

UNIX C/C++ Programmer with SQL Database Competitive Position™ Market Report

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Welcome

I established Whole Root™ Economic Research, Inc. in 1996 to provide extensive market analysis to individual decision makers. My Competitive Position™ Market Reports enable individuals to assess salary opportunities and set employment goals. It is the first affordable market analysis designed specifically to assist all participants in the job marketplace. Whether you are a computer professional, data processing manager or human resource professional, I hope you find this material useful.

Thank you,

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Economic Statistician

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A Special Thanks to:

Nicholas Vivona
Computer Industry Consultant

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Characteristics of Sample Data

Sample Source: The **New York Times** Sunday Employment section
 Dates: the 52 weeks (1 Year) from January 5 through December 28, 1997

Number of Classified Want Ads: 41

Qualifications listed in the Want Ads

	To be Included Each Want Ad Must Have	Salary Effectd When Listed	Salary Not Effectd when Listed
Responsibility	Programmer, Programmer/Analyst, Analyst, Systems Analyst, Software Engineer or Designer/Developer		
Hardware / OS	UNIX		
Language	C/C++		X-Window, Motif or Gupta = 9
Database	Oracle, Sybase, SQL Server, Informix		
Network			
MIS Software			
Industry			Banking, Investment Banking, Financial, Wall Street, Insurance or Accounting = 24

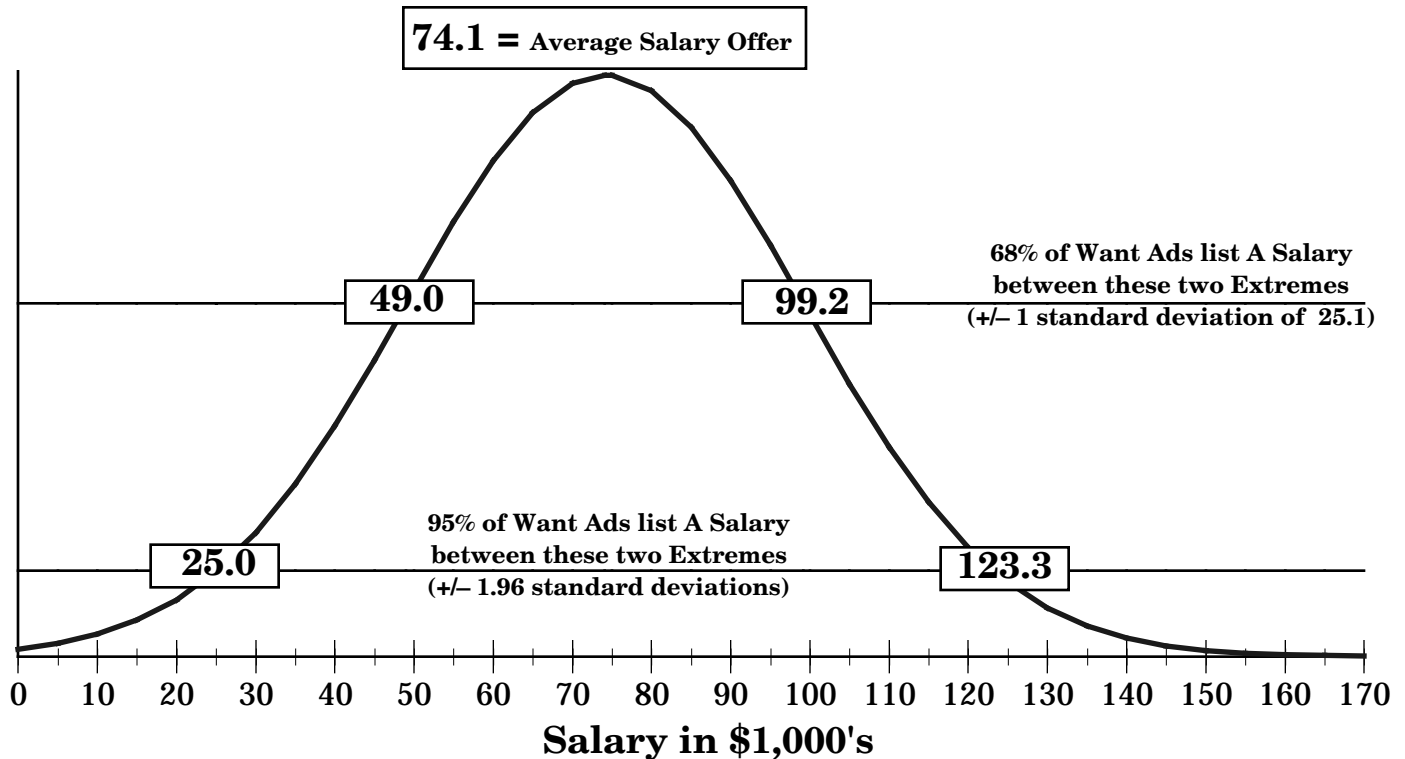
Job Description

- Translates user requirements into design specifications for a new application, or, to reengineer and enhance existing applications
- Codes application modules based on a design document
- Integrates, Tests, Debugs and Implements application modules and documents the results

