```
1          OPTIONS NONOTES NOSTIMER NOSOURCE NOSYNTAXCHECK;
72
73         title 'Job satisfaction and diversity study';
74         proc import datafile="/folders/myfolders/sasuser.v94/DiversityExplore.xlsx"
75                     out=questionnaire dbms=xlsx replace;
76                     getnames=yes;
77
```

NOTE: One or more variables were converted because the data type is not supported by the V9 engine. For more details, run with
      options MSGLEVEL=I.
NOTE: The import data set has 500 observations and 47 variables.
NOTE: WORK.QUESTIONNAIRE data set was successfully created.
NOTE: PROCEDURE IMPORT used (Total process time):
      real time   0.27 seconds
      cpu time   0.28 seconds

```
78         proc format;

79
79      !  value ynfmt  0 = 'No'  1 = 'Yes';
```
NOTE: Format YNFMT is already on the library WORK.FORMATS.
NOTE: Format YNFMT has been output.
```
80
80      !  value sexfmt 0 = 'Male' 1= 'Femle';
```
NOTE: Format SEXFMT is already on the library WORK.FORMATS.
NOTE: Format SEXFMT has been output.
```
81
81      !  value maritalfmt 1 = 'Never Married'
82            2 = 'Married'
83            3 = 'Divorced'
84            4 = 'Widowed';
```
NOTE: Format MARITALFMT is already on the library WORK.FORMATS.
NOTE: Format MARITALFMT has been output.

NOTE: PROCEDURE FORMAT used (Total process time):
      real time   0.00 seconds
      cpu time   0.00 seconds

```
85         data questionnaire;

86
87         set questionnaire;
88         New =sum(of Com1-Com10);
89            relC =sum(of RelC1-RelC5);
90         relM =sum(of RelM1-RelM12);
91         Fair =sum(of Fair1-Fair6);
92         Sat  =sum(of Sat1-Sat4);
93         SM   =sum(of SM1-SM3);

94
95
96         newAge = input(Age,8.);
97         Sex = input(Gender,8.);
98         Education = input(EDUCLevel,8.);
99         Minority= input(VisMinority,8.);
100        Marital = input(MaritalStatus,8.);
101        Foregin = input(CAN_Foreign_Born,8.);

102
103
104        label Marital = 'Martial Status'
105          New  = 'Commitment to the organization'
106          relC = 'Relations with colleagues at work'
107          relM = 'Relations with magnagement'
108          Fair = 'Fair opportunities for advancement'
109          Sat  = 'Job satisfaction'
110          SM   = 'Senior managements commitment to diversity';
111
112
113
114        if Marital =. then married =.;
115        else if Marital =2 then married = 1; else married =0;

116
117        format Sex sexfmt.;
118        format Minority Foregin married ynfmt.;
119        format Marital maritalfmt.;
120
```

NOTE: There were 500 observations read from the data set WORK.QUESTIONNAIRE.
NOTE: The data set WORK.QUESTIONNAIRE has 500 observations and 60 variables.
NOTE: DATA statement used (Total process time):
      real time   0.01 seconds
      cpu time   0.01 seconds

```
121        proc freq;

122        tables Sex Marital Minority Foregin married education;
123        tables MaritalStatus Marital;
124        tables MaritalStatus*Marital;
125        tables Married*Marital;
126        tables sex*married;
127
128
```

```
129        proc means;

130        var new relC relm fair sat sm newage education;
131
```

```
132        proc corr;

133            title3 'Correlations between quantitative variables';
134            var new relC relm fair sat sm newage education;
135
```

```
136        proc glm;

137        class Minority;
138        model education = minority;
139
```

```
140        proc reg plots = none;

141            title2 'Regression with job satisfaction is the response variable';
142            model Sat = relC relM Fair SM sex Minority education married newAge Foregin;
143            drop: test SM = sex = education = married = newAge = foregin=0;
144
```

```
145        proc iml;
```

```
146        title2 'Proportion of remaining variation';
147        n = 438;
147     !          p= 11;
147     !               s = 6;
148        F =1.12;
148     !          a = s*F/(n-p + s*F);
149        print a;
150
```

```
151        proc reg plots=none;

152        title2 'Regression with 4 significant explanatory variables';
153        model  Sat = relC relM Fair Minority;
154
155
156
157        OPTIONS NONOTES NOSTIMER NOSOURCE NOSYNTAXCHECK;
170
```