

Diversity Data

Frequency table of Qualitative Variables

The FREQ Procedure

gender 0=M 1=F				
gen	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	288	58.66	288	58.66
1	203	41.34	491	100.00
Frequency Missing = 9				

Visible Minority				
VisMinority1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	320	67.94	320	67.94
1	151	32.06	471	100.00
Frequency Missing = 29				

education level				
educLvl	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	1	0.20	1	0.20
2	49	9.86	50	10.06
3	114	22.94	164	33.00
4	201	40.44	365	73.44
5	68	13.68	433	87.12
6	2	0.40	435	87.53
7	62	12.47	497	100.00
Frequency Missing = 3				

Married =1				
m1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	114	22.94	114	22.94
1	383	77.06	497	100.00
Frequency Missing = 3				

Born in Canada = 1				
Canad	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	357	72.41	357	72.41
1	136	27.59	493	100.00
Frequency Missing = 7				

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Simple Statistics for Quantitative Variables

The MEANS Procedure

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
age1	age	477	42.0607966	9.0782357	20.0000000	64.0000000
cmmt	sum of commitment	500	42.2100000	6.7860150	10.0000000	50.0000000
rlnC	sum of relations with colleagues	500	21.1180000	3.4163458	5.0000000	25.0000000
rlnM	sum of relations with managers	500	45.9440000	10.7110371	12.0000000	60.0000000
fair	sum of fair oppurtunities for advancement	500	20.3020000	5.0272600	7.0000000	30.0000000
satis	sum of satisfaction	500	14.7880000	3.7076339	4.0000000	20.0000000
cmmtM	sum of managers commitment	500	12.1240000	3.7593736	3.0000000	18.0000000
educLvl	education level	497	4.0865191	1.3834270	1.0000000	7.0000000

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marital status and gender

The FREQ Procedure

Frequency Expected Percent Col Pct	Table of m1 by gen			
	m1(Married =1)	gen(gender 0=M 1=F)		
		0	1	Total
	0	52	61	113
		66.225	46.775	
		10.66	12.50	23.16
		18.18	30.20	
	1	234	141	375
		219.77	155.23	
		47.95	28.89	76.84
		81.82	69.80	
	Total	286	202	488
		58.61	41.39	100.00
Frequency Missing = 12				

Statistics for Table of m1 by gen

Statistic	DF	Value	Prob
Chi-Square	1	9.6064	0.0019
Likelihood Ratio Chi-Square	1	9.4927	0.0021
Continuity Adj. Chi-Square	1	8.9430	0.0028
Mantel-Haenszel Chi-Square	1	9.5867	0.0020
Phi Coefficient		-0.1403	
Contingency Coefficient		0.1389	
Cramer's V		-0.1403	

Fisher's Exact Test	
Cell (1,1) Frequency (F)	52
Left-sided Pr <= F	0.0015
Right-sided Pr >= F	0.9993
Table Probability (P)	0.0008
Two-sided Pr <= P	0.0023

Sample Size = 488
Frequency Missing = 12

Diversity Data

Correlation matrix

The CORR Procedure

8 Variables:	age1 cmmt rlnC rlnM fair satis cmmtM educLvl
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Simple Statistics							
Variable	N	Mean	Std Dev	Sum	Minimum	Maximum	Label
age1	477	42.06080	9.07824	20063	20.00000	64.00000	age
cmmt	500	42.21000	6.78602	21105	10.00000	50.00000	sum of commitment
rlnC	500	21.11800	3.41635	10559	5.00000	25.00000	sum of relations with colleagues
rlnM	500	45.94400	10.71104	22972	12.00000	60.00000	sum of relations with managers
fair	500	20.30200	5.02726	10151	7.00000	30.00000	sum of fair oppurtunites for advancement
satis	500	14.78800	3.70763	7394	4.00000	20.00000	sum of satisfaction
cmmtM	500	12.12400	3.75937	6062	3.00000	18.00000	sum of managers commitment
educLvl	497	4.08652	1.38343	2031	1.00000	7.00000	education level

