

**REGRESSION ANALYSIS**  
 (Focus: Females)  
 Emps. Grouped by Pay Grade

**CONFIDENTIAL**

**Employee Group: Main Department**

**Employee Counts and Pay Averages:**

Total	Males	Females	White	Black	Hisp.	Am. Ind.	Asian	Minorities
40	21	19	21	3	7		9	19
\$73,721	\$82,077	\$64,485	\$76,514	\$61,940	\$70,952		\$73,286	\$70,635

**Regression Results**

Independent Variable(s)	Coefficient	T-statistic	p-value	Stat. Sig.
Females	-1607.76	-0.29	0.7767	
Months_of_exp	1314.02	14.70	0.0000	✓
Performance_level	137.24	0.05	0.9624	
Yrs_of_svc	4818.96	5.15	0.0000	✓

A t-statistic greater than 2.0 indicates a positive correlation between the independent variable and pay. That is, as the variable increases, pay tends to increase. A t-statistic less than -2.0 indicates a negative correlation between the independent variable and pay. That is, as the variable increases, pay tends to decrease. The p-value, in simple terms, represents the probability that the independent variable does not influence pay. A p-value of less than 0.05, therefore, indicates the variable does influence pay.

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### Scatterplots of Independent Variables vs. Pay

