

The Impact of National Culture in Operations and Supply Chain Agility

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April 12, 2021

Abstract

1 Preliminary Observations

1.1 Correlation Coefficients

Table 1: Correlation Coefficients: GLOBE Value Dimensions

	guaiv	gfuov	gpdiv	ginscolv	ghumv	gperv	gigrcolv	ggndv	gassv
guaiv	1	0.506	0.402	0.273	-0.275	0.055	0.206	-0.653	0.412
gfuov	0.506	1	-0.142	0.355	-0.015	0.370	0.443	-0.155	0.224
gpdiv	0.402	-0.142	1	-0.093	-0.346	-0.313	-0.063	-0.500	0.437
ginscolv	0.273	0.355	-0.093	1	-0.264	0.292	-0.078	-0.064	-0.085
ghumv	-0.275	-0.015	-0.346	-0.264	1	0.024	0.336	0.084	-0.214
gperv	0.055	0.370	-0.313	0.292	0.024	1	0.431	0.294	0.013
gigrcolv	0.206	0.443	-0.063	-0.078	0.336	0.431	1	0.278	-0.025
ggndv	-0.653	-0.155	-0.500	-0.064	0.084	0.294	0.278	1	-0.386
gassv	0.412	0.224	0.437	-0.085	-0.214	0.013	-0.025	-0.386	1

Table 2: Correlation Coefficients: GLOBE Practice Dimensions

	guaip	gfuop	gpdip	ginscolp	ghump	gpefp	gigrcolp	ggndp	gassp
guaip	1	0.811	-0.651	0.430	0.220	0.576	-0.644	-0.298	-0.141
gfuop	0.811	1	-0.682	0.487	0.456	0.682	-0.588	-0.284	-0.083
gpdip	-0.651	-0.682	1	-0.513	-0.343	-0.393	0.756	-0.148	0.112
ginscolp	0.430	0.487	-0.513	1	0.701	0.192	-0.248	0.065	-0.748
ghump	0.220	0.456	-0.343	0.701	1	0.302	0.107	0.018	-0.610
gpefp	0.576	0.682	-0.393	0.192	0.302	1	-0.212	-0.603	0.225
gigrcolp	-0.644	-0.588	0.756	-0.248	0.107	-0.212	1	-0.154	-0.099
ggndp	-0.298	-0.284	-0.148	0.065	0.018	-0.603	-0.154	1	-0.168
gassp	-0.141	-0.083	0.112	-0.748	-0.610	0.225	-0.099	-0.168	1

Table 3: Correlation Coefficients: Key Variables

	agility	agility2	agilitycj	agility2cj	outcome	outcome2	outcomecj	outcome2cj
agility	1	0.763	0.933	0.692	0.450	0.365	0.428	0.300
agility2	0.763	1	0.649	0.867	0.384	0.442	0.315	0.325
agilitycj	0.933	0.649	1	0.743	0.431	0.309	0.463	0.327
agility2cj	0.692	0.867	0.743	1	0.346	0.348	0.371	0.377
outcome	0.450	0.384	0.431	0.346	1	0.448	0.923	0.414
outcome2	0.365	0.442	0.309	0.348	0.448	1	0.414	0.931
outcomecj	0.428	0.315	0.463	0.371	0.923	0.414	1	0.444
outcome2cj	0.300	0.325	0.327	0.377	0.414	0.931	0.444	1

Table 4: Correlation Coefficients: Key Variables (Set1)

	agility	outcome	sensing	proactive	flexOutcome	speedOutcome
agility	1	0.450	0.914	0.892	0.426	0.376
outcome	0.450	1	0.394	0.430	0.892	0.890
sensing	0.914	0.394	1	0.636	0.379	0.323
proactive	0.892	0.430	0.636	1	0.397	0.368
flexOutcome	0.426	0.892	0.379	0.397	1	0.588
speedOutcome	0.376	0.890	0.323	0.368	0.588	1

Table 5: Correlation Coefficients: Key Variables (Set2)

	agility2	outcome2	sensing2	proactive2	flexOutcome2	speedOutcome2
agility2	1	0.450	0.921	0.918	0.376	0.401
outcome2	0.450	1	0.388	0.439	0.865	0.862
sensing2	0.921	0.388	1	0.690	0.333	0.337
proactive2	0.918	0.439	0.690	1	0.358	0.400
flexOutcome2	0.376	0.865	0.333	0.358	1	0.490
speedOutcome2	0.401	0.862	0.337	0.400	0.490	1

2 Models

2.1 Models: Agility and National Culture

$agility_{ij} = \beta_0 + \beta_1 \cdot network + \beta_2 \cdot firmsize + \beta_3 \cdot Culture + \varepsilon_{ij}$

$\beta_0 = \gamma_{00} + \gamma_{00} \cdot mfr2013 + u_{00}$

$\beta_1 = \gamma_{01} + \gamma_{01} \cdot Culture + u_{01}$

brm.agility.model j- proactive2 mfr2013lnstd + network2xcj*firmsize.adj.cj*cul + (1 + network2xcj — countryx)

2.2 Models: Agility Effectiveness and National Culture

3 Results

3.1 Multilevel Models

3.1.1 Null Models

	Agility Practices	Sensing Practices	Proactive Practices	Agility Outcome	Flexible Outcome	Speed Outcome
b_Intercept	−0.03 [−0.19; 0.13]	−0.05 [−0.23; 0.13]	−0.01 [−0.14; 0.11]	0.02 [−0.16; 0.20]	0.01 [−0.15; 0.17]	−0.00 [−0.15; 0.15]
sd_countryx__Intercept	0.33* [0.22; 0.49]	0.37* [0.24; 0.54]	0.23* [0.14; 0.36]	0.36* [0.24; 0.52]	0.33* [0.22; 0.48]	0.31* [0.20; 0.46]
sigma	0.95* [0.90; 1.00]	0.94* [0.90; 0.98]	0.97* [0.93; 1.02]	0.94* [0.89; 0.98]	0.95* [0.91; 0.99]	0.96* [0.92; 1.01]

* Null hypothesis value outside 95% credible interval.

Table 6: Null Models (Set 1)

	Agility Practices2	Sensing Practices2	Proactive Practices2	Agility Outcome2	Flexible Outcome2	Speed Outcome2
b_Intercept	−0.11 [−0.31; 0.09]	−0.10 [−0.32; 0.12]	−0.09 [−0.27; 0.10]	−0.08 [−0.24; 0.07]	−0.03 [−0.14; 0.08]	−0.11 [−0.28; 0.05]
sd_countryx__Intercept	0.45* [0.31; 0.65]	0.47* [0.33; 0.68]	0.38* [0.26; 0.55]	0.29* [0.19; 0.43]	0.20* [0.12; 0.31]	0.32* [0.21; 0.48]
sigma	0.88* [0.84; 0.93]	0.89* [0.85; 0.94]	0.91* [0.87; 0.95]	0.95* [0.90; 0.99]	0.98* [0.94; 1.03]	0.94* [0.90; 0.99]

* Null hypothesis value outside 95% credible interval.

Table 7: Null Models (Set 2)

3.1.2 Agility Models

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b.Intercept	−0.07 [−0.22; 0.10]	−0.05 [−0.19; 0.09]	−0.05 [−0.22; 0.11]	−0.07 [−0.25; 0.09]	−0.07 [−0.23; 0.10]	−0.02 [−0.18; 0.16]	−0.07 [−0.25; 0.10]	−0.08 [−0.25; 0.10]	−0.06 [−0.23; 0.12]	−0.05 [−0.23; 0.12]
b_mfr2013lnstd	−0.08 [−0.25; 0.08]	−0.09 [−0.23; 0.04]	−0.07 [−0.23; 0.08]	−0.14 [−0.33; 0.05]	−0.08 [−0.23; 0.07]	−0.10 [−0.26; 0.05]	−0.08 [−0.26; 0.09]	−0.05 [−0.23; 0.12]	−0.11 [−0.28; 0.06]	−0.13 [−0.34; 0.07]
b_network2xcj	0.26* [0.09; 0.43]	0.22 [−0.04; 0.47]	0.25* [0.00; 0.48]	0.26* [0.02; 0.50]	0.24* [0.02; 0.46]	0.26 [−0.00; 0.51]	0.25 [−0.01; 0.49]	0.25 [−0.01; 0.49]	0.26* [0.01; 0.50]	0.25 [−0.00; 0.50]
b_firmsize.adj.cj	0.27* [0.16; 0.37]	0.26* [0.15; 0.37]	0.27* [0.16; 0.38]	0.25* [0.14; 0.37]	0.27* [0.16; 0.38]	0.28* [0.16; 0.39]	0.26* [0.15; 0.37]	0.28* [0.17; 0.39]	0.25* [0.14; 0.36]	0.26* [0.15; 0.38]
b_network2xcj:firmsize.adj.cj	−0.04 [−0.27; 0.19]	−0.10 [−0.35; 0.16]	−0.07 [−0.32; 0.18]	−0.06 [−0.31; 0.20]	−0.06 [−0.30; 0.19]	−0.06 [−0.30; 0.18]	−0.04 [−0.29; 0.21]	−0.05 [−0.29; 0.19]	−0.07 [−0.32; 0.19]	−0.09 [−0.34; 0.17]
sd_countryx_Intercept	0.29* [0.16; 0.46]	0.22* [0.10; 0.38]	0.27* [0.14; 0.45]	0.30* [0.16; 0.49]	0.28* [0.15; 0.46]	0.27* [0.14; 0.43]	0.31* [0.17; 0.49]	0.30* [0.16; 0.48]	0.29* [0.16; 0.48]	0.31* [0.17; 0.50]
sigma	0.91* [0.86; 0.96]	0.90* [0.85; 0.96]	0.91* [0.86; 0.96]	0.91* [0.86; 0.96]	0.90* [0.85; 0.96]	0.91* [0.86; 0.96]	0.91* [0.86; 0.96]	0.90* [0.85; 0.95]	0.90* [0.85; 0.95]	0.90* [0.86; 0.96]
b_cul		0.25* [0.03; 0.47]	0.27 [−0.09; 0.63]	0.35 [−0.38; 1.07]	0.15 [−0.19; 0.51]	−0.71 [−1.77; 0.29]	0.11 [−0.47; 0.71]	0.27 [−0.31; 0.86]	−0.18 [−0.54; 0.18]	0.08 [−0.19; 0.34]
b_network2xcj:cul		−0.10 [−0.52; 0.29]	−0.26 [−0.83; 0.29]	0.28 [−0.64; 1.14]	−0.30 [−0.84; 0.19]	−0.52 [−1.97; 1.01]	0.12 [−0.64; 0.88]	0.12 [−0.68; 1.01]	0.09 [−0.41; 0.62]	0.01 [−0.28; 0.30]
b_firmsize.adj.cj:cul		0.14 [−0.04; 0.33]	−0.06 [−0.32; 0.20]	0.22 [−0.19; 0.62]	−0.09 [−0.34; 0.16]	−0.07 [−0.83; 0.71]	−0.12 [−0.45; 0.22]	−0.38* [−0.74; −0.02]	−0.28* [−0.48; −0.07]	0.06 [−0.05; 0.18]
b_network2xcj:firmsize.adj.cj:cul		0.27 [−0.16; 0.71]	−0.10 [−0.68; 0.46]	0.07 [−0.81; 0.93]	0.33 [−0.24; 0.89]	−0.94 [−2.70; 0.78]	0.17 [−0.51; 0.88]	−0.25 [−1.10; 0.61]	−0.18 [−0.63; 0.28]	0.09 [−0.17; 0.34]
sd_countryx_network2xcj		0.32* [0.03; 0.68]	0.29* [0.02; 0.64]	0.28* [0.02; 0.62]	0.27* [0.02; 0.59]	0.28* [0.02; 0.64]	0.32* [0.03; 0.67]	0.31* [0.03; 0.66]	0.33* [0.04; 0.67]	0.32* [0.03; 0.65]