Pearson Correlation Coefficients Prob > r under H0: Rho=0 Number of Observations								
	age1	cmmt	rlnC	rlnM	fair	satis	cmmtM	educLvl
age1 age	1.00000 477	0.07948 0.0829 477	0.06598 0.1502 477	-0.03239 0.4803 477	0.03228 0.4819 477	0.04522 0.3244 477	0.01638 0.7213 477	-0.15320 0.0008 475
cmmt sum of commitment	0.07948 0.0829 477	1.00000 500	0.42422 <.0001 500	0.45668 <.0001 500	0.54485 <.0001 500	0.44917 <.0001 500	0.30542 <.0001 500	0.00031 0.9945 497
rlnC sum of relations with colleagues	0.06598 0.1502 477	0.42422 <.0001 500	1.00000 500	0.53683 <.0001 500	0.52031 <.0001 500	0.44149 <.0001 500	0.24976 <.0001 500	-0.01058 0.8141 497
rlnM sum of relations with managers	-0.03239 0.4803 477	0.45668 <.0001 500	0.53683 <.0001 500	1.00000 500	0.65108 <.0001 500	0.53481 <.0001 500	0.29619 <.0001 500	-0.02447 0.5863 497
fair sum of fair oppurtunites for advancement	0.03228 0.4819 477	0.54485 <.0001 500	0.52031 <.0001 500	0.65108 <.0001 500	1.00000 500	0.63800 <.0001 500	0.31199 <.0001 500	-0.03062 0.4958 497
satis sum of satisfaction	0.04522 0.3244 477	0.44917 <.0001 500	0.44149 <.0001 500	0.53481 <.0001 500	0.63800 <.0001 500	1.00000 500	0.27995 <.0001 500	0.02424 0.5897 497
cmmtM sum of managers commitment	0.01638 0.7213 477	0.30542 <.0001 500	0.24976 <.0001 500	0.29619 <.0001 500	0.31199 <.0001 500	0.27995 <.0001 500	1.00000 500	-0.02708 0.5470 497
educLvl education level	-0.15320 0.0008 475	0.00031 0.9945 497	-0.01058 0.8141 497	-0.02447 0.5863 497	-0.03062 0.4958 497	0.02424 0.5897 497	-0.02708 0.5470 497	1.00000 497

Diversity Data

mean education by minority

The MEANS Procedure

Analysis Variable : educLvl education level						
Visible Minority	N Obs	N	Mean	Std Dev	Minimum	Maximum
0	320	319	3.9435737	1.3929114	1.0000000	7.0000000
1	151	149	4.4026846	1.2835733	2.0000000	7.0000000

Diversity Data

mean education by minority

The GLM Procedure

Number of Observations Read	500
Number of Observations Used	468

Diversity Data**mean education by minority**

The GLM Procedure

Dependent Variable: educLvl education level

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	21.4075170	21.4075170	11.59	0.0007
Error	466	860.8232522	1.8472602		
Corrected Total	467	882.2307692			

R-Square	Coeff Var	Root MSE	educLvl Mean
0.024265	33.23288	1.359140	4.089744

Source	DF	Type I SS	Mean Square	F Value	Pr > F
VisMinority1	1	21.40751704	21.40751704	11.59	0.0007

Source	DF	Type III SS	Mean Square	F Value	Pr > F
VisMinority1	1	21.40751704	21.40751704	11.59	0.0007

Parameter	Estimate	Standard Error	t Value	Pr > t
Intercept	3.943573668	0.07609720	51.82	<.0001
VisMinority1	0.459110896	0.13486476	3.40	0.0007

Diversity Data**Checking if any removed variables are significant**

The REG Procedure

Model: MODEL1

Dependent Variable: satis sum of satisfaction

Number of Observations Read	500
Number of Observations Used	438
Number of Observations with Missing Values	62

Analysis of Variance					
Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	10	2620.26055	262.02606	33.88	<.0001
Error	427	3302.25314	7.73361		
Corrected Total	437	5922.51370			

Root MSE	2.78094	R-Square	0.4424
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Dependent Mean	14.92466	Adj R-Sq	0.4294
Coeff Var	18.63318		

Parameter Estimates						
Variable	Label	DF	Parameter Estimate	Standard Error	t Value	Pr > t
Intercept	Intercept	1	2.14976	1.20091	1.79	0.0741
rlnC	sum of relations with colleagues	1	0.11125	0.04780	2.33	0.0204
rlnM	sum of relations with managers	1	0.05362	0.01818	2.95	0.0034
fair	sum of fair oppurtunities for advancement	1	0.32499	0.03767	8.63	<.0001
cmmtM	sum of managers commitment	1	0.02410	0.03826	0.63	0.5290
gen	gender 0=M 1=F	1	0.23226	0.27566	0.84	0.4000
VisMinority1	Visible Minority	1	-0.75657	0.36642	-2.06	0.0395
educLvl	education level	1	0.14196	0.09904	1.43	0.1525
m1	Married =1	1	0.53030	0.33461	1.58	0.1137
age1	age	1	0.00601	0.01531	0.39	0.6948
Canad	Born in Canada = 1	1	-0.37406	0.36972	-1.01	0.3122

