```
REGRESSION
  /DESCRIPTIVES MEAN STDDEV CORR SIG N
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL CHANGE ZPP
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT TotalCompensation
  /METHOD=ENTER TrainingCost Expenditure Subsidies
  /SCATTERPLOT=(*ZRESID ,*ZPRED)
  /RESIDUALS DURBIN HISTOGRAM(ZRESID) NORMPROB(ZRESID)
  /CASEWISE PLOT(ZRESID) OUTLIERS(3)
  /SAVE ZPRED COOK LEVER ZRESID SRESID.
```

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
TotalCompensation	98.4532	1.46880	22
TrainingCost	.6523	.44179	22
Expenditure	.5209	.47217	22
Subsidies	.3945	.42369	22

Correlations

		TotalCompensation	TrainingCost	Expenditure	Subsidies
Pearson Correlation	TotalCompensation	1.000	-.651	-.291	.275
	TrainingCost	-.651	1.000	.288	-.073
	Expenditure	-.291	.288	1.000	.317
	Subsidies	.275	-.073	.317	1.000
Sig. (1-tailed)	TotalCompensation	.	.001	.095	.108
	TrainingCost	.001	.	.097	.374
	Expenditure	.095	.097	.	.075
	Subsidies	.108	.374	.075	.
N	TotalCompensation	22	22	22	22
	TrainingCost	22	22	22	22
	Expenditure	22	22	22	22
	Subsidies	22	22	22	22

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Subsidies, TrainingCost, Expenditure[b]	.	Enter

a. Dependent Variable: TotalCompensation

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics		
					R Square Change	F Change	df1
1	.718[a]	.516	.435	1.10386	.516	6.394	3

Model Summary[b]

Model	Change Statistics		
	df2	Sig. F Change	Durbin-Watson
1	18	.004	2.112

a. Predictors: (Constant), Subsidies, TrainingCost, Expenditure

b. Dependent Variable: TotalCompensation

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	23.372	3	7.791	6.394	.004[b]
	Residual	21.933	18	1.218		
	Total	45.305	21			

a. Dependent Variable: TotalCompensation

b. Predictors: (Constant), Subsidies, TrainingCost, Expenditure

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations
		B	Std. Error	Beta			Zero-order
1	(Constant)	99.623	.502		198.284	.000	
	TrainingCost	-1.874	.579	-.564	-3.237	.005	-.651
	Expenditure	-.700	.570	-.225	-1.230	.235	-.291
	Subsidies	1.057	.609	.305	1.735	.100	.275

Coefficients[a]

Model		Correlations		Collinearity Statistics	
		Partial	Part	Tolerance	VIF
1	(Constant)				
	TrainingCost	-.607	-.531	.887	1.127
	Expenditure	-.278	-.202	.802	1.246
	Subsidies	.378	.284	.870	1.149

a. Dependent Variable: TotalCompensation

Coefficient Correlations[a]

Model			Subsidies	TrainingCost	Expenditure
1	Correlations	Subsidies	1.000	.180	-.354
		TrainingCost	.180	1.000	-.329
		Expenditure	-.354	-.329	1.000
	Covariances	Subsidies	.371	.064	-.123
		TrainingCost	.064	.335	-.108
		Expenditure	-.123	-.108	.324

a. Dependent Variable: TotalCompensation

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions (Constant)	Variance Proportions TrainingCost	Variance Proportions Expenditure
1	1	3.115	1.000	.02	.02	.03
	2	.472	2.568	.02	.18	.00
	3	.274	3.373	.13	.05	.94
	4	.139	4.735	.84	.75	.03

Collinearity Diagnostics[a]

Model	Dimension	Variance ... Subsidies
1	1	.03
	2	.63
	3	.10
	4	.24

a. Dependent Variable: TotalCompensation

Casewise Diagnostics[a]

Case Number	Std. Residual	TotalCompensation	Predicted Value	Residual
21	-3.525	95.05	98.9416	-3.89163

