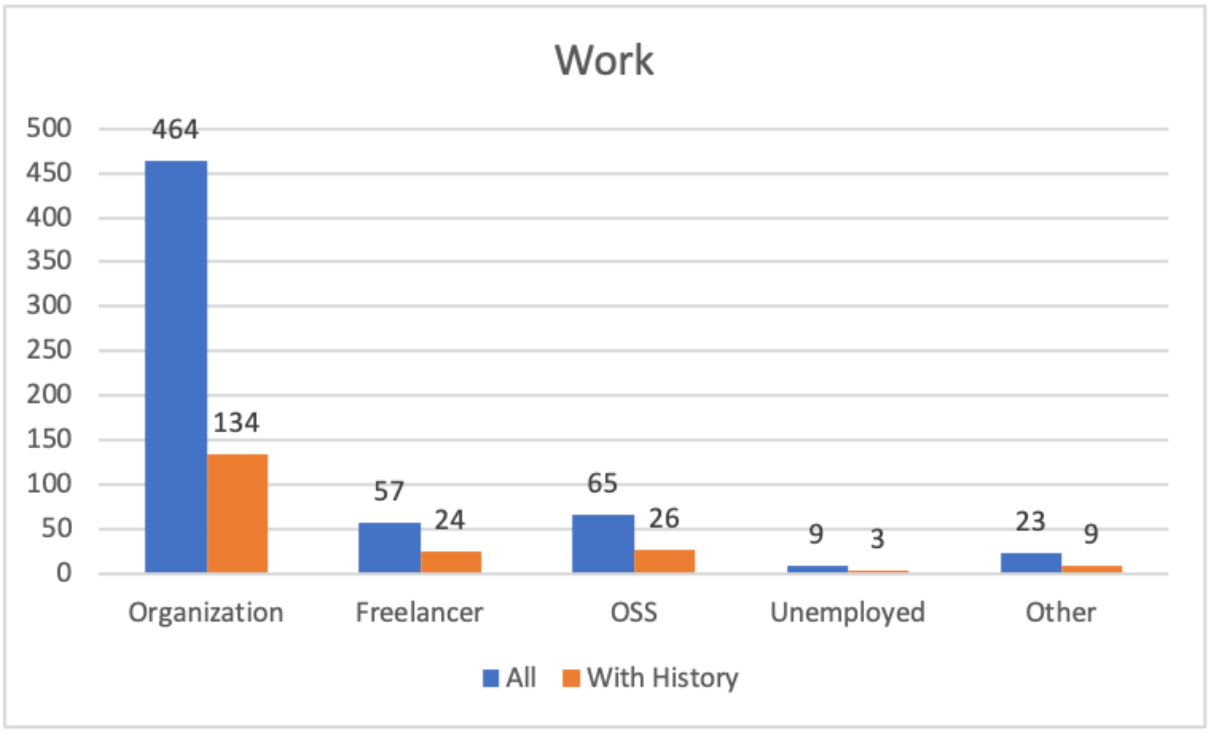
Work



Check Correlation

[1] "=================="

[1] "Organization and With History"

[1] "=================="

	Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

	Shapiro-Wilk normality test

data: c2
W = 0.2816, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

	Spearman's rank correlation rho

data: c1 and c2

S = 22984715, p-value = 0.02091
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.1032708

Cohen's d

d estimate: -1.678555 (large)
95 percent confidence interval:
   lower   upper
-1.822874 -1.534235

[1] "=================="

[1] "Freelancer and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.36822, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 18895488, p-value = 0.0376
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.09301294

Cohen's d

d estimate: 0.4756638 (small)
95 percent confidence interval:

```
    lower     upper
0.3498114 0.6015161


[1] "=================="
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[1] "OSS and With History"

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[1] "=================="

        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.3955, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 19114297, p-value = 0.06525
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.08251007


Cohen's d

d estimate: 0.4269784 (small)
95 percent confidence interval:
    lower     upper
0.3014627 0.5524941


[1] "=================="
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[1] "Unemployed and With History"

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[1] "=================="

        Shapiro-Wilk normality test
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```
data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.11108, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 20640758, p-value = 0.8367
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.009239659


Cohen's d

d estimate: 0.8394254 (large)
95 percent confidence interval:
   lower     upper
0.7099655 0.9688854


[1] "=================="
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[1] "Other and With History"

```
[1] "=================="

