

Revise your multiple regression analysis!

MA660E, Lab Report

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Part One: Probability computation

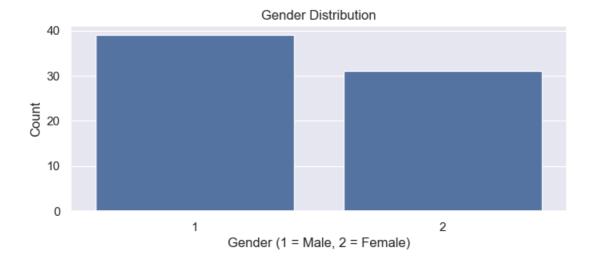
Part One: Basic Charts and Summaries

Tasks:

- Create a bar chart for gender and a pie chart for ethnic group.
- Summarize the age data with a **five-number summary** (min, max, median, 1st quartile, 3rd quartile) and a **box plot**.
- Calculate the **mean** and **standard deviation** of income and create a **histogram**.

Solution:

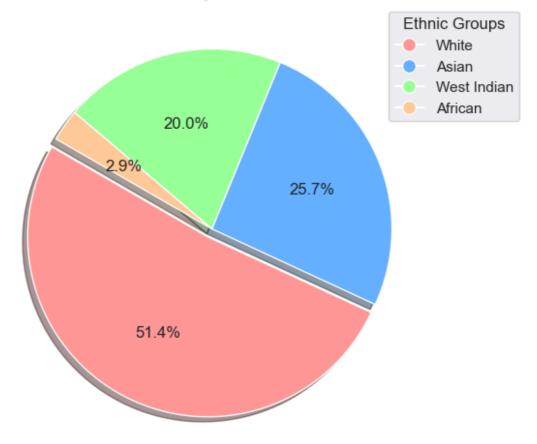
Bar Chart for Gender Distribution:



Caption: A bar chart visualizing the gender distribution, with more male participants than female.

Pie Chart for Ethnic Groups:

Ethnic Group Distribution



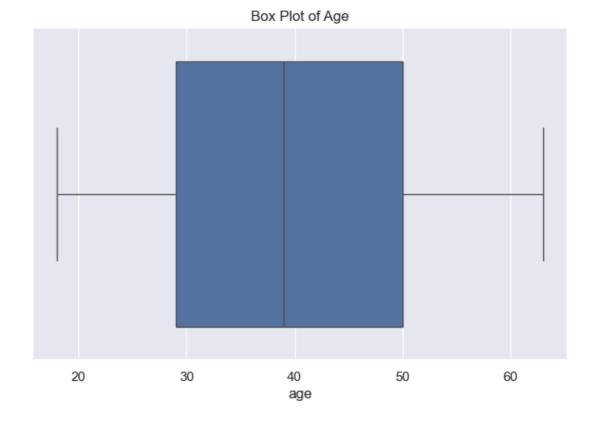
Caption: A pie chart showing the distribution of ethnic groups, highlighting diversity in the dataset.

Table: Five-Number Summary for Age

Statistic	Value
Minimum	18.0
Q1 (25%)	29.0
Median	39.0
Q3 (75%)	50.0
Maximum	63.0

Caption: The five-number summary shows that the ages in the dataset range from 18 to 63, with a median of 39 years.

Box Plot for Age Distribution:



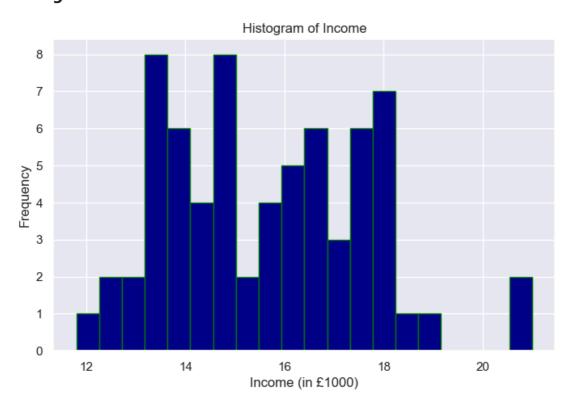
Caption: A box plot representing the age distribution, showing that the majority of individuals are aged between 29 and 50.

• Mean of Income: 15.64

• Standard Deviation of Income: 1.99

Normal curve to check if data is close to normal?

Histogram of Income:



Caption: The income histogram demonstrates that the majority of individuals have an income concentrated around the mean of 15.64.