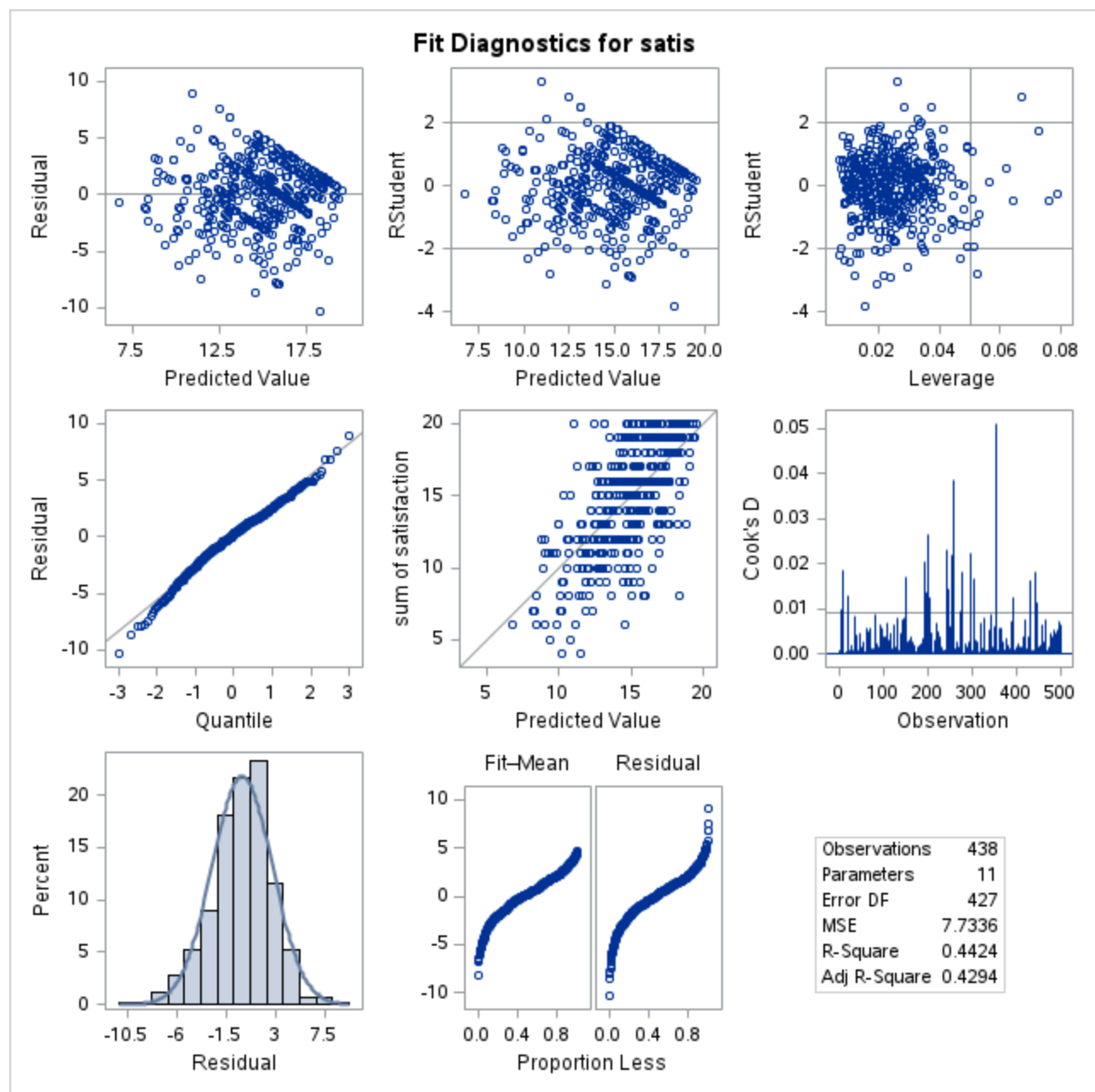
Diversity Data

