



# STAFF SATISFACTION SURVEY



# MEET OUR HR TEAM



AH YING



JIAWEI



PENG SHUAI



THEARA

# Agenda

Topics Covered

1

Problem & Objectives

2

3 Scenarios Analysis

3

Interpretation and Findings

4

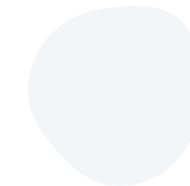
Recommendations

# Agenda

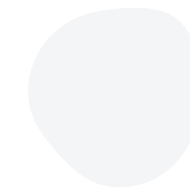
Topics Covered



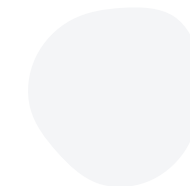
**Problem & Objectives**



3 Scenarios Analysis

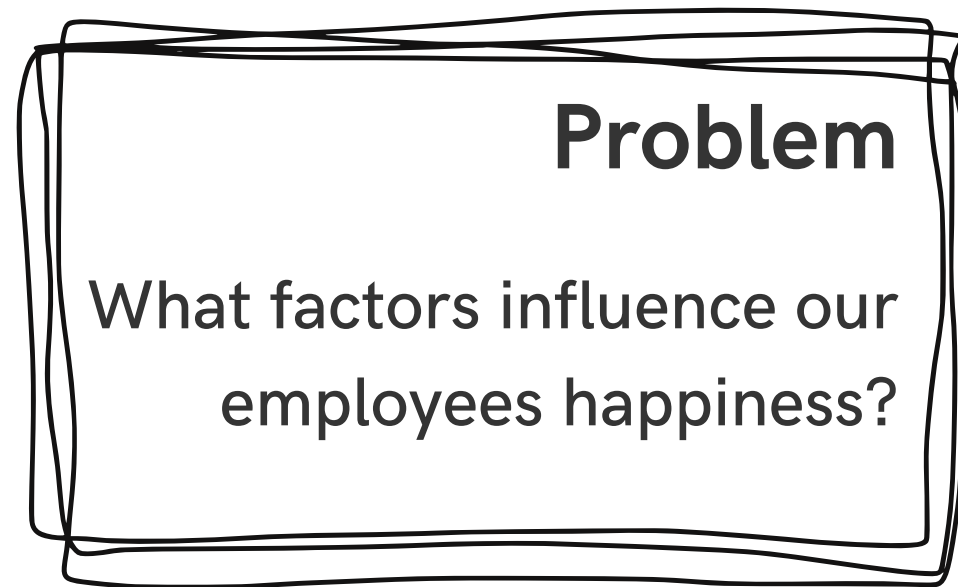


Interpretation and Findings



Recommendations

# Survey Objectives



## Objective 1

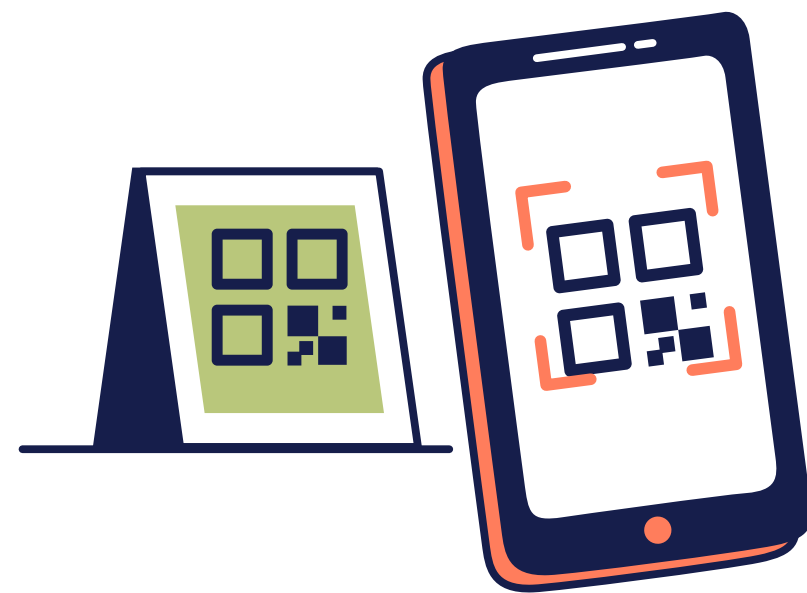
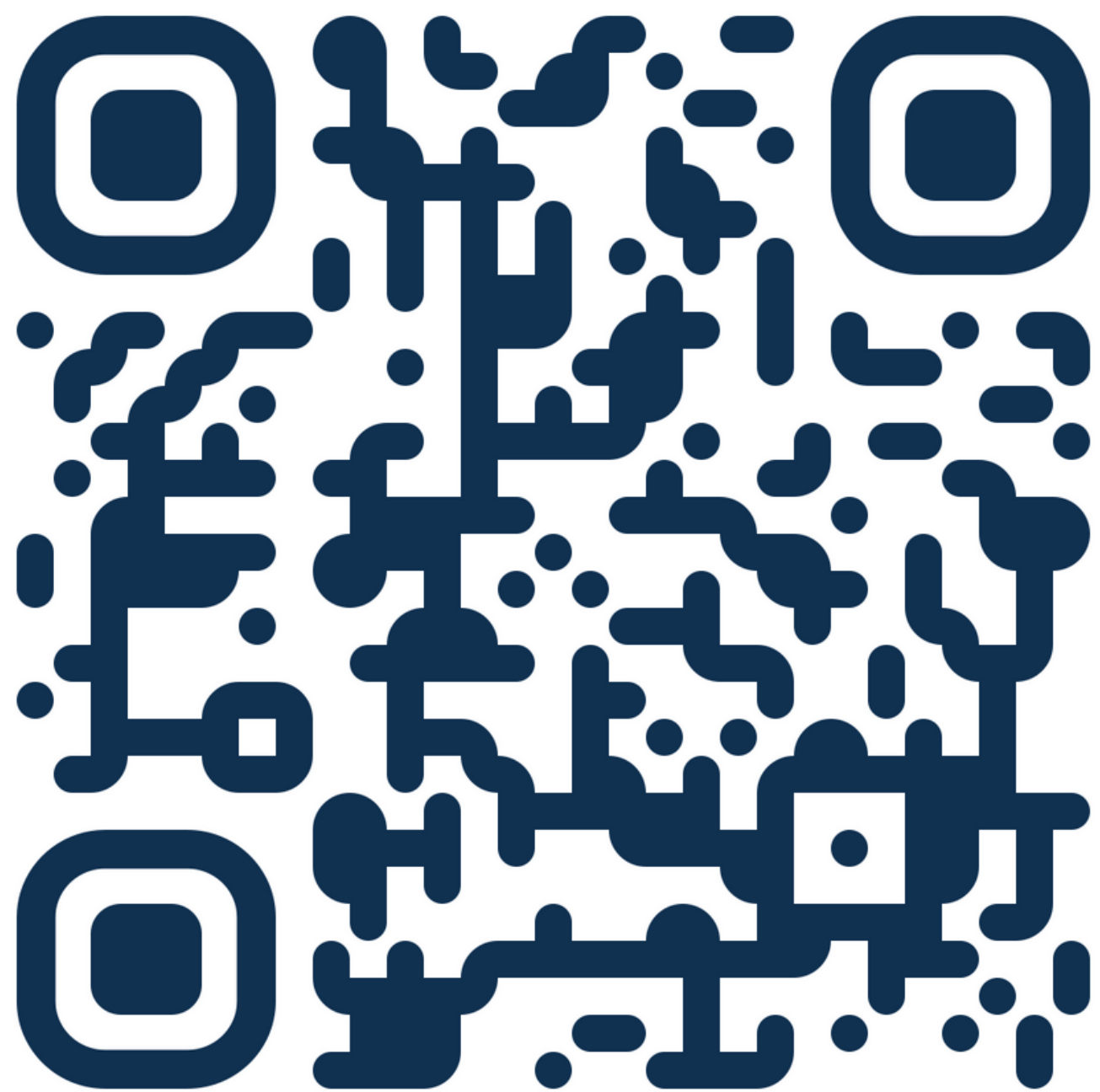
Understand the needs  
of our employee

