Table 1: Univariate moderator tests

|  |  | Significance tests | | | | Overall effect size | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Moderator | k | Overall | Demographic | Cognitive | Job-related | R2 | R2 < 5% |
| Complexity | 2393 |  |  | \* | \* | 0.00% [0.00%, 0.36%] | < .001 |
| Interdependence | 2229 |  |  |  |  | 0.89% [0.66%, 2.28%] | < .001 |
| Longevity | 2298 |  |  |  | \* | 0.15% [0.00%, 0.75%] | < .001 |
| Diversity measure | 2609 |  |  |  |  | 0.04% [0.00%, 0.76%] | < .001 |
| Performance rater | 2623 |  |  |  | \* | 0.00% [0.00%, 0.09%] | < .001 |
| Design | 2638 |  |  |  |  | 0.00% [0.00%, 1.06%] | < .001 |
| Article focus | 2638 | \*\* | \* |  | † | 0.77% [0.49%, 1.84%] | < .001 |
| Performance criterion | 268 |  |  |  |  | 0.00% [0.00%, 4.36%] | .031 |
| Year of data collection | 2638 |  |  | † | \* | 0.08% [0.00%, 0.63%] | < .001 |
| Collectivism | 2328 |  |  | \*\* |  | 0.20% [0.04%, 0.99%] | < .001 |
| Power distance | 2328 | \* |  | \* |  | 0.59% [0.23%, 2.16%] | < .001 |
| Country | 2596 |  | \* |  |  | 3.91% [1.51%, 6.89%] | .392 |
| TMT | 2638 |  |  | † | \* | 0.15% [0.01%, 0.96%] | < .001 |
| Student sample | 2638 |  |  |  |  | 0.09% [0.00%, 0.39%] | < .001 |
| Industry sector | 2397 |  |  |  |  | 2.19% [1.26%, 5.90%] | .257 |
| Team function | 2492 | \* |  |  |  | 2.96% [2.56%, 5.13%] | .755 |
| Objective rater | 2623 |  | \* |  | \*\* | 0.00% [0.00%, 0.07%] | < .001 |
| &dagger; 0.1, \* 0.05, \*\* 0.01, \*\*\* 0.001 | | | | | | | |