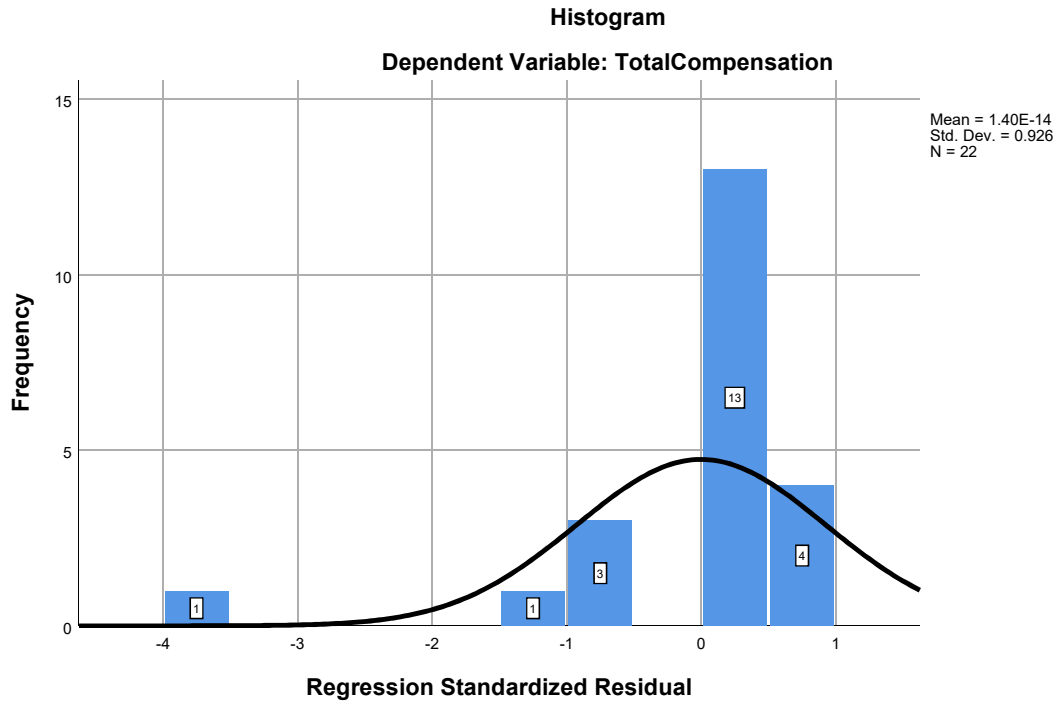
a. Dependent Variable: TotalCompensation

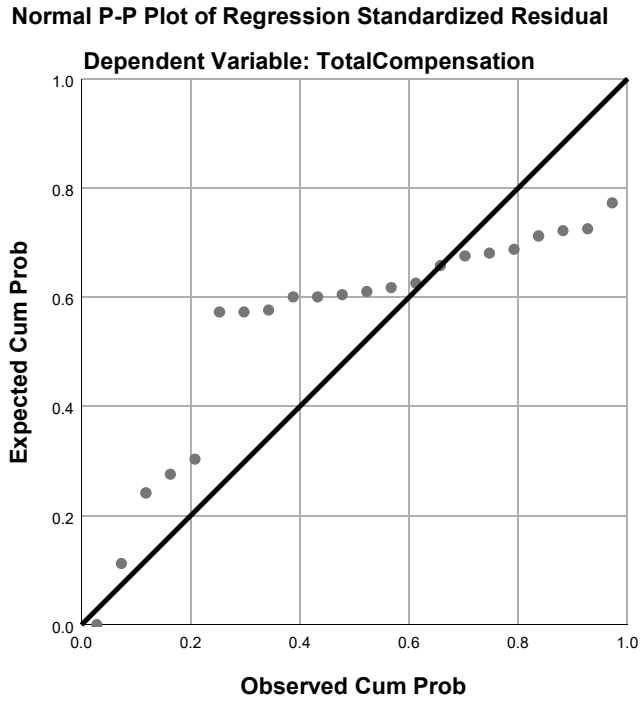
Residuals Statistics[a]

