

File: Individual Turnover (spss)

1. Analyzing regional differences in individual staff turnover

File: Turnover team DATA (spss)

2. Analyzing team level turnover by country

We will examine the turnover differences among four countries (the UK, USA, Canada, and Spain). This data set has 2910 employees employed across four countries organized in 212 teams. Are there country differences in team engagement and turnover?

Steps:

- Analyze, Compare Means, One-Way ANOVA
- Dependent List: Survey Engagement Items COMBO and Team Turnover 2014

Factor: Country Code

- Post Hoc: Tukey and Games-Howell, significance level 0.05
- Continue, Options
- Statistics: Descriptive, Homogeneity of variance test, Welch
- Means Plot: Exclude cases analysis by analysis
- Continue, Output is ready to view.

A brief about Post-hoc.

The post-hoc test helps to determine which means differ once the ANOVA has confirmed that differences exist. There are two most popular types of post-hoc tests, namely, Games-Howell and Tukey. Games-Howell post-hoc test is used when group variances are not equal. It is always a good idea that alongside this test, Tukey test can also be selected because we do not know until after the ANOVA whether the group variances are equal or not through Levene's test. Tukey post-hoc test is used when sample and population variances are similar and groups represent equal sample sizes. This test has strength to correctly reject the null hypothesis (there is no difference between the group means).