“WHAT IF” ANALYSIS

1. **File:** Supermarket Checkout Training Intervention (spss)

   Refer to the multiple regression output that we found in Session 15 (unstandardized significant regression coefficients).

   i. Gender = 0.991
   ii. Age (16-19) = 1.570
   iii. Age (40-44) = 1.010
   iv. Participated in training = 1.600
   v. Pre-training scan rate = 0.610

Average post-training scan rate = All other things being equal + 1.6 * Average value for participation in the training course.

2. **Predicting the Likelihood of Leaving**

File: Individual turnover (spss)

Steps:

i. Analyze, Regression, Binary Logistic
ii. Transfer ‘Country’ variable as Categorical Variable
iii. Continue, return to main window
iv. Save, Predicted Values, Probabilities and Group Membership
v. Continue, OK.
vi. Regression Window, Data View, See New Column

- Probabilities = the probability each individual has of leaving the job.

- Group Membership = whether it is more likely (as the probability is above 50 per cent) that the individual will be a Stayer (0) or a Leaver (1).

3. **Making Selection Decisions with Evidence Obtained from Previous Performance Data**

File: Selection (spss)

Refer to the multiple regression output that we found in Session 12 (unstandardized significant regression coefficients).

i. Gender = - 0.858
ii. Conscientiousness = 0.008
iii. Extraversion = 0.010
iv. Technical capabilities = 0.364
v. Business awareness = 0.359
vi. Drive and innovation = 0.346
vii. Induction day attendance = 0.357
viii. Marketing = 0.624
ix. Risk = 0.923
x. Legal = 1.151

First year average performance rating = All other values being equal + 0.357 * Average induction day attendance.

4. Using Predictive Models to Make a Selection Decision

File: Selection 10 New Candidates (spss)

Steps:

i. Analyze, Regression, Linear
ii. Predicted Values, Unstandardized
iii. Continue, Save, OK

5. Which Candidate Might Be a "Flight Risk"?

File: Selection 10 New Candidates (spss)

Steps:

i. Analyze, Regression, Binary Logistic
ii. Save, Predicted Values, Probabilities
iii. Continue, OK.