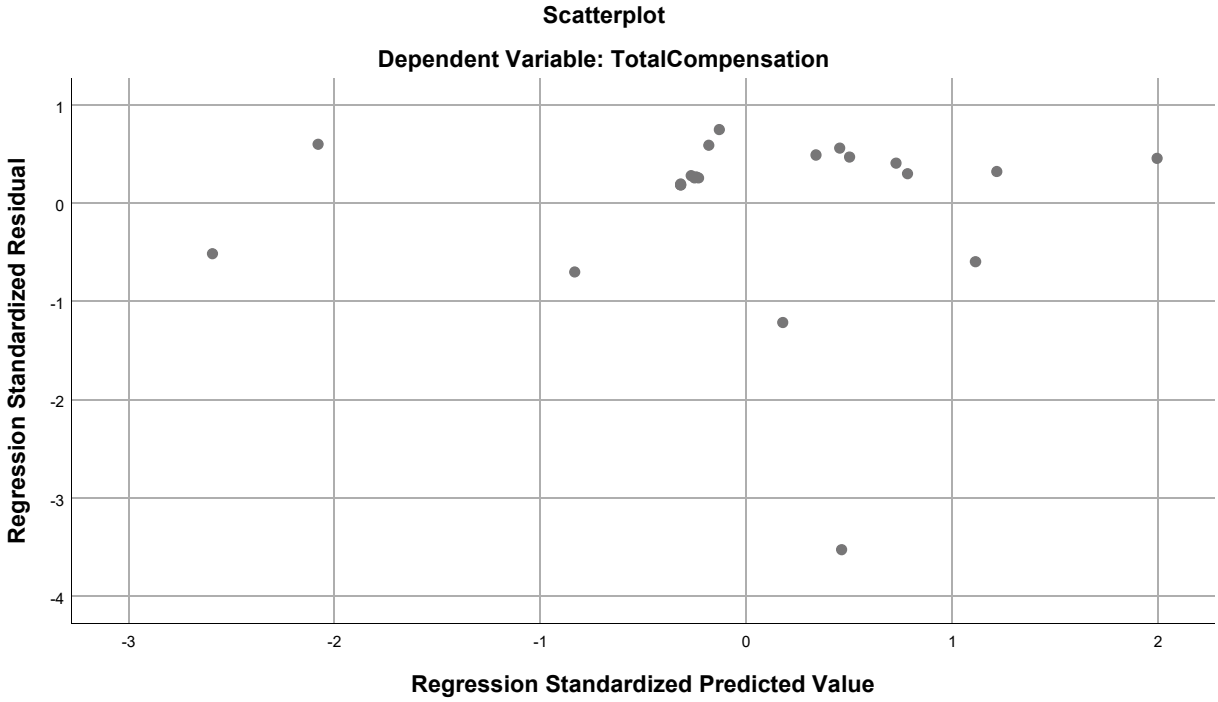
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	95.7181	100.5574	98.4532	1.05496	22
Std. Predicted Value	-2.593	1.995	.000	1.000	22
Standard Error of Predicted Value	.247	.958	.416	.225	22
Adjusted Predicted Value	94.8672	100.1997	98.4709	1.08029	22
Residual	-3.89163	.82542	.00000	1.02197	22
Std. Residual	-3.525	.748	.000	.926	22
Stud. Residual	-3.732	1.055	-.005	1.025	22
Deleted Residual	-4.36135	2.05277	-.01769	1.34037	22
Stud. Deleted Residual	-7.627	1.058	-.188	1.765	22
Mahal. Distance	.097	14.863	2.864	4.529	22
Cook's Distance	.001	.819	.101	.219	22
Centered Leverage Value	.005	.708	.136	.216	22