* Null hypothesis value outside 95% credible interval.

Table 8: Agility Models - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	−0.15 [−0.36; 0.07]	−0.14 [−0.29; 0.00]	−0.15 [−0.36; 0.07]	−0.17 [−0.35; 0.01]	−0.16 [−0.35; 0.04]	−0.06 [−0.25; 0.13]	−0.16 [−0.38; 0.06]	−0.16 [−0.39; 0.07]	−0.14 [−0.32; 0.05]	−0.14 [−0.36; 0.08]
b_mfr2013lnstd	−0.07 [−0.27; 0.13]	−0.09 [−0.22; 0.04]	−0.07 [−0.27; 0.12]	−0.18 [−0.36; 0.01]	−0.07 [−0.24; 0.10]	−0.11 [−0.26; 0.05]	−0.08 [−0.28; 0.12]	−0.08 [−0.29; 0.13]	−0.12 [−0.30; 0.06]	−0.09 [−0.33; 0.13]
b_network2xcj	0.29* [0.14; 0.45]	0.28* [0.02; 0.52]	0.27* [0.02; 0.50]	0.31* [0.09; 0.52]	0.25* [0.02; 0.47]	0.29* [0.05; 0.53]	0.27* [0.02; 0.51]	0.28* [0.02; 0.52]	0.31* [0.07; 0.54]	0.30* [0.06; 0.53]
b_firmsize.adj.cj	0.25* [0.15; 0.35]	0.23* [0.13; 0.34]	0.24* [0.14; 0.35]	0.20* [0.09; 0.31]	0.26* [0.15; 0.36]	0.26* [0.16; 0.36]	0.23* [0.13; 0.34]	0.25* [0.15; 0.35]	0.22* [0.11; 0.32]	0.23* [0.12; 0.33]
b_network2xcj:firmsize.adj.cj	−0.02 [−0.25; 0.20]	−0.05 [−0.30; 0.18]	−0.04 [−0.26; 0.18]	0.04 [−0.21; 0.29]	−0.04 [−0.27; 0.19]	−0.05 [−0.28; 0.17]	−0.02 [−0.26; 0.22]	−0.03 [−0.26; 0.20]	−0.01 [−0.25; 0.22]	−0.04 [−0.28; 0.20]
sd_countryx__Intercept	0.39* [0.25; 0.58]	0.25* [0.13; 0.42]	0.40* [0.26; 0.62]	0.33* [0.20; 0.52]	0.38* [0.24; 0.59]	0.31* [0.19; 0.49]	0.41* [0.26; 0.62]	0.41* [0.26; 0.62]	0.35* [0.22; 0.54]	0.40* [0.26; 0.62]
sigma	0.87* [0.82; 0.91]	0.86* [0.81; 0.91]	0.86* [0.81; 0.91]	0.86* [0.81; 0.90]	0.86* [0.81; 0.90]	0.86* [0.81; 0.91]	0.86* [0.81; 0.91]	0.85* [0.81; 0.90]	0.85* [0.81; 0.90]	0.86* [0.81; 0.90]
b_cul		0.41* [0.18; 0.63]	0.14 [−0.33; 0.65]	0.98* [0.19; 1.77]	0.13 [−0.29; 0.56]	−1.54* [−2.66; −0.42]	−0.01 [−0.72; 0.72]	−0.03 [−0.76; 0.69]	−0.44* [−0.84; −0.03]	0.09 [−0.21; 0.39]
b_network2xcj:cul		−0.03 [−0.45; 0.36]	−0.03 [−0.59; 0.55]	0.26 [−0.59; 1.10]	−0.24 [−0.73; 0.25]	−0.47 [−1.89; 0.99]	0.17 [−0.58; 0.94]	0.08 [−0.70; 0.94]	−0.05 [−0.54; 0.46]	0.08 [−0.20; 0.37]
b_firmsize.adj.cj:cul		0.17 [−0.00; 0.34]	−0.13 [−0.38; 0.12]	0.42* [0.04; 0.81]	−0.10 [−0.35; 0.13]	−0.26 [−1.01; 0.48]	−0.24 [−0.55; 0.07]	−0.43* [−0.75; −0.10]	−0.31* [−0.49; −0.12]	0.10 [−0.01; 0.21]
b_network2xcj:firmsize.adj.cj:cul		0.03 [−0.38; 0.45]	0.15 [−0.39; 0.69]	−0.61 [−1.45; 0.23]	0.35 [−0.16; 0.86]	0.03 [−1.62; 1.71]	0.25 [−0.40; 0.89]	0.22 [−0.59; 1.01]	0.13 [−0.30; 0.55]	−0.03 [−0.27; 0.22]
sd_countryx__network2xcj		0.36* [0.10; 0.65]	0.33* [0.10; 0.62]	0.27* [0.03; 0.58]	0.30* [0.08; 0.55]	0.30* [0.04; 0.60]	0.34* [0.10; 0.63]	0.32* [0.07; 0.62]	0.33* [0.08; 0.63]	0.31* [0.08; 0.60]

* Null hypothesis value outside 95% credible interval.

Table 9: Agility2 Models - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b.Intercept	−0.10 [−0.28; 0.08]	−0.07 [−0.21; 0.08]	−0.08 [−0.26; 0.09]	−0.10 [−0.30; 0.08]	−0.10 [−0.28; 0.09]	−0.04 [−0.24; 0.16]	−0.10 [−0.29; 0.09]	−0.11 [−0.30; 0.10]	−0.07 [−0.26; 0.11]	−0.08 [−0.28; 0.12]
b_mfr2013lnstd	−0.09 [−0.27; 0.09]	−0.09 [−0.22; 0.05]	−0.07 [−0.24; 0.09]	−0.15 [−0.36; 0.05]	−0.08 [−0.27; 0.09]	−0.10 [−0.27; 0.09]	−0.10 [−0.29; 0.10]	−0.06 [−0.27; 0.13]	−0.12 [−0.29; 0.05]	−0.13 [−0.35; 0.08]
b_network2xcj	0.26* [0.10; 0.43]	0.19 [−0.11; 0.45]	0.21 [−0.06; 0.46]	0.26 [−0.01; 0.50]	0.21 [−0.05; 0.45]	0.26 [−0.01; 0.51]	0.22 [−0.07; 0.49]	0.24 [−0.04; 0.51]	0.23 [−0.05; 0.49]	0.23 [−0.07; 0.49]
b_firmsize.adj.cj	0.24* [0.14; 0.35]	0.24* [0.13; 0.34]	0.25* [0.14; 0.35]	0.22* [0.10; 0.33]	0.25* [0.15; 0.35]	0.25* [0.15; 0.36]	0.23* [0.12; 0.35]	0.25* [0.15; 0.36]	0.22* [0.12; 0.33]	0.23* [0.12; 0.34]
b_network2xcj:firmsize.adj.cj	0.01 [−0.22; 0.24]	−0.06 [−0.30; 0.19]	−0.01 [−0.25; 0.23]	0.02 [−0.23; 0.26]	−0.01 [−0.25; 0.22]	−0.01 [−0.24; 0.22]	0.02 [−0.22; 0.26]	−0.00 [−0.23; 0.23]	−0.02 [−0.26; 0.23]	−0.01 [−0.27; 0.24]
sd_countryx__Intercept	0.33* [0.21; 0.52]	0.23* [0.12; 0.40]	0.31* [0.18; 0.50]	0.35* [0.21; 0.54]	0.34* [0.20; 0.54]	0.33* [0.19; 0.53]	0.36* [0.22; 0.57]	0.35* [0.22; 0.56]	0.32* [0.19; 0.51]	0.35* [0.22; 0.56]
sigma	0.90* [0.86; 0.96]	0.89* [0.85; 0.94]	0.89* [0.85; 0.95]	0.89* [0.85; 0.94]	0.89* [0.85; 0.94]	0.90* [0.85; 0.95]	0.89* [0.85; 0.95]	0.89* [0.85; 0.94]	0.89* [0.84; 0.94]	0.89* [0.85; 0.94]
b_cul		0.35* [0.14; 0.57]	0.34 [−0.07; 0.75]	0.44 [−0.36; 1.25]	0.15 [−0.25; 0.55]	−0.77 [−1.91; 0.43]	−0.12 [−0.76; 0.56]	0.19 [−0.45; 0.88]	−0.31 [−0.69; 0.07]	0.11 [−0.18; 0.40]
b_network2xcj:cul		−0.03 [−0.48; 0.41]	−0.25 [−0.89; 0.35]	0.46 [−0.48; 1.34]	−0.30 [−0.86; 0.24]	−0.82 [−2.45; 0.81]	−0.03 [−0.88; 0.82]	−0.11 [−0.96; 0.82]	0.03 [−0.55; 0.63]	0.02 [−0.33; 0.35]
b_firmsize.adj.cj:cul		0.14 [−0.04; 0.32]	−0.04 [−0.30; 0.21]	0.32 [−0.09; 0.72]	−0.06 [−0.30; 0.19]	−0.26 [−1.02; 0.49]	−0.16 [−0.47; 0.15]	−0.34* [−0.68; −0.01]	−0.27* [−0.46; −0.08]	0.07 [−0.04; 0.18]
b_network2xcj:firmsize.adj.cj:cul		0.26 [−0.16; 0.68]	0.12 [−0.44; 0.67]	−0.18 [−1.04; 0.67]	0.42 [−0.13; 0.96]	−0.08 [−1.79; 1.60]	0.28 [−0.38; 0.93]	−0.11 [−0.95; 0.70]	−0.15 [−0.59; 0.29]	0.00 [−0.25; 0.26]
sd_countryx__network2xcj		0.40* [0.08; 0.74]	0.38* [0.09; 0.71]	0.32* [0.04; 0.65]	0.34* [0.04; 0.65]	0.33* [0.03; 0.66]	0.40* [0.09; 0.74]	0.37* [0.06; 0.70]	0.40* [0.10; 0.73]	0.40* [0.11; 0.74]

* Null hypothesis value outside 95% credible interval.