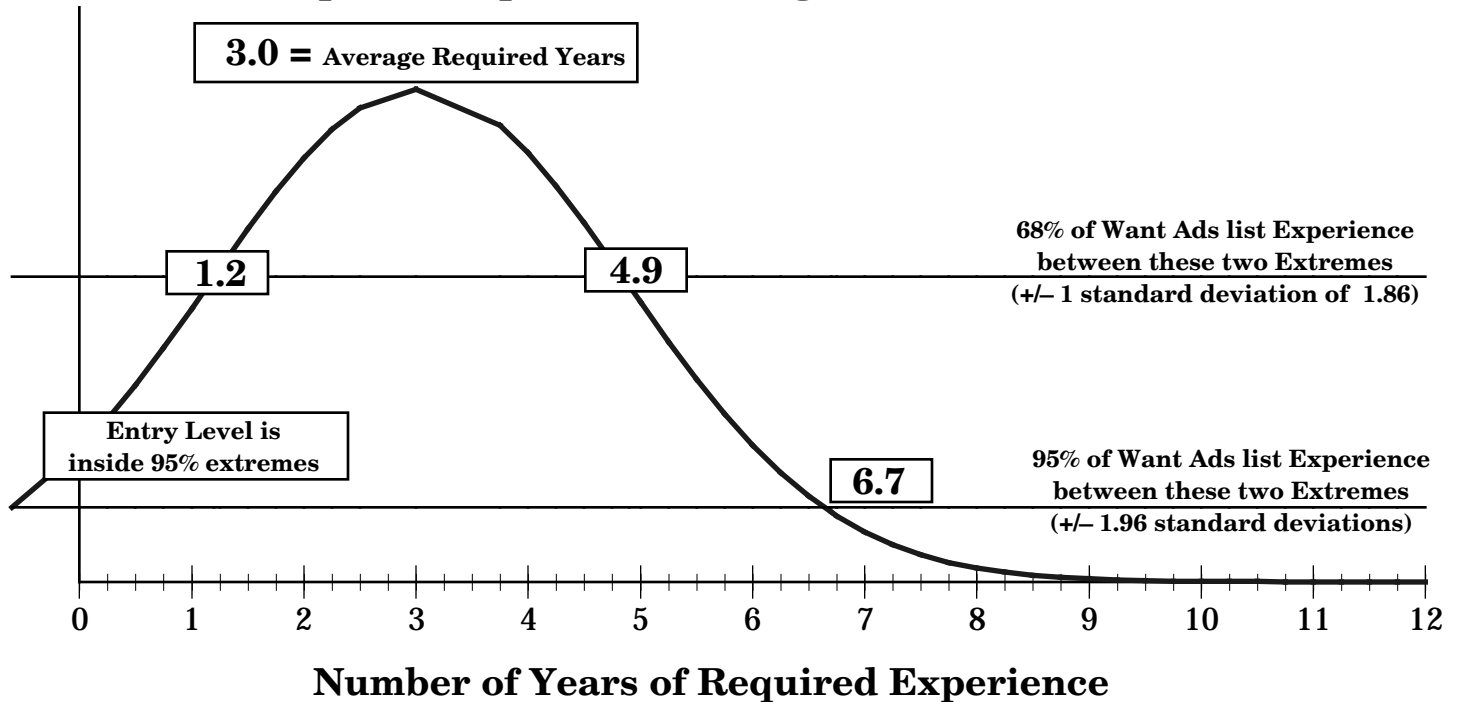
UNIX C/C++ Programmer w/SQL DB Sample Averages and Distributions

Sample Size: 41 Want Ads
 Sample Source: The New York Times
 Sunday Employment section 52 Weeks from
 January 5 through December 28, 1997

Salary Average and Distribution



Required Experience Average and Distribution



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The Equation of the Expected Salary Offer

