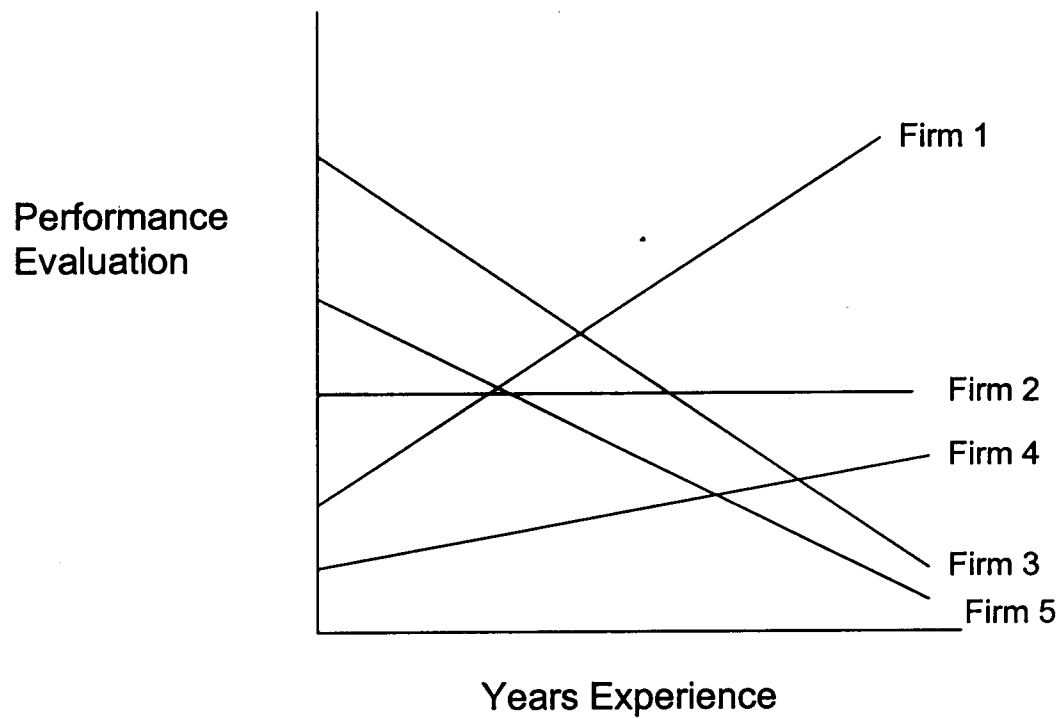


Examining the relationship between the employee's years of experience and his/her supervisor's performance evaluation



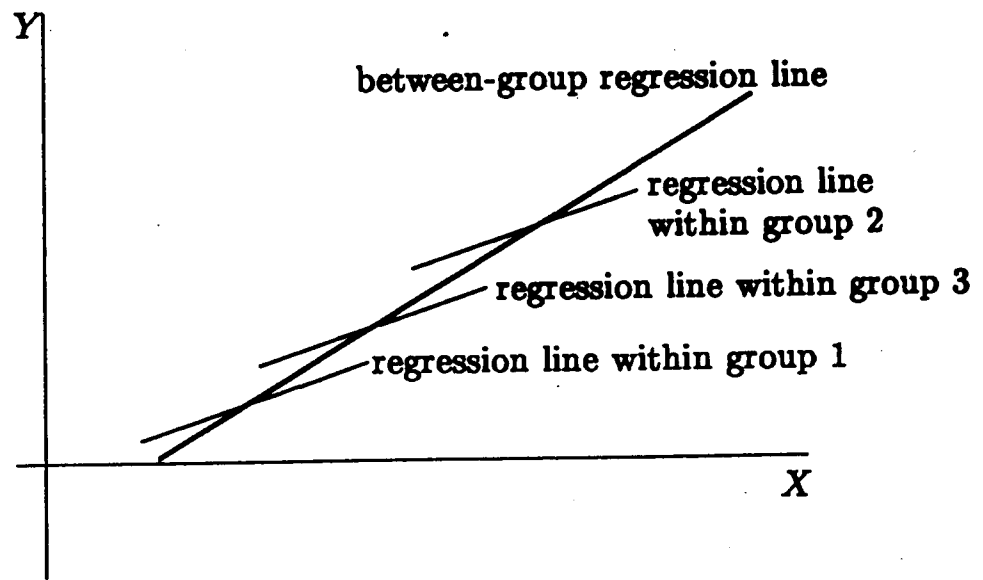


Figure 4.3 Different between-group and within-group regression lines.

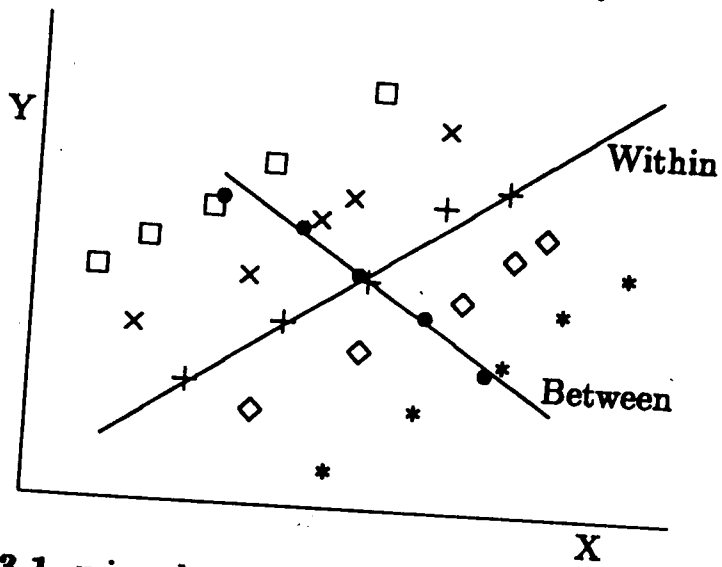


Figure 3.1 micro-level versus macro-level adjustments.
 (X, Y) values for five groups indicated by *, \diamond , +, x, \square ;
 group averages by \bullet .