HR ANALYTICS REGRESSION ANALYSIS REPORT

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| **PEARSON CORRELATION** | | |  | **DESCRIPTIVE** | | |  | | **Unstandardized Coefficients** | | **Collinearity Statistics** | | **Skewness** | | **Kurtosis** | |
|  | JobSatisfaction | MonthlyIncome | JobLevel | Mean | | Std. Deviation | **Adjusted R Square** | **Durbin-Watson** | B | Std. Error | Tolerance | VIF | Statistic | Std. Error | Statistic | Std. Error |
| JobSatisfaction | 1.000 | -.009 | -.001 | 2.73 | | 1.104 | 2.695 | .071 |  |  | -.325 | .064 | -1.228 | .127 |
| MonthlyIncome | -.009 | 1.000 | .950 | 6504.99 | | 4700.261 | -.001 | 2.051 | -1.793E-05 | .000 | .098 | 10.223 | 1.367 | .064 | 1.005 | .127 |
| JobLevel | -.001 | .950 | 1.000 | 2.06 | | 1.106 |  | | .071 | .083 | .098 | 10.223 | 1.023 | .064 | .398 | .127 |

**DESCRIPTION:**

1. **Pearson Correlation** – Shows the correlation between Job Satisfaction, Monthly Income, and Job Level.
2. **Descriptive Statistics** – Provides the mean and standard deviation for each variable.
3. **Regression Output** – Displays unstandardized coefficients (B), standard errors, and model diagnostics.
4. **Collinearity Statistics** – Includes Tolerance and Variance Inflation Factor (VIF) to assess multicollinearity.
5. **Distribution Statistics** – Skewness and Kurtosis values, along with their standard errors.

**INSIGHTS:**

**1. Correlation**:

* + Weak correlations between **Job Satisfaction** and both **Monthly Income** (-0.009) and **Job Level** (-0.001).
  + Strong correlation between **Monthly Income** and **Job Level** (0.950), indicating potential collinearity.

1. **Collinearity**:
   * VIF values of **10.223** for both **Monthly Income** and **Job Level** indicate severe multicollinearity (VIF > 10 suggests concern).
   * Low tolerance (0.098) confirms collinearity.
2. **Model Fit**:
   * Adjusted **R²** is **-0.001**, implying that the model does not explain the variance in **Job Satisfaction**.
   * **Durbin-Watson** statistic (2.051) suggests no major autocorrelation issues.
3. **Coefficients**:
   * **Monthly Income** has a near-zero coefficient (-1.793E-05), suggesting minimal impact on **Job Satisfaction**.
   * **Job Level** has a small positive coefficient (0.071) with a larger standard error (0.083), indicating statistical insignificance.
4. **Normality**:
   * Skewness and kurtosis for **Job Satisfaction** suggest a slight left skew (-0.325) and a flatter distribution (-1.228).
   * **Monthly Income** and **Job Level** show positive skewness and kurtosis, indicating a right-skewed and leptokurtic distribution.