

**Activitatea nr. 1: Training pentru cadrele didactice care nu îndeplinesc criteriile minin**

**Experti selectați în cadrul proiectului**

Nr. crt.	Expert	Domenii de expertiză ale expertului
1	Voicu Dan Dragomir	metodologia cercetării ,governanță corporativă, sustenabilitate corporativă, strategii de afaceri, etică organizațională, contabilitate și raportare financiară, performanțe de mediu
2	Conf dr. Oprea Simona Vasilica	- analize econometrice, - machine learning, - deep learning, RNN (LSTM, GRU), - NLP, - IoT, retrofitting, - analize bibliometrice, - e-commerce, - predictii prin metode hibrid, - serii de timp, - metode euristice etc.
3	Prof. Dinu Vasile	economie, macroeconomie, microeconomie, analiza cantitativa
4	Prof.univ.dr. Simona -Cătălina Ștefan	Metodologia cercetării; management; SPSS

**Formular de alegere experti**

Facutatea	Expert selectat	Persoane cadre didactice care nu îndeplinesc criteriile minime
AMP		toate cadrele didactice îndeplinesc criteriile minime
BT	Prof. Dinu Vasile	Conf. univ. dr. Neacsu Marius Cristian Conf. univ. dr. Popescu Nela
CIG	Voicu Dan Dragomir	Prof. univ. dr. Serban Elena-Claudia Conf. univ. dr. Crecana Cornel-Dumitru Conf. univ. dr. Gavrilă Alexandru Adrian Conf. univ. dr. Mareș Valerica Prof. univ. dr. Diaconu Paul Prof. univ. dr. Dobroteanu Laurentiu Prof. univ. dr. Gisberto Alberta Georgeta Prof. univ. dr. Nisulescu-Ashrafzade Ileana Conf. univ. dr. Bîgioi Adrian-Doru Conf. univ. dr. Dobroteanu Camelia Liliana Conf. univ. dr. Grigorescu Stefan Iuliu Conf. univ. dr. Guinea Flavius Andrei Conf. univ. dr. Matic Liviu-Marian Conf. univ. dr. Mihai (Jinga) Gabriela Cristina Conf. univ. dr. Vulpoi Marcel
CSIE	Conf dr. Oprea Simona Vasilica	Prof. univ. dr. Mitruț Dorin Prof. univ. dr. Uță Ileana Adina Conf. univ. dr. Gramatovici Sorina Conf. univ. dr. Întorsureanu Iulian Costinel Conf. univ. dr. Timofte Carmen Manuela Conf. univ. dr. Vespan Dragoș Marcel Prof. univ. dr. Iftimie Bogdan

Drept		toate cadrele didactice îndeplinesc criteriile minimale
EAM	Prof. Dinu Vasile	Prof. univ. dr. Domișteanu Teodora Prof. univ. dr. Jinga Gheorghe Prof. univ. dr. Mănescu Dan Cristian Prof. univ. dr. POP Cristiana Lucretia Conf. univ. dr. Ciomag Rela – Valentina Conf. univ. dr. Filip Cristina Conf. univ. dr. Smidu Neluța
ETA	Prof.univ.dr. Simona -Cătălina Ștefan	Conf. univ. dr. Crețu Alina Conf. univ. dr. Dobrescu Maria Monica Conf. univ. dr. Frâncu Laurentiu Gabriel Conf. univ. dr. Hristache Diana Andreia Prof. univ. dr. Dachin Daniela Anca Prof. univ. dr. Doltu Claudiu Grigoras Prof. univ. dr. Dudian Monica Conf. univ. dr. Papuc Chiva Marilena
FABBV	Prof.univ.dr. Simona -Cătălina Ștefan	Conf. univ. dr. Catarama Delia Florina - concediu medical Lect. univ. dr. Andrei STĂNCULESCU Asist. univ. dr. Ionuț Valentin PANEA
FABIZ	Prof. univ. dr. Alina Sorescu, Prof. univ. dr. Sorin Sorescu	toate cadrele didactice îndeplinesc criteriile minimale
MK	Prof. Dinu Vasile	Conf. univ. dr. Diaconescu Mihai
MAN	Prof.univ.dr. Simona -Cătălina Ștefan	Conf. univ. dr. JOSAN Andrei
REI	Prof. Voicu Dan Dragomir	Conf. univ. dr. Diaconescu Mirela Conf. univ. dr. Marinaș Laura Elena Lect. univ. dr. Murea Maria-Mirona Lect. univ. dr. Benchea Laura Asist. univ. dr. Coman Cristiana Asist. univ. dr. Gheorghe Maria

### Calendar desfășurare activități

Decani responsabili	Expert	Grup țintă
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CIG + REI	Prof. Voicu Dan Dragomir	Prof. univ. dr. Serban Elena-Claudia Conf. univ. dr. Crecana Cornel-Dumitru Conf. univ. dr. Gavrilă Alexandru Adrian Conf. univ. dr. Mareş Valerica Prof. univ. dr. Diaconu Paul Prof. univ. dr. Dobroteanu Laurentiu Prof. univ. dr. Gisberto Alberta Georgeta Prof. univ. dr. Nisulescu-Ashrafzade Ileana Conf. univ. dr. Bîgioi Adrian-Doru Conf. univ. dr. Dobroteanu Camelia Liliana Conf. univ. dr. Grigorescu Stefan Iuliu Conf. univ. dr. Guinea Flavius Andrei Conf. univ. dr. Matak Liviu-Marian Conf. univ. dr. Mihai (Jinga) Gabriela Cristina Conf. univ. dr. Vulpoi Marcel Conf. univ. dr. Diaconescu Mirela Conf. univ. dr. Marinaş Laura Elena Lect. univ. dr. Murea Maria-Mirona Lect. univ. dr. Benchea Laura Asist. univ. dr. Coman Cristiana Asist. univ. dr. Gheorghiu Maria
CSIE + ...	Conf dr. Oprea Simona Vasilica	Prof. univ. dr. Mitruţ Dorin Prof. univ. dr. Uţă Ileana Adina Conf. univ. dr. Gramatovici Sorina Conf. univ. dr. Întorsureanu Iulian Costinel Conf. univ. dr. Timofte Carmen Manuela Conf. univ. dr. Vespan Dragoş Marcel Prof. univ. dr. Iftimie Bogdan
EAM + BT	Prof. Dinu Vasile	Conf. univ. dr. Neacsu Marius Cristian Conf. univ. dr. Popescu Nela Prof. univ. dr. Domiņeanu Teodora Prof. univ. dr. Jinga Gheorghe Prof. univ. dr. Mănescu Dan Cristian Prof. univ. dr. POP Cristiana Lucretia Conf. univ. dr. Ciomag Rela – Valentina Conf. univ. dr. Filip Cristina Conf. univ. dr. Smidu Neluţa Conf. univ. dr. Diaconescu Mihai
MAN + FABBV	Prof. Simona -Cătălina Ştefan	Conf. univ. dr. JOSAN Andrei Conf. univ. dr. Catarama Delia Florina - concediu medical Lect. univ. dr. Andrei STĂNCULESCU Asist. univ. dr. Ionuţ Valentin PANEA Conf. univ. dr. Creţu Alina Conf. univ. dr. Dobrescu Maria Monica Conf. univ. dr. Frâncu Laurentiu Gabriel Conf. univ. dr. Hristache Diana Andreia Prof. univ. dr. Dachin Daniela Anca Prof. univ. dr. Doltu Claudiu Grigoras Prof. univ. dr. Dudian Monica Conf. univ. dr. Papuc Chiva Marilena
FABIZ	Prof. univ. dr. Alina Sorescu, Prof. univ. dr. Sorin Sorescu	

## ***Proiectul de formare în domeniul cercetării științifice***

pentru cadrele didactice și doctoranzii *Facultății de Business și Turism* în 2023

În cadrul proiectului de formare pentru cadre didactice și doctoranzi, la facultatea de Business și Turism, programul s-a desfășurat după cum urmează:

### **Modulele 1-5 și 11-15:**

prof dr. **Monica Roman, ASE București** (Utilizarea resurselor, softuri și baze de date, ale bibliotecii ASE):

#### **Modulul 1-5: 10 ore**

- pe 16 octombrie - 18:00 - 19:30; 2 ore
- pe 17 octombrie - 16:30 - 19:30; 4 ore
- pe 18 octombrie - 18:00 - 19:30; 2 ore
- pe 19 octombrie - 18:00 - 19:30; 2 ore

#### **Modulul 11-15: 15 ore**

- pe 13 noiembrie - 18:00- 19:30; 2 ore
- pe 14 noiembrie - 16:30 - 19:30; 4 ore
- pe 15 noiembrie - 18:00- 19:30; 2 ore
- pe 16 noiembrie - 18:00- 19:30; 2 ore
- pe 22 noiembrie - 18:00 - 19:30; 2 ore
- pe 23 noiembrie - 18:00- 19:30; 2 ore
- pe 29 noiembrie - 18:00- 19:00; 1 ora

