```
NEW FILE.
DATASET NAME DataSet1 WINDOW=FRONT.

SAVE OUTFILE='C:\Users\shrey\Downloads\hr_proj\data_spss.sav'
  /COMPRESSED.
*Automatic Linear Modeling.
LINEAR
  /FIELDS TARGET=Recommending_to_others INPUTS=Name Age Gender years_of_experience educat
ional_background Eangement_level Value_recogi_for_contri Communication_collebration compa
ny_vision_values_with_personal_goals Training_development_satifaction Training_to_profess
ional_growth Effectiveness_feedback_coaching Support_for_higher_edu_or_skill applying_ski
lls_from_training_in_daily_work Changing_company_in_year Satified_with_current_role_and_a
dvancment Skills_and_talent_utilization
Recognized_rewarded_for_contribution Retain_and_promote_talent Satifsaction_with_recurite
ment_process Transaction_into_new_role Transperency_expectations_timelines_while_recuriti
ng Support_by_hr_while_onboarding job_oppourtinities_communications_internally diversity_
inclusion_in_decision_making_priority Perspectivies_experiences_valued_level Effectivenes
s_of_diversity_promotion Companies_effort_for_inclusive_enov Inclusiveness_for_employees_
with_diverse_background
  /BUILD_OPTIONS OBJECTIVE=BOOSTING USE_AUTO_DATA_PREPARATION=TRUE CONFIDENCE_LEVEL=95 MO
DEL_SELECTION=FORWARDSTEPWISE CRITERIA_FORWARD_STEPWISE=AICC REPLICATE_RESULTS=TRUE SEED=
54752075
  /ENSEMBLES COMBINING_RULE_CONTINUOUS=MEAN COMPONENT_MODELS_N=10.
```

Automatic Linear Modeling

```
[DataSet1] C:\Users\shrey\Downloads\hr_proj\data_spss.sav
```

Case Processing Summary

Model		N	Percent
Reference	Included	50	100.0%
	Excluded	0	0.0%
	Total	50	100.0%
Component 1	Included	50	100.0%
	Excluded	0	0.0%
	Total	50	100.0%
Component 2	Included	32	100.0%
	Excluded	18	0.0%
	Total	50	100.0%
Component 3	Included	27	100.0%
	Excluded	23	0.0%
	Total	50	100.0%
Component 4	Included	26	100.0%
	Excluded	24	0.0%
	Total	50	100.0%
Component 5	Included	21	100.0%
	Excluded	29	0.0%
	Total	50	100.0%
Component 6	Included	22	100.0%
	Excluded	28	0.0%
	Total	50	100.0%
Component 7	Included	22	100.0%
	Excluded	28	0.0%
	Total	50	100.0%
Component 8	Included	22	100.0%
	Excluded	28	0.0%
	Total	50	100.0%
Component 9	Included	17	100.0%
	Excluded	33	0.0%
	Total	50	100.0%
Component 10	Included	14	100.0%
	Excluded	36	0.0%
	Total	50	100.0%

Linear Models

Linear models predict a continuous target based on linear relationships between the target and one or more predictors.

- company_vision_values_with_personal_goals
- Training_to_professional_growth
- Effectiveness_feedback_coaching
- Changing_company_in_year
- Retain_and_promote_talent
- Support_by_hr_while_onboarding
- Inclusiveness_for_employees_with_diverse_background
- Name
- applying_skills_from_training_in_daily_work
- Transaction_into_new_role
- Training_development_satifaction
- Perspectivies_experiences_valued_level
- Companies_effort_for_inclusive_enov
- Satified_with_current_role_and_advancment
- Skills_and_talent_utilization
- Support_for_higher_edu_or_skill
- Recognized_rewarded_for_contribution
- diversity_inclusion_in_decision_making_priority
- Effectiveness_of_diversity_promotion
- Eangement_level
- Value_recogi_for_contri
- Transperency_expectations_timelines_while_recuriting
- job_oppourtinities_communications_internally

```
PPLOT
  /VARIABLES=Age Gender years_of_experience educational_background
  /NOLOG
  /NOSTANDARDIZE
  /TYPE=Q-Q
  /FRACTION=BLOM
  /TIES=MEAN
  /DIST=NORMAL.
```

PPlot

Model Description

Model Name		MOD_1
Series or Sequence	1	Age
	2	Gender
	3	years_of_experience
	4	educational_background
Transformation		None
Non-Seasonal Differencing		0
Seasonal Differencing		0
Length of Seasonal Period		No periodicity
Standardization		Not applied
Distribution	Type	Normal
	Location	estimated
	Scale	estimated
Fractional Rank Estimation Method		Blom's
Rank Assigned to Ties		Mean rank of tied values

Applying the model specifications from MOD_1

Case Processing Summary

		Age	Gender	years_of_experience	educational_background
Series or Sequence Length		50	50	50	50
Number of Missing Values in the Plot	User-Missing	0	0	0	0
	System-Missing	0	0	0	0

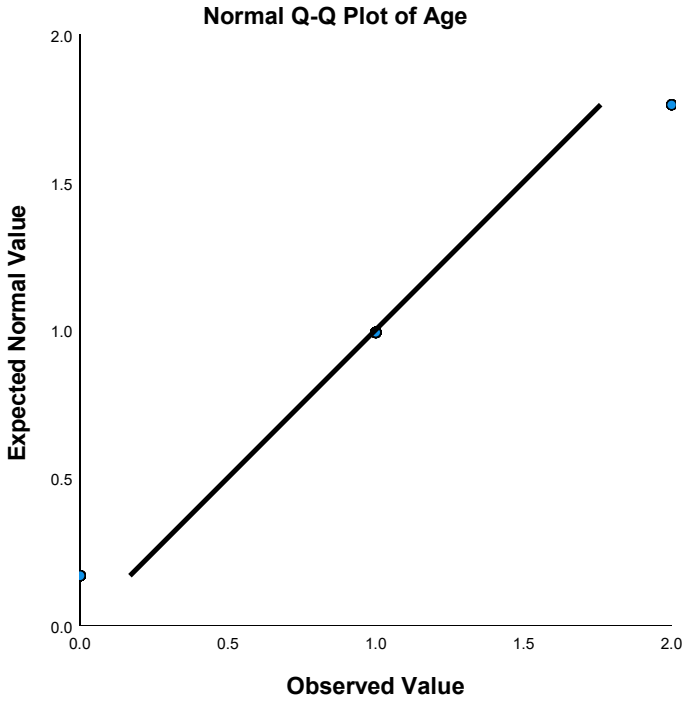
The cases are unweighted.

