

## Larger Contingency Table Example

Relationship between Income and Job Satisfaction

	<b>Income</b>			
<b>Job Satisfaction</b>	Low	Medium	High	Total
Low	100	30	10	140
Medium	60	80	15	155
High	40	40	50	130
Total	200	150	75	425

Identify your variables, make your hypothesis, calculate your percentages, analyze and draw a conclusion. Is your hypothesis supported?

Remember when analyzing your findings to choose an endpoint category of the dependent variable. After doing so, compare the end points of the independent variable within that category.

<b>Job Satisfaction</b>	<b>Income</b>		
	Low	Medium	High
Low	50.0%	20.0%	13.3%
Medium	30.0%	53.3%	20.0%
High	20.0%	26.7%	66.7%
Total	(n = 200) 100.0%	(n = 150) 100.0%	(n = 75) 100.0%

Hypothesis 1: The higher the income, the higher the job satisfaction

Conclusion: Those with high income indicated a “high” job satisfaction more often than those with low income (by 47%). Therefore, the hypothesis is supported.

Hypothesis 2 (corollary): The lower the income, the lower the job satisfaction

Conclusion: Those with low income indicated “low” job satisfaction more than those with high income (by 37%). Therefore, the hypothesis is supported.

Which one should you use? Since they both confirm your hypothesis, but to a different degree, report BOTH.

Income appears to make a difference of 37% to 47% in job satisfaction.

What if the two disagree? Then you really can’t draw a conclusion. The problem is more complex than you thought and you’ll have to revisit what you thought the relationship was and how you have phrased the question.