### **Modulele 6-10: 15 ore**

prof dr. **Mihaela Simionescu, Universitatea București; Institutul de Prognoză Economică, Academia Română** (programul Stata):

- pe 26 septembrie - 16:30 - 19:30; 4 ore
- pe 28 septembrie - 16:30 - 19:30; 4 ore
- pe 2 octombrie - 16:30 - 19:30; 4 ore
- pe 3 octombrie - 16:30 - 19:00; 3 ore

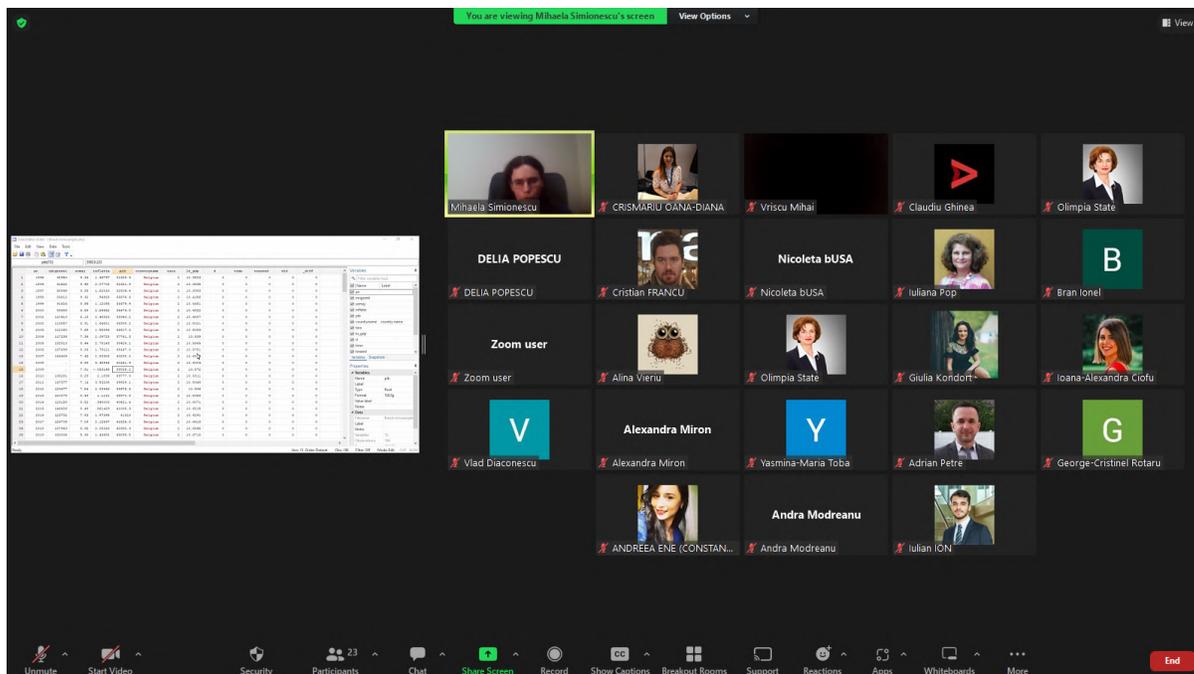
Participanți la Proiectul de formare în domeniul cercetării științifice

<b>Nr.crt.</b>	<b>Nume și prenume</b>
1	prof. univ. dr. State Olimpia
2	prof. univ. dr. Popescu Delia
3	prof. univ. dr. Vasiliu Cristinel
4	conf. univ. dr. Pop Iuliana
5	asist. univ. dr. Gheorghe Georgica
6	asist. univ. dr. Enache Calcedonia
7	dr. Crișmariu Oana-Diana (Curteanu)
8	drd. Breaban Lucian
9	drd. Bujor Dragos
10	drd. Bichel Andreea Nicoleta
11	drd. Cohen-Tzedec Betty
12	drd. Diaconescu Vlad
13	drd. Ene (Constantin) Andreea
14	drd. Nicolae Iulian ION
15	drd. Petre Adrian
16	drd. Sandu Mihai
17	drd. Serban Corina
18	drd. Vavura Nicolae
19	drd. Giulia Kondort
20	drd. Ioana-Alexandra Ciofu
21	drd. Claudiu Ghinea
22	drd. Bran Ionel
23	drd. Alina Vieriu
24	drd. Roxana Cioc
25	drd. Huzum Cristina
26	drd. Andra Modreanu
27	drd. Alexandra Miron
28	drd. Ionut Andrei MILITARU
29	drd. Yasmina-Maria Toba
30	drd. Cristian FRANCU
31	drd. Nicoleta BUSA
32	drd. Ioana Iacobescu
33	drd. Vriscu Mihai
34	drd. George-Cristinel Rotaru
35	drd. Iulia Daus
36	drd. Bogdan Fratiloiu
37	drd. Gina Matei
38	drd. Anastasia Cristiana Dumitru

39	drd. Vlad Stoicescu
40	drd. Casandra Manica
41	drd. Iuliana Zavatin (Chilea)
42	drd. Andrei Cepoi
43	drd. Serban Galani
44	drd. Diana Firican
45	drd. Hubel Stefania Rodica (Anghel)
46	drd. Andrei Popescu
47	drd. Mihai Iulia
48	drd. Marin Georgiana
49	drd. Patricia Petre
50	drd. Ana Maria Bocaneala
51	drd. Eleonora Dijmarescu
52	drd. Livia iliescu
53	drd. Nițu Rareș - Mihai
54	drd. Drăghici Irene Ioana

Estimăm publicarea a cca 3 articole în 2024.

Adăugăm capturi de ecran si fotografiile din timpul sesiunilor realizate în cadrul proiectului.



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Stata/IC 15.1 - https://stats.idre.ucla.edu/stata/data/hobdemo.dta

```

1 use https://stats.idre.ucla.edu/stata/data/hobdemo.dta
2 test write = 60
3 test write = 53
4 test write = 51
5 test read=write

```

Variable	Obs	Mean	Std. Err.	Std. Dev.	[95% Conf. Interval]
write	200	52.775	.6702372	9.478586	51.45332 54.09668

mean = mean(write)      t = 2.6483  
Ho: mean = 51      degrees of freedom = 199

Ha: mean < 51      Ha: mean != 51      Ha: mean > 51  
Pr(T < t) = 0.9956      Pr(|T| > |t|) = 0.0087      Pr(T > t) = 0.0044

```

. ttest read=write

Paired t test
Variable      Obs      Mean      Std. Err.  Std. Dev.  [95% Conf. Interval]
-----
read         200      52.23     .7249921   10.25294   50.80035   53.65965
write        200      52.775     .6702372   9.478586   51.45332   54.09668
diff         200      -.545     .6283822   8.886666   -1.784142  .6941424

mean(diff) = mean(read - write)      t = -.8673
Ho: mean(diff) = 0      degrees of freedom = 199

Ha: mean(diff) < 0      Ha: mean(diff) != 0      Ha: mean(diff) > 0
Pr(T < t) = 0.1934      Pr(|T| > |t|) = 0.3868      Pr(T > t) = 0.8066

```

Variables

Name	Label
id	
female	
ses	
schtyp	type
prog	type
read	read
write	write
math	math
science	science
social	social
honor	honor

Properties

Variables

Data

Filename: hobdemo.dta  
Label: highschool  
Type: numeric  
Format: %12.0  
Value label: none  
Notes: none

Data

Filename: hobdemo.dta  
Label: highschool  
Type: numeric  
Format: %12.0  
Value label: none  
Notes: none

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Cursul 8.docx - Word

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Pentru un nivel de semnificație  $\alpha$ , dacă  $\chi^2_{\text{calculat}} > \chi^2_{\alpha, (r-1)(c-1)}$   $\Rightarrow$  se respinge ipoteza nulă de clasificare independentă.  
(r-1) (c-1) reprezintă numărul gradelor de libertate.

**Aplicație- testul  $\chi^2$  de independență**

Se verifică relația dintre nivelul de educație și salariul angajaților unei firme, cunoscând datele de mai jos dintr-un eșantion extras aleator:

Categoría de salariu	Numărul de angajați		
	Studii medii	Studii superioare de licență	Studii superioare de masterat
Salariu peste 1000 euro/lună	5	10	15
Salariu sub 1000 euro/lună	20	6	5

$H_0$ : salariul angajaților nu depinde (este independent) de nivelul lor de educație (nu există legătură între salariul angajaților și nivelul de educație)

Participants

Olimpia State

Mihaela Simionescu

Serban Galani

Ionut Andrei

Crist Vasiliu

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Participants: Olimpia State, Mihaela Simionescu, Marius Lucian BREABA..., Ionut Andrei MILITARU, Casandra M., Andrei Cepoi

Microsoft Word: cursul III.docx - Word

Navigation: Search document

Headings: Cursul III. Modele logit și probit, Evaluarea performanței modelului, Aceste statistici sunt măsuți scalare..., Coeficientul Cox Snell Pseudo R2 nu..., Coeficientul Nagelkerke Pseudo-R2..., În funcție de aplicație se stabilește c..., Intensitatea legăturii unui model de..., Modelul logit (regresia logistică) pre..., Regresie logistică binară, Regresie logistică multinomială, Modelul Probit

Figure: A scatter plot showing 'denatura residual' on the y-axis (ranging from -2 to 2) and an unlabeled x-axis (ranging from 0 to 200). Numerous data points are plotted, many with numerical labels (e.g., 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200).

