

Explanatory note to Ex 15.2:

Details on personal traits and education were collected for the employees and ratings were given on the basis of association of traits. The best trait combination was given a score of 5 and worst combination, a 0. Thus, traits were rated on the basis of similarities. However, MDS algorithm uses dissimilarity measures, diagonal elements are required to be 0. Therefore, all the scores are subtracted from 5 to convert similarity measure into dissimilarity matrix. This information will be useful for interpreting the results.