## Objective 2

Boost productivity

## Objective 3

Reduce turnover



# Survey Contents



**The level of life satisfaction**

Sex

Number of child they have

**Optimism in life**

**Self esteem**

Age

Education

Smoking behavior

**Attitude toward stress**

Sources of stress

Material status

# Data Problems and Solutions

## #1 Null values

We use Mean, Mode, and sometimes delete entire row

## #2 Over the scale response

We replaced with the maximum value

## #3 Illogical response

Some says don't smoke but response with the number of cigarettes smoked per week



	id	sex	age	marital	child	educ	source	smoke	smokenui
279	265	4	3	2	2	4	4	2	3
394	279	5	3	2	3	4	3	2	1
437	520	NULL!	NULL!	NULL!	NULL!	NULL!	NULL!	NULL!	NULL!

	id	sex	age	marital	child	educ	source	smoke	smokenui
279	265	4	3	2	2	4	4	2	3
394	279	5	3	2	3	4	3	2	1
437	520	NULL!	NULL!	NULL!	NULL!	NULL!	NULL!	NULL!	NULL!

	op1	op2	op3	op4	op5	op6	lfsat1	lfsat2	lfsat3	lfsat4	lfsat5
279	265	4	3	2	2	4	4	2	3	3	3
394	279	5	3	2	3	4	3	2	1	3	2
437	520	NULL!	NULL!	NULL!	NULL!	NULL!	NULL!	NULL!	NULL!	NULL!	NULL!

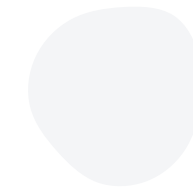
	id	sex	age	marital	child	educ	source
8	341	2	30	6	2	4	8
31	434	2	47	4	1	3	8
34	540	1	36	4	1	4	8
44	331	1	22	3	2	2	8
48	79	2	46	5	1	3	9
54	127	2	37	4	1	4	8
57	301	1	54	4	2	5	9
62	20	2	42	4	1	4	8
65	154	2	52	5	1	4	9
74	22	2	4	4	2	4	8
78	362	2	4	4	1	2	8
83	546	1	4	4	1	6	8
86	530	2	1	2	5	9	9
95	311	1	4	4	1	2	8
96	499	1	1	2	5	9	8
99	316	2	4	1	4	8	8
108	315	2	4	1	4	8	8
109	489	1	27	2	2	4	8
110	438	2	35	1	2	6	9
112	313	2	46	7	1	4	8
121	290	1	50	4	1	4	8
123	467	1	21	1	2	3	9
124	32	1	31	3	2	6	9
127	497	2	48	4	2	3	8
132	188	2	29	1	2	2	8
134	67	2	20	3	2	4	8
141	351	2	31	4	1	4	8
150	309	1	57	5	2	3	8
153	70	2	30	4	1	2	8
159	227	2	30	4	2	3	8
167	455	2	42	6	2	6	8
174	428	2	24	2	2	1	8

	marital	child	educ	source	smoke	smokenui
54	4	1	4	8	2	2
133	1	2	5	7	2	2
249	5	1	4	1	2	1
304	4	1	6	1	2	3
361	2	2	6	1	2	1



