Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Work Experience, Sex of Employee, Education Level[b]	.	Enter

a. Dependent Variable: Beginning Salary

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.698[a]	.487	.483	2263.853

a. Predictors: (Constant), Work Experience, Sex of Employee, Education Level

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.273E+9	3	757797949	147.862	.000[b]
	Residual	2.399E+9	468	5125031.88		
	Total	4.672E+9	471			

a. Dependent Variable: Beginning Salary

b. Predictors: (Constant), Work Experience, Sex of Employee, Education Level

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1935.057	661.849		-2.924	.004
	Sex of Employee	-1348.647	233.555	-.213	-5.774	.000
	Education Level	658.340	41.268	.602	15.953	.000
	Work Experience	59.731	12.911	.165	4.626	.000

a. Dependent Variable: Beginning Salary

Multilayer Perceptron

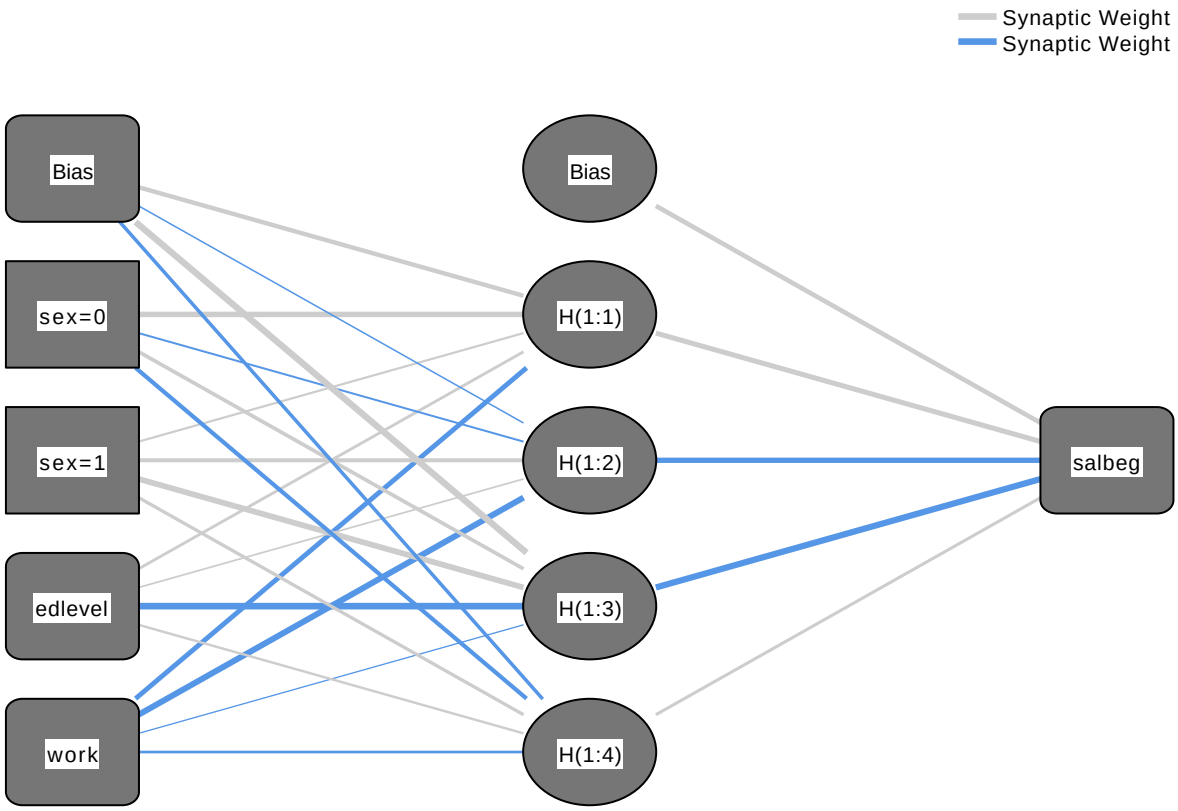
Case Processing Summary

		N	Percent
Sample	Training	325	68.9%
	Testing	147	31.1%
Valid		472	100.0%
Excluded		2	
Total		474	

Network Information

Input Layer	Factors	1	Sex of Employee
	Covariates	1	Education Level
		2	Work Experience
	Number of Units[a]		4
	Rescaling Method for Covariates		Standardized
Hidden Layer(s)	Number of Hidden Layers		1
	Number of Units in Hidden Layer 1[a]		4
	Activation Function		Hyperbolic tangent
Output Layer	Dependent Variables	1	Beginning Salary
	Number of Units		1
	Rescaling Method for Scale Dependents		Standardized
	Activation Function		Identity
	Error Function		Sum of Squares

a. Excluding the bias unit



Hidden layer activation function: Hyperbolic tangent

Output layer activation function: Identity

Model Summary

Training	Sum of Squares Error	50.443
	Relative Error	.311
	Stopping Rule Used	1 consecutive step(s) with no decrease in error[a]
	Training Time	0:00:00.05
Testing	Sum of Squares Error	25.769
	Relative Error	.287

Dependent Variable: Beginning Salary

a. Error computations are based on the testing sample.