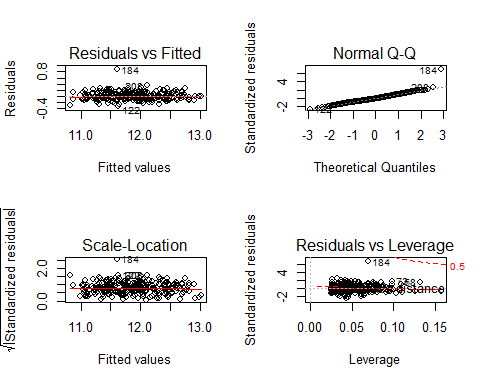
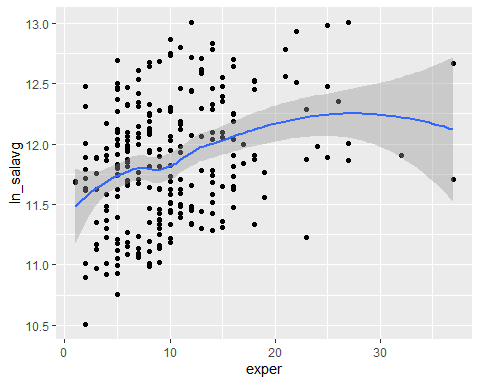


Graph 4. Diagnostic plots for model 1



Graph 5. Diagnostic plots for model 2



Graph 6. Scatter plot for experience against ln\_salavg

|  |  |  |  |
| --- | --- | --- | --- |
| VIF | exper < 10 | 10<exper<20 | exper<20 |
| gendermale | 1.207 | 1.302 | 1.454 |
| dept2 | 1.894 | 1.419 | 1.689 |
| dept3 | 1.775 | 1.298 | 1.287 |
| dept4 | 2.749 | 1.400 |  |
| dept5 | 3.930 | 2.130 | 2.418 |
| dept6 | 3.038 | 2.058 | 2.591 |
| clin1 | 1.983 | 1.564 | 2.146 |
| cert1 | 1.396 | 1.347 | 1.199 |
| rank2 | 1.104 | 2.616 |  |
| rank3 | 1.148 | 2.729 | 1.258 |

Table 9. VIF value of predictors after stratification by experience in model 1

|  |  |  |  |
| --- | --- | --- | --- |
| VIF | rank = 1 | rank = 2 | rank = 3 |
| gendermale | 1.389 | 1.192 | 1.212 |
| dept2 | 1.788 | 1.494 | 1.503 |
| dept3 | 1.647 | 1.326 | 1.436 |
| dept4 | 2.506 | 2.125 | 1.236 |
| dept5 | 3.759 | 2.805 | 1.901 |
| dept6 | 3.218 | 2.316 | 1.898 |
| clin1 | 1.822 | 2.112 | 1.662 |
| cert1 | 1.387 | 1.413 | 1.284 |

Table 10. VIF value of predictors after stratification by rank in model 2

|  |  |
| --- | --- |
| case | cook.d |
| 56 | 0.022 |
| 58 | 0.040 |
| 59 | 0.016 |
| 73 | 0.017 |
| 82 | 0.022 |
| 122 | 0.021 |
| 135 | 0.024 |
| 182 | 0.016 |
| 184 | 0.242 |
| 216 | 0.048 |
| 220 | 0.023 |

Table 11. Potential influential observation in model 1

|  |  |
| --- | --- |
| case | cook.d |
| 56 | 0.022 |
| 58 | 0.025 |
| 59 | 0.016 |
| 73 | 0.026 |
| 82 | 0.020 |
| 122 | 0.020 |
| 184 | 0.246 |
| 208 | 0.016 |

Table 12. Potential influential observation in model 2