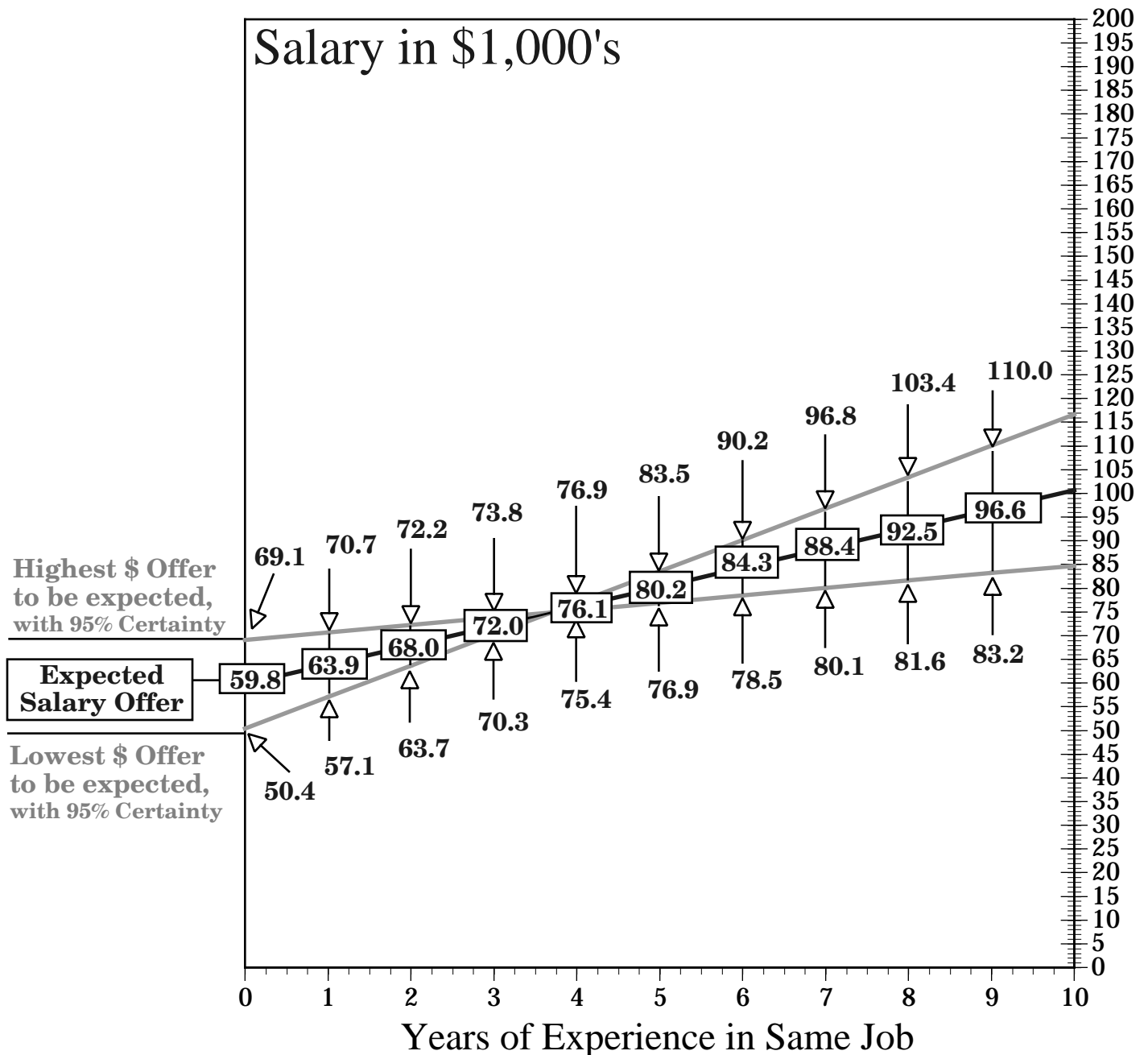
Salary offers are lowest at entry level and increase by a constant amount with each year of experience.

		Entry Level		Year of Experience	
					Dollars per Year Multiplied by Number of Years
Expected Salary Offer	=	\$59.8	+	\$4.1 Years	
First 95% Confidence Bound of Expected Salary Offer	=	\$69.1	+	\$1.6 Years	
Second 95% Confidence Bound of Expected Salary Offer	=	\$50.4	+	\$6.6 Years	

The first and second bounds are constructed from the upper and lower 95% confidence intervals, of the variables presented above, that minimize the confidence interval of the equation.