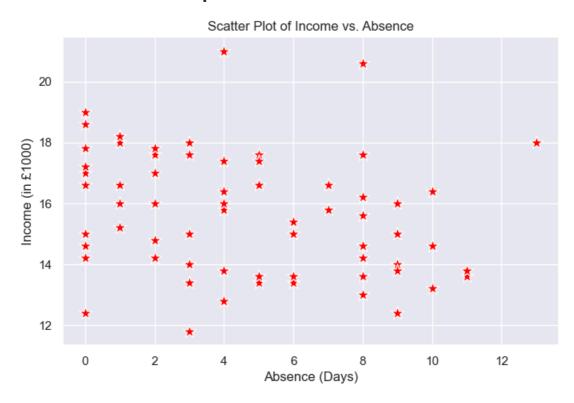
Part one: 2. Scatter Plot and Regression

Tasks:

- Create a **scatter plot** to visualize the relationship between **income** and **absence**.
- Build a **simple linear regression model** with income as the dependent variable and absence as the independent variable.
- Report the determination coefficient (R²).

Solution:

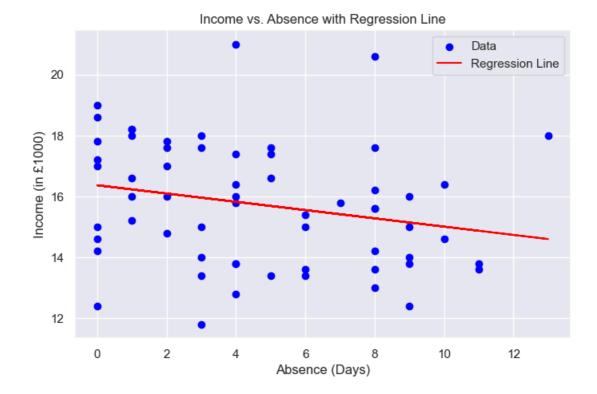
Scatter Plot: Relationship Between Income and Absence



Caption: Scatter plot shows the relationship between income and absence. The plot shows a slight positive trend but with scattered points, indicating a weak correlation between the two variables.

Regression Model (Dropping Missing Values)

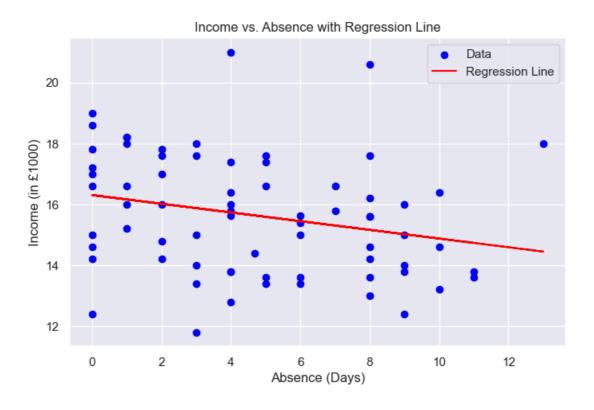
• R-squared (R²): 0.0543 0.0624?



Caption: Linear regression model after dropping rows with missing values. The R^2 value indicates a weak explanatory power of absence on income.

Regression Model (Filling Missing Values with Mean)

• R-squared (R²): 0.0619



Caption: Linear regression model with missing values filled by the mean. The slightly higher R^2 still suggests a weak relationship between absence and income.

Part One: 3. Multiple Regression Analysis

Tasks:

- Build a multiple regression model with job satisfaction (satis) as the dependent variable and the following as independent variables: commitment (commit), autonomy (autonom), income, skill, qualification (qual), age, and years of experience.
- Identify **non-significant variables** and simplify the model by removing them.

Solution:

Initial Multiple Regression Model

- Initial multiple regression model with income as the dependent variable and absence as the independent variable. This model explains 6.2% of the variance in
- The initial model suggests that absence is negatively correlated with income, with a significant p-value.

OLS Regression Results Dep. Variable: income R-squared: 0.062 OLS Adj. R-squared:

Least Squares F-statistic:

Sat, 26 Oct 2024 Prob (F-statistic): Model: 0.048 Method: 4.488 Date: 0.0378 10:04:13 Log-Likelihood: Time: -143.93 No. Observations: 291.9 Df Residuals: BIC: 296.4 Covariance Type: Df Model: nonrobust coef std err P>|t| [0.025 0.9751
 16.3064
 0.390
 41.813

 -0.1427
 0.067
 -2.118
 0.000 15.528 17.085 const -0.277 -0.008 Omnibus: 2.677 Durbin-Watson: 2.148 Omnibus:
Prob(Omnibus):
Skew: 0.262 Jarque-Bera (JB): 1.982 0.390 Prob(JB): Skew: 0.371 Kurtosis: 3.269 Cond. No. 10.0 [1] Standard Errors assume that the covariance matrix of the errors is correctly specified.

your dep variable is satis! Refined Multiple Regression Model Now you changed it and use income instead, why?

