

Job satisfaction and diversity study

The FREQ Procedure

Sex	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Male	288	58.66	288	58.66
Femle	203	41.34	491	100.00
Frequency Missing = 9				

Martial Status				
Marital	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Never Married	76	15.29	76	15.29
Married	383	77.06	459	92.35
Divorced	34	6.84	493	99.20
Widowed	4	0.80	497	100.00
Frequency Missing = 3				

Minority	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No	320	67.94	320	67.94
Yes	151	32.06	471	100.00
Frequency Missing = 29				

Foregin	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No	357	72.41	357	72.41
Yes	136	27.59	493	100.00
Frequency Missing = 7				

married	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No	114	22.94	114	22.94
Yes	383	77.06	497	100.00
Frequency Missing = 3				

Education	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	1	0.20	1	0.20
2	49	9.86	50	10.06
3	114	22.94	164	33.00
4	201	40.44	365	73.44
5	68	13.68	433	87.12
6	2	0.40	435	87.53
7	62	12.47	497	100.00
Frequency Missing = 3				

MaritalStatus				
MaritalStatus	Frequency	Percent	Cumulative Frequency	Cumulative Percent

1	76	15.29	76	15.29
2	383	77.06	459	92.35
3	34	6.84	493	99.20
4	4	0.80	497	100.00
Frequency Missing = 3				

Martial Status				
Marital	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Never Married	76	15.29	76	15.29
Married	383	77.06	459	92.35
Divorced	34	6.84	493	99.20
Widowed	4	0.80	497	100.00
Frequency Missing = 3				

Frequency
Percent
Row Pct
Col Pct

Table of MaritalStatus by Marital					
MaritalStatus(MaritalStatus)	Marital(Martial Status)				
	Never Married	Married	Divorced	Widowed	Total
1	76	0	0	0	76
	15.29	0.00	0.00	0.00	15.29
	100.00	0.00	0.00	0.00	
	100.00	0.00	0.00	0.00	
2	0	383	0	0	383
	0.00	77.06	0.00	0.00	77.06
	0.00	100.00	0.00	0.00	
	0.00	100.00	0.00	0.00	
3	0	0	34	0	34
	0.00	0.00	6.84	0.00	6.84
	0.00	0.00	100.00	0.00	
	0.00	0.00	100.00	0.00	
4	0	0	0	4	4
	0.00	0.00	0.00	0.80	0.80
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	100.00	
Total	76	383	34	4	497
	15.29	77.06	6.84	0.80	100.00
Frequency Missing = 3					

Frequency
Percent
Row Pct
Col Pct

Table of married by Marital					
married	Marital(Martial Status)				
	Never Married	Married	Divorced	Widowed	Total
No	76	0	34	4	114
	15.29	0.00	6.84	0.80	22.94
	66.67	0.00	29.82	3.51	
	100.00	0.00	100.00	100.00	
Yes	0	383	0	0	383
	0.00	77.06	0.00	0.00	77.06
	0.00	100.00	0.00	0.00	
	0.00	100.00	0.00	0.00	
Total	76	383	34	4	497
	15.29	77.06	6.84	0.80	100.00
Frequency Missing = 3					

Frequency
Percent
Row Pct

Table of Sex by married			
	married		

Col Pct			
Sex	No	Yes	Total
Male	52 10.66 18.18 46.02	234 47.95 81.82 62.40	286 58.61
Femle	61 12.50 30.20 53.98	141 28.89 69.80 37.60	202 41.39
Total	113 23.16	375 76.84	488 100.00
Frequency Missing = 12			

Job satisfaction and diversity study

The MEANS Procedure

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
New	Commitment to the organization	500	42.2100000	6.7860150	10.0000000	50.0000000
reIC	Relations with colleagues at work	500	21.1180000	3.4163458	5.0000000	25.0000000
reIM	Relations with magnagement	500	45.9440000	10.7110371	12.0000000	60.0000000
Fair	Fair opportunities for advancement	500	20.3020000	5.0272600	7.0000000	30.0000000
Sat	Job satisfaction	500	14.7880000	3.7076339	4.0000000	20.0000000
SM	Senior managements commitment to diversity	500	12.1240000	3.7593736	3.0000000	18.0000000
newAge		477	42.0607966	9.0782357	20.0000000	64.0000000
Education		497	4.0865191	1.3834270	1.0000000	7.0000000

Job satisfaction and diversity study

Correlations between quantitative variables

The CORR Procedure

8 Variables: New reIC reIM Fair Sat SM newAge Education

Simple Statistics							
Variable	N	Mean	Std Dev	Sum	Minimum	Maximum	Label
New	500	42.21000	6.78602	21105	10.00000	50.00000	Commitment to the organization
reIC	500	21.11800	3.41635	10559	5.00000	25.00000	Relations with colleagues at work
reIM	500	45.94400	10.71104	22972	12.00000	60.00000	Relations with magnagement
Fair	500	20.30200	5.02726	10151	7.00000	30.00000	Fair opportunities for advancement
Sat	500	14.78800	3.70763	7394	4.00000	20.00000	Job satisfaction
SM	500	12.12400	3.75937	6062	3.00000	18.00000	Senior managements commitment to diversity
newAge	477	42.06080	9.07824	20063	20.00000	64.00000	
Education	497	4.08652	1.38343	2031	1.00000	7.00000	