# Agenda

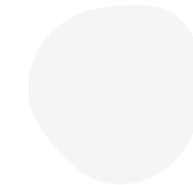
Topics Covered



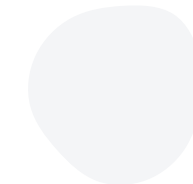
Problem & Objectives



**3 Scenarios Analysis**

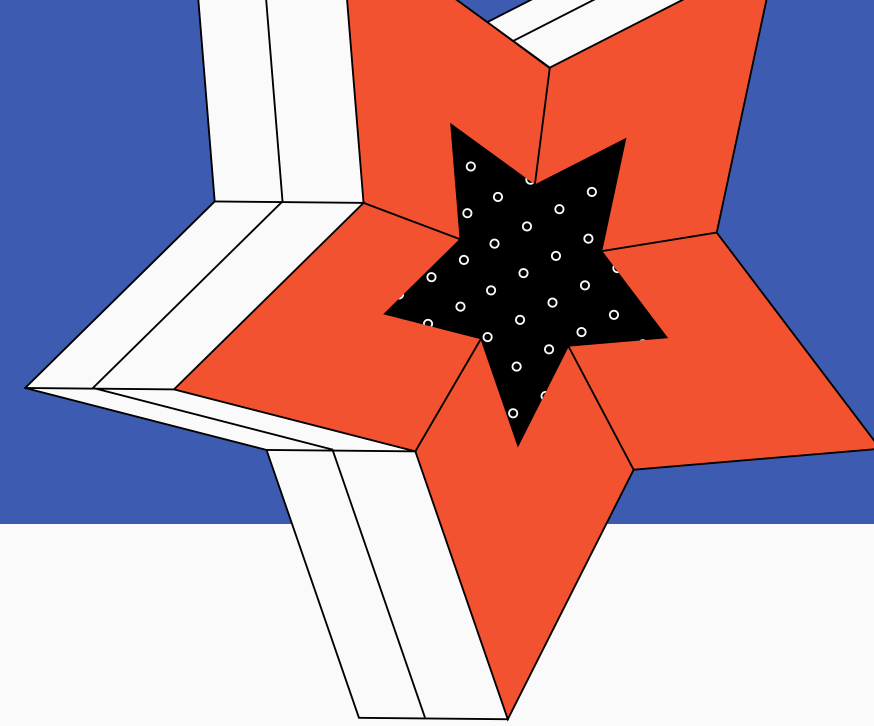


Interpretation and Findings



Recommendations

# Selection of data



- **We selected the average value of Life satisfaction as the dependent variable Y.**
- **The independent variables X were selected as:**
- **Optimism is divided into:**
  - Average Opt Positive ( $Op1+Op3+Op5$ ),
  - Average Opt Negative ( $Op2+Op4+Op6$ ).
- **Perceived Stress is divided into :**
  - Average PS Positive ( $pss4+pss5+pss7+pss8$ ),
  - Average PS Negative ( $pss1+pss2+pss3+pss6+pss9+pss10$ ).
- **Self Esteem was divided into:**
  - Average SE Positive ( $sest1+sest2+sest4+sest6+sest8$ ),
  - Average SE Negative ( $sest3+sest5+sest7+sest9+sest10$ ).



SUMMARY OUTPUT									
Regression Statistics									
Multiple R	0.469933								
R Square	0.220837								
Adjusted R	0.219021								
Standard Error	1.200392								
Observations	431								
ANOVA									
	df	SS	MS	F	Significance F				
Regression	1	175.2051	175.2051	121.5908	4.62E-25				
Residual	429	618.1636	1.440941						
Total	430	793.3687							
	Coefficients	标准误差	t Stat	P-value	Lower 95%	Upper 95%	下限 95.0%	上限 95.0%	
Intercept	1.412102	0.283037	4.989104	8.83E-07	0.85579	1.968415	0.85579	1.968415	
X Variable	0.841216	0.076288	11.02682	4.62E-25	0.691271	0.991161	0.691271	0.991161	

SUMMARY OUTPUT									
Regression Statistics									
Multiple R	0.410901								
R Square	0.16884								
Adjusted R	0.166902								
Standard Error	1.239799								
Observations	431								
ANOVA									
	df	SS	MS	F	Significance F				
Regression	1	133.9521	133.9521	87.14587	5.49E-19				
Residual	429	659.4167	1.537102						
Total	430	793.3687							
	Coefficients	标准误差	t Stat	P-value	Lower 95%	Upper 95%	下限 95.0%	上限 95.0%	
Intercept	5.849253	0.15963	36.64257	3.4E-134	5.535498	6.163007	5.535498	6.163007	
X Variable	-0.6109	0.065441	-9.3352	5.49E-19	-0.73952	-0.48228	-0.73952	-0.48228	

RESIDUAL OUTPUT		
Observation	Predicted Y	Residuals
1	3.655346	-1.05535
2	3.935751	0.264249
3	4.496562	1.103438
4	3.094535	1.505465
5	4.496562	0.503438
6	4.216157	0.783843
7	5.057373	0.342627
8	4.496562	-0.89656
9	4.496562	-0.69656
10	5.057373	-0.65737
11	4.216157	0.183843
12	4.496562	0.103438
13	4.496562	0.903438
14	3.935751	-0.13575
15	4.496562	0.103438
16	4.496562	0.303438

RESIDUAL OUTPUT		
Observation	Predicted Y	Residuals
1	3.405651	-0.80565
2	4.627452	-0.42745
3	4.423818	1.176182
4	4.220185	0.379815
5	4.016551	0.983449
6	4.423818	0.576182
7	4.831085	0.568915
8	4.831085	-1.23109
9	4.627452	-0.82745
10	4.423818	-0.02382
11	4.016551	0.383449
12	4.220185	0.379815
13	5.238352	0.161648
14	4.627452	-0.82745
15	4.220185	0.379815
16	4.220185	0.579815

Optimism Positive  
Line Fit Plot

Optimism Negative  
Line Fit Plot

Expectation, the more positive the optimism,  
the more satisfied with life



The more negative the optimism,  
the less satisfied with life.