a. Dependent Variable: TotalCompensation

Charts



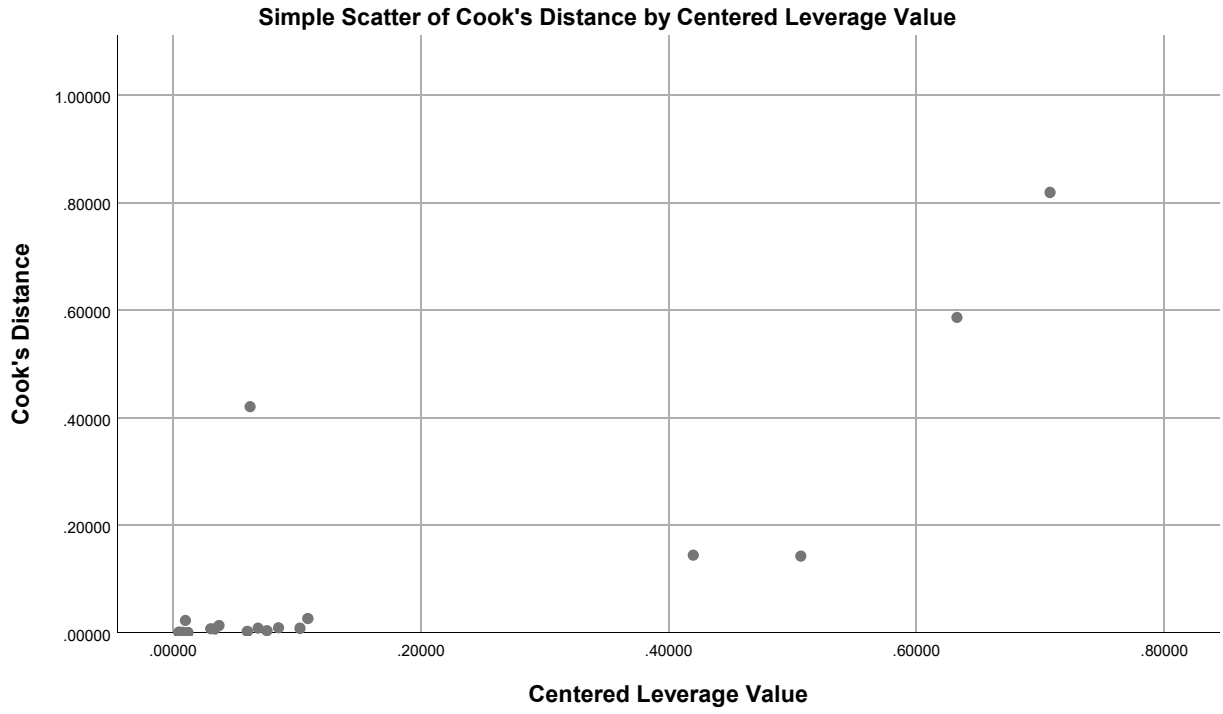





```
* Chart Builder.
GGRAPH
  /GRAPHDATASET NAME="graphdataset" VARIABLES=LEV_1 COO_1 MISSING=LISTWISE REP
ORTMISSING=NO
```

```
  /GRAPHSPEC SOURCE=INLINE
  /FITLINE TOTAL=NO.
BEGIN GPL
  SOURCE: s=userSource(id("graphdataset"))
  DATA: LEV_1=col(source(s), name("LEV_1"))
  DATA: COO_1=col(source(s), name("COO_1"))
  GUIDE: axis(dim(1), label("Centered Leverage Value"))
  GUIDE: axis(dim(2), label("Cook's Distance"))
  GUIDE: text.title(label("Simple Scatter of Cook's Distance by Centered Lever
age Value"))
  ELEMENT: point(position(LEV_1*COO_1))
END GPL.
```

GGraph




```
DESCRIPTIVES VARIABLES=TotalCompensation Expenditure Subsidies TrainingCost
  /STATISTICS=MEAN STDDEV MIN MAX SKEWNESS.
```

Descriptives

Descriptive Statistics

	N Statistic	Minimum Statistic	Maximum Statistic	Mean Statistic	Std. Deviation Statistic	Skewness Statistic
TotalCompensation	22	95.05	101.06	98.4532	1.46880	-.924
Expenditure	22	.10	2.20	.5209	.47217	2.517
Subsidies	22	.00	1.61	.3945	.42369	2.233
TrainingCost	22	.16	2.12	.6523	.44179	1.784
Valid N (listwise)	22					

Descriptive Statistics

	Skewness Std. Error
TotalCompensation	.491
Expenditure	.491
Subsidies	.491
TrainingCost	.491
Valid N (listwise)	

```
EXAMINE VARIABLES=TotalCompensation
  /PLOT BOXPLOT HISTOGRAM NPPLOT
  /COMPARE GROUPS
  /STATISTICS DESCRIPTIVES EXTREME
  /CINTERVAL 95
  /MISSING LISTWISE
  /NOTOTAL.
```