Zoom Meeting Controls: Unmute, Stop Video, Security, Participants (10), Polls, Chat, Share Screen, Record, Show Captions, Breakout Rooms, Support, Reactions, Whiteboards, More, End

System Tray: 26°C Sunny, 17:39, 02.10.2023

Zoom Meeting | You are viewing Monica Roman's screen | View Options

Participants: Olimpia State, Monica Roman, AnaMaria Boca..., AnaMaria Bocanelia, Edi Dumitru, calcedoniaenac...

Microsoft Excel: Sondaj educatie - Excel

Form responses 1 | codebook

	Q	R	S	T	U	V	W	
1	Q13. Cât de importante	Q14. Credeti ca sistem	Q15. In opinia dumneav	Q16. In opinia dumneav	Q17. In opinia dumneav	Q18. In opinia dumneav	Q19. Care a fost medie	Q20. La ce
2	3	1	5	4	.	.	7.96	CSIE
3	5	2	5	4	0	1	8.2	REI
4	5	3	4	3	.	1	8.3	REI
5	5	1	4	3	0	1	8.73	REI
6	5	3	5	3	0	1	9.76	REI
7	5	2	4	3	0	1	9.2	REI
8	3	1	3	2	0	1	8.95	REI
9	5	2	4	3	.	1	9.75	REI -LMA
10	4	2	4	4	.	1	8.62	REI
11	5	2	5	1	.	1	9.5	REI
12	4	3	4	2	0	1	8.85	REI
13	5	3	5	4	.	1	9.61	REI
14	5	4	5	4	0	1	9.15	REI
15	5	3	4	3	0	1	8.66	REI
16	4	2	2	2	.	1	9.3	REI
17	5	2	4	2	.	1	6.5	REI
18	4	4	4	3	.	1	8.3	REI
	5	2	3	2	.	1	9.6	REI

Zoom Meeting Controls: Unmute, Start Video, Participants (26), Chat, Share Screen, Record, Show Captions, Reactions, Apps, Whiteboards, Leave

Output1 [Document1] - IBM SPSS Statistics Viewer

File Edit View Data Transform Insert Format Analyze Graphs Utilities Extensions Window Help

Output

- Log
- Output
  - Frequencies
    - Title
    - Notes
    - Active Dataset
    - Statistics
    - Sex
    - Pie Chart
  - Log
  - Output
    - Frequencies
      - Title
      - Notes
      - Statistics
      - Frequency Table
      - Title
      - Sex
      - Q2. Care est
    - Histogram
      - Title
      - Sex
      - Q2. Care est

Std. Error of Kurtosis 674 674

Range 1 6

Minimum 0 19

Maximum 1 25

### Frequency Table

		Sex			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	feminin	9	18.8	18.8	18.8
	masculin	39	81.3	81.3	100.0
	Total	48	100.0	100.0	

Double-click to activate

### Q2. Care est

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	19	3	6.3	6.3	6.3
	20	27	56.3	56.3	62.5
	21	12	25.0	25.0	87.5
	22	2	4.2	4.2	91.7
	23	1	2.1	2.1	93.8
	24	1	2.1	2.1	95.8
	25	2	4.2	4.2	100.0
	Total	58	100.0	100.0	

Participants 26

Chat Share Screen Record Show Captions Reactions Apps Whiteboards Leave

Participants: Olimpia State, Monica Roman, AnaMaria Boca..., AnaMaria Bocaneala, Nicoleta BUSA, ANDREEA ENE (CONSTANTIN)

Output1 [Document1] - IBM SPSS Statistics Viewer

File Edit View Data Transform Insert Format Analyze Graphs Utilities Extensions Window Help

Output

- Log
- Output
  - Frequencies
    - Title
    - Notes
    - Active Dataset
    - Statistics
    - Sex
    - Pie Chart
  - Log
  - Output
    - Frequencies
      - Title
      - Notes
      - Statistics
      - Frequency Table
      - Title
      - Sex
      - Q2. Care est
    - Histogram
      - Title
      - Sex
      - Q2. Care est

GET

FILE='C:\Users\...'

DATASET NAME DAT...

FREQUENCIES VARI...

/PIECHART PERC...

/ORDER=ANALYSI...

### Frequencies

[DataSet1] C:\Us...

### Statistics

Sex

N Valid Missing

Valid feminin masculin Total

Participants 26

Chat Share Screen Record Show Captions Reactions Apps Whiteboards Leave

Analyze

- Reports
- Descriptive Statistics
- Bayesian Statistics
- Tables
- Compare Means
- General Linear Model
- Generalized Linear Models
- Mixed Models
- Correlate
- Regression
- Loglinear
- Neural Networks
- Classify
- Dimension Reduction
- Scale
- Nonparametric Tests
- Forecasting
- Survival
- Multiple Response
- Missing Value Analysis...
- Multiple Imputation
- Complex Samples
- Simulation...
- Quality Control
- Spatial and Temporal Modeling...
- Direct Marketing

Frequency Table

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	feminin	9	18.8	18.8	18.8
	masculin	39	81.3	81.3	100.0
	Total	48	100.0	100.0	

Participants: Olimpia State, Monica Roman, AnaMaria Boca..., AnaMaria Bocaneala, Nicoleta BUSA, Edi Dumitra

Output1 [Document1] - IBM SPSS Statistics Viewer

FILE='C:\Users\mroman\Documents\Documents\MOMO\azzi\00VICTOR\SONDAJ-EDUCATIE.sav'.  
 DATASET NAME DataSet1 WINDOW=FRONT.  
 FREQUENCIES VARIABLES=Q1.Careestesexuldv  
 /PIECHART PERCENT  
 /ORDER=ANALYSIS.

**Descriptives**

Variable(s):  
 Q2. Care este varst...  
 Q5. Cate ore folosit...  
 Q6. Cate ore folosit...

**Statistics**

Sex	Valid	Missing
N	48	0

Save standardized values as variables

	Frequency	Percent	Valid Percent	Percent
Valid				
feminin	9	18.8	18.8	18.8
masculin	39	81.3	81.3	100.0
Total	48	100.0	100.0	

Participants: 26

Zoom Meeting

Output1 [Document1] - IBM SPSS Statistics Viewer

DESCRIPTIVES VARIABLES=Q2.Careestevarstadv5 Q5.Cateorefolositiinternetulpezi  
 Q6.Cateorefolositiinternetulpentrustudiu  
 /STATISTICS=MEAN STDDEV VARIANCE MIN MAX KURTOSIS SKEWNESS.

**Descriptives**

	N	Minimum	Maximum	Mean	Std. Deviation	Variance	Skewness	Kurtosis
Q2. Care este varsta dvs?	48	19	25	20.63	1.299	1.686	2.066	4.678
Q5. Cate ore folositi internetul pe zi?	48	3	20	6.92	3.357	11.270	2.163	5.780
Q6. Cate ore folositi internetul pentru studiu?	48	1.00	5.00	2.3698	1.07187	1.149	.664	.006
Valid N (listwise)	48							

Participants: 26

26°C Sunny 19:28 16.10.2023

You are viewing Monica Roman's screen

IBM SPSS Statistics Processor is ready | Unicode ON

Q7. Cateoredicteatintodisuspeptamatazafarprogramulu dela fact /PRINT=TOTAL, HOSIG /MISSING=PAIRWISE.

**Correlations**

	Q5. Cate ore folositi internetul pe zi?	Q6. Cate ore folositi internetul pentru studiu?	Q7. Cate ore dedicati studiului pe saptamana, in afara programului de la facultate?
Q5. Cate ore folositi internetul pe zi?	Pearson Correlation	1	-.267
	Sig. (2-tailed)		.316
	N	48	48
Q6. Cate ore folositi internetul pentru studiu?	Pearson Correlation	.148	1
	Sig. (2-tailed)		.371
	N	48	48
Q7. Cate ore dedicati studiului pe saptamana, in afara programului de la facultate?	Pearson Correlation	-.261	-.371*
	Sig. (2-tailed)		.073
	N	48	48

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

Participants: 27

Unmute Start Video Chat Share Screen Record Show Captions Reactions Apps Leave

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Monica Roman is talking...

IBM SPSS Statistics Processor is ready | Unicode ON

Q7. Cateoredicteatintodisuspeptamatazafarprogramulu dela fact /PRINT=TOTAL, HOSIG /MISSING=PAIRWISE.