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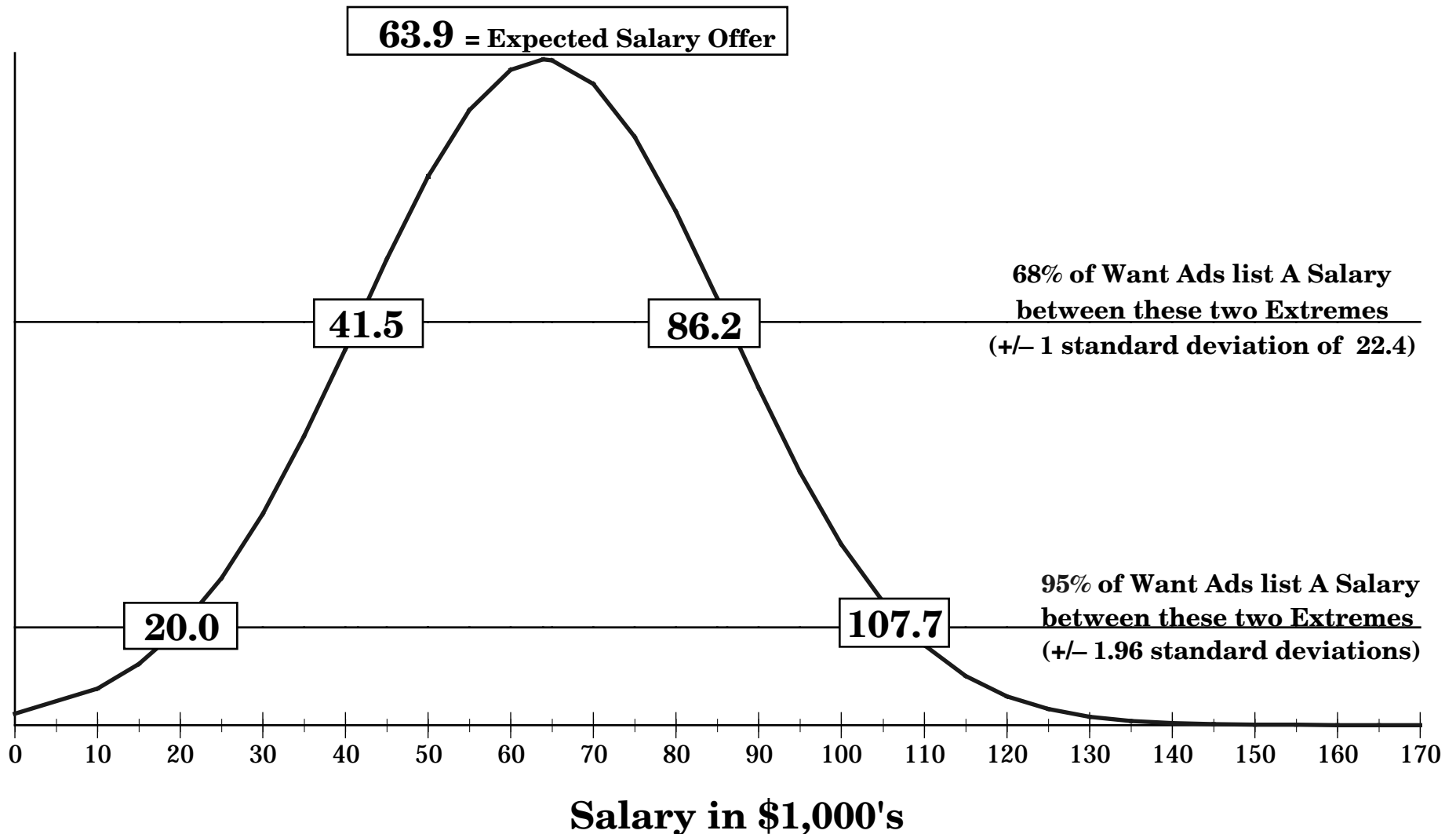
The Expected Salary Offer
& its 95% Probability Range
for Each Year of Required Experience



Sample Source: The New York Times
Sunday Employment section 52 Weeks from
January 5 through December 28, 1997

UNIX C/C++ Programmer w/SQL DB

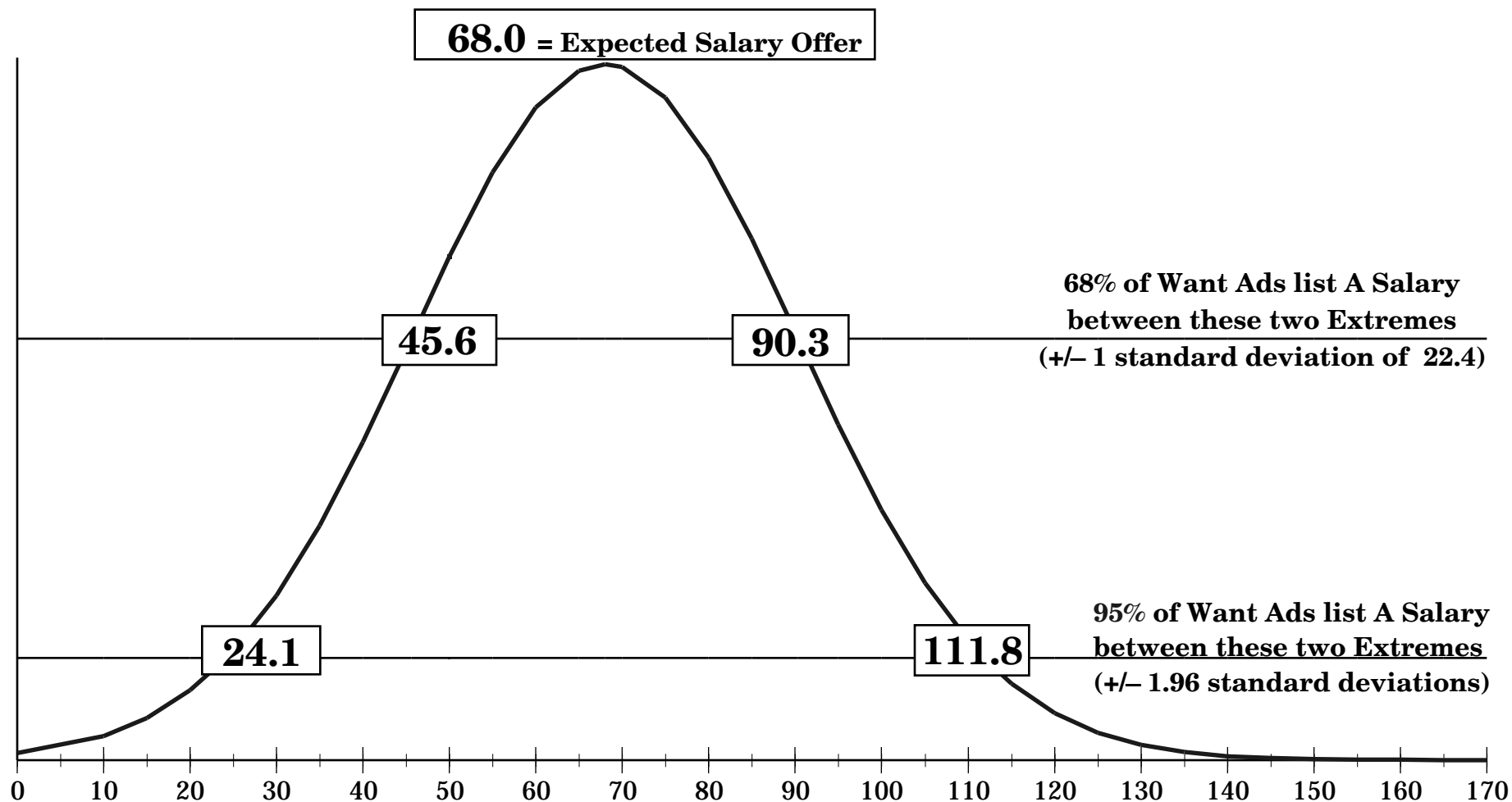
Extreme Salary Offers: 1 Year of Required Experience



