

BUS 735: Business Decision Making and Research

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Conducting Multi-Way Analysis of Variance and Covariance in SPSS

These instructions use as an example the dataset `JobSatisfaction.sav` from your textbook. The data consists of 218 Arab and Jewish social services workers in Israel. Participants were asked background information (gender, age, marital status, education, experience, etc) and were given a set of questions to measure their overall satisfaction with their job, as well as their satisfaction specifically regarding their colleagues, supervisors, salary, and promotion. Please read the more detailed description of the data is given in your text on page 354.

1. Set up Two-Way (or multi-way) ANOVA:
 - (a) Select *Analyze, General Linear Models, Univariate*.
 - (b) Dependent variable: Satisfaction.
 - (c) Fixed factors (categorical explanatory variables): MStatus (married, single, other), Location (North, Center, South).
2. To set up ANCOVA, consider continuous (interval or ratio) explanatory variables:
 - (a) Covariates: Workload, years experience.
3. To set up Post-Hoc Analysis :
 - (a) Click *Post-Hoc* button.
 - (b) Move all factors to box under “Post-Hoc Test For”.
 - (c) Check *Bonferroni* test.
 - (d) Click *Continue*
4. To display means for various groups:
 - (a) Click *Options* button.
 - (b) Move all variables (including OVERALL and interaction term) to box under “Display Means for”.
 - (c) Check box for *Descriptive Statistics*