**Correlations**

	Q5. Cate ore folositi internetul pe zi?	Q6. Cate ore folositi internetul pentru studiu?	Q7. Cate ore dedicati studiului pe saptamana, in afara programului de la facultate?
Q5. Cate ore folositi internetul pe zi?	Pearson Correlation	1	-.267
	Sig. (2-tailed)		.316
	N	48	48
Q6. Cate ore folositi internetul pentru studiu?	Pearson Correlation	.148	1
	Sig. (2-tailed)		.371
	N	48	48
Q7. Cate ore dedicati studiului pe saptamana, in afara programului de la facultate?	Pearson Correlation	-.261	-.371*
	Sig. (2-tailed)		.073
	N	48	48

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

Participants: 27

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Q6: Cate ore folositi internetul pentru studiu?

Q5: Cate ore folositi internetul pe zi?

IBM SPSS Statistics Processor is ready Unicode ON H: 5.25 W: 8.8 in

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Participants: 30

- Laurentiu Tanase
- Cetulean Maxim
- Laurentiu Tanase
- Irene Ioana
- Cassandra M.
- Irene Ioana
- Nicolae Moroianu
- Silvia Elena IACOB
- Nicolae Moroianu
- Silvia Elena IACOB
- Mihai Vriscu
- Anastasia Dumitru
- Mihai Vriscu
- Anastasia Dumitru
- calcedoniaenac...
- Vlad Diaconescu
- calcedoniaenache@y...
- Vlad Diaconescu
- Adrian Petre
- Eleonora
- Adrian Petre
- Eleonora
- Iivia iliescu
- Silvia Dumitrescu-Popa
- Iivia iliescu

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SONDAI-EDUCATE.sav [DataSet1] - IBM SPSS Statistics Data Editor

10: Q5 Cateorefolos... 10

Timestamp	Q1 Cal...	Q2 Mediepro...	Q3 Mediepro...	Q4 Mediepro...	Q5 Cateorefolos...	Q6 Cateorefolos...	Q7 Cateorefolos...	Q8 Cateorefolos...	Q9 Cateorefolos...
1	04-Mar-2023	1	18	1.00	7	4	2		
2	04-Mar-2023	1	0	3	1.00	2	4	3	
3	04-Mar-2023	0	1	7	3.50	3	3	2	
4	04-Mar-2023	1	0	12	1.00	6	3	3	
5	04-Mar-2023	1	0	5	1.00	10	4	4	
6	04-Mar-2023	0	0	7	3.00	10	3	2	
7	04-Mar-2023	0	1	9	1.50	9	4	2	
8	04-Mar-2023	0	0	5	2.00	3	3	2	
9	04-Mar-2023	0	1	5	2.00	10	4	2	
10	04-Mar-2023	1	1	5	3.00	15	4	2	
11	04-Mar-2023	1	0	6	3.00	13	3	3	
12	05-Mar-2023	5	2.50	9	5	4			
13	05-Mar-2023	3	5.00	25	5	4			
14	05-Mar-2023	5	1.50	10	4	3			
15	05-Mar-2023	10	4.00	24	4	2			
16	05-Mar-2023	10	2.00	3	3	3			
17	05-Mar-2023	5	2.00	10	4	3			
18	06-Mar-2023	5	1.00	2	4	3			
19	06-Mar-2023	4	3.00	21	1	11			

Forecasting

- Nicoleta BUSA
- CRISMARIU OA...
- Nicoleta BUSA
- CRISMARIU OANA-DI...
- Marin Georgiana
- Marin Georgiana
- AnaMaria Bocan...
- Bran Ionel
- AnaMaria Bocaneala
- Bran Ionel
- Iuliana Pop
- Mihai Vriscu
- Iuliana Pop
- Mihai Vriscu
- Gabriel's iPhone
- Gabriel's iPhone
- Serban Galani
- Gabriel's iPhone
- Anastasia Dumitru
- calcedoniaenache@y...
- Anastasia Dumitru
- calcedoniaenache@y...
- Delia Popescu
- GG
- Delia Popescu
- GG

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Participants: 27

## ***Proiectul de formare în domeniul cercetării științifice***

pentru cadrele didactice și doctoranzii *Facultății de Business și Turism* în 2022

În cadrul proiectului de formare pentru cadre didactice și doctoranzi, la facultatea de Business și Turism, programul s-a desfășurat după cum urmează:

### **Modulele 1-5:**

în sala 0116 și pe zoom, **prof dr. Daniel-Traian Pele, ASE București** (utilizarea platformei **SAS**, *Introduction to ANOVA, Regression, and Logistic Regression*):

- pe 31 octombrie 2022 - 16:30 - 19:20; 4 ore
- pe 14 noiembrie 2022 - 16:30 - 20:50; 6 ore

### **Modulele 6-15:**

în sala 0116 și pe zoom, **prof dr. Aharon Tziner, Peres Academic Center, Israel**, prezent în sala 0116 (metode statistice de vârf utilizând **SPSS și AMOS**), având ca invitat pe **prof. Or Shkoler** de la **HEC Montréal, Canada**:

- pe 24 octombrie 2022 - 16:30 - 20:50; 6 ore
- pe 25 octombrie 2022 - 16:30 - 20:50; 6 ore
- pe 26 octombrie 2022 - 16:30 - 19:20; 4 ore
- pe 27 octombrie 2022 - 16:30 - 19:20; 4 ore

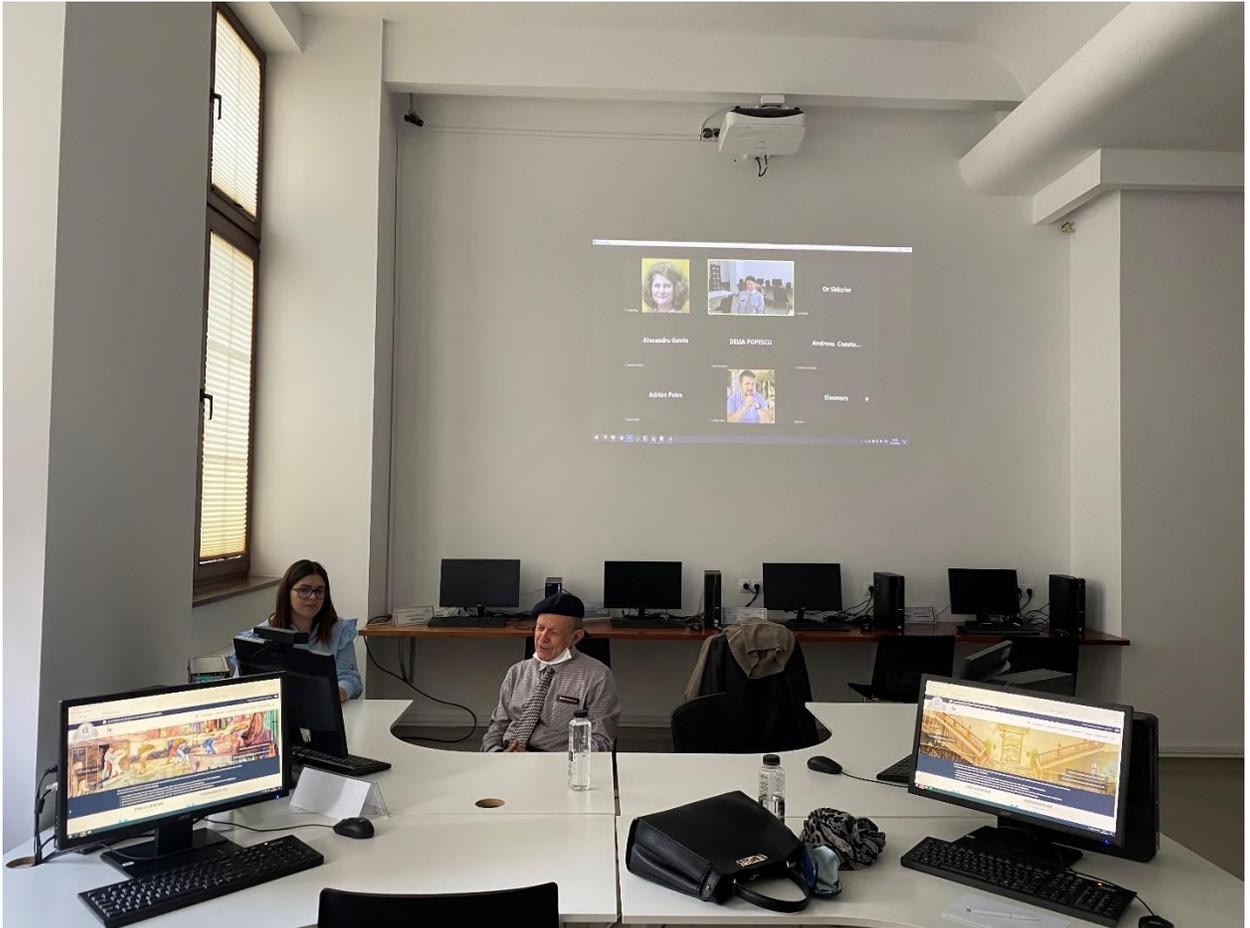
Participanți la Proiectul de formare în domeniul cercetării științifice