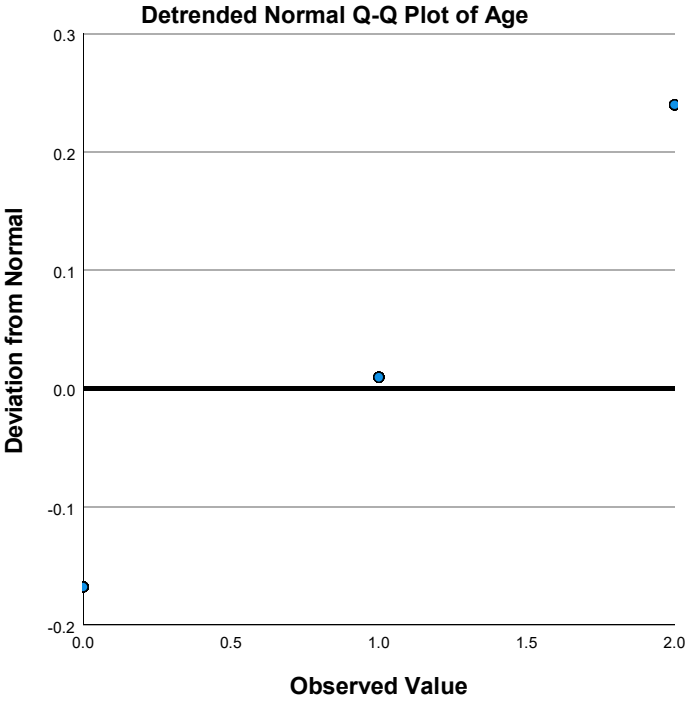
Estimated Distribution Parameters

		Age	Gender	years_of_experience	educational_background
Normal Distribution	Location	.8000	.4400	.6800	.5200
	Scale	.75593	.50143	.74066	.86284

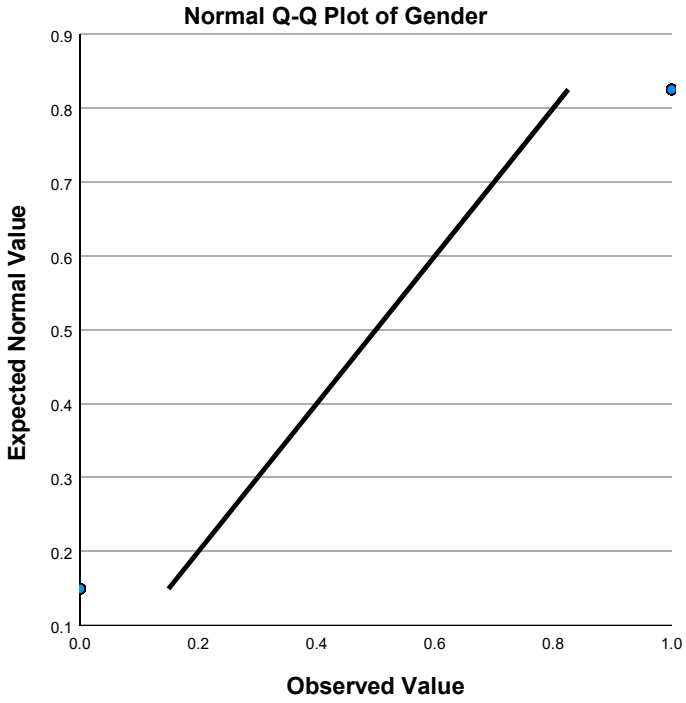
The cases are unweighted.

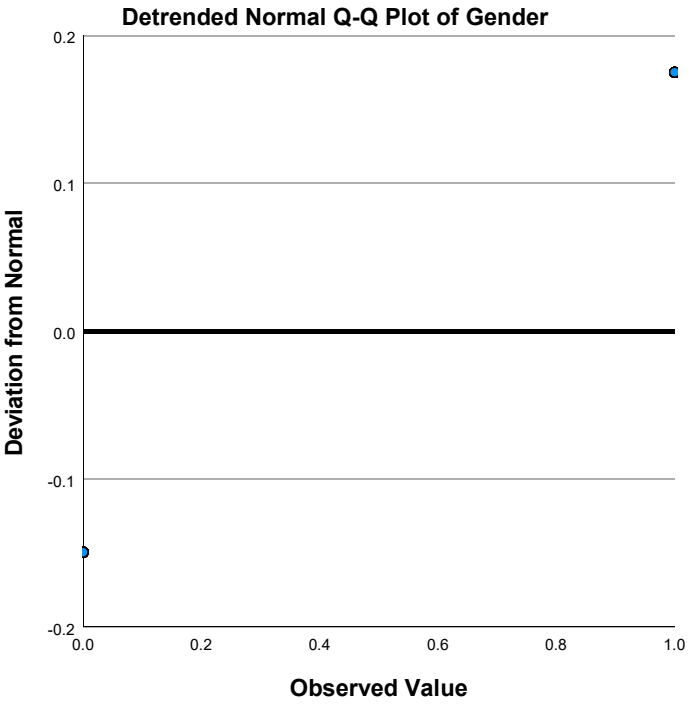
Age


Normal Q-Q Plot of Age
Expected Normal Value
Observed Value
2.0
1.5
1.0
0.5
0.0
0.0
0.5
1.0
1.5
2.0

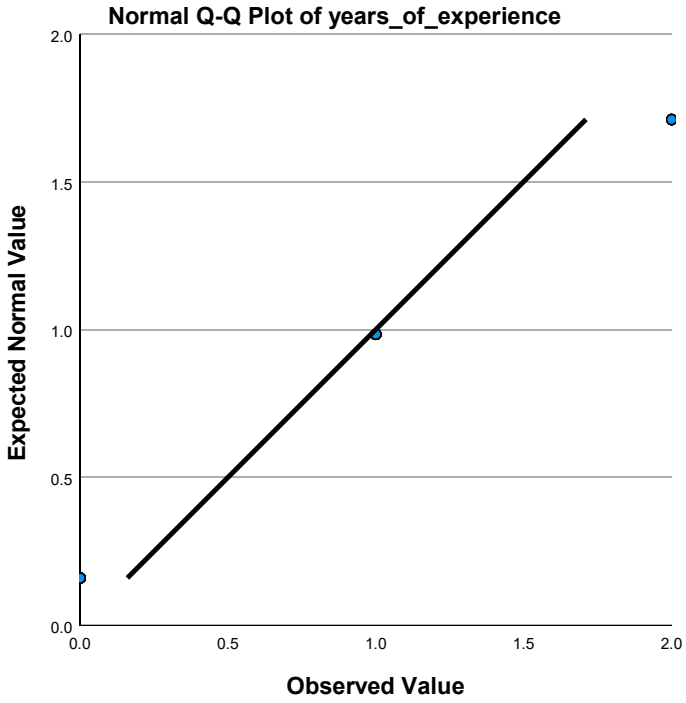

Detrended Normal Q-Q Plot of Age
Deviation from Normal
Observed Value
0.3
0.2
0.1
0.0
-0.1
-0.2
0.0
0.5
1.0
1.5
2.0