Table 10: Sensing Models - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	−0.16 [−0.38; 0.08]	−0.12 [−0.27; 0.03]	−0.15 [−0.38; 0.07]	−0.17 [−0.38; 0.05]	−0.16 [−0.39; 0.07]	−0.05 [−0.26; 0.17]	−0.16 [−0.40; 0.09]	−0.16 [−0.41; 0.08]	−0.14 [−0.34; 0.07]	−0.14 [−0.37; 0.10]
b_mfr2013lnstd	−0.09 [−0.33; 0.14]	−0.10 [−0.24; 0.03]	−0.09 [−0.31; 0.12]	−0.20 [−0.44; 0.02]	−0.10 [−0.31; 0.10]	−0.13 [−0.32; 0.06]	−0.10 [−0.34; 0.13]	−0.10 [−0.34; 0.14]	−0.15 [−0.34; 0.05]	−0.15 [−0.41; 0.11]
b_network2xcj	0.31* [0.16; 0.47]	0.29* [0.02; 0.53]	0.27* [0.01; 0.51]	0.33* [0.09; 0.55]	0.27* [0.05; 0.48]	0.31* [0.04; 0.55]	0.30* [0.05; 0.55]	0.30* [0.04; 0.54]	0.32* [0.07; 0.55]	0.31* [0.06; 0.54]
b_firmsize.adj.cj	0.21* [0.11; 0.31]	0.19* [0.09; 0.30]	0.20* [0.10; 0.31]	0.16* [0.05; 0.26]	0.22* [0.12; 0.32]	0.22* [0.12; 0.32]	0.19* [0.08; 0.29]	0.21* [0.11; 0.31]	0.18* [0.08; 0.28]	0.19* [0.08; 0.29]
b_network2xcj:firmsize.adj.cj	0.00 [−0.22; 0.22]	0.00 [−0.22; 0.23]	0.01 [−0.22; 0.24]	0.08 [−0.15; 0.33]	−0.01 [−0.24; 0.21]	−0.02 [−0.24; 0.20]	0.03 [−0.20; 0.26]	0.02 [−0.20; 0.24]	0.04 [−0.19; 0.27]	0.02 [−0.22; 0.26]
sd_countryx__Intercept	0.43* [0.28; 0.65]	0.24* [0.12; 0.40]	0.43* [0.28; 0.67]	0.39* [0.25; 0.60]	0.43* [0.27; 0.65]	0.37* [0.23; 0.58]	0.46* [0.29; 0.70]	0.45* [0.29; 0.68]	0.37* [0.23; 0.59]	0.44* [0.29; 0.69]
sigma	0.87* [0.83; 0.92]	0.86* [0.82; 0.91]	0.86* [0.81; 0.91]	0.86* [0.81; 0.91]	0.86* [0.82; 0.91]	0.86* [0.82; 0.91]	0.86* [0.81; 0.91]	0.86* [0.81; 0.91]	0.86* [0.81; 0.91]	0.86* [0.82; 0.91]
b_cul		0.50* [0.29; 0.73]	0.27 [−0.25; 0.80]	1.00* [0.09; 1.92]	0.19 [−0.28; 0.66]	−1.63* [−2.95; −0.38]	−0.11 [−0.90; 0.69]	0.01 [−0.78; 0.85]	−0.51* [−0.92; −0.07]	0.14 [−0.20; 0.49]
b_network2xcj:cul		−0.04 [−0.45; 0.37]	−0.06 [−0.65; 0.51]	0.34 [−0.51; 1.18]	−0.30 [−0.77; 0.18]	−0.47 [−1.95; 1.07]	0.01 [−0.76; 0.79]	−0.01 [−0.77; 0.81]	−0.04 [−0.56; 0.50]	0.05 [−0.24; 0.32]
b_firmsize.adj.cj:cul		0.15 [−0.02; 0.33]	−0.14 [−0.39; 0.10]	0.48* [0.11; 0.88]	−0.12 [−0.36; 0.11]	−0.33 [−1.04; 0.39]	−0.31 [−0.63; 0.01]	−0.38* [−0.71; −0.06]	−0.26* [−0.45; −0.08]	0.10 [−0.01; 0.20]
b_network2xcj:firmsize.adj.cj:cul		−0.01 [−0.40; 0.37]	0.27 [−0.23; 0.79]	−0.72 [−1.54; 0.12]	0.37 [−0.15; 0.89]	0.93 [−0.69; 2.60]	0.37 [−0.25; 1.02]	0.37 [−0.37; 1.15]	0.17 [−0.23; 0.59]	−0.08 [−0.32; 0.16]
sd_countryx__network2xcj		0.36* [0.11; 0.65]	0.34* [0.10; 0.64]	0.28* [0.03; 0.57]	0.27* [0.05; 0.54]	0.31* [0.04; 0.63]	0.35* [0.10; 0.64]	0.33* [0.06; 0.62]	0.34* [0.05; 0.65]	0.32* [0.05; 0.63]

* Null hypothesis value outside 95% credible interval.

Table 11: Sensing2 Models - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	−0.05 [−0.16; 0.07]	−0.05 [−0.15; 0.07]	−0.04 [−0.15; 0.08]	−0.05 [−0.16; 0.07]	−0.05 [−0.15; 0.06]	−0.03 [−0.13; 0.09]	−0.05 [−0.15; 0.06]	−0.07 [−0.17; 0.04]	−0.05 [−0.16; 0.07]	−0.04 [−0.15; 0.08]
b_mfr2013lnstd	−0.07 [−0.18; 0.03]	−0.07 [−0.17; 0.02]	−0.06 [−0.16; 0.04]	−0.10 [−0.23; 0.02]	−0.07 [−0.16; 0.03]	−0.08 [−0.18; 0.01]	−0.04 [−0.14; 0.06]	−0.03 [−0.14; 0.08]	−0.06 [−0.17; 0.04]	−0.10 [−0.24; 0.04]
b_network2xcj	0.26* [0.09; 0.42]	0.23 [−0.00; 0.46]	0.26* [0.04; 0.47]	0.25* [0.03; 0.46]	0.25* [0.03; 0.47]	0.25* [0.01; 0.48]	0.25* [0.02; 0.46]	0.24 [−0.00; 0.47]	0.26* [0.03; 0.48]	0.25* [0.02; 0.47]
b_firmsize.adj.cj	0.23* [0.13; 0.34]	0.24* [0.13; 0.34]	0.24* [0.13; 0.35]	0.24* [0.12; 0.36]	0.24* [0.13; 0.35]	0.25* [0.13; 0.36]	0.24* [0.12; 0.36]	0.25* [0.14; 0.36]	0.23* [0.11; 0.34]	0.24* [0.12; 0.35]
b_network2xcj:firmsize.adj.cj	−0.05 [−0.29; 0.21]	−0.10 [−0.36; 0.16]	−0.08 [−0.33; 0.17]	−0.09 [−0.35; 0.18]	−0.05 [−0.30; 0.19]	−0.05 [−0.29; 0.19]	−0.06 [−0.32; 0.19]	−0.06 [−0.30; 0.19]	−0.07 [−0.32; 0.18]	−0.10 [−0.37; 0.16]
sd_countryx__Intercept	0.14* [0.01; 0.29]	0.12* [0.01; 0.28]	0.14* [0.01; 0.30]	0.14* [0.01; 0.30]	0.12* [0.01; 0.29]	0.11* [0.01; 0.26]	0.11* [0.01; 0.27]	0.11* [0.01; 0.27]	0.15* [0.01; 0.32]	0.15* [0.02; 0.32]
sigma	0.96* [0.91; 1.01]	0.96* [0.91; 1.01]	0.96* [0.91; 1.01]	0.96* [0.91; 1.01]	0.96* [0.91; 1.01]	0.96* [0.91; 1.01]	0.96* [0.91; 1.01]	0.96* [0.91; 1.01]	0.96* [0.91; 1.01]	0.96* [0.91; 1.01]
b_cul		0.07 [−0.10; 0.24]	0.16 [−0.09; 0.42]	0.12 [−0.38; 0.63]	0.07 [−0.16; 0.32]	−0.33 [−1.07; 0.34]	0.30 [−0.04; 0.66]	0.35 [−0.02; 0.71]	0.04 [−0.22; 0.29]	0.04 [−0.15; 0.22]
b_network2xcj:cul		−0.05 [−0.46; 0.33]	−0.25 [−0.77; 0.27]	0.12 [−0.74; 0.91]	−0.12 [−0.63; 0.36]	−0.37 [−1.79; 1.11]	0.20 [−0.45; 0.89]	0.13 [−0.60; 0.94]	0.04 [−0.42; 0.54]	0.04 [−0.20; 0.29]
b_firmsize.adj.cj:cul		0.11 [−0.08; 0.29]	−0.06 [−0.32; 0.21]	0.05 [−0.38; 0.48]	−0.11 [−0.37; 0.15]	0.10 [−0.72; 0.92]	−0.02 [−0.35; 0.32]	−0.23 [−0.58; 0.13]	−0.20 [−0.40; 0.00]	0.05 [−0.07; 0.17]
b_network2xcj:firmsize.adj.cj:cul		0.30 [−0.15; 0.76]	−0.43 [−1.01; 0.16]	0.45 [−0.46; 1.38]	0.27 [−0.32; 0.83]	−1.99* [−3.82; −0.15]	−0.03 [−0.73; 0.66]	−0.52 [−1.43; 0.37]	−0.23 [−0.71; 0.23]	0.18 [−0.08; 0.43]
sd_countryx__network2xcj		0.25* [0.01; 0.59]	0.21* [0.01; 0.52]	0.23* [0.01; 0.56]	0.22* [0.01; 0.54]	0.23* [0.01; 0.57]	0.23* [0.02; 0.55]	0.23* [0.02; 0.54]	0.24* [0.01; 0.57]	0.23* [0.01; 0.55]

* Null hypothesis value outside 95% credible interval.