Explore

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
TotalCompensation	22	100.0%	0	0.0%	22	100.0%

Descriptives

			Statistic	Std. Error
TotalCompensation	Mean		98.4532	.31315
	95% Confidence Interval for Mean	Lower Bound	97.8020	
		Upper Bound	99.1044	
	5% Trimmed Mean		98.5018	
	Median		98.4900	
	Variance		2.157	
	Std. Deviation		1.46880	
	Minimum		95.05	
	Maximum		101.06	
	Range		6.01	
	Interquartile Range		1.45	
	Skewness		-.924	.491
	Kurtosis		1.000	.953

Extreme Values

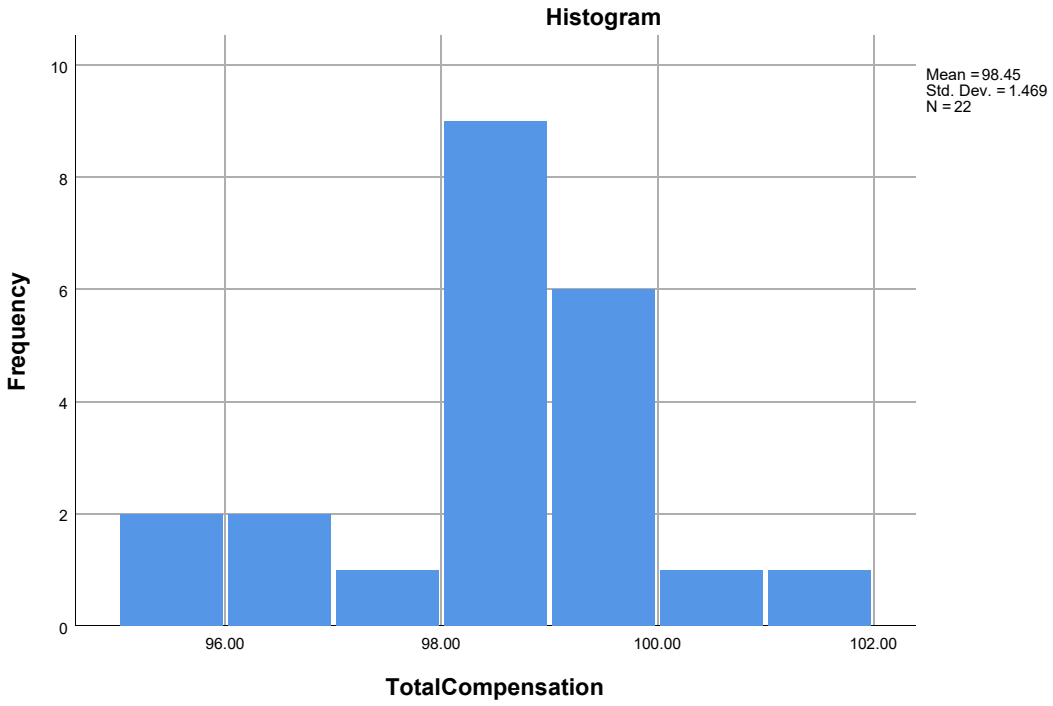
			Case Number	Value
TotalCompensation	Highest	1	8	101.06
		2	13	100.09
		3	16	99.67
		4	9	99.61
		5	12	99.55
	Lowest	1	21	95.05
		2	14	95.15
		3	20	96.80
		4	17	96.92
		5	18	97.30