- After identifying non-significant variables, the model was simplified by removing variables that contributed little to explaining the variation in **income**.
- Refined regression model after removing non-significant variables. The adjusted R² of 1.000 indicates a perfect fit, likely due to model overfitting.
- The refined model shows that most of the independent variables are statistically insignificant, indicating that they do not significantly explain the variation in income.

??

	OLS Regression Results							
you use income both as dependent and independent variable!	Time:		income OLS Adj. R-squared: Least Squares F-statistic: Sat, 26 Oct 2024 Prob (F-statistic) 10:04:13 Log-Likelihood: 70 AIC: 64 BIC: 5			ic):	3.378e+29	
		coef	std err		t P> t	[0.025	 0.975]	
	autonom income	8.327e-16 -2.359e-16	8.96e-16 1.54e-15	0.5 -0.3 1.12e+ 0.1	25 0.602 43 0.733 15 0.000 62 0.871	-2.52e-14 -2.34e-15 -1.61e-15 1.000 -2.82e-15 -2.8e-15	1.14e-15 1.000	
	Omnibus: Prob(Omnib Skew: Kurtosis: Notes: [1] Standa		0 -0 2 	.251 J .462 P .896 C	urbin-Watson: arque-Bera (JB rob(JB): ond. No. ======		0.097 2.521 0.284 168. ======	

Part One: 4. Confidence Intervals

Task

In this section, we will calculate the confidence intervals for job satisfaction as well as the confidence interval for the difference between men and women.

Solution

- Confidence Interval for Job Satisfaction (Satis): (10.06, 11.61)
- Confidence Interval for the Difference in Job Satisfaction between Men and Women: (-1.38, 1.85)

OK

Part One: 5. Mann-Whitney and Kruskal-Wallis **Tests**

Tasks:

- Mann-Whitney-Wilcoxon Test: Assess whether there is a significant difference in skill levels between men and women, and compare the results with the previously calculated confidence interval for job satisfaction.
- Kruskal-Wallis Test: Investigate if there is a significant difference in absence rates among different ethnic groups and compare the findings with those from the One-Way ANOVA test.

Solution:

• Mann-Whitney U Test:

Test Statistic: 520.5p-value: 0.4033

■ **Conclusion:** Fail to reject the null hypothesis; there is no significant difference in skill levels between men and women.

• Kruskal-Wallis Test:

Test Statistic: 2.4085p-value: 0.4921

■ **Conclusion:** Fail to reject the null hypothesis; there is no significant difference in absence rates among ethnic groups.

• One-Way ANOVA:

Test Statistic: 0.8043p-value: 0.4966

■ **Conclusion:** Fail to reject the null hypothesis; there is no significant difference in absence rates among ethnic groups.

Summary:

OK

The results from both the Mann-Whitney and Kruskal-Wallis tests indicate no significant differences in skill levels between genders or absence rates among ethnic groups. These findings are consistent with the conclusions drawn from the One-Way ANOVA.

Part One: 6. Income Class Recode

Tasks:

 Recode Income: Classify income into distinct categories based on the following ranges:

Low Income Class: [Min, Q1]
 Middle Income Class: (Q1, Q3]
 High Income Class: (Q3, Max]

 Analysis: Investigate if there is a significant relationship between income class and skill levels.

Solution:

No.	Income	Income Class
1	16.6	Middle Income
2	14.6	Middle Income
3	17.8	High Income
4	16.4	Middle Income

No.	Income	Income Class
5	18.6	High Income

Statistical Analysis:

Relationship is better studied via Chi-2 or Spearmans rho!

• Kruskal-Wallis Test:

Test Statistic: 8.1833p-value: 0.0167

■ **Conclusion:** Reject the null hypothesis; there is a significant relationship between income class and skill levels.