Sample Source: The New York Times
Sunday Employment section 52 Weeks from
January 5 through December 28, 1997

UNIX C/C++ Programmer w/SQL DB

Extreme Salary Offers: 2 Years of Required Experience

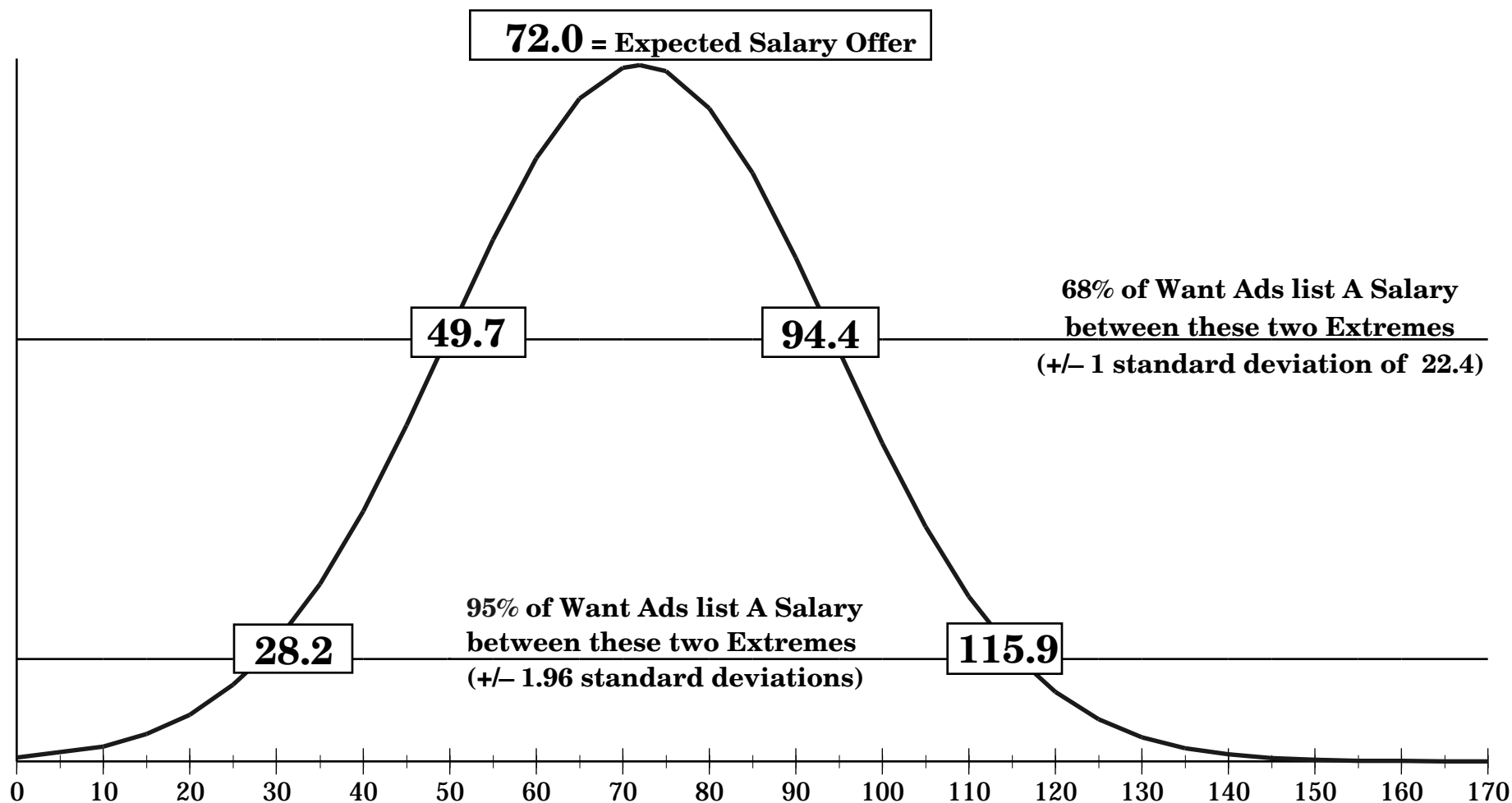


Salary in \$1,000's

**Sample Source: The New York Times
Sunday Employment section 52 Weeks from
January 5 through December 28, 1997**

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Extreme Salary Offers: 3 Years of Required Experience