SUMMARY OUTPUT

Regression Statistics

Multiple R

0.53197

R Square

0.282993

Adjusted R Square

0.281321

Standard Error

1.151518

Observations

431

ANOVA

	df	SS	MS	F	Significance F
Regression	1	224.5174	224.5174	169.3201	7.36E-33
Residual	429	568.8513	1.325994		
Total	430	793.3687			

	Coefficients	标准误差	t Stat	P-value	Lower 95%	Upper 95%	下限 95.0%	上限 95.0%
Intercept	0.288508	0.325895	0.885278	0.376503	-0.35204	0.929058	-0.35204	0.929058
X Variable	1.165353	0.089558	13.01231	7.36E-33	0.989326	1.34138	0.989326	1.34138

RESIDUAL OUTPUT

Observation	Predicted Y	Residuals
1	3.784567	-1.18457
2	4.075905	0.124095
3	3.493229	2.106771
4	3.784567	0.815433
5	4.367243	0.632757
6	4.658582	0.341418
7	5.532597	-0.1326
8	4.075905	-0.47591
9	4.367243	-0.56724
10	3.493229	0.906771
11	4.658582	-0.25858
12	4.94992	-0.34992
13	4.94992	0.45008
14	4.658582	-0.85858
15	4.075905	0.524095

Perceived Stress Positive

Line Fit Plot

Perceived Stress Negative

Line Fit Plot

SUMMARY OUTPUT

Regression Statistics

Multiple R

0.383541

R Square

0.147103

Adjusted R Square

0.145115

Standard Error

1.255906

Observations

431

ANOVA

	df	SS	MS	F	Significance F
Regression	1	116.7073	116.7073	73.99182	1.49E-16
Residual	429	676.6615	1.577299		
Total	430	793.3687			

	Coefficients	标准误差	t Stat	P-value	Lower 95%	Upper 95%	下限 95.0%	上限 95.0%
Intercept	6.633434	0.258988	25.61291	1.8E-88	6.124391	7.142477	6.124391	7.142477
X Variable	-0.76079	0.088444	-8.60185	1.49E-16	-0.93462	-0.58695	-0.93462	-0.58695

RESIDUAL OUTPUT

Observation	Predicted Y	Residuals
1	3.717091	-1.11709
2	4.731471	-0.53147
3	4.477876	1.122124
4	3.843889	0.756111
5	5.111864	-0.11186
6	4.731471	0.268529
7	4.477876	0.922124
8	3.717091	-0.11709
9	4.731471	-0.93147
10	4.477876	-0.07788
11	4.224281	0.175719
12	3.717091	0.882909
13	4.985066	0.414934
14	5.238661	-1.43866
15	4.477876	0.122124

Perceived Stress Negative

Line Fit Plot





SUMMARY OUTPUT

Regression Statistics

Multiple R	0.483759
R Square	0.234023
Adjusted R Square	0.232237
Standard Error	1.190191
Observations	431