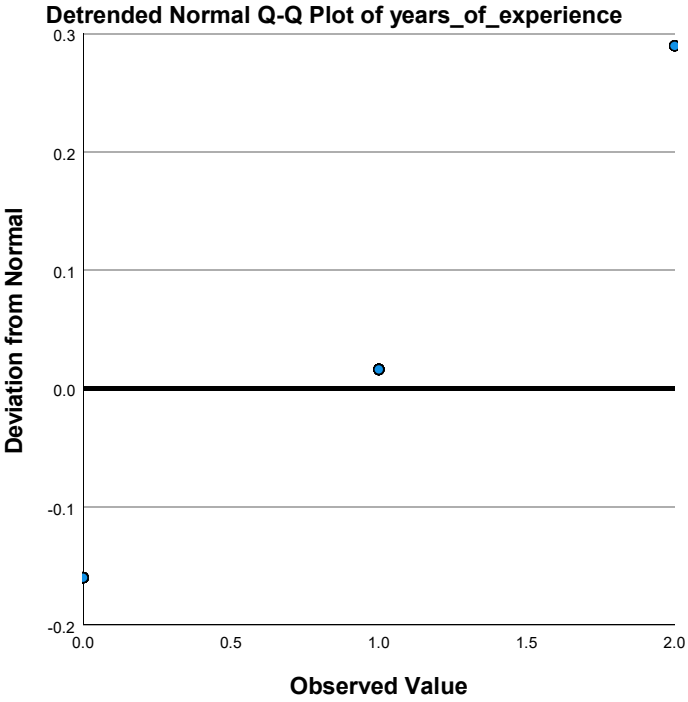
Gender



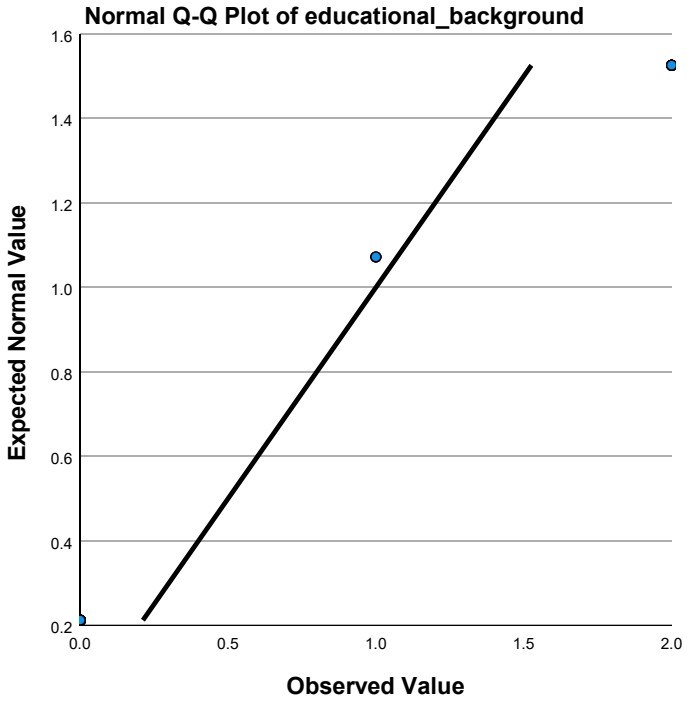


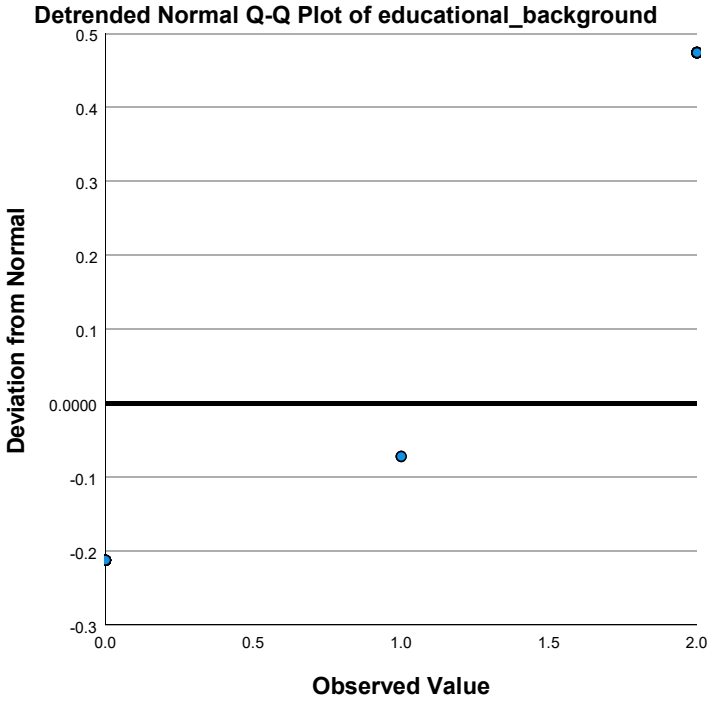
years_of_experience





educational_background






```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
```

```
  /NOORIGIN
  /DEPENDENT employee_turnover_rate
  /METHOD=ENTER Age years_of_experience educational_background Gender employee_engangment
_level
    training_and_development_roi time_to_adopt
  /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID).
```

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	time_to_adopt, Age, educational_background, employee_engangment_level, years_of_experience, Gender, training_and_development_roi[b]	.	Enter

a. Dependent Variable: employee_turnover_rate

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.866[a]	.750	.705	.54555

a. Predictors: (Constant), time_to_adopt, Age, educational_background, employee_engangment_level, years_of_experience, Gender, training_and_development_roi

b. Dependent Variable: employee_turnover_rate

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	34.838	7	4.977	16.722	.000[b]
	Residual	11.608	39	.298		
	Total	46.446	46			

a. Dependent Variable: employee_turnover_rate

b. Predictors: (Constant), time_to_adopt, Age, educational_background, employee_engangment_level, years_of_experience, Gender, training_and_development_roi

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.081	.140		.580	.565
	Age	-.011	.147	-.008	-.071	.943
	years_of_experience	.014	.128	.011	.110	.913
	educational_background	-.190	.117	-.157	-1.626	.112
	Gender	-.016	.230	-.008	-.069	.945
	employee_engangment_level	.697	.124	.713	5.619	.000
	training_and_development_roi	.171	.134	.172	1.278	.209
	time_to_adopt	-.039	.094	-.037	-.408	.685

