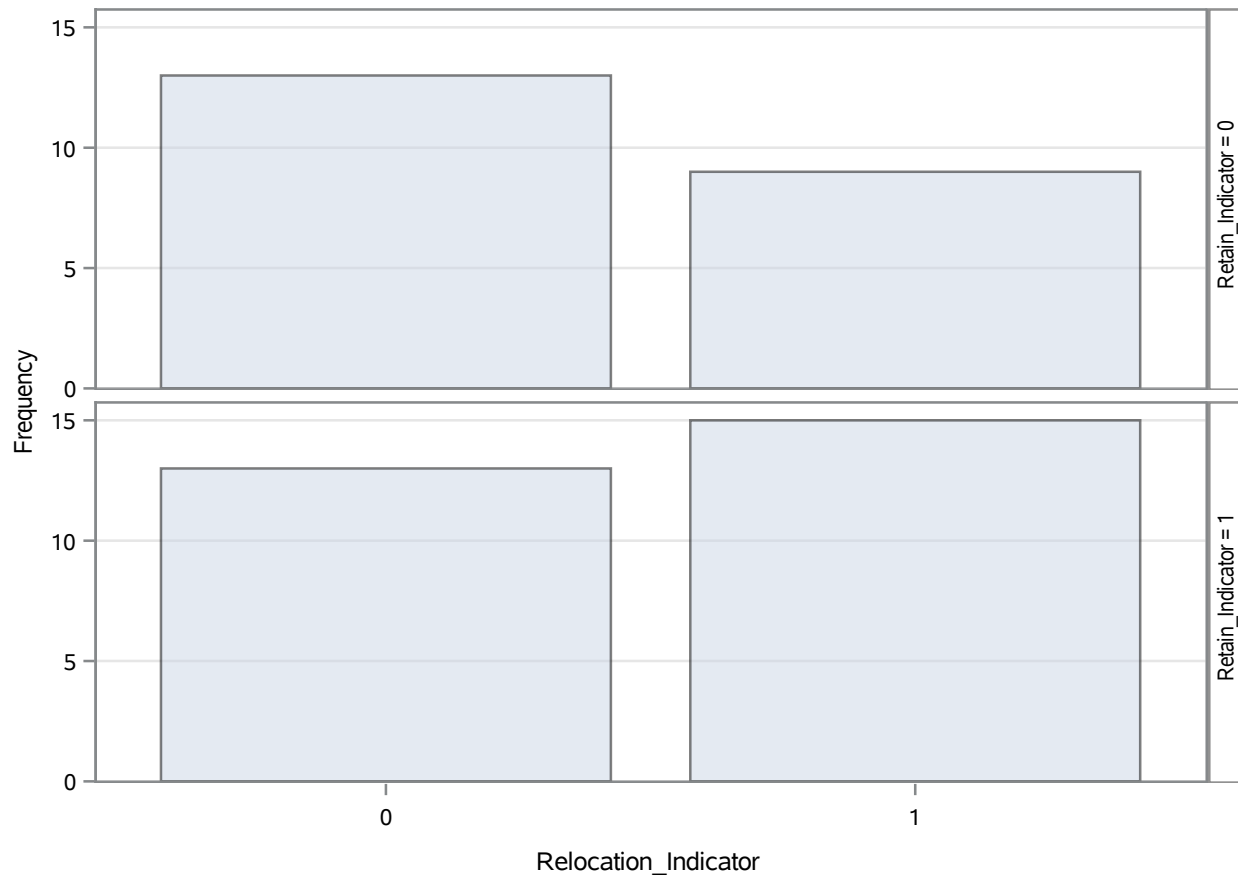


The FREQ Procedure

Frequency
Percent
Row Pct
Col Pct

Table of Retain_Indicator by Relocation_Indicator			
Retain_Indicator(Retain_Indicator)	Relocation_Indicator(Relocation_Indicator)		
	0	1	Total
0	13 26.00 59.09 50.00	9 18.00 40.91 37.50	22 44.00
1	13 26.00 46.43 50.00	15 30.00 53.57 62.50	28 56.00
Total	26 52.00	24 48.00	50 100.00