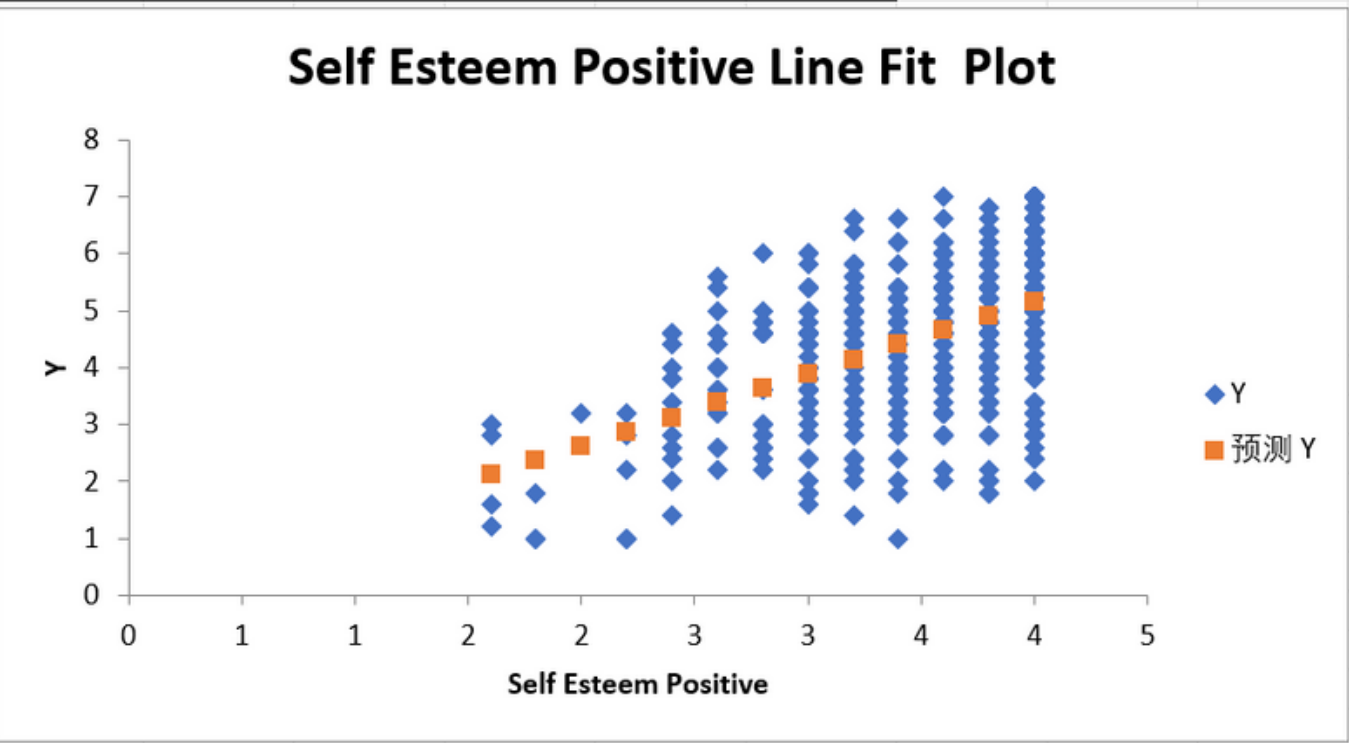
ANOVA

	df	SS	MS	F	Significance F
Regression	1	185.6663	185.6663	131.0689	1.15E-26
Residual	429	607.7024	1.416556		
Total	430	793.3687			

	Coefficients	标准误差	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	0.075321	0.387887	0.194182	0.846125	-0.68707	0.837716	-0.68707	0.837716
X Variable	1.270427	0.110969	11.44853	1.15E-26	1.052318	1.488537	1.052318	1.488537

RESIDUAL OUTPUT

Observation	Predicted Y	Residuals
1	3.632517	-1.03252
2	4.394774	-0.19477
3	3.378432	2.221568
4	3.886603	0.713397
5	5.15703	-0.15703
6	4.140688	0.859312
7	4.902945	0.497055
8	4.394774	-0.79477
9	4.648859	-0.84886
10	3.378432	1.021568
11	4.648859	-0.24886
12	4.648859	-0.04886
13	4.902945	0.497055
14	4.140688	-0.34069
15	4.648859	-0.04886



SUMMARY OUTPUT

Regression Statistics

Multiple R	0.430085
R Square	0.184973
Adjusted R Square	0.183074
Standard Error	1.227707
Observations	431

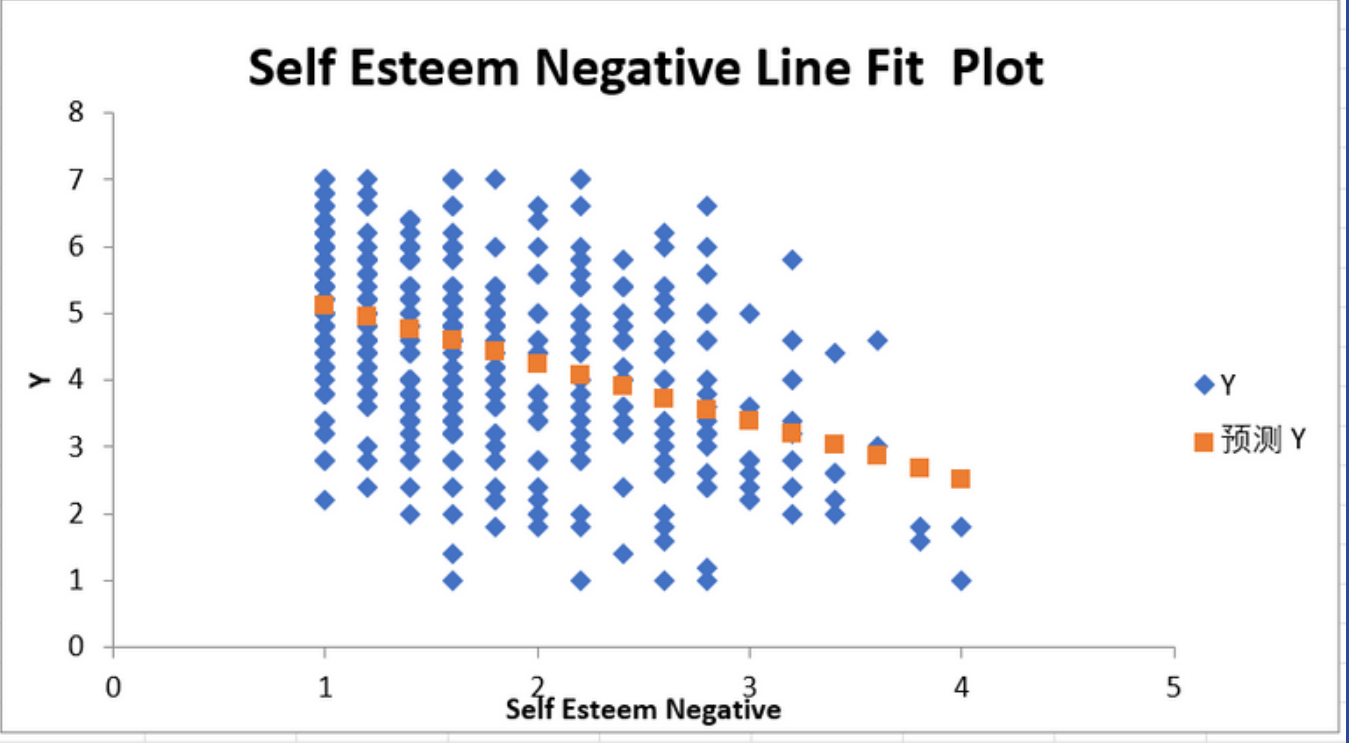
ANOVA

	df	SS	MS	F	Significance F
Regression	1	146.7522	146.7522	97.36325	7.83E-21
Residual	429	646.6165	1.507265		
Total	430	793.3687			