        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.21203, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"
```

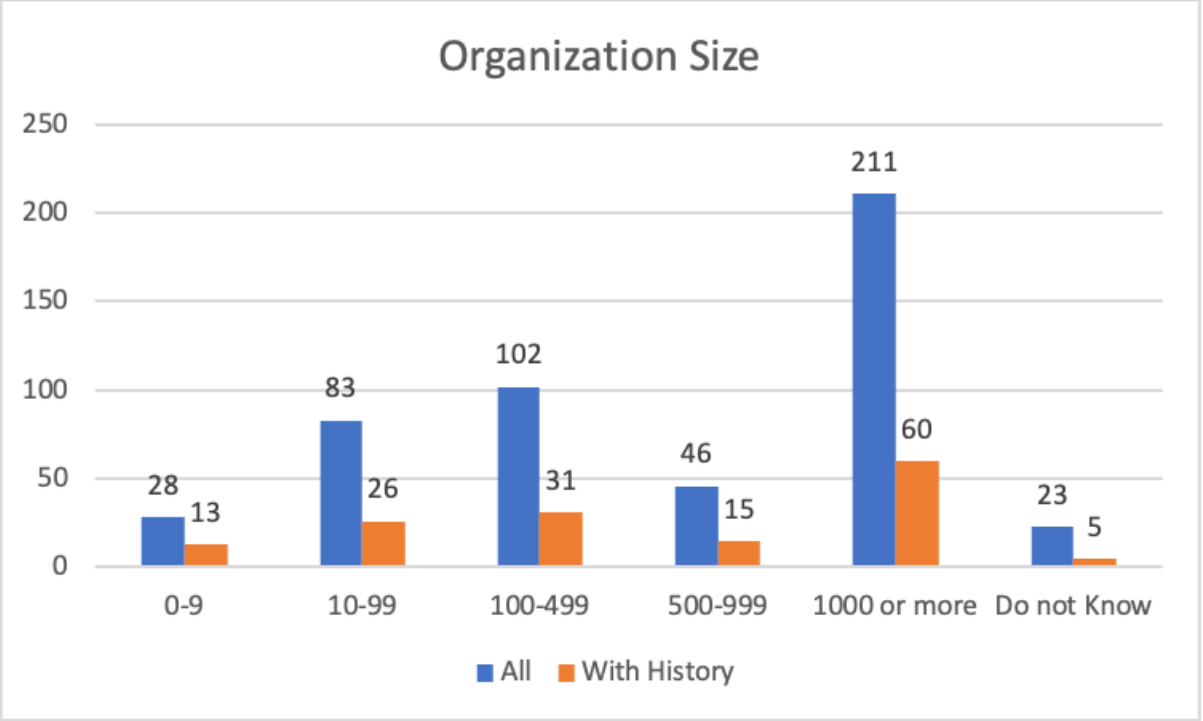
Spearman's rank correlation rho

data: c1 and c2
S = 19943428, p-value = 0.3405
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.04271163

Cohen's d

d estimate: 0.7166759 (medium)
95 percent confidence interval:
    lower   upper
0.5886443 0.8447076

Organization Size



Check Correlation

[1] "=================="

[1] "0-9 and With History"

[1] "=================="

Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

Shapiro-Wilk normality test

data: c2
W = 0.24073, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 19039697, p-value = 0.05438

alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.08609088

Cohen's d

d estimate: 0.6768513 (medium)
95 percent confidence interval:
   lower   upper
0.5492376 0.8044650

[1] "=================="

[1] "10-99 and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.44841, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20605444, p-value = 0.8073
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.01093474

Cohen's d

d estimate: 0.3251301 (small)
95 percent confidence interval:
   lower   upper

0.2002033 0.4500569

[1] "=================="

[1] "100-499 and With History"

[1] "=================="

	Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

	Shapiro-Wilk normality test

data: c2
W = 0.4941, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

	Spearman's rank correlation rho

data: c1 and c2
S = 20789109, p-value = 0.9623
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.002118767

Cohen's d

d estimate: 0.2266455 (small)
95 percent confidence interval:
   lower   upper
0.1021382 0.3511529

[1] "=================="

[1] "500-999 and With History"

[1] "=================="

	Shapiro-Wilk normality test

data: c1

W = 0.57682, p-value < 2.2e-16

	Shapiro-Wilk normality test

data: c2
W = 0.32597, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

	Spearman's rank correlation rho

data: c1 and c2
S = 20485347, p-value = 0.7095
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.01669943

Cohen's d

d estimate: 0.5468659 (medium)
95 percent confidence interval:
    lower   upper
0.4204579 0.6732739

[1] "=================="

[1] "1000 or more and With History"