Distribution of Retain_Indicator by Relocation_Indicator

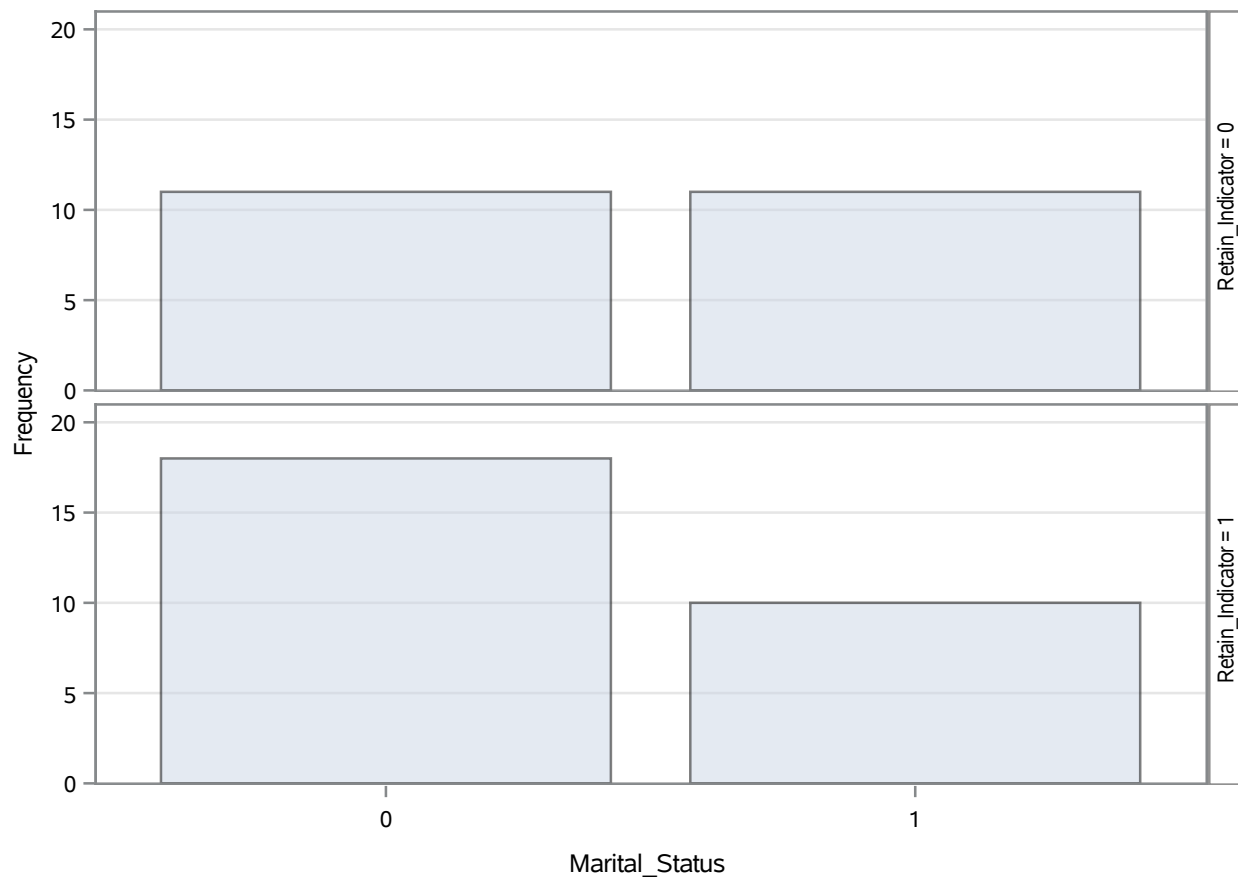


The FREQ Procedure

Frequency
Percent
Row Pct
Col Pct

Table of Retain_Indicator by Marital_Status			
Retain_Indicator(Retain_Indicator)	Marital_Status(Marital_Status)		
	0	1	Total
0	11 22.00 50.00 37.93	11 22.00 50.00 52.38	22 44.00
1	18 36.00 64.29 62.07	10 20.00 35.71 47.62	28 56.00
Total	29 58.00	21 42.00	50 100.00