Table 12: Proactive Models - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	−0.12 [−0.29; 0.04]	−0.11 [−0.25; 0.05]	−0.12 [−0.30; 0.06]	−0.14 [−0.28; 0.01]	−0.12 [−0.29; 0.05]	−0.05 [−0.19; 0.10]	−0.13 [−0.30; 0.04]	−0.13 [−0.31; 0.06]	−0.11 [−0.28; 0.06]	−0.11 [−0.29; 0.07]
b_mfr2013lnstd	−0.03 [−0.20; 0.14]	−0.04 [−0.16; 0.09]	−0.03 [−0.18; 0.13]	−0.13 [−0.28; 0.02]	−0.03 [−0.18; 0.12]	−0.06 [−0.18; 0.06]	−0.02 [−0.19; 0.13]	−0.03 [−0.20; 0.13]	−0.05 [−0.20; 0.10]	−0.04 [−0.24; 0.15]
b_network2xcj	0.24* [0.08; 0.40]	0.23* [0.01; 0.45]	0.23 [−0.00; 0.46]	0.26* [0.04; 0.47]	0.23* [0.01; 0.44]	0.23* [0.00; 0.46]	0.23 [−0.00; 0.45]	0.23 [−0.00; 0.47]	0.26* [0.05; 0.49]	0.25* [0.02; 0.48]
b_firmsize.adj.cj	0.22* [0.12; 0.33]	0.22* [0.12; 0.33]	0.22* [0.12; 0.33]	0.19* [0.08; 0.31]	0.23* [0.13; 0.33]	0.25* [0.14; 0.35]	0.22* [0.12; 0.33]	0.23* [0.13; 0.34]	0.21* [0.10; 0.31]	0.21* [0.10; 0.31]
b_network2xcj:firmsize.adj.cj	−0.06 [−0.30; 0.17]	−0.11 [−0.36; 0.13]	−0.09 [−0.33; 0.14]	−0.04 [−0.29; 0.22]	−0.08 [−0.32; 0.15]	−0.10 [−0.33; 0.14]	−0.07 [−0.31; 0.18]	−0.07 [−0.32; 0.17]	−0.07 [−0.31; 0.17]	−0.10 [−0.35; 0.15]
sd_countryx__Intercept	0.30* [0.18; 0.48]	0.24* [0.12; 0.40]	0.31* [0.19; 0.50]	0.24* [0.13; 0.40]	0.30* [0.18; 0.48]	0.22* [0.12; 0.37]	0.31* [0.19; 0.47]	0.31* [0.19; 0.49]	0.28* [0.16; 0.45]	0.31* [0.19; 0.49]
sigma	0.92* [0.87; 0.97]	0.91* [0.87; 0.97]	0.92* [0.87; 0.97]	0.91* [0.87; 0.97]	0.92* [0.87; 0.97]	0.91* [0.87; 0.96]	0.92* [0.87; 0.97]	0.91* [0.87; 0.96]	0.91* [0.86; 0.96]	0.91* [0.87; 0.96]
b_cul		0.25* [0.03; 0.47]	0.05 [−0.36; 0.47]	0.80* [0.15; 1.45]	0.06 [−0.30; 0.41]	−1.16* [−2.05; −0.27]	0.15 [−0.41; 0.72]	0.03 [−0.55; 0.62]	−0.27 [−0.60; 0.08]	0.06 [−0.19; 0.32]
b_network2xcj:cul		0.06 [−0.31; 0.41]	0.05 [−0.46; 0.58]	0.07 [−0.78; 0.89]	−0.00 [−0.49; 0.48]	−0.21 [−1.63; 1.22]	0.33 [−0.35; 1.04]	0.11 [−0.61; 0.90]	−0.10 [−0.53; 0.35]	0.06 [−0.20; 0.32]
b_firmsize.adj.cj:cul		0.16 [−0.01; 0.33]	−0.11 [−0.36; 0.14]	0.36 [−0.03; 0.77]	−0.12 [−0.36; 0.12]	−0.35 [−1.11; 0.42]	−0.17 [−0.48; 0.14]	−0.37* [−0.71; −0.02]	−0.30* [−0.50; −0.12]	0.11* [0.00; 0.22]
b_network2xcj:firmsize.adj.cj:cul		0.08 [−0.35; 0.50]	−0.07 [−0.61; 0.48]	−0.31 [−1.19; 0.54]	0.28 [−0.25; 0.83]	−0.91 [−2.65; 0.84]	0.11 [−0.56; 0.75]	0.02 [−0.83; 0.85]	0.06 [−0.38; 0.49]	0.03 [−0.22; 0.28]
sd_countryx__network2xcj		0.25* [0.03; 0.52]	0.27* [0.06; 0.54]	0.26* [0.05; 0.53]	0.27* [0.06; 0.53]	0.26* [0.04; 0.55]	0.27* [0.06; 0.54]	0.27* [0.05; 0.54]	0.24* [0.02; 0.52]	0.27* [0.05; 0.54]

* Null hypothesis value outside 95% credible interval.

Table 13: Proactive2 Models - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b.Intercept	−0.15 [−0.36; 0.05]	−0.12 [−0.27; 0.03]	−0.15 [−0.37; 0.08]	−0.16 [−0.35; 0.02]	−0.16 [−0.38; 0.05]	−0.06 [−0.24; 0.13]	−0.15 [−0.37; 0.05]	−0.15 [−0.38; 0.07]	−0.14 [−0.32; 0.06]	−0.13 [−0.35; 0.09]
b_mfr2013lnstd	−0.07 [−0.27; 0.14]	−0.08 [−0.22; 0.06]	−0.07 [−0.28; 0.13]	−0.18 [−0.38; 0.01]	−0.07 [−0.27; 0.12]	−0.11 [−0.27; 0.05]	−0.07 [−0.29; 0.14]	−0.06 [−0.28; 0.16]	−0.11 [−0.30; 0.08]	−0.09 [−0.33; 0.15]
b_network2xcj	0.29* [0.14; 0.45]	0.30* [0.13; 0.46]	0.31* [0.15; 0.47]	0.31* [0.15; 0.48]	0.30* [0.14; 0.46]	0.34* [0.17; 0.51]	0.32* [0.16; 0.48]	0.32* [0.16; 0.49]	0.32* [0.16; 0.48]	0.31* [0.15; 0.47]
b_firmsize.adj.cj	0.25* [0.15; 0.35]	0.21* [0.05; 0.37]	0.22* [0.05; 0.38]	0.21* [0.05; 0.37]	0.22* [0.07; 0.37]	0.21* [0.02; 0.38]	0.21* [0.05; 0.36]	0.24* [0.09; 0.39]	0.22* [0.09; 0.36]	0.23* [0.07; 0.39]
b_network2xcj:firmsize.adj.cj	−0.03 [−0.25; 0.20]	−0.09 [−0.32; 0.15]	−0.06 [−0.29; 0.18]	−0.01 [−0.26; 0.24]	−0.04 [−0.27; 0.19]	−0.09 [−0.32; 0.14]	−0.03 [−0.28; 0.21]	−0.05 [−0.28; 0.19]	−0.04 [−0.28; 0.20]	−0.06 [−0.32; 0.19]
sd_countryx_Intercept	0.39* [0.25; 0.60]	0.26* [0.13; 0.43]	0.40* [0.26; 0.62]	0.34* [0.21; 0.53]	0.39* [0.25; 0.61]	0.30* [0.18; 0.47]	0.41* [0.26; 0.63]	0.41* [0.26; 0.64]	0.35* [0.21; 0.55]	0.41* [0.26; 0.62]
sigma	0.86* [0.82; 0.91]	0.86* [0.81; 0.91]	0.86* [0.81; 0.91]	0.85* [0.81; 0.90]	0.86* [0.81; 0.90]	0.85* [0.81; 0.90]	0.86* [0.81; 0.91]	0.86* [0.81; 0.90]	0.86* [0.81; 0.91]	0.86* [0.81; 0.90]
b_cul		0.41* [0.19; 0.64]	0.16 [−0.34; 0.64]	0.98* [0.21; 1.80]	0.14 [−0.29; 0.57]	−1.48* [−2.53; −0.45]	0.02 [−0.72; 0.78]	−0.00 [−0.76; 0.75]	−0.42* [−0.81; −0.02]	0.08 [−0.23; 0.40]
b_network2xcj:cul		0.10 [−0.18; 0.37]	−0.16 [−0.53; 0.21]	0.45 [−0.14; 1.02]	−0.21 [−0.59; 0.16]	−0.91 [−2.00; 0.19]	0.08 [−0.40; 0.55]	−0.13 [−0.65; 0.41]	−0.12 [−0.43; 0.18]	0.11 [−0.06; 0.28]
b_firmsize.adj.cj:cul		0.08 [−0.20; 0.33]	0.02 [−0.35; 0.43]	0.25 [−0.40; 0.82]	−0.11 [−0.44; 0.23]	0.25 [−0.90; 1.47]	−0.20 [−0.73; 0.31]	−0.32 [−0.78; 0.18]	−0.28* [−0.52; −0.01]	0.07 [−0.13; 0.26]
b_network2xcj:firmsize.adj.cj:cul		0.06 [−0.37; 0.46]	0.03 [−0.53; 0.57]	−0.46 [−1.32; 0.39]	0.35 [−0.19; 0.90]	−0.36 [−2.03; 1.32]	0.18 [−0.46; 0.83]	0.06 [−0.77; 0.86]	0.11 [−0.32; 0.55]	−0.00 [−0.26; 0.24]
sd_countryx_firmsize.adj.cj		0.21* [0.03; 0.41]	0.22* [0.07; 0.41]	0.20* [0.02; 0.40]	0.20* [0.05; 0.38]	0.24* [0.08; 0.45]	0.21* [0.06; 0.40]	0.17* [0.02; 0.37]	0.13* [0.01; 0.32]	0.21* [0.05; 0.40]

* Null hypothesis value outside 95% credible interval.