Summary:

OK

The results indicate a statistically significant relationship between the categorized income classes and skill, suggesting that income level may influence skill levels among individuals.

```
import pandas as pd
import matplotlib.pyplot as plt
import seaborn as sns
import numpy as np
import sklearn
from sklearn.linear_model import LinearRegression
from sklearn.metrics import r2_score
import statsmodels.api as sm
from scipy.stats import mannwhitneyu
from scipy.stats import kruskal
from scipy.stats import f_oneway
from scipy import stats
sns.set()
```

Cleaning and Preprocessing

- Converted 'income' from string format with commas to float.
- Replaced empty strings with NaN for handling missing values.
- Created two datasets: one with missing values replaced by the mean, and another with rows containing missing values removed.

```
In [341...
    data_set = pd.read_csv('Data_source.csv', delimiter=';')
    #data_set = pd.read_csv("Data_source.csv", sep=";" , decimal=',', na_values='')
    data_set.columns = ['Id','ethnicgp', 'gender', 'age', 'years', 'commit',
    'satis', 'autonom', 'routine', 'attend', 'skill', 'prody', 'qual', 'absence', 'i

#clean dataset
null_values = data_set.isnull().sum()

# Filter and display only the columns with at least one null value
columns_with_null = null_values[null_values > 0]

for column, null_count in columns_with_null.items():
```

```
print(f"{column}: {null_count} null values")
# Convert 'income' from string with commas to float
data_set['income'] = data_set['income'].str.replace(',', '.').astype(float)
# Replace empty strings with NaN for proper handling of missing values
data_set.replace('', pd.NA, inplace=True)
# Create dataset with missing values replaced by the mean
data_set_with_mean = data_set.copy()
for column in data_set_with_mean.columns:
    if data_set_with_mean[column].isnull().sum() > 0: # Only fill columns with
        data_set_with_mean[column] = data_set_with_mean[column].fillna(data_set_
# Save the datasets
data_set_with_mean.to_csv('data_set_with_mean.csv', index=False)
# Display the shape of the new datasets
print(f"Dataset with mean imputation: {data_set_with_mean.shape}")
data_cleaned = data_set.dropna()
print(f"Dataset with rows removed: {data_cleaned.shape}")
data_set_with_mean.head()
```

age: 1 null values
years: 1 null values
commit: 2 null values
satis: 2 null values
prody: 1 null values
absence: 1 null values
income: 2 null values

Dataset with mean imputation: (70, 15)
Dataset with rows removed: (61, 15)

Out[341...

	ld	ethnicgp	gender	age	years	commit	satis	autonom	routine	attend	sl
0	1	1	1	29.0	1.0	4.0	10.838235	10	9	2	
1	2	2	1	26.0	5.0	2.0	10.838235	7	15	1	
2	3	3	1	40.0	5.0	4.0	15.000000	7	8	1	
3	4	3	1	46.0	15.0	2.0	7.000000	7	10	2	
4	5	2	2	63.0	36.0	4.0	14.000000	11	18	1	
4											>

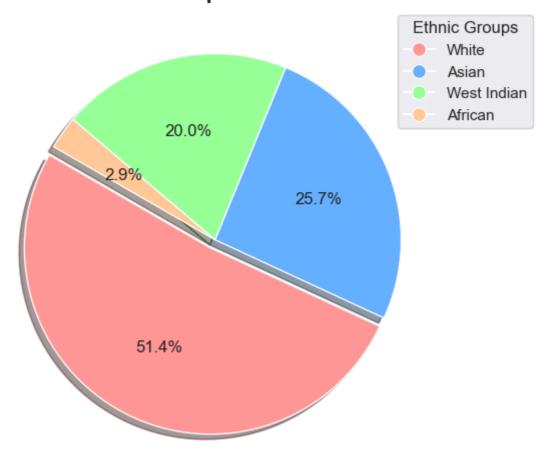
Part One: 1. Basic Charts and Summaries

- Create a bar chart for gender and a pie chart for ethnic group.
- Summarize the age data with a five-number summary (min, max, median, 1st quartile, 3rd quartile) and a box plot.
- Calculate the mean and standard deviation of income and create a histogram.