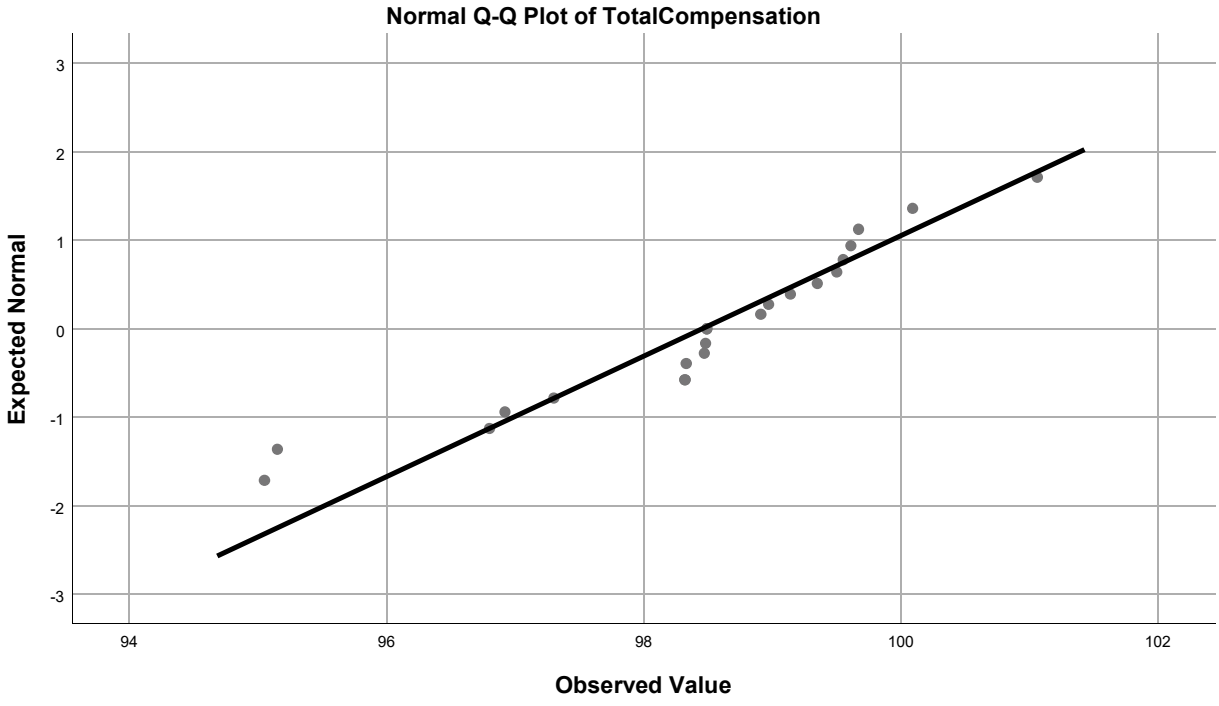
Tests of Normality

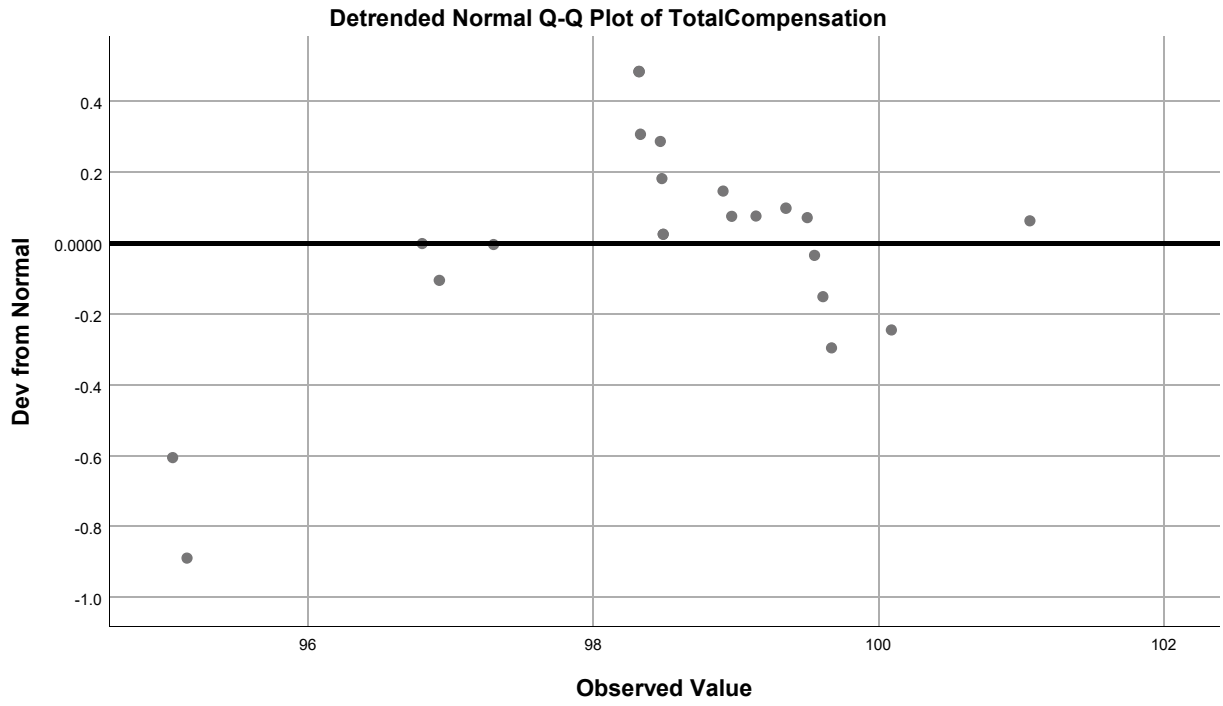
	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
TotalCompensation	.237	22	.002	.914	22	.058