	Coefficients	标准误差	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	5.989089	0.165176	36.25879	1E-132	5.664434	6.313745	5.664434	6.313745
X Variable	-0.86966	0.088136	-9.86728	7.83E-21	-1.04289	-0.69643	-1.04289	-0.69643

RESIDUAL OUTPUT

Observation	Predicted Y	Residuals
1	3.554042	-0.95404
2	4.423701	-0.2237
3	3.554042	2.045958
4	3.727974	0.872026
5	5.119429	-0.11943
6	4.423701	0.576299
7	5.119429	0.280571
8	4.075838	-0.47584
9	4.771565	-0.97157
10	3.727974	0.672026
11	4.945497	-0.5455
12	3.901906	0.698094
13	5.119429	0.280571
14	4.597633	-0.79763
15	4.597633	0.002367



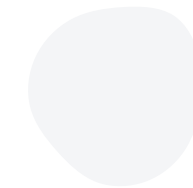
SUMMARY OUTPUT								
Regression Statistics								
Multiple R	0.270955							
R Square	0.073417							
Adjusted R Square	0.058083							
Standard Error	1.738821							
Observations	431							
ANOVA								
	df	SS	MS	F	Significance F			
Regression	7	101.3354	14.47649	4.787991	3.36E-05			
Residual	423	1278.94	3.023499					
Total	430	1380.276						
	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	8.246328	0.744999	11.06892	3.51E-25	6.781968	9.710688	6.781968	9.710688
sex	0.165743	0.17408	0.95211	0.341585	-0.17643	0.507912	-0.17643	0.507912
age	-0.02925	0.008416	-3.47557	0.000562	-0.04579	-0.01271	-0.04579	-0.01271
status	0.040346	0.065817	0.612999	0.540206	-0.08902	0.169714	-0.08902	0.169714
child	0.257995	0.186638	1.382332	0.167599	-0.10886	0.624848	-0.10886	0.624848
edu	-0.23509	0.069991	-3.35888	0.000854	-0.37267	-0.09752	-0.37267	-0.09752
stress	0.020917	0.03344	0.625494	0.531984	-0.04481	0.086646	-0.04481	0.086646
smoke	-0.11171	0.211084	-0.52921	0.596938	-0.52661	0.303197	-0.52661	0.303197
RESIDUAL OUTPUT								
Observation	Predicted Y	Residuals						
1	7.686181	2.947152						
2	7.699871	-1.39987						
3	7.740216	0.22645						
4	7.710966	1.222367						
5	7.504878	-1.50488						
6	7.425522	0.222412						

SUMMARY OUTPUT								
Regression Statistics								
Multiple R	0.205995							
R Square	0.042434							
Adjusted R Square	0.026588							
Standard Error	1.528593							
Observations	431							
ANOVA								
	df	SS	MS	F	Significance F			
Regression	7	43.79948	6.257069	2.677857	0.010099			
Residual	423	988.3799	2.336595					
Total	430	1032.179						
	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	9.944307	0.654926	15.18386	7.12E-42	8.656992	11.23162	8.656992	11.23162
sex	-0.07079	0.153033	-0.46256	0.643919	-0.37159	0.230013	-0.37159	0.230013
age	0.02227	0.007398	3.010059	0.002768	0.007727	0.036812	0.007727	0.036812
status	-0.04014	0.057859	-0.69382	0.488173	-0.15387	0.073583	-0.15387	0.073583
child	-0.23583	0.164073	-1.43737	0.151353	-0.55833	0.086667	-0.55833	0.086667
edu	0.099964	0.061529	1.624658	0.10498	-0.02098	0.220905	-0.02098	0.220905
stress	-0.00342	0.029397	-0.1164	0.907395	-0.0612	0.054361	-0.0612	0.054361
smoke	0.066262	0.185564	0.357084	0.721207	-0.29848	0.431004	-0.29848	0.431004
RESIDUAL OUTPUT								
Observation	Predicted Y	Residuals						
1	10.08515	-1.61849						
2	10.12077	-0.47077						
3	10.08063	-1.06396						
4	10.1029	-2.1029						
5	10.21383	0.952839						

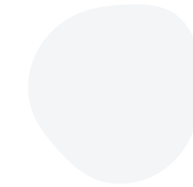


# Agenda

Topics Covered



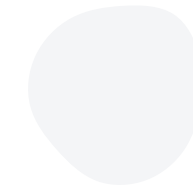
Problem & Objectives



3 Scenarios Analysis



**Interpretation and Findings**



Recommendations



# 1.Objective factors

2									
3	Regression Statistics								
4	Multiple R	0.160286							
5	R Square	0.025691							
6	Adjusted R	0.007221							
7	Standard E	1.353411							
8	Observatio	431							
9									
10	ANOVA								
11		df	SS	MS	F	ignificance F			
12	Regressior	8	20.3828	2.54785	1.39096	0.198252			
13	Residual	422	772.9859	1.83172					
14	Total	430	793.3687						
15									
16		Coefficients	standard Err	t Stat	P-value	Lower 95%	Upper 95%	ower 95.0%	pper 95.0%
17	Intercept	3.98813	0.664967	5.997482	4.31E-09	2.681069	5.295191	2.681069	5.295191
18	X Variable	0.256051	0.136163	1.880481	0.060731	-0.01159	0.523693	-0.01159	0.523693
19	X Variable	0.003954	0.006557	0.603125	0.546749	-0.00893	0.016842	-0.00893	0.016842
20	X Variable	-0.00058	0.051273	-0.01123	0.991048	-0.10136	0.100207	-0.10136	0.100207
21	X Variable	-0.17532	0.145289	-1.20668	0.22823	-0.4609	0.110262	-0.4609	0.110262
22	X Variable	0.052025	0.054633	0.952262	0.341509	-0.05536	0.159412	-0.05536	0.159412
23	X Variable	8.53E-05	0.026141	0.003265	0.997397	-0.0513	0.051468	-0.0513	0.051468
24	X Variable	0.019682	0.228267	0.086222	0.931331	-0.429	0.468364	-0.429	0.468364
25	X Variable	-0.00289	0.002185	-1.32156	0.187032	-0.00718	0.001407	-0.00718	0.001407
26									
27									
28									
29	RESIDUAL OUTPUT								
30									
31	Observator	Predicted Y	Residuals						
32	1	4.228024	-2.62802						
33	2	4.160187	1.239813						
34	3	4.159846	0.840154						