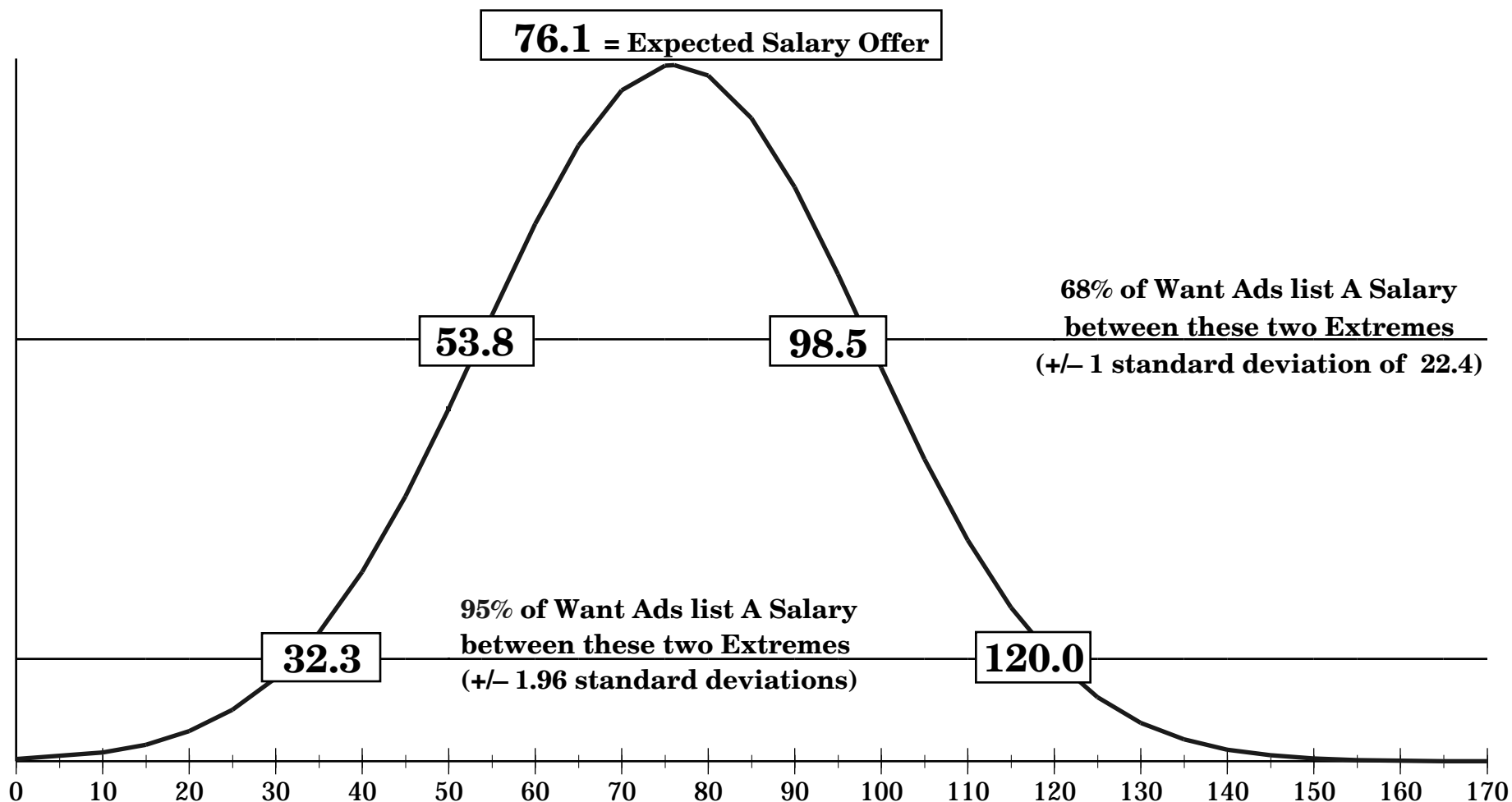


Salary in \$1,000's

**Sample Source: The New York Times
Sunday Employment section 52 Weeks from
January 5 through December 28, 1997**

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Extreme Salary Offers: 4 Years of Required Experience