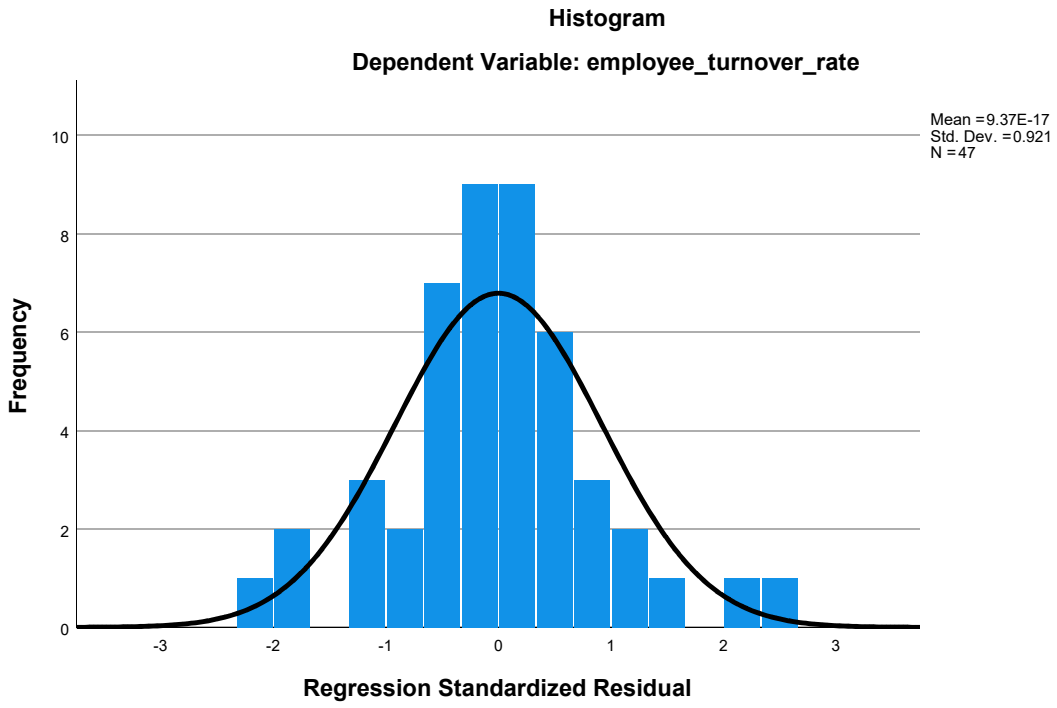
a. Dependent Variable: employee_turnover_rate

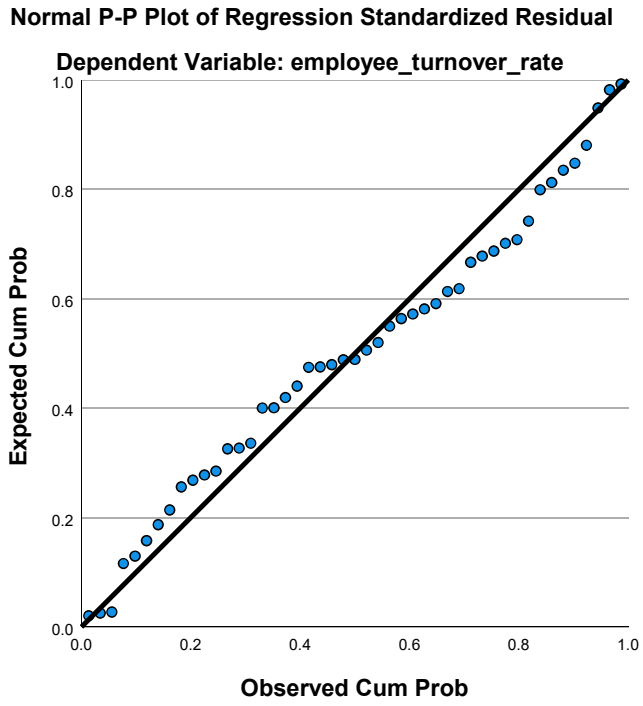
Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	-2.0010	1.9510	-.0365	.87026	47
Residual	-1.11394	1.33149	.00000	.50233	47
Std. Predicted Value	-2.257	2.284	.000	1.000	47
Std. Residual	-2.042	2.441	.000	.921	47

a. Dependent Variable: employee_turnover_rate

Charts






```
* Encoding: UTF-8.
preserve.
set printback=off.
```

Matrix

```
Run MATRIX procedure:

***************** PROCESS Procedure for SPSS Version 4.2 *****************

          Written by Andrew F. Hayes, Ph.D.       www.afhayes.com
    Documentation available in Hayes (2022). www.guilford.com/p/hayes3

************************ ANALYSIS NOTES AND ERRORS ************************

ERROR: You have specified an M variable in a model that does not use it.

------ END MATRIX -----

* Encoding: UTF-8.
preserve.
set printback=off.
```

Matrix

```
Run MATRIX procedure:

***************** PROCESS Procedure for SPSS Version 4.2 *****************

          Written by Andrew F. Hayes, Ph.D.       www.afhayes.com
    Documentation available in Hayes (2022). www.guilford.com/p/hayes3

**************************************************************************
Model  : 1
    Y  : employee
    X  : time_to_
    W  : diversit

Sample
Size:  50

**************************************************************************
OUTCOME VARIABLE:
 employee

Model Summary
          R       R-sq        MSE          F        df1        df2          p
      .7298      .5326      .5080    17.4724     3.0000    46.0000      .0000

Model
              coeff         se          t          p       LLCI       ULCI
constant     -.0111      .1034     -.1076      .9148     -.2192      .1970
time_to_     -.1348      .1041    -1.2951      .2018     -.3443      .0747
diversit      .7562      .1150     6.5726      .0000      .5246      .9877
Int_1        -.0532      .1101     -.4835      .6310     -.2748      .1683
```

```
Product terms key:
 Int_1    :        time_to_ x        diversit

Covariance matrix of regression parameter estimates:
           constant   time_to_   diversit      Int_1
constant      .0107      .0003     -.0006      .0025
time_to_      .0003      .0108      .0023      .0012
diversit     -.0006      .0023      .0132     -.0030
Int_1         .0025      .0012     -.0030      .0121

Test(s) of highest order unconditional interaction(s):
       R2-chng          F        df1        df2          p
X*W      .0024      .2338     1.0000    46.0000      .6310
----------
    Focal predict: time_to_ (X)
          Mod var: diversit (W)

Data for visualizing the conditional effect of the focal predictor:
Paste text below into a SPSS syntax window and execute to produce plot.

DATA LIST FREE/
   time_to_   diversit   employee   .
BEGIN DATA.
     -.6877     -.8316     -.5777
      .3236     -.8316     -.6693
      .3236     -.8316     -.6693
     -.6877     -.0187      .0667
      .3236     -.0187     -.0686
      .3236     -.0187     -.0686
     -.6877      .6279      .5793
      .3236      .6279      .4092
      .3236      .6279      .4092
END DATA.
GRAPH/SCATTERPLOT=
 time_to_ WITH     employee BY       diversit .

*********************** ANALYSIS NOTES AND ERRORS ************************

Level of confidence for all confidence intervals in output:
  95.0000

WARNING: Variables names longer than eight characters can produce incorrect output
when some variables in the data file have the same first eight characters. Shorter
variable names are recommended. By using this output, you are accepting all risk
and consequences of interpreting or reporting results that may be incorrect.

------ END MATRIX -----

* Encoding: UTF-8.
```

```
preserve.
set printback=off.
```