**There is no significant linear correlation between objective factors and employee satisfaction with life**

- 01** R Square is too small
- 02** Significance F is big
- 03** P-value is invalid(P-value <= 0.05)
- 04** R-Square, Significance F and P-value all fail



# 1.Objective factors

However, even though there was no significant linear correlation between objective factors and life satisfaction, we ranked the positive scores of optimism, perceived stress and self-esteem

<a href="#">PDF Click here</a>								Optimism					
ID	Sex	Material Status	Child	Educatoion	Source of Stress	Smoke or Not	No. of Cigarettes Smoked Per Week	Op1	Op2	Op3	Op4	Op5	Op6
379	2	4	1	4	1	2	0	5	4	5	2	5	2
495	2	4	1	6	5	2	0	5	4	4	1	5	1
486	1	1	2	3	1	2	0	5	4	4	2	4	3
365	2	4	1	1	6	2	0	5	4	4	2	4	5
257	2	4	2	2	6	2	0	5	4	4	3	4	2
418	2	1	1	3	7	2	0	5	4	3	3	2	4
432	2	4	1	3	1	2	0	5	3	5	3	5	5
340	2	4	2	2	6	2	0	5	3	4	1	4	1
120	2	8	2	5	6	2	0	5	3	4	1	4	1
545	2	4	1	3	5	2	0	5	3	4	3	4	4
208	2	4	2	2	1	2	0	5	3	4	4	5	4
354	2	3	2	5	1	2	0	5	3	3	3	3	2
220	1	4	1	4	1	2	0	5	2	5	1	5	1
276	1	4	1	5	5	2	0	5	2	5	1	5	1
207	1	2	2	4	7	1	60	5	2	5	2	5	2
538	2	3	2	3	7	2	0	5	2	4	1	5	1
412	1	4	1	4	1	2	0	5	2	4	1	4	3
283	2	2	2	5	3	2	0	5	2	4	2	5	1
478	1	1	2	5	1	2	0	5	2	4	2	3	3
36	2	1	2	3	1	1	1	5	2	4	2	3	3

# 1.Objective factors



<a href="#">PDF Click here</a>								Perceived Stress									
ID	Sex	Material Status	Child	Educatoion	Source of Stress	Smoke or Not	garettes Smoked Per	pss1	pss2	pss3	pss4	pss5	pss6	pss7	pss8	pss9	pss10
5	2	4	2	3	3	2	0	1	1	1	5	4	1	5	5	2	1
459	1	3	1	4	1	2	0	1	1	1	4	4	1	4	4	1	1
546	1	4	1	6	7	2	0	1	1	1	2	4	1	5	5	1	1
404	2	1	2	5	1	2	0	1	1	2	5	5	1	4	5	1	1
301	1	4	2	5	7	2	0	1	1	2	5	4	1	5	5	2	1
109	1	1	2	4	7	1	200	1	1	2	5	4	2	5	4	2	2
282	2	4	2	5	5	2	0	1	1	2	5	4	3	4	4	1	3
403	2	4	2	4	1	2	0	1	1	2	2	5	2	5	5	1	1
14	1	4	2	5	1	1	5	1	1	3	5	5	1	4	5	2	2
332	2	4	1	5	4	2	0	1	1	3	5	4	3	4	3	1	2
143	1	1	2	5	1	2	0	1	1	3	5	3	2	3	4	2	3
536	2	4	2	4	1	2	0	1	1	3	4	4	2	3	4	2	2
501	2	4	1	2	2	2	0	1	1	3	4	3	2	4	4	3	2
484	2	4	1	5	7	2	0	1	1	3	4	3	2	4	3	2	2
345	2	4	1	2	5	2	0	1	1	4	4	4	2	4	4	2	2
371	2	4	2	2	5	2	0	1	1	4	3	2	4	4	4	3	1
466	1	5	1	6	1	2	0	1	2	2	5	4	2	4	4	3	2
509	1	4	1	2	7	2	0	1	2	2	4	4	1	4	4	2	1
425	2	4	1	2	4	2	0	1	2	2	4	4	2	4	4	2	2
209	1	4	2	6	1	2	0	1	2	2	4	3	1	5	4	3	2

