75,642.06
Asian	81,986.34
Other	74,365.52
Gender ***	
Female	80,166.15
Male	87,799.35
Age (in years) ***	
18-35	67,634.81
36-45	87,642.82
46-55	89,075.74
56-70	90,162.57
Education level ***	
Associate's Degree	71,691.77
Bachelor's Degree	79,110.44
Master's Degree or higher	92,552.38
Work Characteristics	
Type of Analyst ***	
Management analyst	79,703.52
Budget analyst	79,659.91
Financial analyst	85,538.91
Computer systems analyst	82,227.60
Operations research analyst	88,047.48
Level of Government ***	
Federal	97,067.15
State	66,951.82
Local	73,667.97
Geographic Area ***	
New England	84,673.91
Mid-Atlantic	81,231.94
East North Central	75,937.38
West North Central	68,556.72
South Atlantic	94,717.84
East South Central	77,328.95
West South Central	73,657.35
Mountain	69,485.23
Pacific	76,891.64

*p<.05, **p<.01, ***p<.001