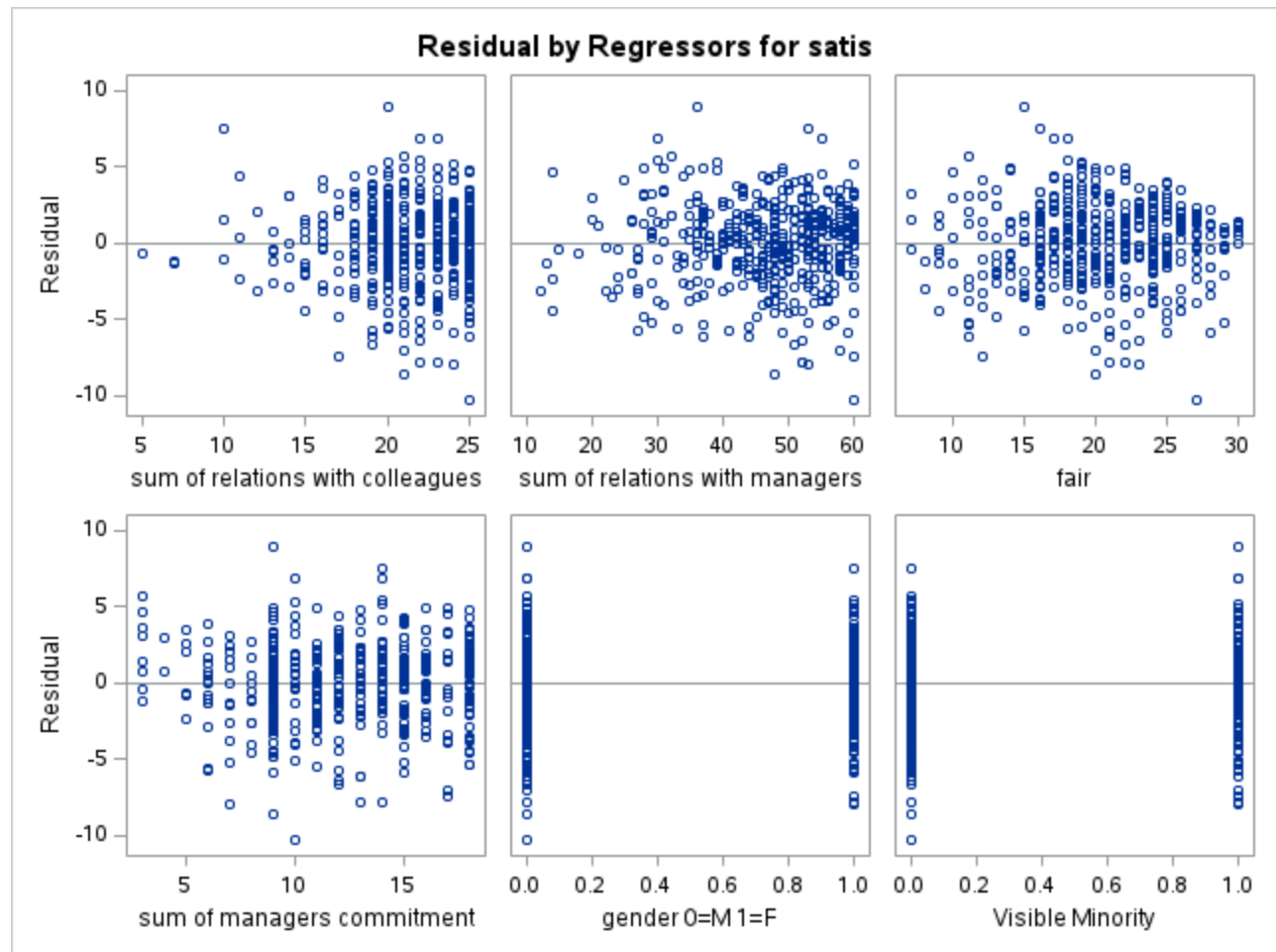
Checking if any removed variables are significant