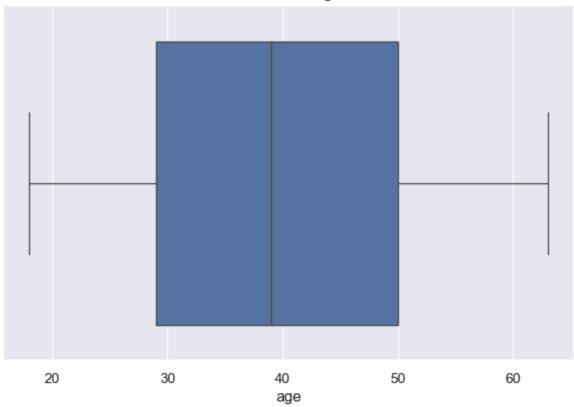
```
In [343...
          ethnic_counts = data_set['ethnicgp'].value_counts()
          ethnic labels = ['White', 'Asian', 'West Indian', 'African']
          colors = ['#ff9999', '#66b3ff', '#99ff99', '#ffcc99']
          explode = (0.05, 0, 0, 0)
          plt.figure(figsize = (6,7))
          wedges, texts, autotexts = plt.pie(
              ethnic_counts,
              labels=None,
              autopct='%1.1f%%',
              startangle=150,
              colors=colors,
              explode=explode,
              shadow=True
          # Step 4: Create a custom Legend with stacked labels
          # Create a list of handle objects for the legend
          handles = []
          for i, label in enumerate(ethnic labels):
              handles.append(plt.Line2D([0], [0], marker='o', color='w', label=label,
                                           markerfacecolor=colors[i], markersize=10))
          # Add the legend to the plot
          plt.legend(handles=handles, title='Ethnic Groups', loc='upper right', bbox_to_an
          plt.title('Ethnic Group Distribution', fontsize=16, fontweight='bold')
          plt.show()
```

Ethnic Group Distribution



```
In [344...
          age_summary = data_set['age'].describe()[['min', '25%', '50%', '75%', 'max']]
          print("Five-Number Summary for Age:")
          print(age_summary)
          plt.figure(figsize=(8, 5))
          sns.boxplot(x='age', data=data_set)
          plt.title('Box Plot of Age')
          plt.show()
         Five-Number Summary for Age:
         min
                18.0
                29.0
         25%
         50%
                39.0
         75%
                50.0
                63.0
         max
         Name: age, dtype: float64
```

Box Plot of Age



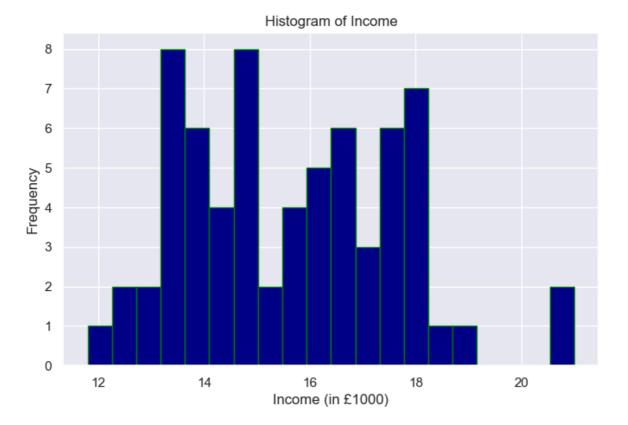
```
income_mean = data_set['income'].mean()
income_std = data_set['income'].std()

print(f"Mean of Income: {income_mean}")
print(f"Standard Deviation of Income: {income_std}")

# Histogram of income
plt.figure(figsize=(8, 5))
plt.hist(data_set['income'], bins=20, color='darkblue', edgecolor='green')
plt.title('Histogram of Income')
plt.xlabel('Income (in f1000)')
plt.ylabel('Frequency')
plt.show()
```

Mean of Income: 15.63823529411765

Standard Deviation of Income: 1.9958935014633157

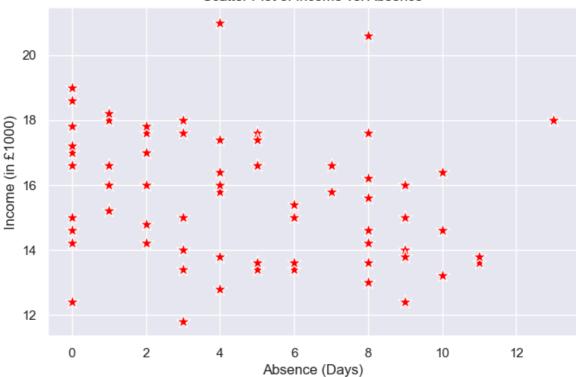


Part One: 2. Scatter Plot and Regression

- Create a scatter plot to visualize the relationship between income and absence.
- Build a simple regression model with income as the dependent variable and absence as the independent variable. Report the determination coefficient (R²).

```
In [346... plt.figure(figsize=(8, 5))
    sns.scatterplot(x='absence', y='income', marker='*', c='red',s=150, data=data_se
    plt.title('Scatter Plot of Income vs. Absence')
    plt.xlabel('Absence (Days)')
    plt.ylabel('Income (in £1000)')
    plt.show()
```