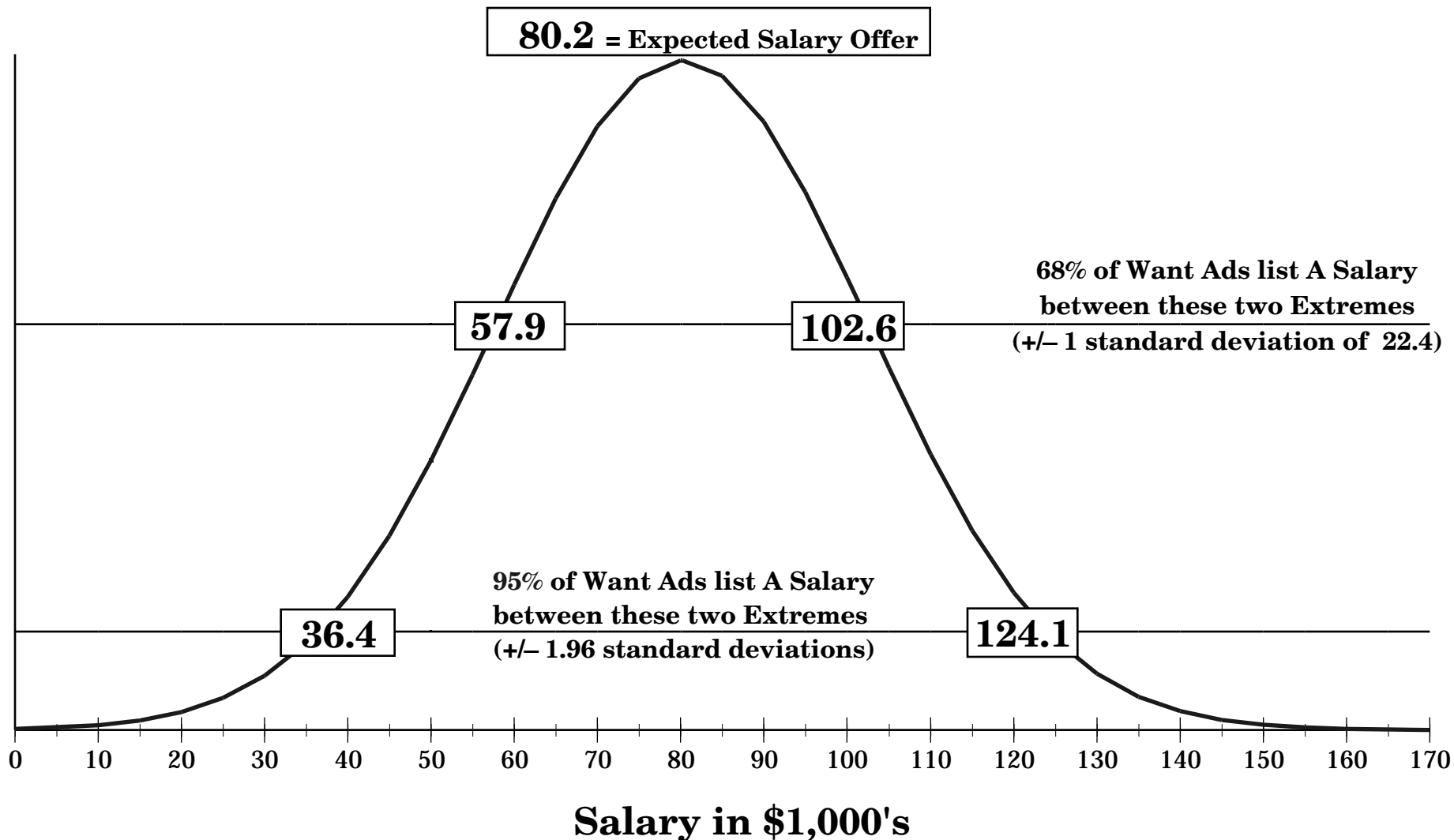


Salary in \$1,000's

**Sample Source: The New York Times
Sunday Employment section 52 Weeks from
January 5 through December 28, 1997**

UNIX C/C++ Programmer w/SQL DB

Extreme Salary Offers: 5 Years of Required Experience



**Sample Source: The New York Times
Sunday Employment section 52 Weeks from
January 5 through December 28, 1997**

Graph Reference: Expected Salary Offer per Year of Experience

The Middle Black Line

This line depicts the expected salary offer for each year of required experience calculated from the sample of want ads.

The expected salary for each year of required experience is shown in a box on the line.

The expected salary is the most likely, and the average, salary offered.

The 95% Probability Lines Infer the Expected Salary Offer for the Entire Job Market

The sample of classified want ads enables inferences to be made concerning the entire job market for this position.

The gray lines above and below the middle black line present the Highest and Lowest salary offers that can be expected in the entire job market.

There is a 95% certainty that the average salary offer, within the entire job market for this position, lies between the High and the Low numbers that point to the gray lines at each year of required experience.

Please Note:

All three curves cross at the central tendency point.

The further the number of years of required experience is from the central tendency point, the larger the 95% probability region of the expected salary offer.