[1] "=================="

	Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

	Shapiro-Wilk normality test

data: c2
W = 0.62763, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

	Spearman's rank correlation rho

data: c1 and c2
S = 21517181, p-value = 0.4639
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.0328288

Cohen's d

d estimate: -0.2514162 (small)
95 percent confidence interval:
    lower   upper
-0.3760151 -0.1268174

[1] "=================="

[1] "Do not Know and With History"

[1] "=================="

	Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

	Shapiro-Wilk normality test

data: c2
W = 0.21203, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

	Spearman's rank correlation rho

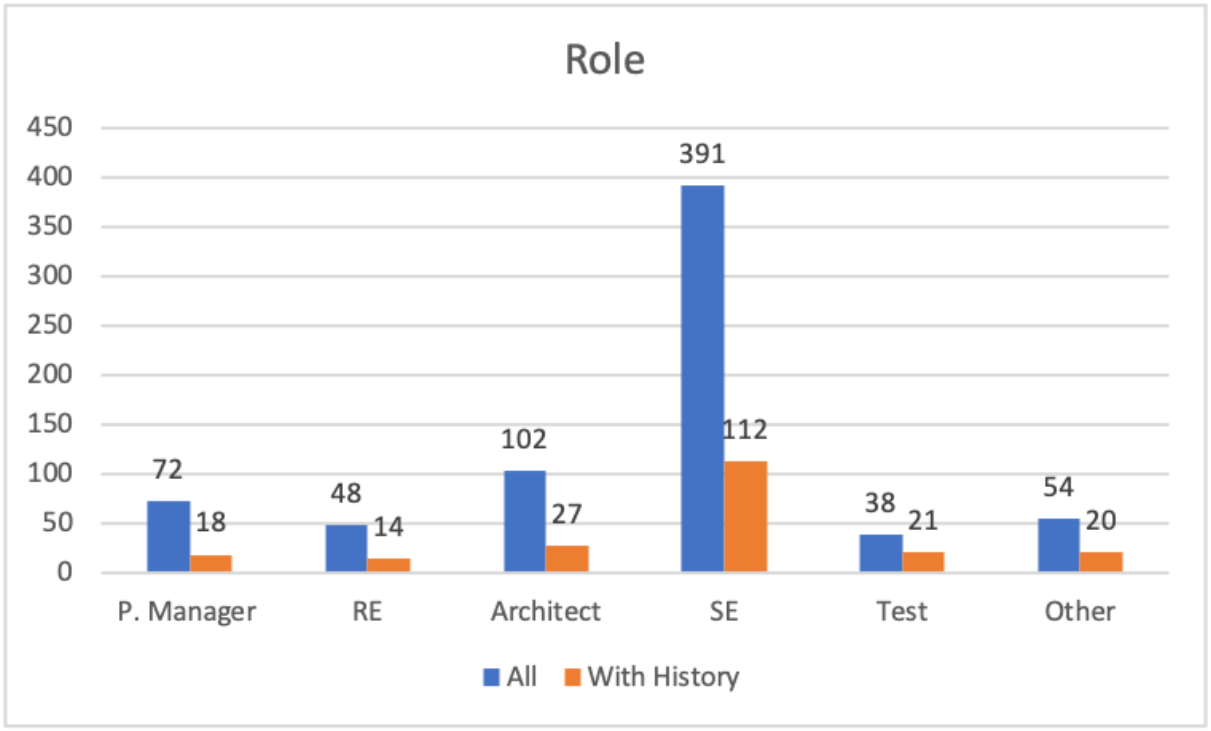
data: c1 and c2
S = 21676285, p-value = 0.3666
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.04046584

Cohen's d

d estimate: 0.7166759 (medium)

95 percent confidence interval:
    lower   upper
0.5886443 0.8447076

Role



Check Correlation

[1] "=================="

[1] "PM and With History"

[1] "=================="

Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

Shapiro-Wilk normality test

data: c2
W = 0.41735, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 21801023, p-value = 0.2999

alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.04645329

Cohen's d

d estimate: 0.3862114 (small)
95 percent confidence interval:
   lower   upper
0.2609502 0.5114726

[1] "=================="

[1] "Req. and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.33412, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20986048, p-value = 0.8701
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.007334334

Cohen's d

d estimate: 0.5335138 (medium)
95 percent confidence interval:
   lower   upper

0.4072156 0.6598119

[1] "=================="

[1] "Arch. and With History"

[1] "=================="

Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

Shapiro-Wilk normality test

data: c2
W = 0.4941, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 21689942, p-value = 0.3588
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.04112138

Cohen's d

d estimate: 0.2266455 (small)
95 percent confidence interval:
   lower   upper
0.1021382 0.3511529

[1] "=================="

[1] "SE and With History"

[1] "=================="

Shapiro-Wilk normality test

