Article

Read Wakabayashi, Daisuke. 2017. “At Google, Employee-Led Effort Finds Men Are Paid More Than Women” The New York Times. Sept. 8, 2017.

Questions

1. How would you construct a statistically valid sample from the Google employee population to analyze the gender pay gap, given that the dataset obtained by The New York Times was from a self-reported spreadsheet of about 1,200 employees?
2. Describe the steps you would take to perform a comparison of means test to determine if the pay gap observed in the Google data is statistically significant.
3. In the context of the article, what variables might you include in a multiple regression analysis to account for the potential pay disparities between male and female Google employees?
4. How would you interpret the coefficient of a gender dummy variable in your regression model in the context of Google’s pay data?

Discussion

1. Discuss the potential biases that could affect the validity of the Google spreadsheet data, and how they might be mitigated in a more rigorous study.
2. Consider the ethical implications of Google’s stance on not disclosing gender during salary determination. What are the potential pros and cons of such an approach?
3. How does the concept of “equal pay for equal work” apply to the Google scenario, and what challenges might arise in defining and measuring “equal work” in this context?
4. Reflect on the broader societal implications of the gender pay gap in tech companies like Google. How might these disparities influence the industry and the economy as a whole?