Distribution of Retain_Indicator by Marital_Status

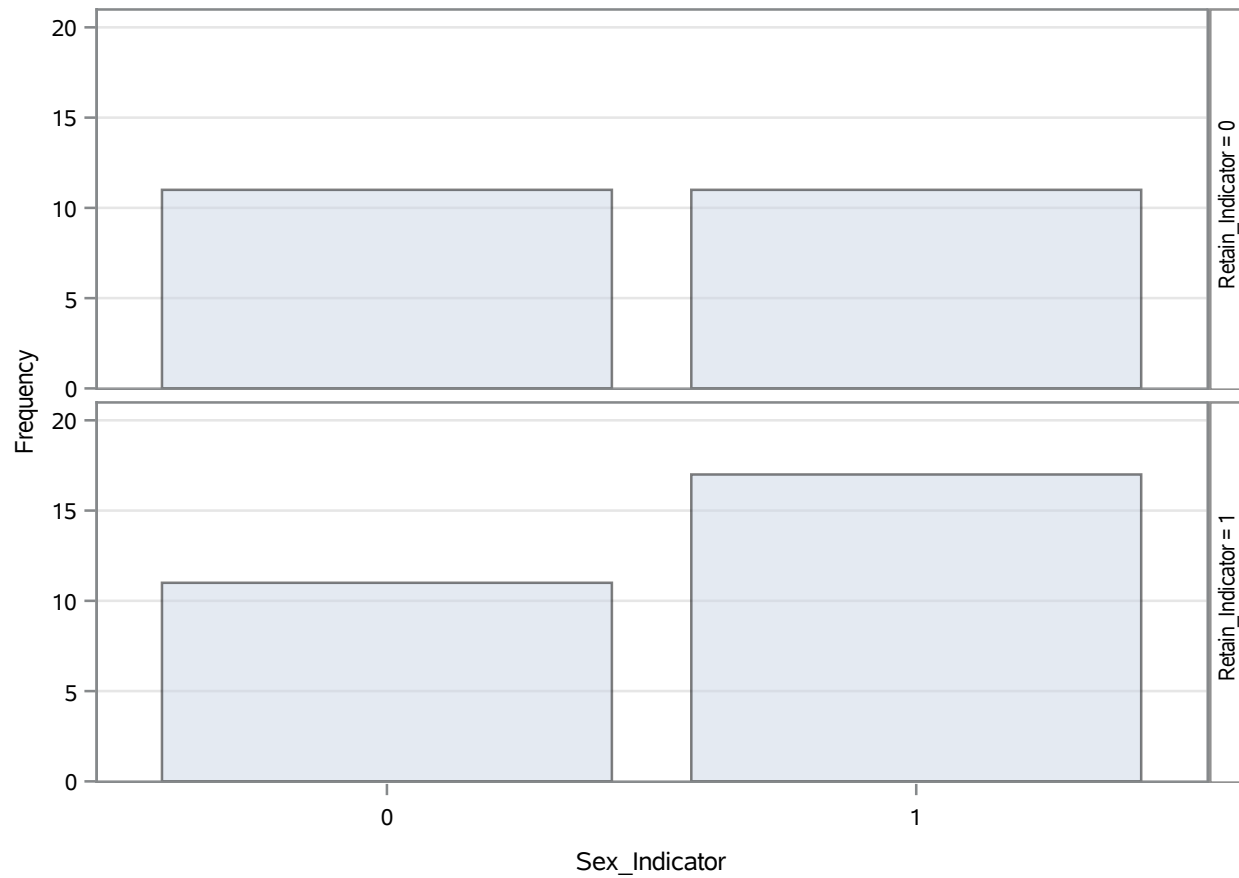


The FREQ Procedure

Frequency
Percent
Row Pct
Col Pct

Table of Retain_Indicator by Sex_Indicator			
Retain_Indicator(Retain_Indicator)	Sex_Indicator(Sex_Indicator)		
	0	1	Total
0	11	11	22
	22.00	22.00	44.00
	50.00	50.00	
	50.00	39.29	
1	11	17	28
	22.00	34.00	56.00
	39.29	60.71	
	50.00	60.71	
Total	22	28	50
	44.00	56.00	100.00

Distribution of Retain_Indicator by Sex_Indicator



The LOGISTIC Procedure

Model Information		
Data Set	TRAINING.ATTRITION_ANALYSIS	
Response Variable	Retain_Indicator	Retain_Indicator
Number of Response Levels	2	
Model	binary logit	
Optimization Technique	Fisher's scoring	

Number of Observations Read	50
Number of Observations Used	50

Response Profile		
Ordered Value	Retain_Indicator	Total Frequency
1	0	22
2	1	28

Probability modeled is Retain_Indicator='1'.

Class Level Information		
Class	Value	Design Variables
Marital_Status	0	0
	1	1
Sex_Indicator	0	1
	1	0
Relocation_Indicator	0	0
	1	1

Model Convergence Status
Convergence criterion (GCONV=1E-8) satisfied.