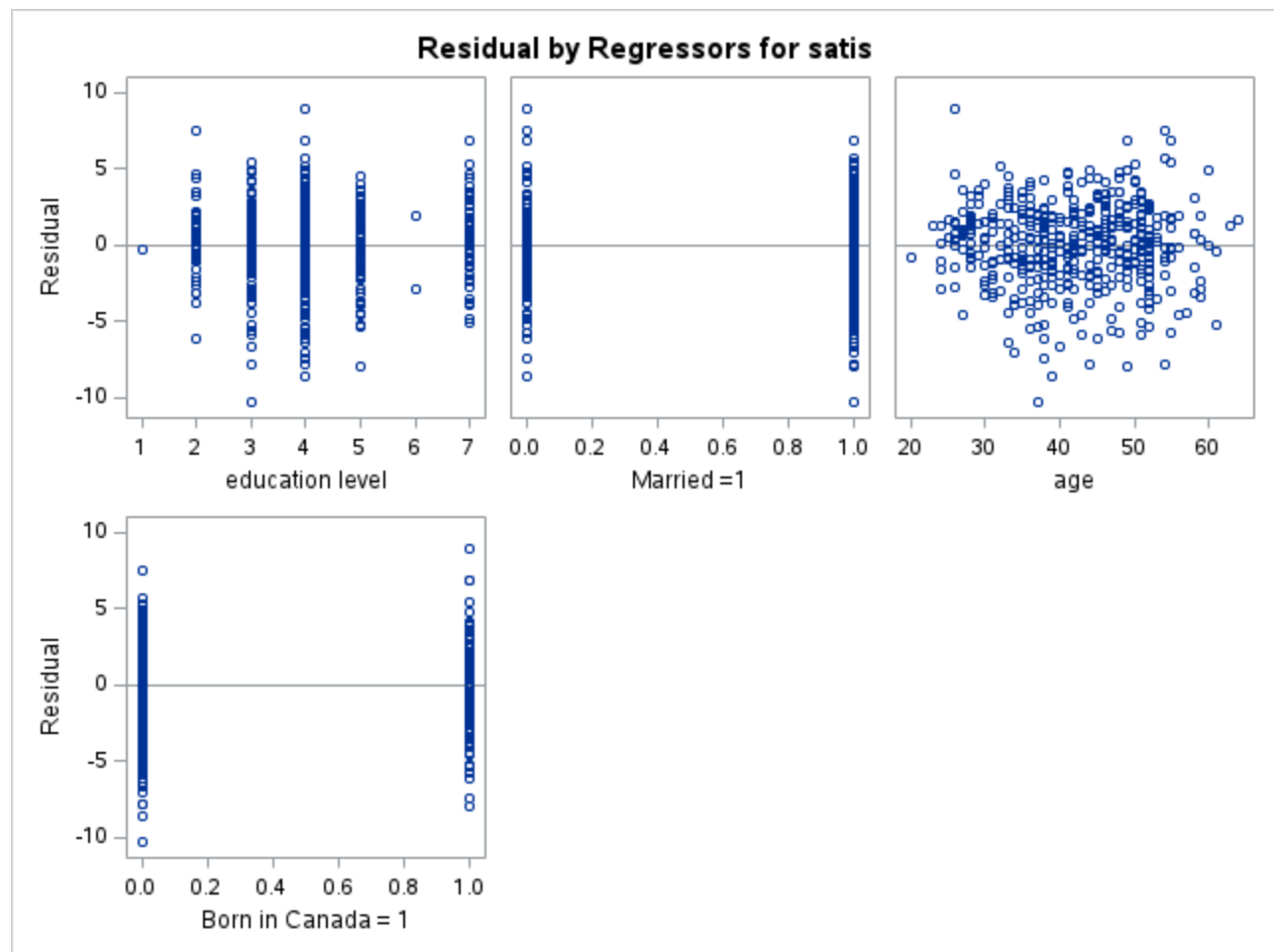
The REG Procedure

Model: MODEL1

Dependent Variable: satis sum of satisfaction







Diversity Data

Checking if any removed variables are significant

The REG Procedure
Model: MODEL1

Test insig_var Results for Dependent Variable satis				
Source	DF	Mean Square	F Value	Pr > F
Numerator	6	8.62399	1.12	0.3525
Denominator	427	7.73361		

Diversity Data

Proportion of remaining variation explained by removed variables:

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0.0154939

Diversity Data

Big Regression Analysis for replication data

The REG Procedure

Model: MODEL1

Dependent Variable: satis sum of satisfaction

Number of Observations Read	500
Number of Observations Used	476
Number of Observations with Missing Values	24

Analysis of Variance					
Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	4	3391.58068	847.89517	108.92	<.0001
Error	471	3666.63781	7.78479		
Corrected Total	475	7058.21849			

Root MSE	2.79012	R-Square	0.4805
Dependent Mean	14.66387	Adj R-Sq	0.4761
Coeff Var	19.02721		

Parameter Estimates						
Variable	Label	DF	Parameter Estimate	Standard Error	t Value	Pr > t
Intercept	Intercept	1	2.85342	0.85490	3.34	0.0009
rlnC	sum of relations with colleagues	1	0.03110	0.04743	0.66	0.5123
rlnM	sum of relations with managers	1	0.07900	0.01506	5.25	<.0001
fair	sum of fair oppurtunities for advancement	1	0.37973	0.03104	12.23	<.0001
VisMinority1	Visible Minority	1	-0.79359	0.28663	-2.77	0.0059