

BUS 735: Business Decision Making and Research

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Conducting Repeated Measures ANOVA 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.

Research questions:

1. Are there differences in employee satisfaction regarding employees' colleagues, supervisors, salary, and promotion?
2. Are there differences in employee satisfaction between those with undergraduate degrees and graduate degrees?
3. Are there interaction effects between education and type of satisfaction?

SPSS Instructions:

1. Open up `JobSatisfaction.sav`
2. Go to **Analyze, General Linear Model, Repeated Measures.**
3. Replace text 'factor1' with 'SatCat' (short for Satisfaction Category).
4. Enter '4' in **Number of Levels.**
5. Click **Add.**
6. Click **Define.**
7. Move **Colleague, Supervision, Salary, and Promotion** to **Within-Subjects Variables.**
8. Move **Level of Education [Education_Rec]** to **Between-Subjects Factors.**
9. Click on **Options** button.
10. Move **(OVERALL), Education_Rec, and SatCat** to **Display Means for:.**

11. Click the following check-boxes:

- Compare main effects.
- Descriptive statistics.

12. Change Confidence interval adjustment selection to Bonferroni.

13. Click continue.

14. Click OK.