Model Fit Statistics		
Criterion	Intercept Only	Intercept and Covariates
AIC	70.593	74.180
SC	72.505	81.829
-2 Log L	68.593	66.180

The LOGISTIC Procedure

Testing Global Null Hypothesis: BETA=0			
Test	Chi-Square	DF	Pr > ChiSq
Likelihood Ratio	2.4125	3	0.4913
Score	2.3714	3	0.4990
Wald	2.2750	3	0.5173

Type 3 Analysis of Effects			
Effect	DF	Wald Chi-Square	Pr > ChiSq
Marital_Status	1	1.1709	0.2792
Sex_Indicator	1	0.2196	0.6394
Relocation_Indicator	1	0.9744	0.3236

Analysis of Maximum Likelihood Estimates						
Parameter		DF	Estimate	Standard Error	Wald Chi-Square	Pr > ChiSq
Intercept		1	0.3657	0.5212	0.4923	0.4829
Marital_Status	1	1	-0.6589	0.6089	1.1709	0.2792
Sex_Indicator	0	1	-0.2796	0.5967	0.2196	0.6394
Relocation_Indicator	1	1	0.5960	0.6038	0.9744	0.3236

Odds Ratio Estimates				
Effect		Point Estimate	95% Wald Confidence Limits	
Marital_Status	1 vs 0	0.517	0.157	1.707
Sex_Indicator	0 vs 1	0.756	0.235	2.435
Relocation_Indicator	1 vs 0	1.815	0.556	5.926

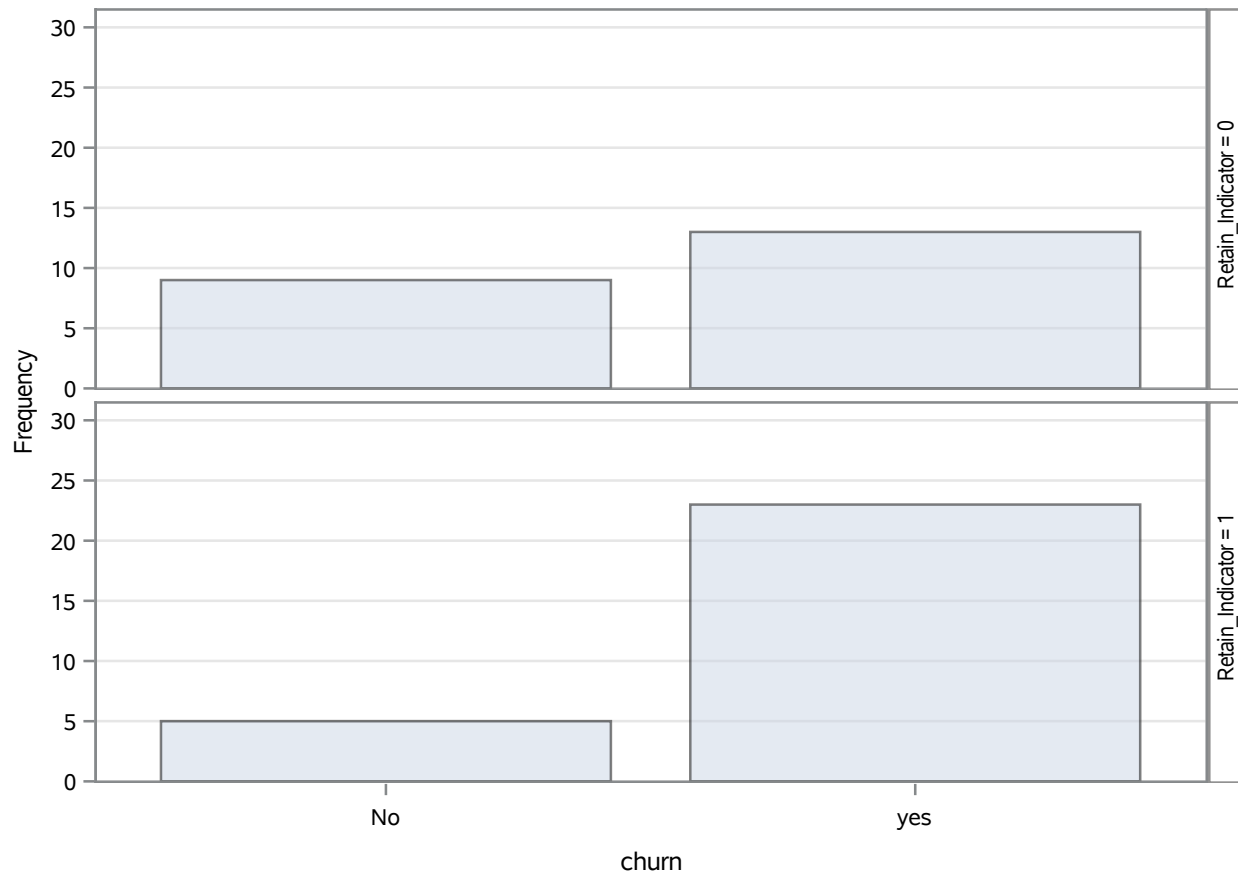
Association of Predicted Probabilities and Observed Responses			
Percent Concordant	56.0	Somers' D	0.250
Percent Discordant	31.0	Gamma	0.287
Percent Tied	13.0	Tau-a	0.126
Pairs	616	c	0.625