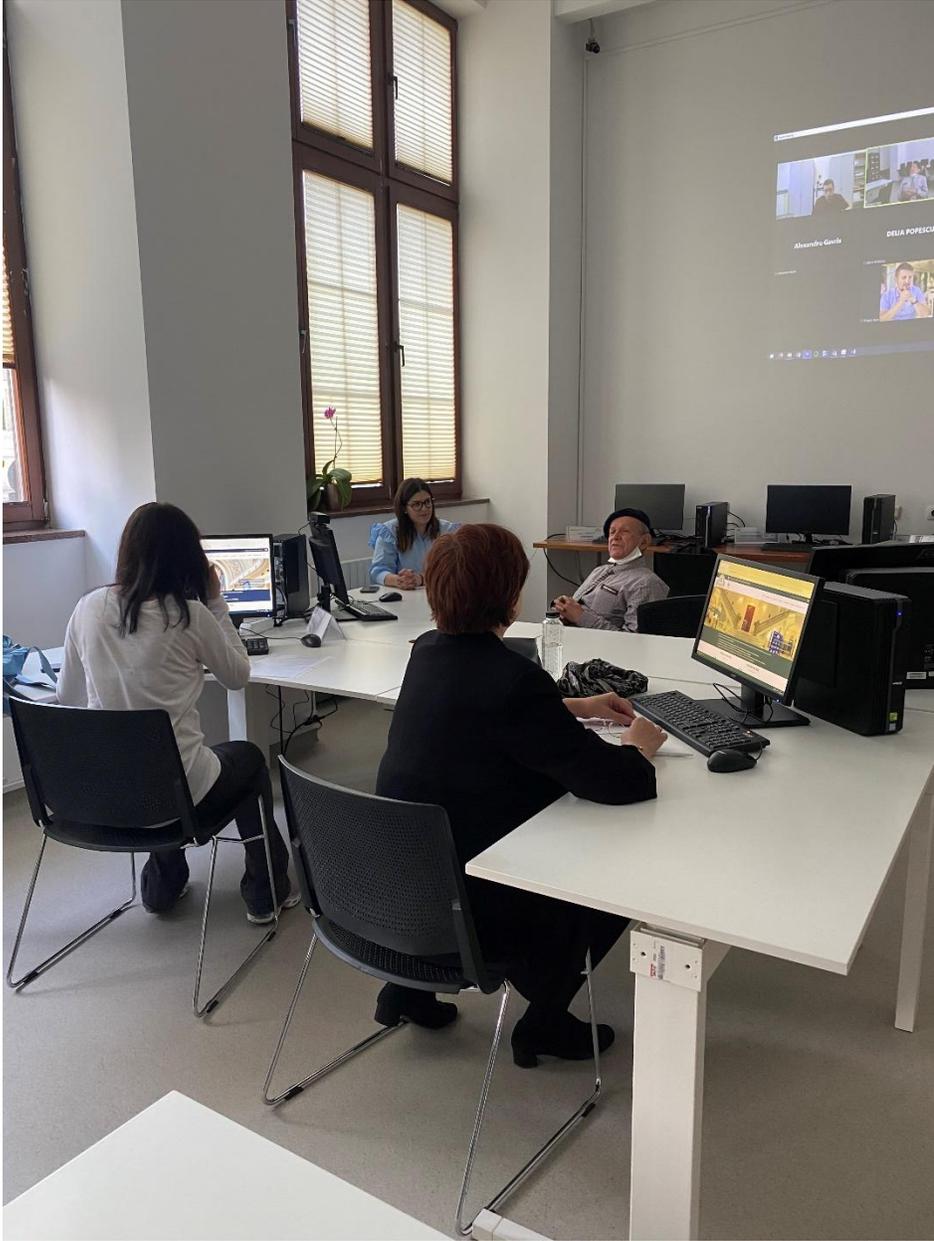
<b>Nr.crt.</b>	<b>Nume și prenume</b>
1	prof. univ. dr. Țigu Gabriela
2	prof. univ. dr. State Olimpia
3	prof. univ. dr. Popescu Delia
4	prof. univ. dr. Vasiliu Cristinel
5	prof. univ. dr. Șchiopu Andreea Fortuna

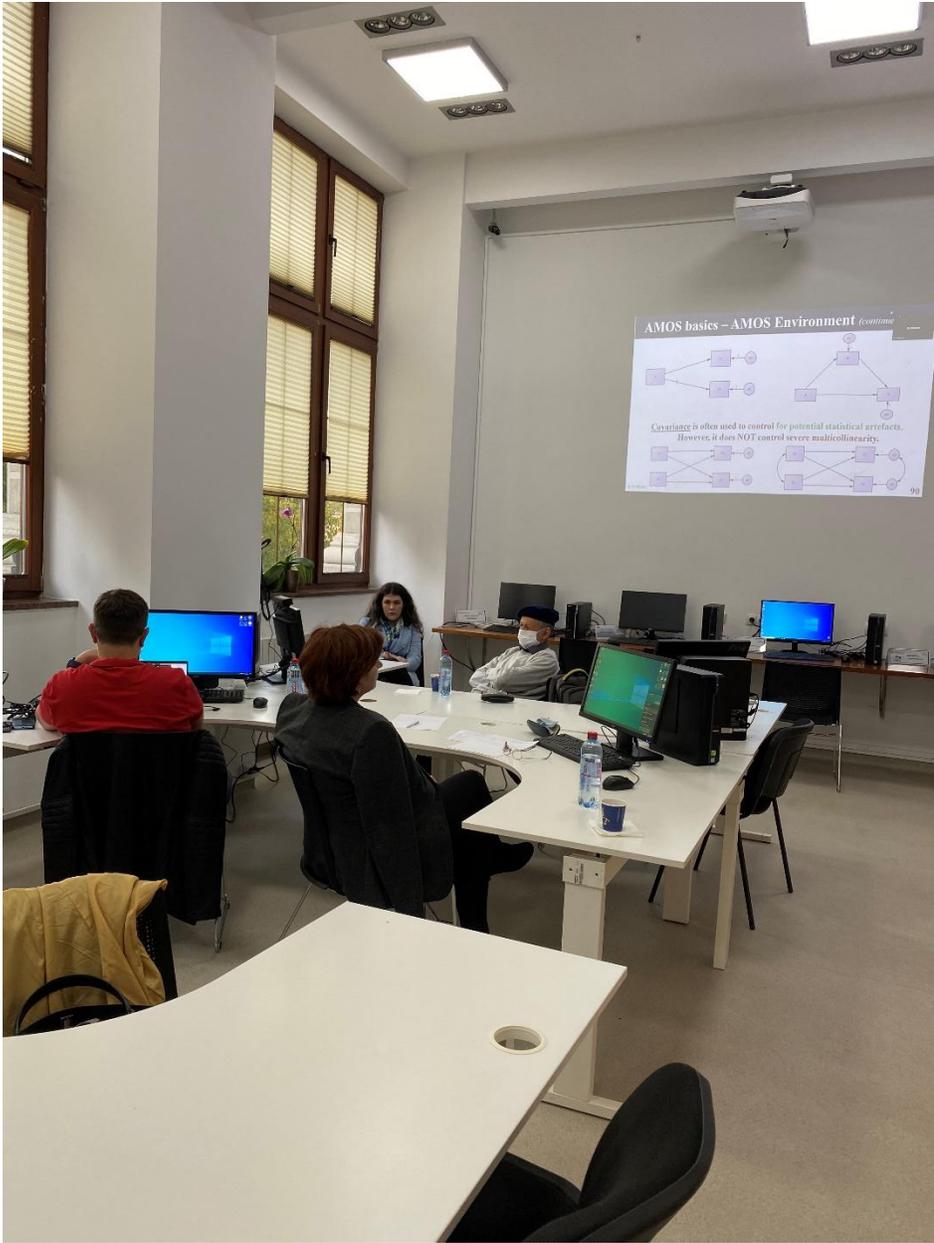
6	prof. univ. dr. Hornoiu Remus-Ion
7	conf. univ. dr. Albastroiu Năstase Irina
8	conf. univ. dr. Bucur Mihaela
9	conf. univ. dr. Dina Răzvan
10	conf. univ. dr. Pop Iuliana
11	lect. univ. dr. Gavriș Alexandru
12	asist. univ. dr. Enache Calcedonia
13	drd. Mirea Cosmin Nicolae
14	drd. Ticaul Iulia Ruxandra
15	drd. Holostencu Luciana
16	drd. Crișmariu Oana-Diana (Curteanu)
17	drd. Ambrozie Alisa
18	drd. Breaban Lucian
19	drd. Bujor Dragos
20	drd. Bichel Andreea Nicoleta
21	drd. Blanuta Bianca
22	drd. Bojescu Irina
23	drd. Cohen-Tzedec Betty
24	drd. Cristea Nicoleta Elena
25	drd. Dan Mihaela-Cornelia
26	drd. Diaconescu Vlad
27	drd. Ene (Constantin) Andreea
28	drd. Gingiovean Mihnea
29	drd. Ghica Magda-Maria (Derscariu)
30	drd. Grasu Stelian
31	drd. Lungu Adrian
32	drd. Hussein
33	drd. Nicolae Iuliana
34	drd. Nerea Alula
35	drd. Niculescu Elena
36	drd. Pamfile Lucian
37	drd. Placinta Daniel
38	drd. Petre Adrian
39	drd. Sandu Mihai
40	drd. Sandulescu Maria-Silvia
41	drd. Serban Corina
42	drd. Siea Laetitia
43	drd. TONG WU
44	drd. Taraban Irina
45	drd. Vavura Nicolae

Estimăm publicarea a cca 3 articole în 2023.