Table 14: Agility2 Models - Cross Interaction (Firm Size Random Effect)

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b.Intercept	−0.15 [−0.35; 0.04]	−0.13 [−0.28; 0.03]	−0.14 [−0.36; 0.07]	−0.16 [−0.35; 0.03]	−0.15 [−0.36; 0.05]	−0.06 [−0.25; 0.13]	−0.16 [−0.38; 0.06]	−0.15 [−0.39; 0.07]	−0.14 [−0.33; 0.05]	−0.13 [−0.35; 0.10]
b_mfr2013lnstd	−0.07 [−0.27; 0.14]	−0.09 [−0.22; 0.05]	−0.07 [−0.26; 0.12]	−0.18 [−0.38; 0.02]	−0.07 [−0.26; 0.12]	−0.11 [−0.27; 0.06]	−0.07 [−0.28; 0.13]	−0.08 [−0.30; 0.14]	−0.12 [−0.30; 0.06]	−0.08 [−0.32; 0.16]
b_network2xcj	0.29* [0.14; 0.45]	0.29* [0.05; 0.53]	0.28* [0.05; 0.49]	0.31* [0.10; 0.51]	0.27* [0.05; 0.48]	0.33* [0.11; 0.54]	0.29* [0.05; 0.52]	0.29* [0.04; 0.52]	0.31* [0.08; 0.54]	0.30* [0.07; 0.52]
b_firmsize.adj.cj	0.25* [0.14; 0.35]	0.22* [0.07; 0.36]	0.23* [0.07; 0.37]	0.21* [0.06; 0.36]	0.23* [0.08; 0.38]	0.21* [0.02; 0.38]	0.22* [0.06; 0.37]	0.25* [0.10; 0.39]	0.22* [0.09; 0.35]	0.23* [0.08; 0.38]
b_network2xcj:firmsize.adj.cj	−0.03 [−0.25; 0.20]	−0.08 [−0.31; 0.16]	−0.07 [−0.30; 0.17]	−0.00 [−0.25; 0.25]	−0.06 [−0.28; 0.17]	−0.09 [−0.31; 0.14]	−0.04 [−0.28; 0.21]	−0.05 [−0.28; 0.18]	−0.03 [−0.27; 0.20]	−0.07 [−0.32; 0.18]
sd_countryx_Intercept	0.39* [0.25; 0.58]	0.25* [0.13; 0.42]	0.41* [0.26; 0.62]	0.34* [0.21; 0.54]	0.39* [0.24; 0.59]	0.31* [0.19; 0.48]	0.42* [0.26; 0.63]	0.41* [0.26; 0.64]	0.35* [0.21; 0.56]	0.41* [0.26; 0.64]
sigma	0.87* [0.82; 0.91]	0.85* [0.81; 0.90]	0.85* [0.80; 0.90]	0.85* [0.81; 0.90]	0.85* [0.81; 0.90]	0.85* [0.81; 0.90]	0.85* [0.81; 0.90]	0.85* [0.81; 0.90]	0.85* [0.81; 0.90]	0.85* [0.81; 0.90]
b_cul		0.42* [0.19; 0.64]	0.15 [−0.34; 0.64]	0.97* [0.19; 1.75]	0.13 [−0.29; 0.56]	−1.48* [−2.56; −0.39]	0.01 [−0.72; 0.75]	−0.03 [−0.80; 0.69]	−0.43* [−0.85; −0.03]	0.08 [−0.24; 0.40]
b_network2xcj:cul		0.01 [−0.37; 0.39]	−0.08 [−0.61; 0.46]	0.38 [−0.43; 1.15]	−0.23 [−0.71; 0.26]	−0.79 [−2.18; 0.60]	0.16 [−0.55; 0.90]	0.06 [−0.73; 0.86]	−0.07 [−0.56; 0.45]	0.10 [−0.15; 0.36]
b_firmsize.adj.cj:cul		0.11 [−0.17; 0.34]	−0.03 [−0.37; 0.35]	0.29 [−0.32; 0.82]	−0.10 [−0.42; 0.22]	0.21 [−0.87; 1.52]	−0.23 [−0.72; 0.27]	−0.37 [−0.80; 0.13]	−0.30* [−0.54; −0.05]	0.08 [−0.10; 0.25]
b_network2xcj:firmsize.adj.cj:cul		0.04 [−0.38; 0.46]	0.07 [−0.48; 0.62]	−0.49 [−1.35; 0.35]	0.32 [−0.23; 0.87]	−0.32 [−2.10; 1.39]	0.21 [−0.46; 0.85]	0.15 [−0.66; 0.93]	0.12 [−0.31; 0.56]	−0.01 [−0.25; 0.24]
sd_countryx_firmsize.adj.cj		0.16* [0.01; 0.38]	0.19* [0.03; 0.40]	0.16* [0.01; 0.39]	0.18* [0.02; 0.37]	0.22* [0.04; 0.43]	0.18* [0.02; 0.38]	0.14* [0.01; 0.35]	0.10* [0.00; 0.30]	0.17* [0.02; 0.38]
sd_countryx_network2xcj		0.31* [0.05; 0.62]	0.28* [0.03; 0.58]	0.23* [0.01; 0.54]	0.26* [0.03; 0.55]	0.22* [0.01; 0.54]	0.29* [0.04; 0.61]	0.30* [0.04; 0.60]	0.31* [0.05; 0.64]	0.26* [0.03; 0.57]

* Null hypothesis value outside 95% credible interval.

Table 15: Agility2 Models - Cross Interaction (Dual Random Effect)

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	−0.07 [−0.23; 0.10]	−0.05 [−0.19; 0.10]	−0.05 [−0.22; 0.11]	−0.07 [−0.24; 0.10]	−0.07 [−0.23; 0.09]	−0.01 [−0.18; 0.16]	−0.07 [−0.25; 0.11]	−0.08 [−0.26; 0.09]	−0.06 [−0.23; 0.12]	−0.05 [−0.23; 0.12]
b_mfr2013lnstd	−0.09 [−0.25; 0.06]	−0.09 [−0.22; 0.04]	−0.07 [−0.24; 0.09]	−0.14 [−0.33; 0.05]	−0.08 [−0.24; 0.07]	−0.10 [−0.26; 0.05]	−0.08 [−0.26; 0.10]	−0.06 [−0.24; 0.11]	−0.11 [−0.28; 0.05]	−0.12 [−0.32; 0.08]
b_network2xcj	0.27* [0.10; 0.43]	0.23 [−0.03; 0.47]	0.25* [0.01; 0.47]	0.27* [0.03; 0.50]	0.26* [0.03; 0.48]	0.28* [0.04; 0.53]	0.26 [−0.00; 0.50]	0.24 [−0.03; 0.49]	0.26 [−0.00; 0.51]	0.26* [0.00; 0.49]
b_firmsize.adj.cj	0.27* [0.16; 0.38]	0.26* [0.12; 0.40]	0.26* [0.11; 0.42]	0.26* [0.11; 0.41]	0.27* [0.12; 0.42]	0.25* [0.08; 0.41]	0.25* [0.10; 0.40]	0.28* [0.15; 0.43]	0.25* [0.13; 0.38]	0.26* [0.12; 0.41]
b_network2xcj:firmsize.adj.cj	−0.05 [−0.29; 0.19]	−0.11 [−0.35; 0.14]	−0.08 [−0.33; 0.17]	−0.08 [−0.35; 0.19]	−0.06 [−0.31; 0.18]	−0.08 [−0.32; 0.17]	−0.04 [−0.30; 0.21]	−0.06 [−0.31; 0.19]	−0.08 [−0.33; 0.18]	−0.10 [−0.35; 0.16]
sd_countryx__Intercept	0.28* [0.16; 0.46]	0.22* [0.10; 0.38]	0.27* [0.14; 0.44]	0.29* [0.16; 0.47]	0.27* [0.14; 0.45]	0.27* [0.15; 0.43]	0.30* [0.17; 0.50]	0.29* [0.16; 0.47]	0.29* [0.16; 0.46]	0.30* [0.17; 0.49]
sigma	0.91* [0.86; 0.96]	0.90* [0.85; 0.95]	0.90* [0.85; 0.95]	0.90* [0.85; 0.95]	0.90* [0.85; 0.95]	0.90* [0.85; 0.95]	0.90* [0.85; 0.95]	0.90* [0.85; 0.95]	0.90* [0.85; 0.95]	0.90* [0.85; 0.95]
b_cul		0.25* [0.04; 0.47]	0.27 [−0.09; 0.65]	0.33 [−0.39; 1.07]	0.14 [−0.20; 0.49]	−0.71 [−1.70; 0.29]	0.11 [−0.48; 0.67]	0.26 [−0.31; 0.83]	−0.18 [−0.52; 0.16]	0.07 [−0.18; 0.33]
b_network2xcj:cul		−0.08 [−0.51; 0.32]	−0.30 [−0.84; 0.23]	0.40 [−0.50; 1.28]	−0.26 [−0.78; 0.22]	−0.76 [−2.25; 0.77]	0.11 [−0.62; 0.85]	0.12 [−0.68; 1.03]	0.09 [−0.44; 0.65]	0.03 [−0.25; 0.32]
b_firmsize.adj.cj:cul		0.10 [−0.16; 0.33]	0.02 [−0.32; 0.39]	0.09 [−0.55; 0.63]	−0.14 [−0.48; 0.20]	0.28 [−0.79; 1.42]	−0.09 [−0.55; 0.39]	−0.34 [−0.78; 0.13]	−0.27* [−0.51; −0.04]	0.04 [−0.15; 0.21]
b_network2xcj:firmsize.adj.cj:cul		0.28 [−0.13; 0.71]	−0.10 [−0.69; 0.50]	0.11 [−0.81; 1.05]	0.39 [−0.19; 0.98]	−1.07 [−2.86; 0.70]	0.19 [−0.53; 0.90]	−0.25 [−1.10; 0.61]	−0.18 [−0.64; 0.28]	0.09 [−0.16; 0.35]
sd_countryx__firmsize.adj.cj		0.14* [0.01; 0.34]	0.17* [0.02; 0.37]	0.16* [0.01; 0.36]	0.17* [0.02; 0.36]	0.18* [0.02; 0.39]	0.16* [0.02; 0.35]	0.11* [0.00; 0.29]	0.09* [0.00; 0.26]	0.16* [0.01; 0.36]
sd_countryx__network2xcj		0.31* [0.03; 0.65]	0.26* [0.01; 0.60]	0.27* [0.01; 0.61]	0.25* [0.01; 0.58]	0.27* [0.01; 0.60]	0.31* [0.02; 0.66]	0.31* [0.03; 0.64]	0.33* [0.03; 0.66]	0.30* [0.03; 0.64]

* Null hypothesis value outside 95% credible interval.

