|  |  |  |  |
| --- | --- | --- | --- |
| **Input variables** |  |  | **New variable** |
| **Decision-making typology** | **Supervision (a16)** | **Formal organizational hierarchy (a15)** | **Managerial\_location\_typology** |
| 3 | Sí | 1 a 3 | 1. Manager on all criteria |
| 3 | Sí | 4 | 2. Manager not in formal hierarchy |
| 3 | No | 1 a 3 | 3. Non-supervisory manager |
| 3 | No | 4 | 4. Non-supervisory decision-maker not in formal hierarchy |
| 2 | Sí | 1 a 3 | 5. Advisor-manager on all criteria |
| 2 | Sí | 4 | 6. Advisor not in hierarchy |
| 2 | No | 1 a 3 | 7. Non-supervisory advisor |
| 2 | No | 4 | 8. Non-supervisory advisor not in formal hierarchy |
| 1 | Sí | 1 a 3 | 9. Sanctioning / task supervisor in hierarchy |
| 1 | Sí | 4 | 10. Sanctioning / task supervisor not in hierarchy |
| 1 | No | 1 a 3 | 11. Not subordinates but in hierarchy |
| 1 | No | 4 | 12. Non-supervisor / non manager on all criteria |

|  |  |
| --- | --- |
| **Final variable** |  |
| **Managerial\_location\_typology** | **Organization\_assets** |
| 1, 2, 3, 5 | 1. Manager |
| 6, 7, 9, 10 | 2. Supervisor |
| 4, 8, 11, 12 | 3. Non-managerial worker |