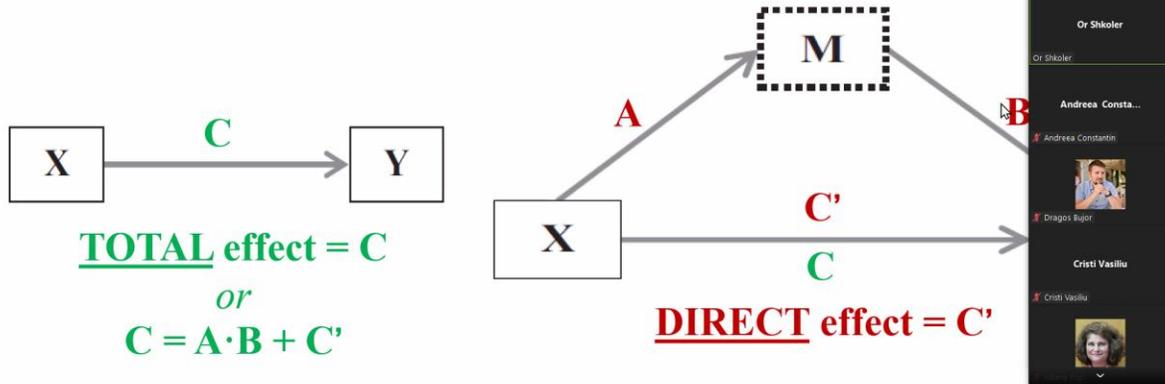
Adăugăm capturi de ecran si fotografiile din timpul sesiunilor realizate în cadrul proiectului.







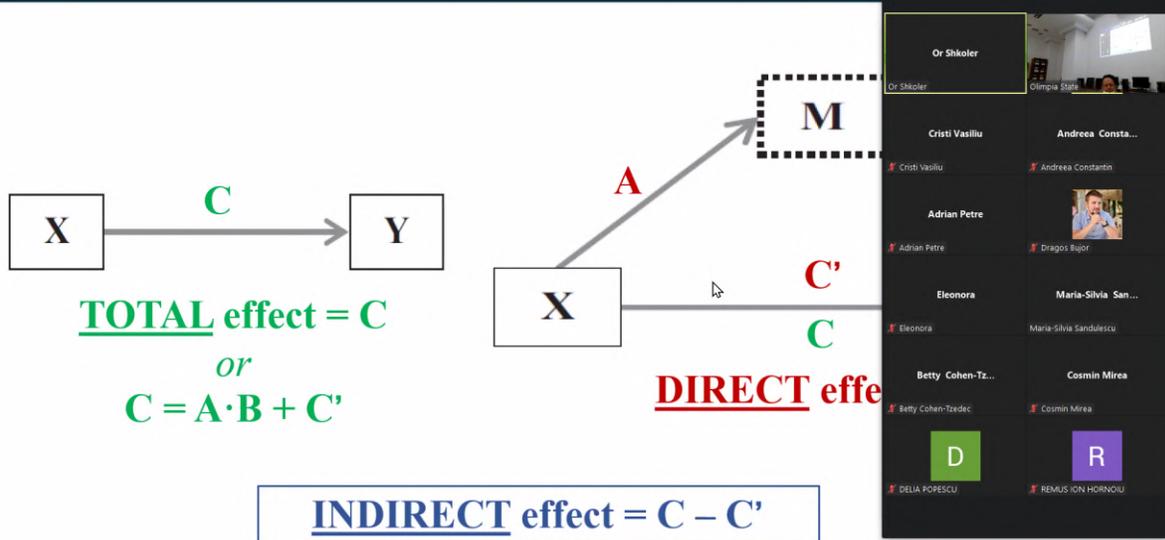
# Mediation – Why, When and How? (continued)



**INDIRECT effect = C - C'**

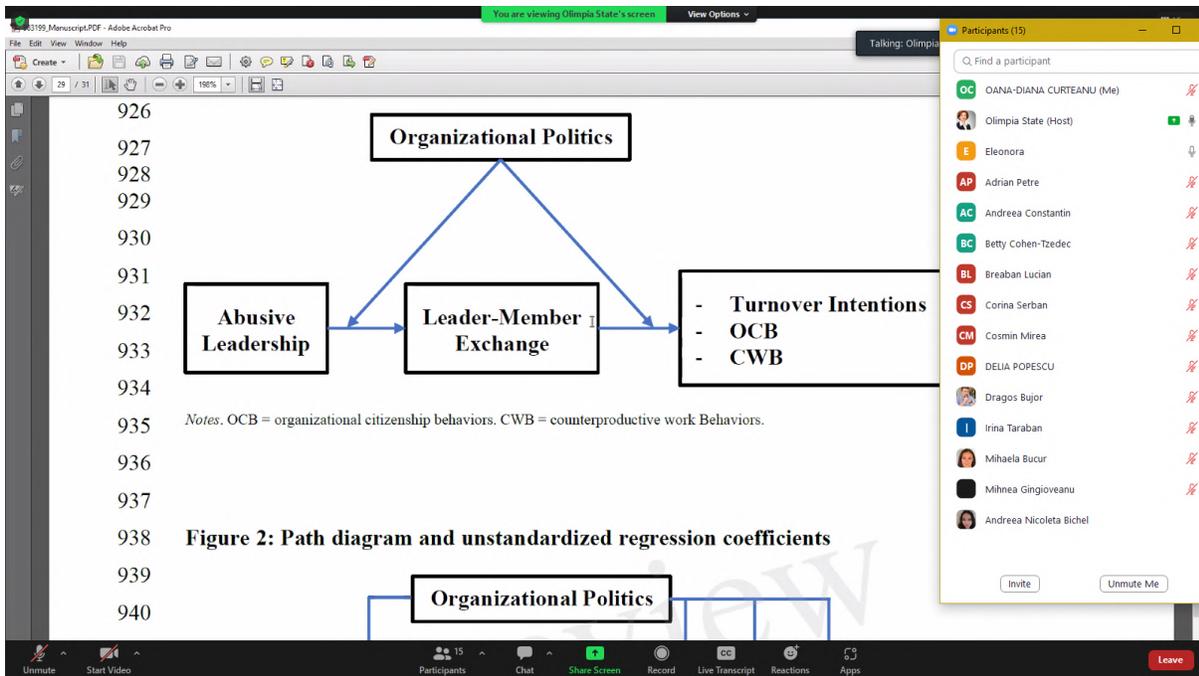
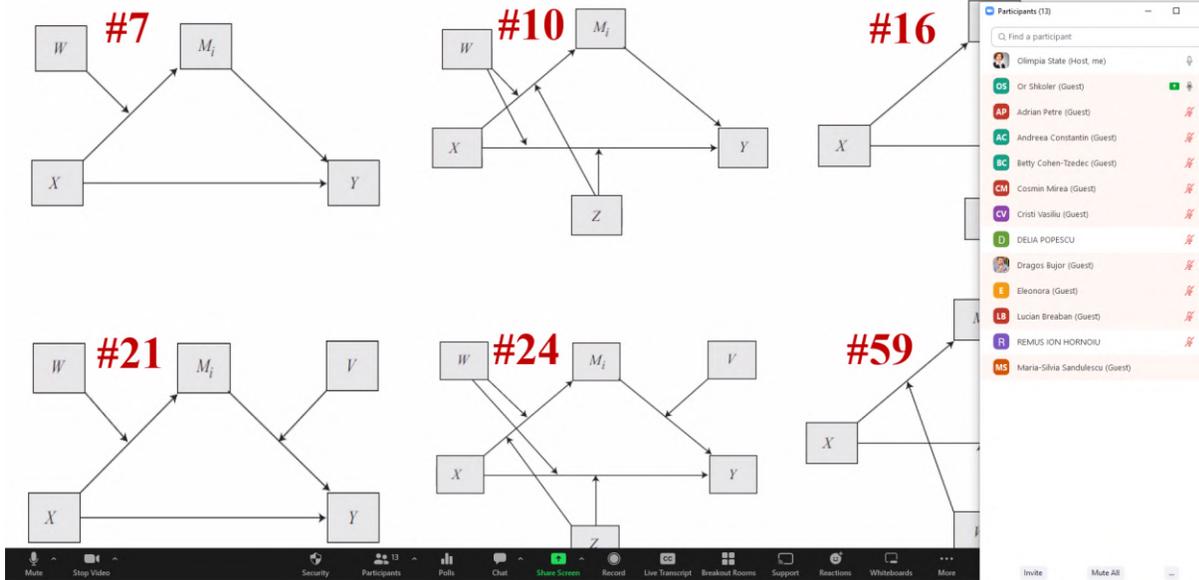
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# Mediation – Why, When and How? (continued)



