

1. Consider a regression of Salary on a 'job factor' Experience that is coded with a range from 1 to 7.

```
> summary(blfc)
  RowNames      Knowledge      Experience      Communication      Gender
  95: 1      Min.:1.000      Min.:1.000      Min.:1.000      F:72
  94: 1      1st Qu.:3.000      1st Qu.:3.000      1st Qu.:3.000      M:23
  93: 1      Median:4.000      Median:4.500      Median:4.000
  92: 1      Mean:4.111      Mean:4.179      Mean:4.237
  91: 1      3rd Qu.:5.000      3rd Qu.:5.500      3rd Qu.:5.500
  90: 1      Max.:7.000      Max.:7.000      Max.:7.000
(Other):89
  Salary      Female
  Min.:26180      Min.:0.0000
  1st Qu.:53770      1st Qu.:1.0000
  Median:63420      Median:1.0000
  Mean:62990      Mean:0.7579
  3rd Qu.:74510      3rd Qu.:1.0000
  Max.:90830      Max.:1.0000

> fit <- lm(Salary ~ Experience * Gender, blfc)

> summary(fit)

Call: lm(formula = Salary ~ Experience * Gender, data = blfc)
Residuals:
    Min     1Q  Median     3Q     Max
-13755 -2662   539.4  3315 16018

Coefficients:
              Value Std. Error  t value Pr(>|t|)
(Intercept) 37172.6134  4376.7545   8.4932  0.0000
  Experience  6970.4794   741.2442   9.4038  0.0000
      Gender  9690.2806  4376.7545   2.2140  0.0293
Experience:Gender -1332.4762   741.2442  -1.7976  0.0756

Residual standard error: 5241 on 91 degrees of freedom
Multiple R-Squared: 0.8869
F-statistic: 238 on 3 and 91 degrees of freedom, the p-value is 0

Correlation of Coefficients:
              (Intercept) Experience  Gender
  Experience -0.9826
      Gender  0.9232   -0.8726
Experience:Gender -0.8726   0.8191  -0.9826

> fit$contrasts
$Gender:
 [,1]
F   -1
M    1

> summary(fit)$cov.unscaled
              (Intercept) Experience      Gender Experience:Gender
(Intercept)  0.6974846 -0.11606923  0.6438920   -0.10307634
  Experience -0.1160692  0.02000566 -0.1030763    0.01638675
      Gender  0.6438920 -0.10307634  0.6974846   -0.11606923
Experience:Gender -0.1030763  0.01638675 -0.1160692    0.02000566
```

a) [5] Estimate the difference between the male salary line and the female salary line when Experience is at the low value of 1.

b) [5] Find the estimated standard deviation of the estimate in (a)

c) [5] Compute the F statistic (or t statistic) to test whether the two salary lines are equal when Experience is equal to 1. State the degrees of freedom for the F (or t) statistics.



2 [5] Give the definition of the hat matrix  $H$  in terms of the design matrix  $X$  and show that  $HH = H$ .