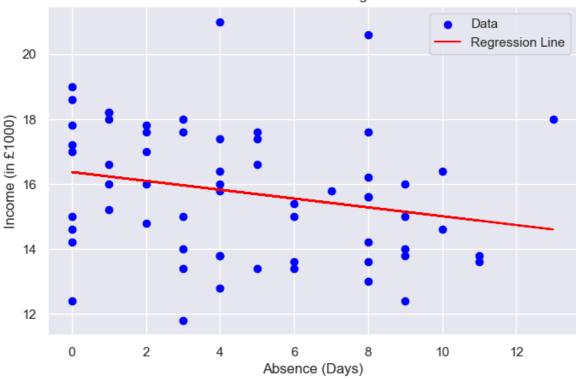
Scatter Plot of Income vs. Absence



```
In [347...
          # removed missing values from dataset
          X = data_cleaned[['absence']]
          y = data_cleaned[['income']]
          model = LinearRegression()
          model.fit(X, y)
          y_pred = model.predict(X)
          r2 = r2\_score(y, y\_pred)
          print(f"R-squared: {r2}")
          plt.figure(figsize=(8, 5))
          plt.scatter(data_cleaned['absence'], data_cleaned['income'], color='blue', label
          plt.plot(data_cleaned['absence'], y_pred, color='red', label='Regression Line')
          plt.title('Income vs. Absence with Regression Line')
          plt.xlabel('Absence (Days)')
          plt.ylabel('Income (in £1000)')
          plt.legend()
          plt.show()
```

R-squared: 0.05433573230072963

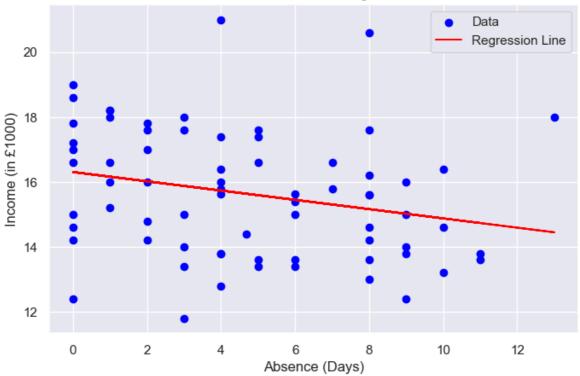
Income vs. Absence with Regression Line



```
In [348...
          # fill missing values
          data_set['absence'] = data_set['absence'].fillna(data_set['absence'].mean())
          data_set['income'] = data_set['income'].fillna(data_set['income'].mean())
          X = data_set[['absence']]
          y = data_set[['income']]
          model = LinearRegression()
          model.fit(X, y)
          y pred = model.predict(X)
          r2 = r2\_score(y, y\_pred)
          print(f"R-squared: {r2}")
          plt.figure(figsize=(8, 5))
          plt.scatter(data_set['absence'], data_set['income'], color='blue', label='Data')
          plt.plot(data_set['absence'], y_pred, color='red', label='Regression Line')
          plt.title('Income vs. Absence with Regression Line')
          plt.xlabel('Absence (Days)')
          plt.ylabel('Income (in £1000)')
          plt.legend()
          plt.show()
```

R-squared: 0.061913392866861816

Income vs. Absence with Regression Line



Part One: 3. Multiple Regression

- Study a multiple regression model where satis (job satisfaction) is the dependent variable, and the following are independent variables: commit, autonom, income, skill, qual, age, and years.
- Identify non-significant variables and simplify the model by removing them.

OLS Regression Results

Dep. Variabl	e:	iı	ncome	R-sq	uared:		0.062		
Model:			OLS	Adj.	R-squared:		0.048		
Method:		Least Squ	uares	F-sta	atistic:		4.488		
Date:		Sat, 26 Oct	2024	Prob	(F-statistic)	:	0.0378		
Time:		23:3	30:47	Log-l	_ikelihood:		-143.93		
No. Observat	ions:		70	AIC:			291.9		
Df Residuals	S:		68	BIC:			296.4		
Df Model:			1						
Covariance T	ype:	nonro	bust						
========	======	========		======		=======			
	coe	f std err		t	P> t	[0.025	0.975]		
const	16.306	4 0.390	 4	1.813	0.000	15.528	17.085		
absence	-0.142	7 0.067	-	2.118	0.038	-0.277	-0.008		
Omnibus:	:======	======== ;	===== 2.677	:=====: :Durb	======== in-Watson:	=======	2.148		
Prob(Omnibus	s):	(0.262	Jarqı	ue-Bera (JB):		1.982		
Skew:	•	(0.390	Prob	, ,		0.371		
Kurtosis:		3	3.269	Cond	• •		10.0		
=========	=======	========	-====	======		=======	========		