Pearson Correlation Coefficients Prob > |r| under H0: Rho=0 Number of Observations

	New	reIC	reIM	Fair	Sat	SM	newAge	Education
New Commitment to the organization	1.00000 500	0.42422 <.0001 500	0.45668 <.0001 500	0.54485 <.0001 500	0.44917 <.0001 500	0.30542 <.0001 500	0.07948 0.0829 477	0.00031 0.9945 497
reIC Relations with colleagues at work	0.42422 <.0001 500	1.00000 500	0.53683 <.0001 500	0.52031 <.0001 500	0.44149 <.0001 500	0.24976 <.0001 500	0.06598 0.1502 477	-0.01058 0.8141 497
reIM Relations with magnagement	0.45668 <.0001	0.53683 <.0001	1.00000	0.65108 <.0001	0.53481 <.0001	0.29619 <.0001	-0.03239 0.4803	-0.02447 0.5863

	500	500	500	500	500	500	477	497
Fair	0.54485	0.52031	0.65108	1.00000	0.63800	0.31199	0.03228	-0.03062
Fair opportunities for advancement	<.0001	<.0001	<.0001		<.0001	<.0001	0.4819	0.4958
	500	500	500	500	500	500	477	497
Sat	0.44917	0.44149	0.53481	0.63800	1.00000	0.27995	0.04522	0.02424
Job satisfaction	<.0001	<.0001	<.0001	<.0001		<.0001	0.3244	0.5897
	500	500	500	500	500	500	477	497
SM	0.30542	0.24976	0.29619	0.31199	0.27995	1.00000	0.01638	-0.02708
Senior managements commitment to diversity	<.0001	<.0001	<.0001	<.0001	<.0001		0.7213	0.5470
	500	500	500	500	500	500	477	497
newAge	0.07948	0.06598	-0.03239	0.03228	0.04522	0.01638	1.00000	-0.15320
	0.0829	0.1502	0.4803	0.4819	0.3244	0.7213		0.0008
	477	477	477	477	477	477	477	475
Education	0.00031	-0.01058	-0.02447	-0.03062	0.02424	-0.02708	-0.15320	1.00000
	0.9945	0.8141	0.5863	0.4958	0.5897	0.5470	0.0008	
	497	497	497	497	497	497	475	497