Matrix

```
Run MATRIX procedure:

***************** PROCESS Procedure for SPSS Version 4.2 *****************

          Written by Andrew F. Hayes, Ph.D.       www.afhayes.com
    Documentation available in Hayes (2022). www.guilford.com/p/hayes3

**************************************************************************
Model  : 1
    Y  : employee
    X  : diversit
    W  : time_to_

Sample
Size:  50

**************************************************************************
OUTCOME VARIABLE:
 employee

Model Summary
          R       R-sq        MSE          F        df1        df2          p
      .7298      .5326      .5080    17.4724     3.0000    46.0000      .0000

Model
              coeff         se          t          p       LLCI       ULCI
constant     -.0111      .1034     -.1076      .9148     -.2192      .1970
diversit      .7562      .1150     6.5726      .0000      .5246      .9877
time_to_     -.1348      .1041    -1.2951      .2018     -.3443      .0747
Int_1        -.0532      .1101     -.4835      .6310     -.2748      .1683

Product terms key:
 Int_1    :        diversit x        time_to_

Covariance matrix of regression parameter estimates:
           constant   diversit   time_to_      Int_1
constant      .0107     -.0006      .0003      .0025
diversit     -.0006      .0132      .0023     -.0030
time_to_      .0003      .0023      .0108      .0012
Int_1         .0025     -.0030      .0012      .0121

Test(s) of highest order unconditional interaction(s):
       R2-chng          F        df1        df2          p
X*W      .0024      .2338     1.0000    46.0000      .6310
----------
```

```
    Focal predict: diversit (X)
          Mod var: time_to_ (W)

Data for visualizing the conditional effect of the focal predictor:
Paste text below into a SPSS syntax window and execute to produce plot.

DATA LIST FREE/
   diversit   time_to_   employee   .
BEGIN DATA.
     -.8316     -.6877     -.5777
     -.0187     -.6877      .0667
      .6279     -.6877      .5793
     -.8316      .3236     -.6693
     -.0187      .3236     -.0686
      .6279      .3236      .4092
     -.8316      .3236     -.6693
     -.0187      .3236     -.0686
      .6279      .3236      .4092
END DATA.
GRAPH/SCATTERPLOT=
 diversit WITH     employee BY       time_to_ .

************************ ANALYSIS NOTES AND ERRORS ************************

Level of confidence for all confidence intervals in output:
  95.0000

WARNING: Variables names longer than eight characters can produce incorrect output
when some variables in the data file have the same first eight characters. Shorter
variable names are recommended. By using this output, you are accepting all risk
and consequences of interpreting or reporting results that may be incorrect.

------ END MATRIX -----

* Encoding: UTF-8.
preserve.
set printback=off.
```

Matrix

```
Run MATRIX procedure:

***************** PROCESS Procedure for SPSS Version 4.2 *****************

          Written by Andrew F. Hayes, Ph.D.       www.afhayes.com
    Documentation available in Hayes (2022). www.guilford.com/p/hayes3

**************************************************************************
Model  : 1
    Y  : training
```

```
    X  : diversit
    W  : time_to_

Sample
Size:  50

**************************************************************************
OUTCOME VARIABLE:
 training

Model Summary
          R       R-sq        MSE          F        df1        df2          p
      .7687      .5909      .4447    22.1447     3.0000    46.0000      .0000

Model
              coeff         se          t          p       LLCI       ULCI
constant      .0199      .0967      .2057      .8380     -.1748      .2146
diversit      .7378      .1076     6.8545      .0000      .5211      .9545
time_to_     -.1648      .0974    -1.6920      .0974     -.3608      .0313
Int_1         .0952      .1030      .9240      .3603     -.1121      .3024

Product terms key:
 Int_1    :        diversit x        time_to_

Covariance matrix of regression parameter estimates:
           constant   diversit   time_to_      Int_1
constant      .0094     -.0006      .0002      .0022
diversit     -.0006      .0116      .0020     -.0026
time_to_      .0002      .0020      .0095      .0011
Int_1         .0022     -.0026      .0011      .0106

Test(s) of highest order unconditional interaction(s):
       R2-chng          F        df1        df2          p
X*W      .0076      .8538     1.0000    46.0000      .3603
----------
    Focal predict: diversit (X)
          Mod var: time_to_ (W)

Data for visualizing the conditional effect of the focal predictor:
Paste text below into a SPSS syntax window and execute to produce plot.

DATA LIST FREE/
   diversit   time_to_   training   .
BEGIN DATA.
     -.8316     -.6877     -.4260
     -.0187     -.6877      .1206
      .6279     -.6877      .5554
     -.8316      .3236     -.6726
     -.0187      .3236     -.0478
```

```
      .6279      .3236      .4492
     -.8316      .3236     -.6726
     -.0187      .3236     -.0478
      .6279      .3236      .4492
END DATA.
GRAPH/SCATTERPLOT=
 diversit WITH     training BY       time_to_ .

********************** ANALYSIS NOTES AND ERRORS ************************

Level of confidence for all confidence intervals in output:
  95.0000

WARNING: Variables names longer than eight characters can produce incorrect output
when some variables in the data file have the same first eight characters. Shorter
variable names are recommended. By using this output, you are accepting all risk
and consequences of interpreting or reporting results that may be incorrect.

------ END MATRIX -----

REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT employee_turnover_rate
  /METHOD=ENTER Age years_of_experience educational_background Gender Eangement_level
    Recommending_to_others Value_recogi_for_contri Communication_collebration
    company_vision_values_with_personal_goals Training_development_satifaction
    Training_to_professional_growth Effectiveness_feedback_coaching Support_for_higher_ed
u_or_skill
    Satifsaction_with_recuritement_process Transaction_into_new_role
    Transperency_expectations_timelines_while_recuriting Support_by_hr_while_onboarding
    job_oppourtinities_communications_internally
  /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID).
```