**INDIRECT effect = C - C'**

# Moderated-Mediation (continued)



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227 say, abusive leadership will invariably have a direct impact on its outcomes, but we argue that  
 228 it will also indirectly affect them as well (through LMX). As such, we hypothesize:  
 229  
 230 *H5: Leader-member exchange partially mediates the associations between abusive  
 231 leadership and its outcomes (OCB, CWB, and TI).*  
 232  
 233 **Perceived Organizational Politics (POP) – a Moderated-Mediation**  
 234 Capitalizing on Hom et al.s (2017) call for exploring contextual factors related to TI, we expand  
 235 its scope and boundaries to the other variables in our research. The leading question is whether  
 236 there is a contextual factor that might exacerbate or ease the negative impact of abusive  
 237 behavior or interact with the managerial style of the supervisor. In the current study, the role  
 238 of POP is investigated in this regard as we take up the gauntlet thrown by Naseer et al. (2020):  
 239 Despite efforts to integrate leadership and organizational politics and the presence of limited  
 240 studies linking leadership and perceived organizational politics (Kacmar et al., 2011; Vigoda-  
 241 Gadot, 2007), there is a lack in studies which conceptualize POP as a contextual factor

Olimpia State

OANA-DIANA CURTEANU

Betty Cohen-Tze...

Breaban Lucian

DELIA POPESCU

Dragos Bujor

Andreea Nicoleta Bichel

Mihnea Gingioveanu

Andreea Constantin

Cosmin Mirea

Corina Serban

Mihaela Bucur

Eleonora

Irina Taraban

Adrian Petre

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313  
 314 **Method**  
 315  
 316 **Participants and Procedure**  
 317 There were 619 participants in the research, 50.2% males and 49.8% females, between the ages  
 318 of 19 and 67 ( $M = 38.47, SD = 10.84$ ). Almost half of them were single (48.8%), 42.8% were  
 319 married, and 8.4% were divorced. Most of the respondents were Christian (91.6%), 5.2% were  
 320 Jewish, and 3.2% were Muslim.  
 321  
 322 **Measures**

Olimpia State

OANA-DIANA CURTEANU

Betty Cohen-Tze...

DELIA POPESCU

Dragos Bujor

Andreea Nicoleta Bichel

Andreea Consta...

Cosmin Mirea

Mihnea Gingioveanu

Andreea Constantin

Cosmin Mirea

Corina Serban

Corina Serban

Mihaela Bucur

Eleonora

Eleonora

Irina Taraban

Adrian Petre

Breaban Lucian

1 **The Impact of Abusive Leadership on Outcomes for the Organization**

2 **Mediation Through Leader-Member Exchange by Organization**

3

4 **Abstract**

5 Abusive leadership has been shown to have adverse consequences for both

6 the organization. In the current paper, the impacts of such a leadership

7 turnover intentions, counterproductive work behaviors and organiza

8 behaviors are investigated through a dyadic lens – the mediation of leader

9 (LMX). Furthermore, when the workplace atmosphere is also tainted by high

10 organizational politics (as a moderator), these relationships deepen and and

11 worse). To test the moderated-mediation research model, an online sample

12 was obtained. The results support an interesting moderated media

13 organizational politics. Theoretical and practical implications, limitations

14 suggestions are discussed.

15

16 **Keywords:** abusive leadership; organizational politics, leader-m

17 organizational citizenship behaviors; counterproductive work behaviors; turnover intentions



242 Capitalizing on Hom et al.s (2017) call for exploring contextual factors related to TI, we expand

243 its scope and boundaries to the other variables in our research. The leading question is whether

244 there is a contextual factor that might exacerbate or ease the negative impact of abusive

245 behavior or interact with the managerial style of the supervisor. The factor we applied in this

246 study is Perceived Organizational Politics (POP)

247 In the current study, the role of POP is investigated in this regard. The academic interest and

248 study of politics of politics in organizations has been growing steadily over the last four

249 decades. The literature in the past two decades, indicates that The definition of political behavior in

250 organizations typically includes characteristics as, discretionary behavior, self-serving,

251 influence tactics, and often, being harmful to other individuals and to the organizational goals

252 (Porter, Allen, and Angle, 1981; Drory and Rom, 1990).

253 The study of politics in organizations during the last two decades has generally fallen into one

254 of two categories, viewed, at least implicitly, as largely independent. One areacategory focuses

255 on the nature of actual political behavior, types of tactics and strategies, and their consequences.

256 The other category is concerned with– the perceptions of politics in work environments by

257 individual employees, the antecedents of such perceptions, and their consequences.

258 The present study focuses entirely on the subjective category of politics in organizations,

259 Perceived Organizational Politics namely, POP. It is this latter category that is the major focus

260 of the present paper. The definition of political behavior in organizations typically

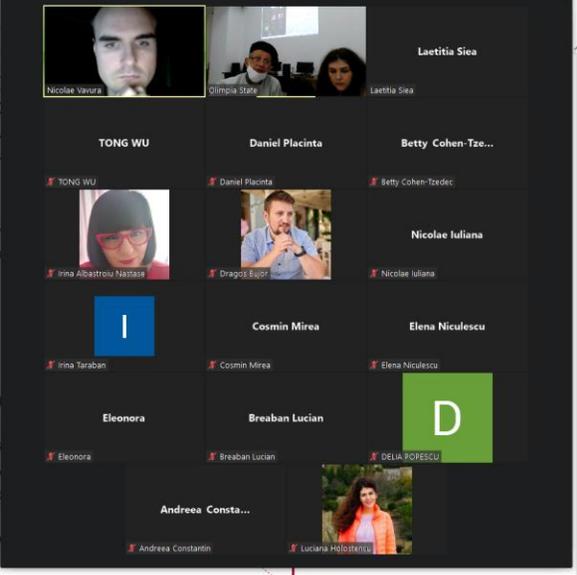
261



explained variance (fit indices are suggested by, for example, Byrne, 2010; 2020; Shkoler et al., 2021):  $\chi^2(3,315) = 9,611.63, p = .000, \chi^2/df = 2.90, CFI = .77, GFI = .69, SRMR = .13, RMSEA (90\% CI) = .18 (.10-.18)$ . Further, the CLF alternative model produced 16.03% of the explained variance ( $R^2 = .1603$ ),  $\chi^2(3,315) = 9,174.13, p = .000, \chi^2/df = 2.89, CFI = .70, NNFI = .86, NFI = .79, GFI = .69, RMSEA (90\% CI) = .15 (.07-.18), p-close = .000$ . While these findings support the possibility of same-source bias (CMV), following Podsakoff et al. (2003) and the possibility of same-source bias (CMV), following Podsakoff et al. (2003) in conjunction with a poor model fit for each analysis—then this is a firm in an improbable confound to our findings.

### Zero-Order Correlations

In order to assess the inter-relationships among the variables/sub-scales in the zero-order Pearson correlation matrix was calculated, as presented in Table 1, thus supporting Hypothesis 1. Furthermore, significant correlations were found between Abusive Leadership and LMX ( $r = .29, p < .001$ ), thus supporting Hypothesis 1. Furthermore, significant correlations were found between Abusive Leadership and two of the three employee behavioral indicators: turnover ( $r = .29, p < .001$ ) and turnover intent ( $r = .29, p < .001$ ). Hypotheses 4 and 5 were supported while Hypothesis 3 regarding the effect of Abusive Leadership and OCB was not supported. The results.



# Logistic Regression (continued)

Classification Table<sup>a</sup>

Observed		Predicted		Percentage Correct
		Did not pass test	Passed test	
Step 1	Pass.Test	72	108	40.0
	Passed test	40	205	83.7
Overall Percentage				65.2

a. The cut value is .500

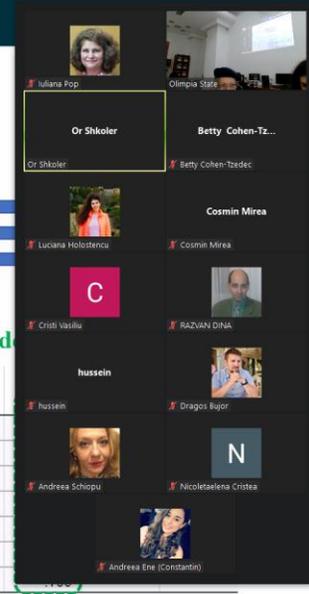
### List of predictor(s)

### Variables in the Equation

		B	S.E.	Wald	df	Sig.
Step 1 <sup>a</sup>	Test.Anxiety	-.088	.033	7.110	1	.008
	Hours.Studied	.084	.027	9.696	1	.002
	Course.Interest	.036	.032	1.273	1	.259
	Prior.Knowledge			9.323	2	.009
	Prior.Knowledge(1)	.999	.367	7.416	1	.006
	Prior.Knowledge(2)	1.283	.432	8.821	1	.003
	Constant	-1.688	2.566	.433	1	.511

Categorical variable's reference category

Intercept



Zoom Meeting | You are viewing Dr. Shkolor's screen

Participants: Or Shkolor, Betty Cohen-Tz..., Cosmin Mircea, RAZVAN DINA, Iuliana Pop

### Amos Output

Measurement Model - LMX.amw

- Analysis Summary
- Notes for Group
- Variable Summary
- Parameter Summary
- Notes for Model
- Estimates
- Modification Indices
- Minimization History
- Model Fit
- Execution Time

Group number: 1

Default model

Not estimating any user-defi...