Job satisfaction and diversity study

Correlations between quantitative variables

The GLM Procedure

Class Level Information		
Class	Levels	Values
Minority	2	No Yes

Number of Observations Read	500
Number of Observations Used	468

Job satisfaction and diversity study

Correlations between quantitative variables

The GLM Procedure

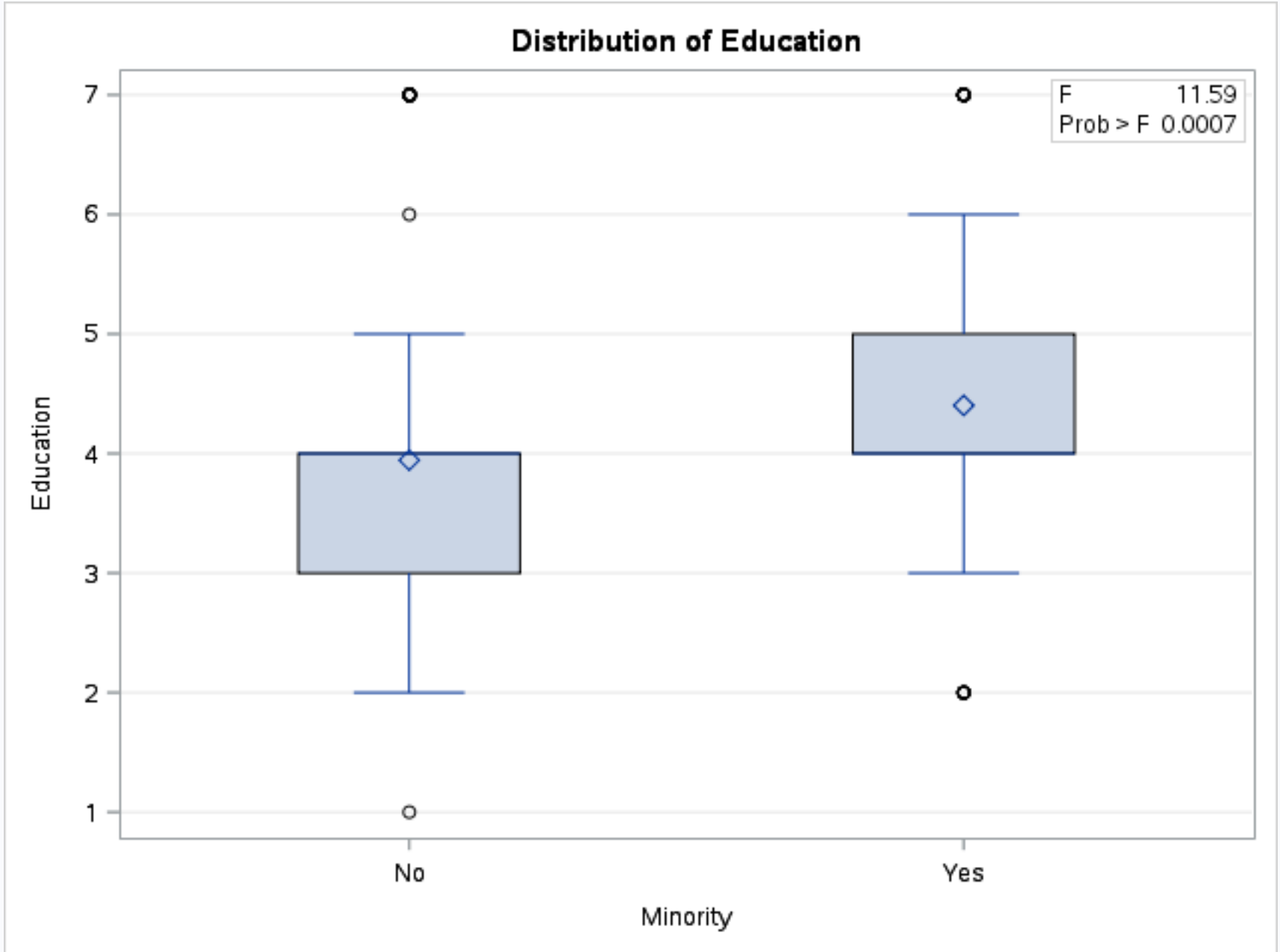
Dependent Variable: Education

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	21.4075170	21.4075170	11.59	0.0007
Error	466	860.8232522	1.8472602		
Corrected Total	467	882.2307692			

R-Square	Coeff Var	Root MSE	Education Mean
0.024265	33.23288	1.359140	4.089744

Source	DF	Type I SS	Mean Square	F Value	Pr > F
Minority	1	21.40751704	21.40751704	11.59	0.0007

Source	DF	Type III SS	Mean Square	F Value	Pr > F
Minority	1	21.40751704	21.40751704	11.59	0.0007



Job satisfaction and diversity study
Regression with job satisfaction is the response variable

The REG Procedure
Model: MODEL1
Dependent Variable: Sat Job satisfaction

Number of Observations Read	500
Number of Observations Used	438
Number of Observations with Missing Values	62

Analysis of Variance					
Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	10	2620.26055	262.02606	33.88	<.0001
Error	427	3302.25314	7.73361		
Corrected Total	437	5922.51370			

Root MSE	2.78094	R-Square	0.4424
Dependent Mean	14.92466	Adj R-Sq	0.4294
Coeff Var	18.63318		

Parameter Estimates						
Variable	Label	DF	Parameter Estimate	Standard Error	t Value	Pr > t
Intercept	Intercept	1	2.14976	1.20091	1.79	0.0741

reIC	Relations with colleagues at work	1	0.11125	0.04780	2.33	0.0204
reIM	Relations with magnagement	1	0.05362	0.01818	2.95	0.0034
Fair	Fair opportunities for advancement	1	0.32499	0.03767	8.63	<.0001
SM	Senior managements commitment to diversity	1	0.02410	0.03826	0.63	0.5290
Sex		1	0.23226	0.27566	0.84	0.4000
Minority		1	-0.75657	0.36642	-2.06	0.0395
Education		1	0.14196	0.09904	1.43	0.1525
married		1	0.53030	0.33461	1.58	0.1137
newAge		1	0.00601	0.01531	0.39	0.6948
Foregin		1	-0.37406	0.36972	-1.01	0.3122

Job satisfaction and diversity study

Regression with job satisfaction is the response variable

The REG Procedure
Model: MODEL1

Test drop Results for Dependent Variable Sat				
Source	DF	Mean Square	F Value	Pr > F
Numerator	6	8.62399	1.12	0.3525
Denominator	427	7.73361		

Job satisfaction and diversity study

Proportion of remaining variation

a
0.0154939

Job satisfaction and diversity study

Regression with 4 significant explanatory variables

The REG Procedure
Model: MODEL1
Dependent Variable: Sat Job satisfaction

Number of Observations Read	500
Number of Observations Used	471
Number of Observations with Missing Values	29

Analysis of Variance					
Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	4	2818.95457	704.73864	90.58	<.0001
Error	466	3625.81401	7.78072		
Corrected Total	470	6444.76858			

Root MSE	2.78939	R-Square	0.4374
Dependent Mean	14.78769	Adj R-Sq	0.4326
Coeff Var	18.86295		

Parameter Estimates						
Variable	Label	DF	Parameter Estimate	Standard Error	t Value	Pr > t
Intercept	Intercept	1	3.14157	0.83473	3.76	0.0002
relC	Relations with colleagues at work	1	0.11140	0.04600	2.42	0.0158
relM	Relations with magnagement	1	0.06051	0.01685	3.59	0.0004
Fair	Fair opportunities for advancement	1	0.33468	0.03597	9.30	<.0001
Minority		1	-0.94482	0.28033	-3.37	0.0008