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	job_oppourtinities_communications_internally, Gender, Satifsaction_with_recuritement_process, Communication_collebration, educational_background, company_vision_values_with_personal_goals, Support_for_higher_edu_or_skill, years_of_experience, Effectiveness_feedback_coaching, Age, Training_development_satifaction, Training_to_professional_growth, Eangement_level, Transperency_expectations_timelines_while_recuriting, Support_by_hr_while_onboarding, Transaction_into_new_role, Value_recogi_for_contri, Recommending_to_others[b]	.	Enter

a. Dependent Variable: employee_turnover_rate

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.660[a]	.436	.073	.96755

a. Predictors: (Constant), job_oppourtinities_communications_internally, Gender, Satifsaction_with_recuritement_process, Communication_collebration, educational_background, company_vision_values_with_personal_goals, Support_for_higher_edu_or_skill, years_of_experience, Effectiveness_feedback_coaching, Age, Training_development_satifaction, Training_to_professional_growth, Eangement_level, Transperency_expectations_timelines_while_recuriting, Support_by_hr_while_onboarding, Transaction_into_new_role, Value_recogi_for_contri, Recommending_to_others

b. Dependent Variable: employee_turnover_rate

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	20.234	18	1.124	1.201	.324[b]
	Residual	26.212	28	.936		
	Total	46.446	46			

a. Dependent Variable: employee_turnover_rate

b. Predictors: (Constant), job_oppourtinities_communications_internally, Gender, Satifsaction_with_recuritement_process, Communication_collebration, educational_background, company_vision_values_with_personal_goals, Support_for_higher_edu_or_skill, years_of_experience, Effectiveness_feedback_coaching, Age, Training_development_satifaction, Training_to_professional_growth, Eangement_level, Transperency_expectations_timelines_while_recuriting, Support_by_hr_while_onboarding, Transaction_into_new_role, Value_recogi_for_contri, Recommending_to_others

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.661	.943		.701	.489
	Age	.404	.348	.306	1.162	.255
	years_of_experience	-.199	.359	-.148	-.552	.585
	educational_background	-.541	.254	-.447	-2.135	.042
	Gender	-.217	.457	-.109	-.475	.638
	Eangement_level	.296	.274	.287	1.080	.290
	Recommending_to_others	-.017	.391	-.020	-.045	.965
	Value_recogi_for_contri	.516	.346	.502	1.493	.147
	Communication_collebration	.103	.352	.122	.291	.773
	company_vision_values_with_personal_goals	.217	.265	.238	.819	.420
	Training_development_satifaction	-.290	.282	-.263	-1.027	.313
	Training_to_professional_growth	.084	.293	.081	.287	.776
	Effectiveness_feedback_coaching	-.295	.316	-.291	-.933	.359
	Support_for_higher_edu_or_skill	-.033	.342	-.027	-.097	.923
	Satifsaction_with_recuritement_process	-.106	.248	-.105	-.425	.674
	Transaction_into_new_role	.318	.333	.307	.955	.348
	Transperency_expectations_timelines_while_recuriting	-.363	.353	-.326	-1.030	.312
	Support_by_hr_while_onboarding	-.350	.340	-.280	-1.030	.312
	job_oppourtinities_communications_internally	-.293	.346	-.270	-.849	.403

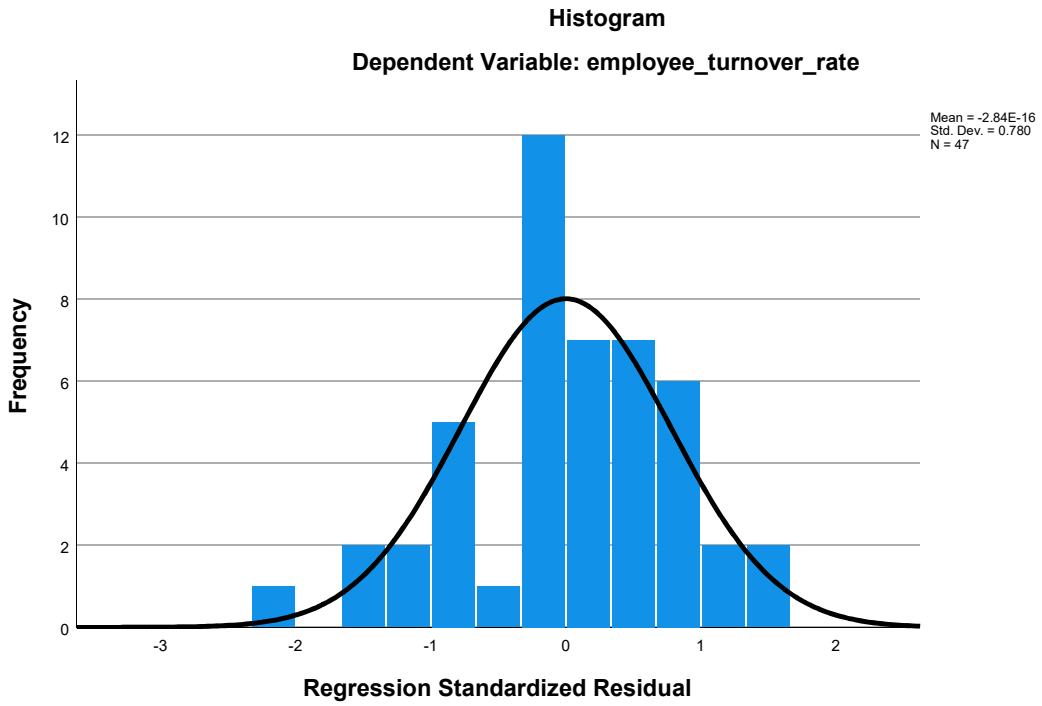
a. Dependent Variable: employee_turnover_rate

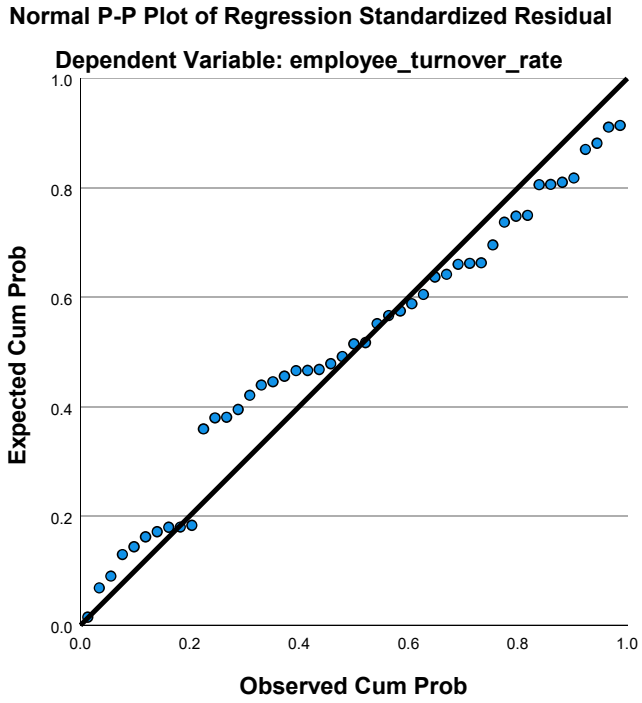
Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	-1.4166	1.7223	-.0365	.66322	47
Residual	-2.10267	1.32131	.00000	.75488	47
Std. Predicted Value	-2.081	2.652	.000	1.000	47
Std. Residual	-2.173	1.366	.000	.780	47

a. Dependent Variable: employee_turnover_rate

Charts






```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT employee_turnover_rate
  /METHOD=ENTER Age years_of_experience educational_background Gender
  /METHOD=ENTER time_to_adopt diversity_inclusion
  /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID).
```

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Gender, years_of_experience, educational_background, Age[b]	.	Enter
2	time_to_adopt, diversity_inclusion[b]	.	Enter

a. Dependent Variable: employee_turnover_rate

b. All requested variables entered.