Notes:

 $\[1\]$ Standard Errors assume that the covariance matrix of the errors is correctly specified.

```
In [350... X_simplified = data_set_with_mean[['commit', 'autonom', 'income', 'skill', 'qual

# Add a constant to the simplified model
X_simplified = sm.add_constant(X_simplified)

# Step 8: Refit the simplified model
model_simplified = sm.OLS(y, X_simplified).fit()

# Step 9: View the summary of the simplified model
print(model_simplified.summary())
```

OLS Regression Results

=======================================	==========				
Dep. Variable:	income	R-squared:	1.000		
Model:	OLS	Adj. R-squa	Adj. R-squared:		
Method:	Least Squares	F-statistic	: :	3.378e+29	
Date:	Sat, 26 Oct 2024	Prob (F-sta	atistic):	0.00	
Time:	23:30:47	Log-Likeli	nood:	2144.3	
No. Observations:	70	_		-4277.	
Df Residuals:	64	BIC:		-4263.	
Df Model:	5				
Covariance Type:	nonrobust				
	f std err				
const 1.11e-1					
commit 8.327e-1	6 1.59e-15	0.525 0.	.602 -2.34e-15	4e-15	
autonom -2.359e-1	6 6.88e-16 ·	-0.343 0.	.733 -1.61e-15	1.14e-15	
income 1.000	0 8.96e-16 1.3	12e+15 0	.000 1.000	1.000	
skill 2.498e-1	6 1.54e-15	0.162 0.	.871 -2.82e-15	3.32e-15	
qual -3.331e-1	6 1. 23e-15	-0.270 0	.788 -2.8e-15	2.13e-15	
Omnibus:		Durbin-Wats		0.097	
Prob(Omnibus):		Jarque-Bera	a (JB):	2.521	
Skew:	-0.462	` ,		0.284	
Kurtosis:	2.896	Cond. No.		168.	

Notes:

[1] Standard Errors assume that the covariance matrix of the errors is correctly specified.

Part One: 4. Confidence Intervals

• Calculate the confidence interval for job satisfaction and the confidence interval for the difference between men and women.

```
In [351...
          mean_satis = data_set_with_mean['satis'].mean()
          std_satis = data_set_with_mean['satis'].std()
          n satis = len(data set with mean['satis'])
          #print(f"Mean of satis: {mean_satis}, Standard Deviation of satis: {std_satis},
          # Calculate standard error
          se_satis = std_satis / np.sqrt(n_satis)
          # Calculate 95% confidence interval
          ci_satis = stats.t.interval(0.95, df=n_satis-1, loc=mean_satis, scale=se_satis)
          ci satis clean = tuple(map(float, ci satis))
          print(f"Confidence Interval for Job Satisfaction (satis): {ci_satis_clean}")
          satis_men = data_set_with_mean[data_set_with_mean['gender'] == 1]['satis']
          satis_women = data_set[data_set_with_mean['gender'] == 2]['satis']
          mean men = satis men.mean()
          mean_women = satis_women.mean()
          std_men = satis_men.std()
          std_women = satis_women.std()
          n_men = len(satis_men)
```

```
n_women = len(satis_women)

# Standard error of the difference
se_diff = np.sqrt((std_men**2 / n_men) + (std_women**2 / n_women))

# Mean difference
mean_diff = mean_men - mean_women

# 95% confidence interval for the difference in means
ci_diff = stats.t.interval(0.95, df=min(n_men, n_women)-1, loc=mean_diff, scale=
ci_diff_clean = tuple(map(float, ci_diff))
print(f"Confidence Interval for the Difference in Job Satisfaction between Men a
```

Confidence Interval for Job Satisfaction (satis): (10.062020962148376, 11.6144496 26086921)

Confidence Interval for the Difference in Job Satisfaction between Men and Women: (-1.3849796796368963, 1.8464694864777484)

