Figure 1 – pseudocode



*Figure 1.* Probability that employee *xi* spends *k* periods as the moment citizen. Greater probabilities at extremes (*k* ≠ 10) indicate extra milers/good soldiers.



*Figure 2.* Probability that employee *xi* spends *k* periods as the moment citizen as the drift parameter changes from 0 to 1. Greater probabilities at extremes (*k* ≠ 10) indicate extra milers/good soldiers.



*Figure 3.* Probability that employee *xi* spends *k* periods as the moment citizen as the autoregressive parameter changes from 0 to 1. Greater probabilities at extremes (*k* ≠ 10) indicate extra milers/good soldiers.



*Figure 4.* Probability that employee *xi* spends *k* periods as the moment citizen as the number of employees changes from 2 to 800. Greater probabilities at extremes (*k* ≠ 10) indicate extra milers/good soldiers.

*Figure 1*. Study 2 Results Scheme.

|  |  |  |
| --- | --- | --- |
| Simulation | Predicted Pattern? | Plot |
| Base | Yes |  |
| RQ1 | No |  |
| RQ2 | No |  |
| RQ3 | No |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Data Source** | **ADF** | **KPSS** | **Random Walk Present?** |
|  |  |  |  |
| Non-Academic GitHub Repo 1 | *p* > 0.05 | *p* < 0.05 | Yes |
| Non-Academic GitHub Repo 2 | *p* > 0.05 | *p* < 0.05 | Yes |
| Non-Academic GitHub Repo 3 | *p* > 0.05 | *p* < 0.05 | Yes |
| Non-Academic GitHub Repo 4 | *p* > 0.05 | *p* < 0.05 | Yes |
| Academic GitHub Repo 1 | *p* > 0.05 | *p* < 0.05 | Yes |
| Academic GitHub Repo 2 | *p* > 0.05 | *p* < 0.05 | Yes |
| Academic GitHub Repo 3 | *p* > 0.05 | *p* < 0.05 | Yes |
| Academic GitHub Repo 4 | *p* > 0.05 | *p* < 0.05 | Yes |
| Emails | *p* > 0.05 | *p* < 0.05 | Yes |
| PhD Student Pool 1 | *p* > 0.05 | *p* < 0.05 | Yes |
| PhD Student Pool 2 | *p* > 0.05 | *p* < 0.05 | Yes |
| PhD Student Pool 3 | *p* > 0.05 | *p* < 0.05 | Yes |
| Facebook Forum | *p* > 0.05 | *p* < 0.05 | Yes |

|  |  |  |
| --- | --- | --- |
| **Data Source** | **OCB Opportunity Operationalization** | **Sampling Frequency** |
|  |  |  |
| *GitHub Repositories*:  Non-Academic | Issue | Monthly |
| *GitHub Repositories*:  Academic | Issue | Monthly |
| *First Author Emails* | Participant-rated email content | Weekly |
| *Student Pools* | Active Graduate Student | Yearly |
| *Facebook Forum* | Post | Daily |

Table 1. *Data summary for Study one.*