Model Summary[c]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.297[a]	.088	.002	1.00408
2	.747[b]	.558	.492	.71624

a. Predictors: (Constant), Gender, years_of_experience, educational_background, Age

b. Predictors: (Constant), Gender, years_of_experience, educational_background, Age, time_to_adopt, diversity_inclusion

c. Dependent Variable: employee_turnover_rate

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4.103	4	1.026	1.017	.409[b]
	Residual	42.343	42	1.008		
	Total	46.446	46			
2	Regression	25.926	6	4.321	8.423	.000[c]
	Residual	20.520	40	.513		
	Total	46.446	46			

a. Dependent Variable: employee_turnover_rate

b. Predictors: (Constant), Gender, years_of_experience, educational_background, Age

c. Predictors: (Constant), Gender, years_of_experience, educational_background, Age, time_to_adopt, diversity_inclusion

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.259	.242		-1.070	.291
	Age	.369	.258	.279	1.427	.161
	years_of_experience	-.046	.225	-.035	-.206	.838
	educational_background	-.138	.205	-.114	-.671	.506
	Gender	.029	.405	.015	.071	.943
2	(Constant)	.141	.187		.755	.455
	Age	-.013	.196	-.010	-.067	.947
	years_of_experience	-.194	.168	-.145	-1.154	.255
	educational_background	-.164	.147	-.135	-1.111	.273
	Gender	.132	.291	.066	.454	.652
	time_to_adopt	-.127	.119	-.123	-1.070	.291
	diversity_inclusion	.756	.134	.715	5.627	.000

a. Dependent Variable: employee_turnover_rate

Excluded Variables[a]

Model		Beta In	t	Sig.	Partial Correlation	Collinearity Statistics Tolerance
1	time_to_adopt	-.355[b]	-2.494	.017	-.363	.952
	diversity_inclusion	.764[b]	6.423	.000	.708	.784

a. Dependent Variable: employee_turnover_rate

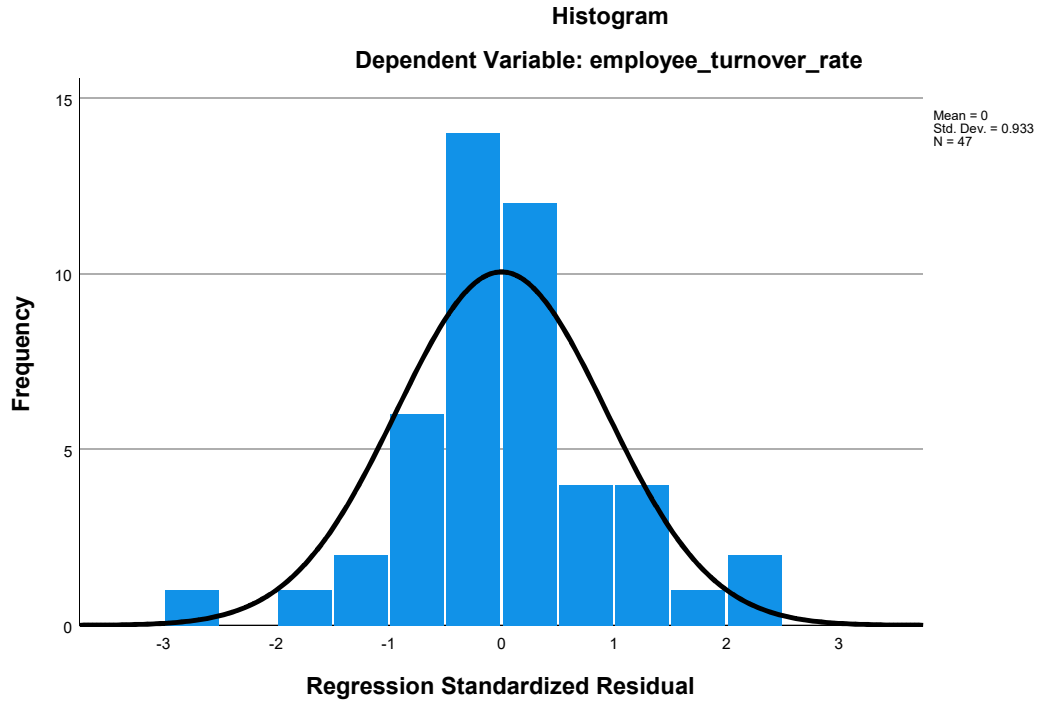
b. Predictors in the Model: (Constant), Gender, years_of_experience, educational_background, Age

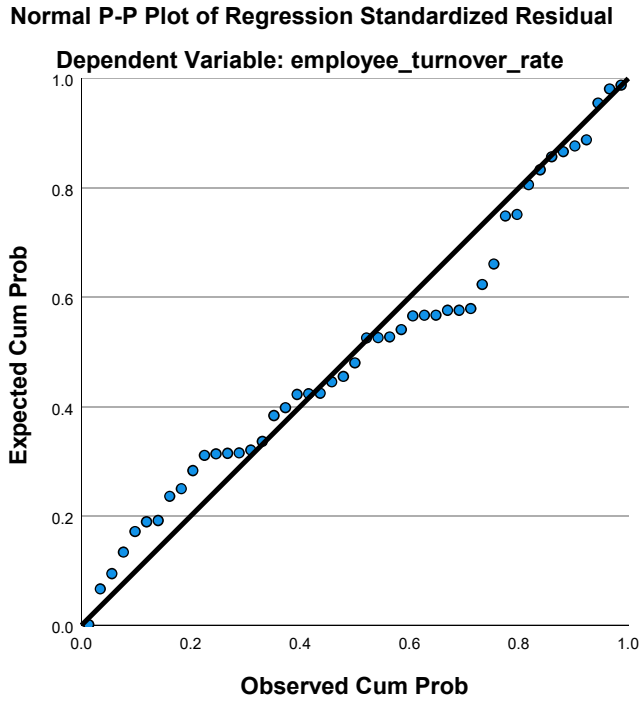
Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	-1.8517	1.8076	-.0365	.75074	47
Residual	-2.14201	1.61187	.00000	.66790	47
Std. Predicted Value	-2.418	2.456	.000	1.000	47
Std. Residual	-2.991	2.250	.000	.933	47

a. Dependent Variable: employee_turnover_rate

Charts






```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT time_to_adopt
  /METHOD=ENTER Age years_of_experience educational_background Gender
  /METHOD=ENTER diversity_inclusion employee_turnover_rate
  /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID).
```

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Gender, years_of_experience, educational_background, Age[b]	.	Enter
2	employee_turnover_rate, diversity_inclusion[b]	.	Enter

a. Dependent Variable: time_to_adopt

b. All requested variables entered.