#### CMIN

Model	NPAR	CMIN	DF	PCMIN/DF
Default model	14	114.050	14	.000 8.146
Saturated model	28	.000	0	
Independence model	7	2943.069	21	.000 140.146

#### RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.034	.945	.891	.473
Saturated model	.000	1.000		
Independence model	.592	.291	.054	.218

#### Baseline Comparisons

Model	NFI	RFI	IFI	TLI	CFI
	Delta1	rho1	Delta2	rho2	
Default model	.961	.942	.966	.949	.966
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

#### Parsimony-Adjusted Measures

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15:50 2/19/2022

Zoom Meeting Participant ID: 638489 | You are viewing Daniel Pete's screen

Participants (19): Daniel Pete (Host), Adrian Lungu (Guest), Betty Cohen-Tzedec (Guest), Cosmin Mircea (Guest), Cristi Vasiliu (Guest), DELIA POPESCU (Guest), Elena Niculescu (Guest), Irina Bojescu (Guest), Iuliana Pop (Guest), Lucian Breaban (Guest), Magda-Maria Ghica (Derscarici) (Guest), Oana Crismaniu (Guest), Nicolae Varvara (Managing Partner ... (Guest), Ticau Iulia Ruxandra (Guest), Cristi Vasiliu (Guest), Sandu Mihai (Guest), Vlad Diaconescu (Guest), Administrator (Guest), Maria-Silvia Sandulescu (Guest)

### SAS Data Set

A SAS data set (or table) is a rectangular table of rows and columns.

Customer_Name	Customer_Age	Order_Date	Total_Order_Price
1 James Klisurich	38	11JAN2005	\$16.50
2 Sandrina Stephano	28	15JAN2005	\$247.50
3 Dianne Patchen	28	20JAN2005	\$28.34
4 Wendell Summersby	43	28JAN2005	\$32.00
5 Duncan Robertshawe	63	27FEB2005	\$63.00
6 Najma Hicks	21	02MAR2005	\$234.80
7 Tom Connors	58	02MAY2005	\$39.99

Rows (observations)

Columns (variables)

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17:46 3/19/2022

Zoom Meeting Participant ID: 638489

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## Column Names

Column names can be up to 32 characters long.  
It is recommended that column names also

- start with a letter or underscore
- include only letters, underscores, and numbers.

	Customer_Name	Customer_Age	Order_Date	Total_Retail_Price
1	James Klisurich	40	11JAN2007	\$16.50
2	Sandrina Stephano	30	15JAN2007	\$247.50
3	Dianne Patchin	30	20JAN2007	\$28.30
4	Wendell Summersby	45	28JAN2007	\$32.00
5	Duncan Robertshawe	65	27FEB2007	\$63.60
6	Najma Hicks	23	02MAR2007	\$234.60
7	Tulio Devereaux	60	03MAR2007	\$35.40
8	Tulio Devereaux	60	03MAR2007	\$78.00

Participants (19)

Find a participant

- Olimpia State (Me, participant ID: 638489)
- Daniel Pele (Host)
- Adrian Lungu (Guest)
- Betty Cohen-Tzede (Guest)
- Cosmin Mirea (Guest)
- Cristi Vasiliu (Guest)
- DELIA POPESCU
- Elena Niculescu (Guest)
- Irina Bojescu (Guest)
- Iuliana Pop
- Lucian Breaban (Guest)
- Magda-Maria Ghica (Discarded) (Guest)
- Nicolae Vavura (Managing Partner ... (Guest)
- Oana Crismanu (Guest)
- Sandu Mihai (Guest)
- Ticau Iulia Ruxandra (Guest)
- Vlad Diaconescu (Guest)
- Administrator (Guest)
- Maria-Silvia Sandulescu (Guest)

Zoom Meeting Controls: Join Audio, Start Video, Participants, Chat, Share Screen, Record, Live Transcript, Reactions, Apps, Whiteboards, Leave, Invite

Zoom Meeting

Participants: Olimpia State, Daniel Pele, calodoraenache@ya..., Luciana Holostescu, Gabriela Tigau, Lucian Breaban

Statistics 1 Introduction to ANCOVA | SAS OnDemand for Academics | SAS Studio | DSR-125 Ames Housing Data |

odamid-ewr1.oda.sas.com/SASStudio/main?locale=en\_US&zone=GMT%252802%253A008?ticket=ST-102034-5P%1F%1E92V706Scl.cae

SAS® Studio

Program 1 | \*One-Way ANOVA

Settings | Code/Results | Splits

NS OUTPUT

OUTPUT DATA SET

Create observation statistic

Data set name: work:Oneway\_stats

Predicted Values

Confidence interval predicted value

Confidence level: 95%

Residuals

Standard Errors

Influence Statistics

CODE LOG RESULTS OUTPUT DATA

Table: WORK.ONEWAY\_STATS | View: Column names | Filter: (none)

Columns: Heating\_QC, SalePrice, predicted, lcl

Total rows: 300 Total columns: 35

Heating_QC	SalePrice	predicted	lcl
285 TA	125000	130573.52941	61999.406416
286 TA	154500	130573.52941	61999.406416
287 TA	158000	130573.52941	61999.406416
288 Ex	145000	154919.18692	86313.027421
289 Ex	193000	154919.18692	86313.027421
290 Ex	217000	154919.18692	86313.027421
291 Ex	119900	154919.18692	86313.027421
292 TA	149900	130573.52941	61999.406416
293 Ex	117250	154919.18692	86313.027421
294 TA	35000	130573.52941	61999.406416
295 TA	157000	130573.52941	61999.406416
296 Ex	145400	154919.18692	86313.027421
297 TA	72000	130573.52941	61999.406416
298 Gd	108000	130844.08421	61970.114356
299 Ex	153500	154919.18692	86313.027421
300 TA	131000	130573.52941	61999.406416

Property Value

Label ucl

Name ucl

Length 8

Type Numeric

Format

Messages: 17 User: danpele

9°C Mostly cloudy 18:44 14.11.2022

Zoom Meeting

Luciana Holoste... Sandu Mihai

odamid-eww1.oda.sas.com/SASStudio/main?locale=en\_US&zone=GMT%252802%253A008&ticket=ST-102034-5PK61VF1qE9Zv70B5cLc-cas

SAS® Studio

Program 1 \*Linear Regression\*

DATA MODEL OPTIONS SELECTION

DATA: STAT1.AMESHousing3

ROLES: \*Dependent variable: (1 item) SalePrice

Classification variables: Columns

Continuous variables: Columns

CODE LOG RESULTS

```

1 /*
2 *
3 * Code cannot be generated because the following
4 * requirements are not met:
5 *
6 * Select at least one continuous or one classification variable.
7 *
8 *
9 */
10

```

7:41 PM 11/14/2022

Zoom Meeting

Luciana Holoste... Sandu Mihai

odamid-eww1.oda.sas.com/SASStudio/main?locale=en\_US&zone=GMT%252802%253A008&ticket=ST-102034-5PK61VF1qE9Zv70B5cLc-cas

SAS® Studio

Program 1 \*STAT1.AMESHousing3\* \*Binary Logistic Regression\*

STATISTICS

Select statistics to display:

- Classification table
- Partial correlation
- Generalized R Square
- Goodness-of-fit and Overdispersion
- Deviance and Pearson
- Correct for overdispersion
- Hosmer and Lemeshow fit
- Multiple Comparisons
- Exact Tests
- Parameter Estimates
- Standardized estimate
- Exponentiated estimate
- Correlations of parameters
- Covariances of parameters
- Confidence intervals for parameter estimates
- Based on Wald test
- Confidence intervals for odds ratios

RESULTS

Table of Contents

Criterion	Intercept Only	Intercept and Covariates
AIC	255.625	239.534
SC	259.325	244.340
-2 Log L	253.625	231.534

R-Square 0.0710 Max rescaled R-Square 0.1244

Testing Global Null Hypothesis: DF=10

Test	Chi-Square	DF	p >= ChiSq
Likelihood Ratio	22.9817	3	< 0.001
Score	20.6691	3	0.0001
Wald	15.3307	3	0.0016

Note: No effects for the model in Step 1 are removed.

Step 2: Effect Fitplanes entered:

Model Convergence Status: Quasi-complete separation of data points detected

Model Fit Statistics

Criterion	Intercept Only	Intercept and Covariates	
Chi-Square	15.9364	2	0.0003

8:24 PM 11/14/2022

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