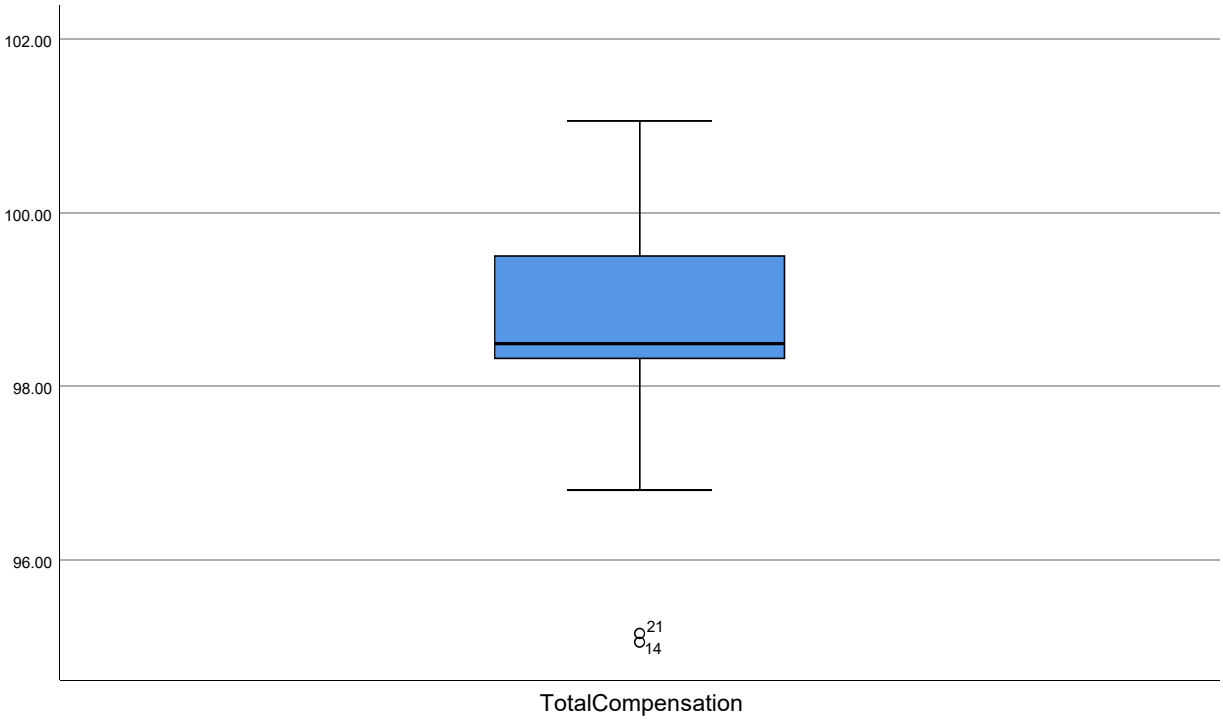
a. Lilliefors Significance Correction

TotalCompensation


Histogram
Mean = 98.45
Std. Dev. = 1.469
N = 22
Frequency
0
2
4
6
8
10
96.00
98.00
100.00
102.00
TotalCompensation


Normal Q-Q Plot of TotalCompensation
Expected Normal
3
2
1
0
-1
-2
-3
94
96
98
100
102
Observed Value





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