Model Summary[c]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.220[a]	.048	-.042	.99660
2	.439[b]	.193	.072	.94047

a. Predictors: (Constant), Gender, years_of_experience, educational_background, Age

b. Predictors: (Constant), Gender, years_of_experience, educational_background, Age, employee_turnover_rate, diversity_inclusion

c. Dependent Variable: time_to_adopt

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.118	4	.529	.533	.712[b]
	Residual	41.715	42	.993		
	Total	43.833	46			
2	Regression	8.454	6	1.409	1.593	.174[c]
	Residual	35.379	40	.884		
	Total	43.833	46			

a. Dependent Variable: time_to_adopt

b. Predictors: (Constant), Gender, years_of_experience, educational_background, Age

c. Predictors: (Constant), Gender, years_of_experience, educational_background, Age, employee_turnover_rate, diversity_inclusion

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.026	.240		-.109	.914
	Age	-.037	.256	-.029	-.145	.886
	years_of_experience	.244	.224	.187	1.090	.282
	educational_background	-.152	.204	-.129	-.746	.460
	Gender	-.182	.402	-.094	-.453	.653
2	(Constant)	-.204	.246		-.832	.411
	Age	.157	.256	.122	.614	.542
	years_of_experience	.287	.220	.221	1.306	.199
	educational_background	-.180	.195	-.153	-.925	.360
	Gender	-.214	.382	-.111	-.560	.578
	diversity_inclusion	-.227	.233	-.221	-.974	.336
	employee_turnover_rate	-.219	.205	-.225	-1.070	.291

a. Dependent Variable: time_to_adopt

Excluded Variables[a]

Model		Beta In	t	Sig.	Partial Correlation	Collinearity Statistics Tolerance
1	diversity_inclusion	-.394[b]	-2.449	.019	-.357	.784
	employee_turnover_rate	-.371[b]	-2.494	.017	-.363	.912

a. Dependent Variable: time_to_adopt

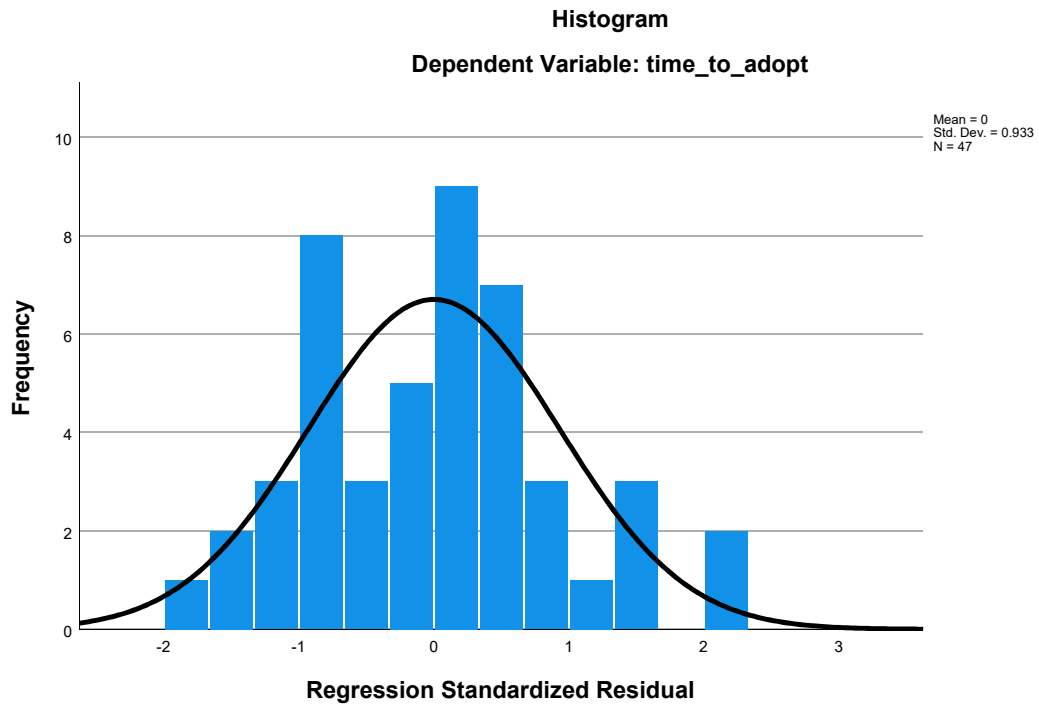
b. Predictors in the Model: (Constant), Gender, years_of_experience, educational_background, Age

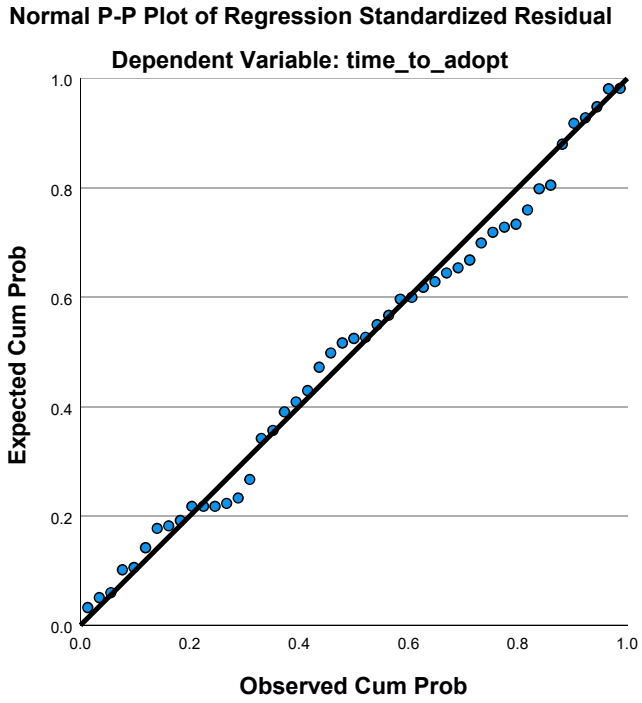
Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	-1.0594	1.0475	-.0422	.42869	47
Residual	-1.73526	1.96816	.00000	.87699	47
Std. Predicted Value	-2.373	2.542	.000	1.000	47
Std. Residual	-1.845	2.093	.000	.933	47

a. Dependent Variable: time_to_adopt

Charts




Normal P-P Plot of Regression Standardized Residual
Dependent Variable: time_to_adopt
Expected Cum Prob
Observed Cum Prob
0.0
0.2
0.4
0.6
0.8
1.0