

AN OVERVIEW OF THE STATISTICAL TESTS USED IN HR ANALYTICS:

Specific Test	To Be Used When
1. Crosstabs (Chi-Square)	Comparison among and across more than two groups (Refer to the Session Material 7 for details)
2. One Way ANOVA including Post-Hoc.	Comparison among more than two groups of observations (Refer to the Session Material 8 for details)
3. Multiple Regression (DV must be continual variable)	Predicting one dependent / outcome variable based on a number of criteria / independent variables
4. Binary Logistic Regression (DV must be binary / categorical)	Predicting one dependent / outcome variable based on a of number criteria / independent variables (Refer to the Session Material 9 for details)
5. Independent Samples t Test	Comparison of means between two independent observations
6. General Linear Models (GLM)	Used for comparing the pre and post effects in the panel data (Refer to the Session Materials 13 and 15 for details)
7. Prediction based on Probabilities of Observations	Can be used in Multiple and Logistic Regression analyses (Refer to the Session Materials 16 for details)

Note. The detailed execution of the steps for all the tests and their background rationale are given in the assignment sheets shared before each session. This table should be interpreted in unison with the previous table shared at Session 7 stating the Usage of Statistical Tests by Data Type.