Table 16: Agility Models - Cross Interaction (Uncorrelated Dual Random Effect)

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b.Intercept	−0.15 [−0.36; 0.06]	−0.12 [−0.27; 0.04]	−0.14 [−0.36; 0.08]	−0.16 [−0.35; 0.03]	−0.15 [−0.36; 0.06]	−0.05 [−0.22; 0.12]	−0.15 [−0.36; 0.07]	−0.15 [−0.36; 0.07]	−0.14 [−0.32; 0.05]	−0.13 [−0.36; 0.08]
b_mfr2013lnstd	−0.07 [−0.29; 0.14]	−0.07 [−0.22; 0.07]	−0.06 [−0.28; 0.15]	−0.18 [−0.38; 0.03]	−0.06 [−0.27; 0.15]	−0.10 [−0.26; 0.07]	−0.07 [−0.29; 0.15]	−0.07 [−0.30; 0.16]	−0.11 [−0.30; 0.08]	−0.11 [−0.35; 0.13]
b_network2xcj	0.29* [0.14; 0.45]	0.27* [0.04; 0.51]	0.28* [0.05; 0.51]	0.30* [0.08; 0.52]	0.28* [0.06; 0.50]	0.32* [0.09; 0.54]	0.29* [0.04; 0.52]	0.28* [0.03; 0.52]	0.30* [0.06; 0.53]	0.30* [0.07; 0.52]
b_firmsize.adj.cj	0.25* [0.14; 0.35]	0.22* [0.07; 0.37]	0.22* [0.06; 0.38]	0.21* [0.06; 0.37]	0.23* [0.08; 0.38]	0.21* [0.03; 0.38]	0.22* [0.06; 0.38]	0.25* [0.11; 0.40]	0.22* [0.10; 0.35]	0.23* [0.08; 0.39]
b_network2xcj:firmsize.adj.cj	−0.03 [−0.26; 0.21]	−0.09 [−0.32; 0.15]	−0.07 [−0.30; 0.16]	−0.01 [−0.26; 0.24]	−0.06 [−0.29; 0.18]	−0.09 [−0.32; 0.14]	−0.04 [−0.28; 0.20]	−0.05 [−0.29; 0.18]	−0.03 [−0.28; 0.21]	−0.07 [−0.32; 0.17]
sd_countryx_Intercept	0.39* [0.25; 0.58]	0.25* [0.13; 0.42]	0.41* [0.26; 0.63]	0.33* [0.20; 0.52]	0.39* [0.25; 0.61]	0.30* [0.18; 0.47]	0.41* [0.27; 0.62]	0.40* [0.26; 0.61]	0.34* [0.21; 0.53]	0.40* [0.26; 0.61]
sigma	0.87* [0.82; 0.91]	0.85* [0.81; 0.90]	0.85* [0.80; 0.90]	0.85* [0.80; 0.90]	0.85* [0.80; 0.90]	0.85* [0.80; 0.90]	0.85* [0.80; 0.90]	0.85* [0.80; 0.90]	0.85* [0.80; 0.90]	0.85* [0.81; 0.90]
b_cul		0.41* [0.18; 0.64]	0.16 [−0.33; 0.66]	0.96* [0.14; 1.75]	0.14 [−0.30; 0.57]	−1.49* [−2.55; −0.46]	0.02 [−0.71; 0.78]	−0.01 [−0.72; 0.72]	−0.43* [−0.84; −0.03]	0.09 [−0.23; 0.40]
b_network2xcj:cul		0.05 [−0.34; 0.44]	−0.11 [−0.66; 0.45]	0.40 [−0.42; 1.21]	−0.22 [−0.71; 0.26]	−0.79 [−2.16; 0.61]	0.14 [−0.56; 0.89]	0.04 [−0.75; 0.90]	−0.08 [−0.55; 0.44]	0.10 [−0.17; 0.36]
b_firmsize.adj.cj:cul		0.10 [−0.20; 0.34]	−0.02 [−0.38; 0.36]	0.28 [−0.32; 0.83]	−0.10 [−0.44; 0.24]	0.24 [−0.83; 1.51]	−0.25 [−0.76; 0.26]	−0.38 [−0.85; 0.12]	−0.30* [−0.54; −0.04]	0.07 [−0.12; 0.25]
b_network2xcj:firmsize.adj.cj:cul		0.03 [−0.38; 0.46]	0.05 [−0.51; 0.61]	−0.46 [−1.29; 0.39]	0.32 [−0.23; 0.88]	−0.34 [−2.02; 1.32]	0.20 [−0.44; 0.85]	0.12 [−0.70; 0.95]	0.12 [−0.32; 0.54]	−0.00 [−0.24; 0.24]
sd_countryx_firmsize.adj.cj		0.18* [0.02; 0.38]	0.20* [0.03; 0.40]	0.18* [0.01; 0.38]	0.19* [0.03; 0.38]	0.23* [0.05; 0.42]	0.20* [0.05; 0.38]	0.15* [0.01; 0.35]	0.11* [0.00; 0.29]	0.19* [0.02; 0.39]
sd_countryx_network2xcj		0.29* [0.02; 0.61]	0.28* [0.03; 0.60]	0.24* [0.01; 0.55]	0.25* [0.02; 0.55]	0.23* [0.02; 0.54]	0.30* [0.05; 0.60]	0.30* [0.04; 0.61]	0.30* [0.03; 0.62]	0.26* [0.02; 0.57]

* Null hypothesis value outside 95% credible interval.

Table 17: Agility2 Models - Cross Interaction (Uncorrelated Dual Random Effect)

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	−0.07 [−0.23; 0.10]	−0.05 [−0.22; 0.13]	−0.07 [−0.23; 0.11]	−0.06 [−0.21; 0.09]	−0.06 [−0.23; 0.12]	−0.06 [−0.24; 0.13]	−0.06 [−0.24; 0.11]	−0.03 [−0.18; 0.11]	−0.06 [−0.23; 0.12]	−0.05 [−0.22; 0.13]
b_mfr2013lnstd	−0.09 [−0.25; 0.06]	−0.07 [−0.22; 0.10]	−0.07 [−0.23; 0.08]	−0.07 [−0.22; 0.06]	−0.09 [−0.25; 0.09]	−0.08 [−0.26; 0.08]	−0.04 [−0.24; 0.16]	−0.09 [−0.22; 0.04]	−0.16 [−0.40; 0.07]	−0.08 [−0.24; 0.08]
b_network2xcj	0.27* [0.10; 0.43]	0.26* [0.01; 0.49]	0.25 [−0.00; 0.48]	0.25* [0.00; 0.47]	0.26* [0.02; 0.49]	0.27* [0.04; 0.49]	0.24* [0.00; 0.46]	0.22 [−0.03; 0.45]	0.20 [−0.04; 0.42]	0.24* [0.00; 0.47]
b_firmsize.adj.cj	0.27* [0.16; 0.38]	0.26* [0.11; 0.42]	0.26* [0.12; 0.41]	0.27* [0.11; 0.42]	0.27* [0.12; 0.42]	0.27* [0.12; 0.42]	0.26* [0.12; 0.40]	0.26* [0.12; 0.41]	0.26* [0.10; 0.41]	0.27* [0.12; 0.43]
b_network2xcj:firmsize.adj.cj	−0.05 [−0.29; 0.19]	−0.08 [−0.32; 0.17]	−0.07 [−0.32; 0.18]	−0.07 [−0.31; 0.17]	−0.08 [−0.33; 0.17]	−0.09 [−0.34; 0.15]	−0.09 [−0.32; 0.16]	−0.07 [−0.32; 0.17]	−0.09 [−0.33; 0.16]	−0.09 [−0.35; 0.15]
sd_countryx__Intercept	0.28* [0.16; 0.46]	0.29* [0.16; 0.48]	0.29* [0.16; 0.48]	0.25* [0.11; 0.43]	0.31* [0.17; 0.50]	0.31* [0.18; 0.51]	0.29* [0.15; 0.49]	0.23* [0.10; 0.39]	0.29* [0.16; 0.49]	0.31* [0.17; 0.49]
sigma	0.91* [0.86; 0.96]	0.90* [0.85; 0.95]	0.90* [0.85; 0.96]	0.90* [0.85; 0.95]	0.90* [0.85; 0.95]	0.90* [0.85; 0.95]	0.90* [0.85; 0.96]	0.90* [0.85; 0.95]	0.90* [0.85; 0.95]	0.90* [0.85; 0.95]
b_cul		−0.14 [−0.37; 0.08]	−0.16 [−0.46; 0.15]	0.33 [−0.03; 0.70]	0.03 [−0.31; 0.37]	−0.04 [−0.42; 0.36]	−0.23 [−0.69; 0.22]	0.19* [0.01; 0.37]	−0.17 [−0.80; 0.45]	−0.13 [−0.59; 0.31]
b_network2xcj:cul		0.08 [−0.26; 0.40]	0.06 [−0.38; 0.52]	−0.33 [−0.89; 0.22]	0.20 [−0.25; 0.67]	0.38 [−0.18; 0.97]	−0.25 [−0.83; 0.30]	−0.11 [−0.45; 0.18]	0.45 [−0.14; 1.12]	−0.41 [−1.09; 0.22]
b_firmsize.adj.cj:cul		−0.02 [−0.28; 0.21]	−0.06 [−0.38; 0.27]	0.17 [−0.22; 0.56]	0.01 [−0.29; 0.29]	−0.03 [−0.39; 0.32]	0.03 [−0.37; 0.40]	0.07 [−0.15; 0.25]	0.08 [−0.36; 0.55]	0.13 [−0.27; 0.56]
b_network2xcj:firmsize.adj.cj:cul		0.17 [−0.23; 0.57]	−0.01 [−0.60; 0.57]	0.10 [−0.57; 0.77]	0.01 [−0.45; 0.47]	0.19 [−0.51; 0.91]	0.31 [−0.34; 0.97]	0.26 [−0.08; 0.60]	−0.60 [−1.38; 0.16]	−0.24 [−0.97; 0.50]
sd_countryx__firmsize.adj.cj		0.17* [0.01; 0.38]	0.16* [0.01; 0.36]	0.17* [0.02; 0.37]	0.16* [0.01; 0.37]	0.18* [0.01; 0.38]	0.15* [0.01; 0.35]	0.15* [0.01; 0.35]	0.16* [0.01; 0.37]	0.17* [0.01; 0.39]
sd_countryx__network2xcj		0.27* [0.02; 0.63]	0.27* [0.02; 0.62]	0.25* [0.02; 0.60]	0.26* [0.01; 0.60]	0.24* [0.01; 0.60]	0.27* [0.02; 0.61]	0.28* [0.01; 0.63]	0.23* [0.01; 0.55]	0.26* [0.02; 0.61]