The FREQ Procedure

Frequency
Percent
Row Pct
Col Pct

Table of Retain_Indicator by churn			
Retain_Indicator(Retain_Indicator)	churn		
	No	yes	Total
0	9 18.00 40.91 64.29	13 26.00 59.09 36.11	22 44.00
1	5 10.00 17.86 35.71	23 46.00 82.14 63.89	28 56.00
Total	14 28.00	36 72.00	50 100.00

Distribution of Retain_Indicator by churn



Obs	Employee_ID	Retain_Indicator	Sex_Indicator	Relocation_Indicator	Marital_Status	_ProbOfRetain_Indicator	churn
1	1	0	1	1	1	0.57512	yes
2	2	0	0	0	1	0.36059	No
3	3	1	1	0	0	0.59042	yes
4	4	0	1	0	1	0.42722	No
5	5	1	1	1	0	0.72346	yes
6	6	0	0	1	1	0.50580	No
7	7	1	1	0	0	0.59042	yes
8	8	1	1	1	0	0.72346	yes
9	9	0	1	1	1	0.57512	yes
10	10	0	1	0	0	0.59042	yes
11	11	1	0	0	1	0.36059	No
12	12	0	0	0	0	0.52151	yes
13	13	0	1	0	1	0.42722	No
14	14	1	1	1	0	0.72346	yes
15	15	0	0	1	0	0.66421	yes
16	16	1	1	0	0	0.59042	yes
17	17	0	0	1	1	0.50580	No
18	18	1	0	1	1	0.50580	No
19	19	0	0	1	1	0.50580	No
20	20	1	1	1	1	0.57512	yes
21	21	0	0	0	0	0.52151	yes
22	22	0	0	0	1	0.36059	No
23	23	0	1	1	0	0.72346	yes
24	24	0	1	1	0	0.72346	yes
25	25	1	1	0	0	0.59042	yes
26	26	0	1	0	0	0.59042	yes
27	27	0	0	0	1	0.36059	No
28	28	1	1	1	1	0.57512	yes
29	29	1	1	0	1	0.42722	No
30	30	1	0	0	0	0.52151	yes
31	31	1	0	1	0	0.66421	yes
32	32	1	0	0	0	0.52151	yes
33	33	0	1	0	0	0.59042	yes
34	34	1	0	1	0	0.66421	yes
35	35	1	0	0	1	0.36059	No
36	36	0	1	1	0	0.72346	yes
37	37	1	0	1	1	0.50580	No
38	38	1	1	1	1	0.57512	yes

Obs	Employee_ID	Retain_Indicator	Sex_Indicator	Relocation_Indicator	Marital_Status	_ProbOfRetain_Indicator	churn
39	39	1	0	0	0	0.52151	yes
40	40	1	1	1	0	0.72346	yes
41	41	1	1	0	0	0.59042	yes
42	42	1	1	0	0	0.59042	yes
43	43	0	1	0	0	0.59042	yes
44	44	1	1	1	1	0.57512	yes
45	45	1	1	1	0	0.72346	yes
46	46	0	0	0	0	0.52151	yes
47	47	1	1	1	1	0.57512	yes
48	48	0	0	0	1	0.36059	No
49	49	1	0	0	0	0.52151	yes
50	50	1	0	1	0	0.66421	yes