<a href="#">PDF Click here</a>								Self Esteem									
ID	Sex	Material Status	Child	Educatoion	Source of Stress	Smoke or Not	No. of Cigarettes Smoked Per	sest1	sest2	sest3	sest4	sest5	sest6	sest7	sest8	sest9	sest10
314	2	4	1	4	1	1	100	4	4	1	4	1	4	4	4	1	1
56	2	4	1	4	5	2	0	4	4	1	4	1	4	4	4	1	1
535	2	7	2	4	1	2	0	4	4	1	4	1	4	4	4	1	1
193	2	1	2	3	1	2	0	4	4	1	4	1	4	3	4	1	1
43	1	4	1	4	1	2	0	4	4	1	4	1	4	3	4	1	1
479	2	4	2	4	2	2	0	4	4	1	4	1	4	3	4	1	1
379	2	4	1	4	1	2	0	4	4	1	4	1	4	3	4	1	1
373	1	1	2	3	1	1	150	4	4	1	4	1	4	3	3	1	1
531	1	4	1	5	1	2	0	4	4	1	4	1	4	3	3	1	1
443	2	4	2	4	1	1	80	4	4	1	4	1	4	3	3	2	1
14	1	4	2	5	1	1	5	4	4	1	4	1	4	2	4	1	1
536	2	4	2	4	1	2	0	4	4	1	4	1	4	2	4	1	1
219	1	4	2	5	4	2	0	4	4	1	4	1	4	2	4	1	1
89	1	2	2	5	1	2	0	4	4	1	4	1	4	2	4	1	1
118	2	7	2	4	1	1	20	4	4	1	4	1	4	2	4	1	1
235	1	1	2	3	1	2	0	4	4	1	4	1	4	2	4	2	1
12	2	4	1	5	7	2	0	4	4	1	4	1	4	2	4	2	1
312	1	2	2	3	1	1	3	4	4	1	4	1	4	2	4	2	1
194	1	4	1	3	1	2	0	4	4	1	4	1	4	2	4	2	2
515	2	3	2	5	1	2	0	4	4	1	4	1	4	2	4	3	3



# 1.Objective factors

- We found that employees who scored higher on the positive aspects of optimism and perception of stress tended not to smoke or rarely smoked. In the ranking of scores on the positive aspect of self-esteem, employees with high scores whose stress mainly from work.



## 2.The Positive Measures

1	SUMMARY OUTPUT									
2										
3	Regression Statistics									
4	Multiple R	0.611201								
5	R Square	0.373567								
6	Adjusted R	0.369166								
7	Standard E	1.07885								
8	Observatio	431								
9										
10	ANOVA									
11		df	SS	MS	F	Significance F				
12	Regression	3	296.3763	98.79211	84.87903	4.35E-43				
13	Residual	427	496.9924	1.163917						
14	Total	430	793.3687							
15										
16		Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%	
17	Intercept	-1.36025	0.382214	-3.55887	0.000414	-2.11151	-0.609	-2.11151	-0.609	
18	X Variable	0.373903	0.083382	4.484215	9.42E-06	0.210013	0.537793	0.210013	0.537793	
19	X Variable	0.719572	0.101434	7.094002	5.45E-12	0.5202	0.918944	0.5202	0.918944	
20	X Variable	0.546501	0.125765	4.345408	1.74E-05	0.299305	0.793697	0.299305	0.793697	
21										
22										
23										
24	RESIDUAL OUTPUT									
25										
26	Observation	Predicted Y	Residuals							

**The higher the positive score,  
the higher the employee's  
satisfaction with life**

## 01 R Square is qualified

## 02 Significance F is qualified

**03** P-value is valid( $P\text{-value} \leq 0.01$ )

04 R-Square is acceptable,  
Significance F and P-value succeed





# 3.The Negative Measures

The higher the negative score, the less the employee's satisfaction with life

- 01 R Square is qualified
- 02 Significance F is very significant
- 03 P-value is valid(P-value <= 0.01)
- 04 R-Square is acceptable, Significance F and P-value successful

3	Regression Statistics								
4	Multiple R	0.518123							
5	R Square	0.268451							
6	Adjusted R	0.263311							
7	Standard E	1.165857							
8	Observatio	431							
9									
10	ANOVA								
11		df	SS	MS	F	ignificance F			
12	Regression	3	212.9807	70.99357	52.23102	8.93E-29			
13	Residual	427	580.388	1.359223					
14	Total	430	793.3687						
15									
16		Coefficients	andard Error	t Stat	P-value	Lower 95%	Upper 95%	lower 95.0%	ppper 95.0%
17	Intercept	7.16955	0.249415	28.74549	6.9E-102	6.679317	7.659784	6.679317	7.659784
18	X Variable	-0.35124	0.071158	-4.93616	1.14E-06	-0.49111	-0.21138	-0.49111	-0.21138
19	X Variable	-0.39616	0.094101	-4.2099	3.12E-05	-0.58112	-0.2112	-0.58112	-0.2112
20	X Variable	-0.44559	0.10346	-4.30685	2.06E-05	-0.64894	-0.24223	-0.64894	-0.24223
21									
22									
23									
24	RESIDUAL OUTPUT								
25									
26	Observation	Predicted Y	Residuals						
27	1	2.288633	-0.68863						

# 4. Summary of Data

- 
- The results of linear regression show that employees are more satisfied with life when they are more optimistic, have a positive attitude toward stress, and have stronger self-esteem.
  - The regression coefficients of other objective factors were not significant, indicating that employees' satisfaction with life does not depend on the objective environment,
  - Among the employees with higher satisfaction with life, most of them do not smoke or smoke less, so we deem that smoking can indirectly affect employees' satisfaction with life
- 

# Agenda

Topics Covered

- 1 Problem & Objectives
- 2 3 Scenarios Analysis
- 3 Interpretation and Findings
- 4 Recommendations**

# SUGGESTIONS

smoking, marital status, etc. are to some extent related to optimism, stress perception, self-esteem and life satisfaction.

The company can promote tobacco control campaigns and encourage and assist employees to quit smoking

*The company can organize more team building activities, perhaps inviting employees' spouses and children to participate*



# SUGGESTIONS

*Provide opportunities  
for employees to learn  
additional skills for free*

Fully communicate with  
employees and care about  
the problems they  
encounter in work and life

**THANK YOU FOR  
YOUR  
ATTENTION**

