

Week 8: Case Study (graded)

Post 1:

Case Study Q1: Several variables are presented that may be related to job satisfaction. Which variables are stronger predictors of job satisfaction? Might other variables not mentioned here be related to job satisfaction?

Research shows that teamwork is positively related to job satisfaction. For example, Kruse (1986) investigated the relationship of teamwork and job satisfaction among county staff.

There are two variables that do not appear to be good predictors of job satisfaction.

1. Overall quality of work environment: t- test static value is -.252 and p value associated with t test is also very high (0.805).
2. Total hour worked per week: t- test static value is -.22 and p value associated with t test is also very high (0.829).

Kruse, S. K. (1986). An analysis of job characteristics, leadership, teamwork, and job satisfaction in the cooperative extension service. Dissertation Abstracts International, 224. (UMI No. 8627126).

Post 2:

In regard to the Discussion Question: To what degree can someone depend on the results of the regression analysis? Why?

The regression hypothesis is given by

The null hypothesis is

- H_0 : There is no statistically significant relationship between dependent variable and independent variables .

The alternative hypothesis is

- H_a : There is a statistically significant relationship between dependent variable and independent variables .

ANOVA table provides us model fit or predictive power (estimate) of independent variable on dependent variable.

From the ANOVA table we can observe p value associated with F test is less than 0.05($p=0.000$). Hence we reject null hypothesis and conclude that there is a statistically significant relationship between dependent variable and independent variables.
