

Occupational Psychology: Methodology Information and Guidance

Design = regression

Analysis = multiple regression

Hypotheses need to be worded in accordance with design.

I.e., which of the IV's will be the strongest unique predictor?

Will the model as a whole (all IV's) significant in predicting variance in work motivation?

IV's = personality factors (continuous)

DV = work motivation (continuous)

Assumptions of MR → clean/screen data → box plots to identify any outliers – remove as/if required./prompted prior to analysis

→ Residuals – scatterplots (R-R) → 1. 'dots' close to line; 2. Residuals within -3.3 and 3.3

Analysis and reporting:

1. Correlations – between IV's and DV and between IV's themselves (multi-collinearity)
2. Model summary – adjusted R square value – convert value in a % and that % gets reporting as “_ % of the variance in work motivation explained by model (IV's)
3. ANOVA – is the model as a whole significant in predicting work motivation? (report as a standard ANOVA is reported – $F(df1, df2) = F\text{-value}, p </> .05$ (or =)
4. Coefficients – prediction of unique predictors – beta values and sig. can determine direction and significance of IV's in predicting work motivation and determine which IV is the strongest unique predictor.