Example   human_resources.sav

X1=vacant positions (number per month) = offene Stellen pro Monat
X2=Times absent (days per month) = Fehltage pro Monat
X3=Labour turnover (number per month) = Stellen-Fluktuation pro Monat
X4=long hours (per month) = Überstunden pro Monat

Relationships and interpretation?

Correlations

		Vacant_Positions	Times_Absent	Labour_Turnover	Long_Hours
Vacant_Positions	Pearson Correlation	1	,857**	,008	,839**
	Sig. (2-tailed)		,000	,971	,000
	N	24	24	24	24
Times_Absent	Pearson Correlation	,857**	1	-,059	,968**
	Sig. (2-tailed)	,000		,785	,000
	N	24	24	24	24
Labour_Turnover	Pearson Correlation	,008	-,059	1	,011
	Sig. (2-tailed)	,971	,785		,961
	N	24	24	24	24
Long_Hours	Pearson Correlation	,839**	,968**	,011	1
	Sig. (2-tailed)	,000	,000	,961	
	N	24	24	24	24

**. Correlation is significant at the 0.01 level (2-tailed).

r(Times_Absent,Long_Hours)=0.968 i.e. positive strong correlation i.e. long hours are strongly correlated with days absent.

r(Times_Absent,Vacant_Positions)=0.857 i.e. positive strongly correlation i.e. vacant positions are strong correlated with days absent.

r(Long_Hours,Vacant_Positions)=0.839 i.e. positive strong correlation i.e. vacant positions are strong correlated with long hours.

Remark: For the model "Times Absent" $\approx b_0 + b_1 \cdot$ "Vacant Positions" we get the regression coefficient $b_1 = 3.066$;this means every vacant position effects three days absent more.