Part One: 5.Mann-Whitney and Kruskal-Wallis Tests

- Use the Mann-Whitney-Wilcoxon test to check if there is a significant difference in skill levels between men and women. Compare the results with the confidence interval.
- Use the Kruskal-Wallis test to determine if there is a significant difference in absence among ethnic groups. Compare this with results from One-Way ANOVA.

```
##Mann-Whitney-Wilcoxon Test
# Split data into two groups based on gender
men_skills = data_cleaned[data_cleaned['gender'] == 1]['skill']
women_skills = data_cleaned[data_cleaned['gender'] == 2]['skill']

# Perform Mann-Whitney U test
stat, p_value = mannwhitneyu(men_skills, women_skills)

# Display the results
print(f"Mann-Whitney U Test Statistic: {stat}, p-value: {p_value}")

if p_value < 0.05:
    print("Reject the null hypothesis: There is a significant difference in skillelse:
    print("Fail to reject the null hypothesis: There is no significant difference</pre>
```

Mann-Whitney U Test Statistic: 520.5, p-value: 0.4032893852621183 Fail to reject the null hypothesis: There is no significant difference in skill 1 evels between men and women.

```
## Kruskal-Wallis Test

# Split data by ethnic groups
ethnic_groups = [data_cleaned[data_cleaned['ethnicgp'] == i]['absence'] for i in

# Perform Kruskal-Wallis H test
stat, p_value = kruskal(*ethnic_groups)

print(f"Kruskal-Wallis Test Statistic: {stat}, p-value: {p_value}")
```

```
if p_value < 0.05:
    print("Reject the null hypothesis: There is a significant difference in abse
else:
    print("Fail to reject the null hypothesis: There is no significant difference</pre>
```

Kruskal-Wallis Test Statistic: 2.4084534950343763, p-value: 0.49206294724690613 Fail to reject the null hypothesis: There is no significant difference in absence among ethnic groups.

```
In [354... anova_stat, anova_p_value = f_oneway(*ethnic_groups)

# Display the results
print(f"One-Way ANOVA Test Statistic: {anova_stat}, p-value: {anova_p_value}")

if anova_p_value < 0.05:
    print("Reject the null hypothesis: There is a significant difference in abselese:
    print("Fail to reject the null hypothesis: There is no significant difference</pre>
```

One-Way ANOVA Test Statistic: 0.8043403320870688, p-value: 0.4966477589834961 Fail to reject the null hypothesis: There is no significant difference in absence among ethnic groups.

Part one: 6. Income Class Recode

- Recode income into income classes using the following ranges:
- Low income class: [Min, Q1]
- Middle income class: (Q1, Q3]
- High income class: (Q3, Max]
- Investigate if there is a significant relationship between income class and skill.

```
In [355...
          Q1 = data cleaned['income'].quantile(0.25)
          Q3 = data_cleaned['income'].quantile(0.75)
          min_income = data_cleaned['income'].min()
          max_income = data_cleaned['income'].max()
          # Recode the income into classes
          def income class(row):
               if row['income'] <= Q1:</pre>
                   return 'Low Income'
               elif Q1 < row['income'] <= Q3:</pre>
                   return 'Middle Income'
               else:
                   return 'High Income'
          data_set['income_class'] = data_set.apply(income_class, axis=1)
          # Display the first few rows to check the recoding
          print(data_set[['income', 'income_class']].head())
```

```
income income_class
0 16.6 Middle Income
1 14.6 Middle Income
2 17.8 High Income
3 16.4 Middle Income
4 18.6 High Income
```

```
In [356... data_cleaned = data_set[['income_class', 'skill']].dropna()

# Split the data based on income class
low_income_skills = data_cleaned[data_cleaned['income_class'] == 'Low Income']['
middle_income_skills = data_cleaned[data_cleaned['income_class'] == 'Middle Inco
high_income_skills = data_cleaned[data_cleaned['income_class'] == 'High Income']

# Perform the Kruskal-Wallis test
stat, p_value = kruskal(low_income_skills, middle_income_skills, high_income_ski

# Display the results
print(f"Kruskal-Wallis Test Statistic: {stat}, p-value: {p_value}")

if p_value < 0.05:
    print("Reject the null hypothesis: There is a significant relationship betwe
else:
    print("Fail to reject the null hypothesis: There is no significant relations</pre>
```

Kruskal-Wallis Test Statistic: 8.1833181642631, p-value: 0.016711484820370597 Reject the null hypothesis: There is a significant relationship between income cl ass and skill.