Instructions for the data analysis

1. Data Cleaning

* Remove the number from the department name
* Calculate the tenure in years using function- today()
* Selecting the health department and copy to a new tab

1. Regression

* Insert a scatter plot using salary and tenure
* Added title
* Display the formulas and R squares

1. Prediction

* Calculated intercept, slope and R squares
* Predicting the salary using the above factors
* Calculating the errors (differences)
* Comparing the errors with standard errors to see if it is an outlier

1. Interpretation

* R square is about 0.1, which shows this is not a good regression
* Reasons: 1) I am not using apples to apples. The positions in the health department varies significantly. There are medical doctors, accountants, financial analysts and etc. However, they can not be aggregated together because their salaries vary significantly.

2) There are professionals who joined Baltimore’s office when they already well-known.