* Null hypothesis value outside 95% credible interval.

Table 18: Agility Models - Cross Interaction (GLOBE Practice)

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	−0.16 [−0.37; 0.05]	−0.14 [−0.36; 0.07]	−0.15 [−0.35; 0.05]	−0.15 [−0.35; 0.06]	−0.15 [−0.37; 0.07]	−0.14 [−0.37; 0.08]	−0.15 [−0.38; 0.07]	−0.09 [−0.27; 0.08]	−0.16 [−0.39; 0.07]	−0.14 [−0.37; 0.10]
b_mfr2013lnstd	−0.08 [−0.30; 0.12]	−0.06 [−0.25; 0.13]	−0.06 [−0.25; 0.12]	−0.07 [−0.26; 0.12]	−0.08 [−0.27; 0.12]	−0.07 [−0.27; 0.12]	−0.07 [−0.31; 0.17]	−0.08 [−0.23; 0.07]	−0.14 [−0.43; 0.16]	−0.08 [−0.28; 0.13]
b_network2xcj	0.30* [0.14; 0.45]	0.29* [0.05; 0.51]	0.29* [0.06; 0.51]	0.27* [0.04; 0.49]	0.29* [0.06; 0.51]	0.30* [0.07; 0.53]	0.27* [0.02; 0.50]	0.29* [0.04; 0.52]	0.23 [−0.01; 0.45]	0.27* [0.04; 0.48]
b_firmsize.adj.cj	0.25* [0.15; 0.35]	0.22* [0.05; 0.37]	0.22* [0.06; 0.38]	0.23* [0.07; 0.39]	0.23* [0.07; 0.38]	0.23* [0.07; 0.39]	0.23* [0.08; 0.37]	0.24* [0.08; 0.38]	0.23* [0.07; 0.38]	0.23* [0.06; 0.39]
b_network2xcj:firmsize.adj.cj	−0.02 [−0.25; 0.19]	−0.08 [−0.30; 0.15]	−0.06 [−0.29; 0.16]	−0.08 [−0.31; 0.15]	−0.07 [−0.31; 0.18]	−0.07 [−0.31; 0.16]	−0.07 [−0.30; 0.16]	−0.08 [−0.30; 0.15]	−0.09 [−0.32; 0.14]	−0.09 [−0.32; 0.13]
sd_countryx__Intercept	0.39* [0.25; 0.61]	0.40* [0.25; 0.63]	0.39* [0.25; 0.60]	0.38* [0.24; 0.60]	0.41* [0.27; 0.63]	0.41* [0.26; 0.64]	0.41* [0.26; 0.64]	0.29* [0.16; 0.49]	0.42* [0.27; 0.64]	0.41* [0.27; 0.64]
sigma	0.86* [0.82; 0.91]	0.85* [0.81; 0.90]	0.85* [0.80; 0.90]	0.85* [0.81; 0.90]	0.85* [0.81; 0.90]	0.85* [0.80; 0.90]	0.85* [0.81; 0.90]	0.85* [0.81; 0.90]	0.85* [0.80; 0.90]	0.85* [0.80; 0.90]
b_cul		−0.14 [−0.43; 0.15]	−0.21 [−0.60; 0.19]	0.33 [−0.16; 0.83]	0.04 [−0.39; 0.45]	0.07 [−0.42; 0.55]	−0.06 [−0.65; 0.50]	0.30* [0.10; 0.50]	−0.08 [−0.87; 0.70]	−0.04 [−0.60; 0.52]
b_network2xcj:cul		−0.04 [−0.36; 0.27]	−0.04 [−0.49; 0.40]	−0.05 [−0.61; 0.51]	0.10 [−0.35; 0.53]	0.23 [−0.33; 0.80]	−0.19 [−0.76; 0.34]	−0.01 [−0.33; 0.29]	0.32 [−0.26; 0.96]	−0.18 [−0.79; 0.44]
b_firmsize.adj.cj:cul		0.04 [−0.21; 0.27]	0.06 [−0.27; 0.41]	0.12 [−0.28; 0.52]	0.05 [−0.27; 0.34]	0.04 [−0.35; 0.40]	0.22 [−0.19; 0.61]	0.08 [−0.12; 0.27]	−0.03 [−0.49; 0.43]	0.19 [−0.24; 0.65]
b_network2xcj:firmsize.adj.cj:cul		0.12 [−0.28; 0.50]	0.17 [−0.38; 0.70]	0.03 [−0.61; 0.67]	−0.02 [−0.45; 0.41]	−0.06 [−0.75; 0.65]	−0.07 [−0.69; 0.55]	0.05 [−0.28; 0.38]	−0.37 [−1.06; 0.35]	−0.23 [−0.90; 0.46]
sd_countryx__firmsize.adj.cj		0.19* [0.03; 0.41]	0.21* [0.05; 0.41]	0.19* [0.03; 0.40]	0.20* [0.03; 0.41]	0.20* [0.03; 0.42]	0.17* [0.01; 0.39]	0.17* [0.01; 0.38]	0.19* [0.03; 0.40]	0.22* [0.05; 0.42]
sd_countryx__network2xcj		0.28* [0.04; 0.60]	0.28* [0.04; 0.61]	0.28* [0.05; 0.60]	0.27* [0.03; 0.60]	0.26* [0.03; 0.57]	0.30* [0.03; 0.61]	0.31* [0.04; 0.60]	0.28* [0.04; 0.56]	0.27* [0.03; 0.59]

* Null hypothesis value outside 95% credible interval.

Table 19: Agility2 Models - Cross Interaction (GLOBE Practice)

3.1.3 Outcome Models

Models with firm size random effect included (04122021 Afternoon):

