| **Analysis of Maximum Likelihood Estimates** | | | | | |
| --- | --- | --- | --- | --- | --- |
| **Parameter** | **DF** | **Estimate** | **Standard Error** | **Wald Chi-Square** | **Pr > ChiSq** |
| **Intercept** | 1 | -2.8005 | 0.6042 | 21.4861 | <.0001 |
| **rr** | 1 | 3.0681 | 1.8682 | 2.6969 | 0.1005 |
| **rr2** | 1 | -4.8906 | 2.3335 | 4.3924 | 0.0361 |
| **age** | 1 | 0.0677 | 0.0239 | 8.0169 | 0.0046 |
| **age2** | 1 | -0.00597 | 0.00304 | 3.8585 | 0.0495 |
| **tenure** | 1 | 0.0312 | 0.00664 | 22.1189 | <.0001 |
| **slack** | 1 | 0.6248 | 0.0706 | 78.2397 | <.0001 |
| **abol** | 1 | -0.0362 | 0.1178 | 0.0943 | 0.7588 |
| **seasonal** | 1 | 0.2709 | 0.1712 | 2.5042 | 0.1135 |
| **head** | 1 | -0.2107 | 0.0812 | 6.7276 | 0.0095 |
| **married** | 1 | 0.2423 | 0.0794 | 9.3075 | 0.0023 |
| **dkids** | 1 | -0.1579 | 0.0862 | 3.3552 | 0.0670 |
| **dykids** | 1 | 0.2059 | 0.0975 | 4.4601 | 0.0347 |
| **smsa** | 1 | -0.1704 | 0.0698 | 5.9598 | 0.0146 |
| **nwhite** | 1 | 0.0741 | 0.0930 | 0.6349 | 0.4255 |
| **yrdispl** | 1 | -0.0637 | 0.0150 | 18.0409 | <.0001 |
| **school12** | 1 | -0.0653 | 0.0824 | 0.6270 | 0.4285 |
| **male** | 1 | -0.1798 | 0.0875 | 4.2204 | 0.0399 |
| **stateur** | 1 | 0.0956 | 0.0159 | 36.1127 | <.0001 |
| **statemb** | 1 | 0.00603 | 0.00101 | 35.6782 | <.0001 |

If the variables are not statistically significant do I need to explain any further in the analysis?

When a variable has a negative estimate, how do you interpret the estimate?

How do you explain the continuous variables?