Graph Reference: Extreme Salary Offers

There are 3 statistics presented in this graph

Each statistic presents an assessment of the likelihood or frequency of a salary offer occurring:

= **Expected Salary Offer**

The expected salary offer is the most likely salary offer as calculated from the sample of want ads

68% of Want Ads list a Salary between these two Extremes (+/- 1 standard deviation)

The 68% probability extreme indicates the boundaries where salary offers become infrequent for the entire job market

95% of Want Ads list a Salary between these two Extremes (+/- 1.96 standard deviations)

The 95% probability extreme indicates the boundaries where salary offers become extremely infrequent for the entire job market

Extreme Salaries

The 68% Probability Extremes:

Salary offers are unlikely above or below this range

Two Thirds (68%) of salary offers are in this range

Only 1/6th (16%) of salary offers are greater than the high number

Only 1/6th (16%) of salary offers are less than the low number

The 68% confidence interval is constructed by taking one standard deviation then adding it to and subtracting it from the expected salary offer

The 95% Probability Extremes

Salary offers are extremely unlikely above or below this range

95% of salary offers are in this range

Only 2.5% of salary offers are greater than the high number

Only 2.5% of salary offers are less than the low number

The 95% confidence interval is constructed by multiplying the standard deviation by 1.96 then adding it to and subtracting it from the expected salary offer

For the complete presentation of the expected salary offer please see the "Expected Salary Offer per Year of Experience" graph.

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Statistical Test Results

Regression Corrected for Heteroscedasticity

Regression Summary
Salary (H adj) vs. 2 Independents

Count	41
Num. Missing	0
R	.977
R Squared	.955
Adjusted R Squared	.953
RMS Residual	1.905

The expected salary offer line was corrected for heteroscedasticity (please view the Heteroscedasticity Correction page for specifics). A consequence of correctly accounting for the relationship within the variance is that the R Squared statistic is no longer accurate. The variation around the mean salary offer has been altered to correctly calculate the expected salary offer line with all available information.

The variability of salary offers around the Expected Salary Offer line is depicted in the 95% Probability Range of the expected salary offer and the Extreme Salary Offer Graphs.

The R Squared statistic calculates the percentage of the variation in salary offers away from the mean salary offer, explained by the expected salary offer line. An R Squared statistic of 1 would indicate that the expected salary offer line would be the only salary offered in the marketplace. A reasonable degree of variability should be expected due to the many factors influencing individual want ads.

ANOVA Table
Salary (H adj) vs. 2 Independents

	DF	Sum of Squares	Mean Square	F-Value	P-Value
Regression	2	3036.470	1518.235	418.208	<.0001
Residual	39	141.583	3.630		
Total	41	3178.053			

Regression Coefficients
Salary (H adj) vs. 2 Independents

	Coefficient	Std. Error	Std. Coeff.	t-Value	P-Value
Entry Level (H adj)	59.770	4.609	.681	12.967	<.0001
Years (H adj)	4.093	1.249	.351	3.276	.0022

- The statistical significance tests indicate a high level of quality for the expected salary offer numbers:
1. There is less than a .01% (one ten-thousandth) chance that there is no relationship between salary offers and experience requirements (P-Value in ANOVA Table).
 2. There is less than a .01% (one ten-thousandth) chance that the entry level salary offer can't be defined (Entry Level P-Value in Regression Coefficients Table).
 3. There is less than a .22% (twenty-two ten-thousandths) chance that the yearly increase in salary offer can't be defined (Years P-Value in Regression Coefficients Table).

UNIX C/C++ w/SQL DB Programmer Heteroscedasticity Correction

Heteroscedasticity Regression Test

Dependent Variable = $\ln(\text{Resid}^2)$ Independent Variable = Financial

The variation in salary offers above and below the expected salary line is smaller when "Financial" is stated in the want ad.

This additional information is factored into the analysis by dividing all columns by:
 $(e^{(5.3 - 1.402 * \text{Financial})})^{.5}$

When each want ad is weighted by its dependent effect on the variance, an unbiased expected salary offer line with constant variance is derived.

Test Results

R ² Statistic		F Statistic					
Count	41						
Num. Missing	0						
R	.321	Regression	DF	Sum of Squares	Mean Square	F-Value	P-Value
R Squared	.103	Residual	1	19.572	19.572	4.481	.0407
Adjusted R Squared	.080	Total	39	170.348	4.368		
RMS Residual	2.090		40	189.920			

t Statistics					
	Coefficient	Std. Error	Std. Coeff.	t-Value	P-Value
Intercept	5.300	.507	5.300	10.455	<.0001
Fin	-1.402	.663	-.321	-2.117	.0407

Original Regression Test Results with Heteroscedasticity

R ² Statistic		F Statistic					
Count	41						
Num. Missing	0						
R	.474	Regression	DF	Sum of Squares	Mean Square	F-Value	P-Value
R Squared	.225	Residual	2	5666.471	2833.235	5.515	.0079
Adjusted R Squared	.184	Total	38	19520.310	513.692		
RMS Residual	22.665		40	25186.780			

t Statistics					
	Coefficient	Std. Error	Std. Coeff.	t-Value	P-Value
Intercept	77.162	10.926	77.162	7.062	<.0001
Week	-.647	.308	-.301	-2.104	.0421
Years	4.833	1.923	.359	2.513	.0163

95% Confidence Intervals			
	Coefficient	95% Lower	95% Upper
Intercept	77.162	55.045	99.280
Week	-.647	-1.270	-.024
Years	4.833	.939	8.726