

Case Problem - Regression

Are you going to hate your new job?

Getting a new job can be exciting and uplifting. But what if you discover that after a short time on the job, that you hate your new job? Is there any way to determine ahead of time whether you will love or hate your new job? According to the Wall Street Journal, there are a few things to look for in the interview that might help you to determine whether you will be happy on that job.

A study conducted by the University of Connecticut posed several questions to employees to ascertain their job satisfaction. Themes included: relationship with the supervisor, overall quality of the work environment, total weekly hours worked, and opportunity for advancement at the job. Nineteen employees were asked to rate their job satisfaction on a scale of 0-100, with 100 being perfectly satisfied. The results of the survey are as follows. Assume that the relationship with a supervisor is rated from 0-50, with 50 as excellent. Overall workplace quality rated from 0-100, with 100 representing an excellent environment and opportunities for advancement on a scale of 0-50 with 50 representing excellent opportunity.

0-100	0-50	0-100		0-50
Job Satisfaction	Relationship w/ Supervisor	Overall Quality Work Environ	Total Hrs. Worked/wk	Opportunities Advancement
55	27	65	50	42
20	12	13	60	28
85	40	79	45	7
65	35	53	65	48
45	29	43	40	32
70	42	62	50	41
35	22	18	75	18
60	34	75	40	32
95	50	84	45	48
65	33	68	60	11
85	40	72	55	33
10	5	10	50	21
75	37	64	45	42
80	42	82	40	46
50	31	46	60	48
90	47	95	55	30
75	36	82	70	39
45	20	42	40	22
65	32	73	55	12

1. Develop a multiple regression model and analyze the data above related to job satisfaction. Use the four step analytical process. Test at the 0.05 level of significance and discuss in detail.

2. Of the variables above that are related to job satisfaction, which variables are stronger predictors of job satisfaction? Are other variables not mentioned here, potentially related to job satisfaction? Discuss in detail.