```
data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.50875, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 22170063, p-value = 0.1519
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.06416728


Cohen's d

d estimate: -1.098257 (large)
95 percent confidence interval:
    lower      upper
-1.2313944 -0.9651199

[1] "=================="
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[1] "Test and With History"

```
[1] "=================="

        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.29101, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho
```

data: c1 and c2
S = 17571637, p-value = 0.000442
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.1565581

Cohen's d

d estimate: 0.60231 (medium)
95 percent confidence interval:
   lower   upper
0.4754177 0.7292024

[1] "=================="

[1] "Other and With History"

[1] "=================="

	Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

	Shapiro-Wilk normality test

data: c2
W = 0.35729, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

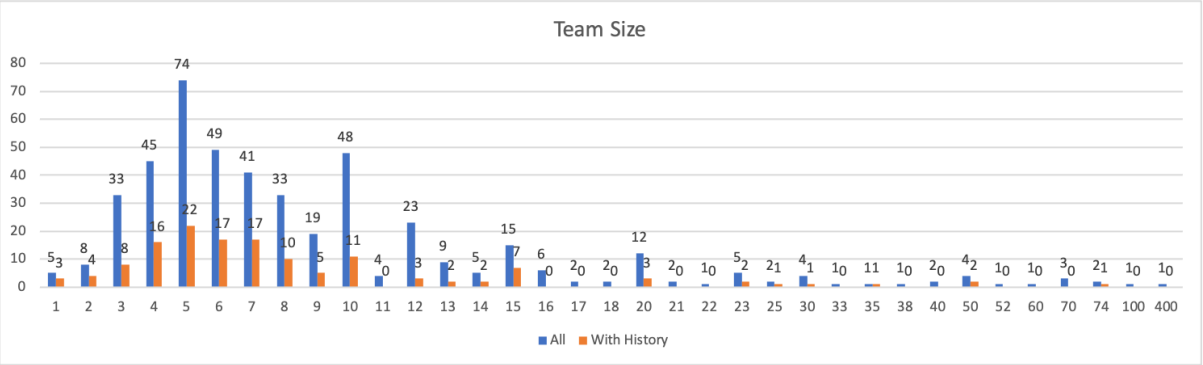
	Spearman's rank correlation rho

data: c1 and c2
S = 19753749, p-value = 0.2475
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.05181628

Cohen's d

d estimate: 0.4945605 (small)
95 percent confidence interval:
    lower   upper
0.3685681 0.6205530

Team Size



Check Correlation

[1] "=================="

[1] "Less than 6 and With History"

[1] "=================="

Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

Shapiro-Wilk normality test

data: c2
W = 0.56895, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 19675256, p-value = 0.2147
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.05558392

Cohen's d

d estimate: -0.8929575 (large)

95 percent confidence interval:
    lower   upper
-1.0231052 -0.7628097

[1] "=================="

[1] "1-10 and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.56895, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 19675256, p-value = 0.2147
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.05558392

Cohen's d

d estimate: -0.8929575 (large)
95 percent confidence interval:
    lower   upper
-1.0231052 -0.7628097

[1] "=================="

[1] "11-20 and With History"

[1] "=================="

```
        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.43476, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 22472938, p-value = 0.07871
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.07870535


Cohen's d

d estimate: 0.3524749 (small)
95 percent confidence interval:
    lower     upper
0.2274054 0.4775444


[1] "=================="
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[1] "21-30 and With History"

```
[1] "=================="

        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.15174, p-value < 2.2e-16
```

[1] "NOT NORMAL Distribution -> Spearman"

	Spearman's rank correlation rho

data: c1 and c2
S = 20958673, p-value = 0.8932
alternative hypothesis: true rho is not equal to 0
sample estimates:
        rho
-0.006020347

Cohen's d

d estimate: 0.7934716 (medium)
95 percent confidence interval:
   lower   upper
0.6645709 0.9223724

[1] "=================="

[1] "More than 30 and With History"

[1] "=================="

	Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

	Shapiro-Wilk normality test

data: c2
W = 0.35355, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

	Spearman's rank correlation rho

data: c1 and c2
S = 20540214, p-value = 0.7537
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.01406577

Cohen's d

d estimate: 0.5009427 (medium)
95 percent confidence interval:
    lower   upper
0.3749017 0.6269838