

Riley-Meadows Salary Study Assignment - Analyzing Employment Data

Overview

Riley-Meadows Industrial, LLC is a firm in Southeast Texas which supplies industrial products to the area's petrochemical industry. The CEO of the company has asked you to examine the workforce of Riley-Meadows for evidence of possible discrimination. As a first step, you have prepared a spreadsheet to help with your analysis of the Riley-Meadows' workforce. The spreadsheet is shown on the next two pages. You are to study issues in workforce hiring practices and then answer some questions regarding the data, and then prepare a short "progress report" to the CEO.

Before You Begin

Before you begin this assignment, be sure you have completed the following items

1. Watch the instructor's video covering [Legal Issues in Recruitment and Selection of Employees](#) (9:17) (<https://youtu.be/nBhZtJOXylg>)
2. Read the sections on [sex](#) and [race/color](#) discrimination from the [Discrimination- Equal Employment Opportunity Commission](#) website (<https://www.eeoc.gov/discrimination-type>)

Assignment

1. Assume you have prepared a spreadsheet to help you with your analysis of the Riley Meadows' workforce. The spreadsheet is **shown on the next two pages**. **Notice the spreadsheet has two tables. The first table shows the employees arranged by sex. The second table shows the employees listed by race.**
2. Examine these two tables and answer the following questions. Put the questions and your answers in a document named **Riley Meadows - yourname**. The finished document should be no more than two pages in length and use these specification: single-spaced, 12-point Arial font, narrow margins (all margins .5). When complete, you will submit it in Blackboard in Word format (if you create it in Google Docs, you should download it as a Word document to submit in Blackboard).
 - a. What is the average pay of women and men? What is the average pay of the racial groups? What is the average years of postsecondary education and industry experience of women, men, and the racial groups?
 - b. Do you think the pay averages are concerning? Do you think this indicates discrimination? Do you see other possible explanations for the differences in pay? Explain.
 - c. Write a one paragraph "progress report" to the CEO. In the report, summarize what the tables indicate to you and what areas of further study you would suggest.
 - d. Look up the phrase "correlation is not causation." How might this be relevant when looking for explanations of pay differential between certain groups?
 - e. How does society benefit when employers use job qualifications as their criteria for employment decisions?

Submitting the Assignment:

In Blackboard, for the assignment **Riley Meadows - Salary Study Assignment**, submit your document **Riley Meadows - yourname**.

Riley Meadows Industrial -- Salary Study

Classification: Sex						
Employee	Age	Sex	Race	Postsecondary Education (years)	Industry Experience (years)	Yearly Pay
Aisha Bakir	43	Female	White	4	20	\$ 97,580
Arlise McComb	33	Female	Black/African American	6	4	\$ 62,136
Celeste SanJose	19	Female	Hispanic/Latino	0	1	\$ 35,034
Connie Vuneyo	18	Female	White	0	1	\$ 35,034
Darnella Salento	35	Female	Black/African American	2	12	\$ 69,748
Michelle Abigail	64	Female	White	4	5	\$ 63,170
Mikeshia Willis	42	Female	Black/African American	4	11	\$ 70,769
		Female Average		2.86	7.71	\$ 61,924
Bao Hahn	20	Male	Asian	0	1	\$ 35,034
Aki Kim	29	Male	Asian	2	3	\$ 49,102
Eric Wang	25	Male	Asian	2	12	\$ 69,748
Hoang Nguyen	54	Male	Asian	4	27	\$ 118,433
Jacob Brown	55	Male	White	4	19	\$ 94,601
Jorge Saldana	54	Male	Hispanic/Latino	2	12	\$ 69,748
Juan Garcia	34	Male	Hispanic/Latino	2	13	\$ 72,727
Juan Revalia	25	Male	Hispanic/Latino	2	2	\$ 44,068
Michael Broussard	40	Male	White	2	15	\$ 78,685
Sydney Walton	60	Male	Black/African American	4	12	\$ 73,748
		Male Average		2.4	11.6	\$ 70,589
		Grand Average		2.59	10.00	\$ 67,021

Classification: Race						
Employee	Age	Sex	Race	Postsecondary Education (years)	Industry Experience (years)	Yearly Pay
Bao Hahn	20	Male	Asian	0	1	\$ 35,034
Aki Kim	29	Male	Asian	2	3	\$ 49,102
Eric Wang	25	Male	Asian	2	12	\$ 69,748
Hoang Nguyen	54	Male	Asian	4	27	\$ 118,433
			Asian Average	2.00	10.75	\$ 68,079
Arlise McComb	33	Female	Black/African American	6	4	\$ 62,136
Darnella Salento	35	Female	Black/African American	2	12	\$ 69,748
Mikeshia Willis	42	Female	Black/African American	4	11	\$ 70,769
Sydney Walton	60	Male	Black/African American	4	12	\$ 73,748
			Black/African American Average	4.00	9.75	\$ 69,100
Celeste SanJose	19	Female	Hispanic/Latino	0	1	\$ 35,034
Jorge Saldana	54	Male	Hispanic/Latino	2	12	\$ 69,748
Juan Garcia	34	Male	Hispanic/Latino	2	13	\$ 72,727
Juan Revalia	25	Male	Hispanic/Latino	2	2	\$ 44,068
			Hispanic/Latino Average	1.50	7.00	\$ 55,394
Aisha Bakir	43	Female	White	4	20	\$ 97,580
Connie Vuneyo	18	Female	White	0	1	\$ 35,034
Michelle Abigail	64	Female	White	4	5	\$ 63,170
Jacob Brown	55	Male	White	4	19	\$ 94,601
Michael Broussard	40	Male	White	2	15	\$ 78,685
			White Average	2.80	12.00	\$ 73,814
			Grand Average	2.59	10.00	\$ 67,021