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	-0.04 [-0.22; 0.16]	-0.01 [-0.18; 0.16]	-0.03 [-0.23; 0.17]	-0.03 [-0.22; 0.16]	-0.03 [-0.23; 0.16]	0.01 [-0.18; 0.20]	-0.03 [-0.21; 0.15]	-0.07 [-0.25; 0.12]	-0.03 [-0.21; 0.16]	-0.02 [-0.22; 0.18]
b_mfr2013lnstd	-0.18 [-0.37; 0.01]	-0.18* [-0.34; -0.03]	-0.18* [-0.36; -0.01]	-0.24* [-0.43; -0.04]	-0.19* [-0.38; -0.01]	-0.20* [-0.36; -0.04]	-0.16 [-0.33; 0.01]	-0.16 [-0.33; 0.01]	-0.21* [-0.38; -0.05]	-0.19 [-0.40; 0.00]
b_network2xcj	0.14 [-0.02; 0.29]	-0.03 [-0.24; 0.16]	-0.04 [-0.26; 0.15]	-0.06 [-0.28; 0.15]	-0.04 [-0.25; 0.15]	-0.05 [-0.29; 0.15]	-0.07 [-0.25; 0.10]	-0.05 [-0.27; 0.17]	-0.05 [-0.27; 0.16]	-0.07 [-0.29; 0.13]
b_firmsize.adj.cj	0.07 [-0.03; 0.17]	0.02 [-0.12; 0.16]	0.03 [-0.13; 0.20]	0.04 [-0.11; 0.19]	0.04 [-0.11; 0.19]	-0.01 [-0.16; 0.14]	0.05 [-0.10; 0.21]	0.05 [-0.11; 0.23]	0.03 [-0.12; 0.19]	0.03 [-0.13; 0.19]
sd_countryx__Intercept	0.35* [0.23; 0.53]	0.31* [0.19; 0.48]	0.36* [0.23; 0.55]	0.35* [0.23; 0.54]	0.37* [0.24; 0.57]	0.34* [0.22; 0.51]	0.33* [0.21; 0.50]	0.34* [0.22; 0.50]	0.35* [0.22; 0.54]	0.35* [0.23; 0.53]
sigma	0.90* [0.86; 0.95]	0.80* [0.76; 0.85]	0.80* [0.76; 0.85]	0.80* [0.76; 0.85]	0.80* [0.75; 0.85]	0.81* [0.76; 0.85]	0.79* [0.75; 0.84]	0.80* [0.76; 0.85]	0.81* [0.76; 0.86]	0.80* [0.76; 0.85]
b_agilitycj		0.44* [0.35; 0.54]	0.42* [0.34; 0.52]	0.43* [0.34; 0.54]	0.41* [0.32; 0.51]	0.43* [0.34; 0.55]	0.43* [0.34; 0.52]	0.42* [0.33; 0.52]	0.43* [0.34; 0.53]	0.43* [0.34; 0.52]
b_cul		0.24 [-0.02; 0.50]	0.05 [-0.39; 0.51]	0.33 [-0.49; 1.13]	0.09 [-0.33; 0.51]	-0.59 [-1.77; 0.57]	0.45 [-0.15; 1.05]	0.39 [-0.26; 1.01]	-0.14 [-0.53; 0.25]	0.01 [-0.26; 0.28]
b_network2xcj:agilitycj		0.09 [-0.08; 0.25]	0.06 [-0.10; 0.22]	0.06 [-0.10; 0.23]	0.00 [-0.16; 0.17]	0.09 [-0.08; 0.26]	0.02 [-0.15; 0.18]	0.08 [-0.08; 0.25]	0.08 [-0.09; 0.25]	0.10 [-0.07; 0.27]
b_firmsize.adj.cj:agilitycj		-0.07 [-0.19; 0.05]	-0.07 [-0.18; 0.05]	-0.06 [-0.19; 0.07]	-0.07 [-0.19; 0.04]	-0.08 [-0.20; 0.03]	-0.08 [-0.19; 0.04]	-0.09 [-0.20; 0.03]	-0.09 [-0.21; 0.04]	-0.11 [-0.23; 0.02]
b_network2xcj:cul		0.05 [-0.27; 0.40]	0.10 [-0.42; 0.57]	0.19 [-0.60; 0.98]	-0.16 [-0.59; 0.30]	0.14 [-1.12; 1.51]	-0.76* [-1.28; -0.24]	-0.10 [-0.81; 0.60]	-0.11 [-0.56; 0.33]	0.03 [-0.22; 0.29]
b_firmsize.adj.cj:cul		-0.13 [-0.38; 0.11]	-0.07 [-0.49; 0.28]	-0.34 [-0.91; 0.22]	-0.05 [-0.38; 0.29]	0.87 [-0.08; 1.86]	0.13 [-0.34; 0.63]	-0.19 [-0.81; 0.30]	0.03 [-0.30; 0.33]	-0.09 [-0.28; 0.10]
b_agilitycj:cul		-0.12 [-0.26; 0.03]	-0.07 [-0.26; 0.13]	0.09 [-0.26; 0.47]	-0.06 [-0.26; 0.13]	-0.14 [-0.77; 0.46]	0.24 [-0.03; 0.52]	0.14 [-0.17; 0.45]	0.08 [-0.11; 0.27]	0.00 [-0.10; 0.11]
b_network2xcj:agilitycj:cul		-0.26 [-0.54; 0.02]	-0.19 [-0.57; 0.20]	0.57 [-0.05; 1.19]	-0.62* [-0.99; -0.25]	-0.10 [-1.22; 1.07]	-0.67* [-1.13; -0.21]	-0.18 [-0.72; 0.37]	0.08 [-0.26; 0.41]	0.09 [-0.09; 0.25]
b_firmsize.adj.cj:agilitycj:cul		-0.03 [-0.23; 0.18]	0.18 [-0.09; 0.44]	-0.14 [-0.57; 0.29]	0.03 [-0.28; 0.33]	-0.18 [-1.01; 0.66]	-0.05 [-0.41; 0.31]	-0.09 [-0.44; 0.28]	-0.02 [-0.23; 0.18]	0.06 [-0.07; 0.19]
sd_countryx__firmsize.adj.cj		0.15* [0.01; 0.38]	0.22* [0.02; 0.47]	0.17* [0.01; 0.42]	0.17* [0.01; 0.41]	0.15* [0.01; 0.38]	0.20* [0.04; 0.41]	0.20* [0.02; 0.45]	0.20* [0.01; 0.45]	0.20* [0.02; 0.45]
sd_countryx__network2xcj		0.23* [0.03; 0.49]	0.23* [0.02; 0.50]	0.27* [0.06; 0.53]	0.21* [0.02; 0.48]	0.24* [0.03; 0.49]	0.13* [0.01; 0.37]	0.24* [0.03; 0.51]	0.24* [0.04; 0.51]	0.25* [0.05; 0.51]
sd_countryx__agilitycj		0.07* [0.00; 0.19]	0.07* [0.00; 0.19]	0.09* [0.00; 0.23]	0.08* [0.00; 0.21]	0.07* [0.00; 0.21]	0.07* [0.00; 0.19]	0.08* [0.00; 0.22]	0.07* [0.00; 0.20]	0.08* [0.00; 0.22]

* Null hypothesis value outside 95% credible interval.

Table 20: Outcome Models - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	−0.13*	−0.13*	−0.14*	−0.14*	−0.14*	−0.11	−0.12	−0.11	−0.13*	−0.14*
	[−0.25; −0.02]	[−0.26; −0.00]	[−0.27; −0.03]	[−0.27; −0.02]	[−0.27; −0.01]	[−0.25; 0.01]	[−0.26; 0.01]	[−0.23; 0.01]	[−0.26; −0.01]	[−0.27; −0.03]
b_mfr2013lnstd	−0.09	−0.10	−0.10	−0.13	−0.10	−0.10	−0.11	−0.14*	−0.11	0.00
	[−0.20; 0.02]	[−0.21; 0.01]	[−0.21; 0.00]	[−0.27; 0.01]	[−0.22; 0.02]	[−0.21; 0.01]	[−0.24; 0.01]	[−0.26; −0.02]	[−0.22; 0.02]	[−0.14; 0.14]
b_network2xcj	0.16	0.03	0.02	0.03	0.02	−0.01	0.03	−0.00	0.01	−0.01
	[−0.02; 0.33]	[−0.17; 0.24]	[−0.18; 0.23]	[−0.18; 0.23]	[−0.18; 0.21]	[−0.22; 0.19]	[−0.17; 0.24]	[−0.22; 0.22]	[−0.21; 0.22]	[−0.22; 0.20]
b_firmsize.adj.cj	0.04	0.02	0.03	0.02	0.03	−0.01	0.03	−0.01	0.02	0.03
	[−0.07; 0.16]	[−0.13; 0.19]	[−0.11; 0.19]	[−0.14; 0.19]	[−0.12; 0.19]	[−0.16; 0.16]	[−0.12; 0.19]	[−0.14; 0.14]	[−0.13; 0.17]	[−0.12; 0.19]
sd_countryx__Intercept	0.16*	0.16*	0.14*	0.17*	0.19*	0.17*	0.20*	0.16*	0.17*	0.17*
	[0.05; 0.30]	[0.02; 0.32]	[0.01; 0.29]	[0.03; 0.33]	[0.08; 0.34]	[0.04; 0.33]	[0.09; 0.34]	[0.03; 0.30]	[0.04; 0.33]	[0.05; 0.30]
sigma	0.96*	0.90*	0.89*	0.89*	0.88*	0.89*	0.89*	0.89*	0.89*	0.88*
	[0.91; 1.02]	[0.84; 0.95]	[0.84; 0.95]	[0.84; 0.95]	[0.83; 0.94]	[0.84; 0.95]	[0.83; 0.94]	[0.84; 0.94]	[0.84; 0.94]	[0.83; 0.94]
b_agility2cj		0.31*	0.31*	0.31*	0.28*	0.35*	0.32*	0.33*	0.31*	0.31*
		[0.13; 0.47]	[0.12; 0.46]	[0.13; 0.47]	[0.14; 0.41]	[0.16; 0.52]	[0.17; 0.46]	[0.14; 0.50]	[0.13; 0.46]	[0.11; 0.49]
b_cul		0.03	−0.25	0.17	0.10	−0.38	−0.12	−0.30	−0.01	−0.20*
		[−0.18; 0.21]	[−0.51; 0.02]	[−0.39; 0.72]	[−0.18; 0.38]	[−1.14; 0.40]	[−0.56; 0.29]	[−0.71; 0.12]	[−0.27; 0.26]	[−0.38; −0.02]
b_network2xcj:agility2cj		0.15	0.15	0.16	0.02	0.22*	0.05	0.18	0.12	0.18
		[−0.05; 0.35]	[−0.05; 0.35]	[−0.04; 0.37]	[−0.19; 0.24]	[0.02; 0.42]	[−0.15; 0.26]	[−0.02; 0.38]	[−0.08; 0.33]	[−0.02; 0.39]
b_firmsize.adj.cj:agility2cj		−0.05	−0.01	−0.07	0.01	−0.02	0.00	−0.03	−0.05	−0.05
		[−0.19; 0.09]	[−0.15; 0.13]	[−0.25; 0.09]	[−0.13; 0.14]	[−0.15; 0.12]	[−0.14; 0.14]	[−0.17; 0.10]	[−0.19; 0.10]	[−0.20; 0.10]
b_network2xcj:cul		−0.10	0.14	−0.59	−0.20	0.82	−0.15	0.03	0.07	−0.06
		[−0.44; 0.24]	[−0.36; 0.61]	[−1.34; 0.17]	[−0.64; 0.25]	[−0.49; 2.18]	[−0.75; 0.45]	[−0.70; 0.72]	[−0.39; 0.48]	[−0.29; 0.17]
b_firmsize.adj.cj:cul		−0.10	0.32	−0.11	0.17	0.71	0.34	0.56*	0.21	−0.13
		[−0.37; 0.20]	[−0.02; 0.65]	[−0.72; 0.55]	[−0.18; 0.51]	[−0.44; 1.73]	[−0.11; 0.79]	[0.08; 1.03]	[−0.10; 0.49]	[−0.29; 0.07]
b_agility2cj:cul		0.12	−0.09	0.31	−0.45*	−0.53	−0.42	−0.18	−0.18	0.08
		[−0.17; 0.39]	[−0.49; 0.29]	[−0.37; 0.96]	[−0.73; −0.17]	[−1.61; 0.57]	[−0.85; 0.05]	[−0.74; 0.38]	[−0.53; 0.17]	[−0.13; 0.29]
b_network2xcj:agility2cj:cul		0.23	−0.21	0.69	−0.84*	−0.88	−0.98*	−0.63	−0.50*	0.17
		[−0.12; 0.58]	[−0.71; 0.29]	[−0.08; 1.45]	[−1.30; −0.39]	[−2.30; 0.51]	[−1.53; −0.44]	[−1.28; 0.03]	[−0.92; −0.09]	[−0.03; 0.37]
b_firmsize.adj.cj:agility2cj:cul		0.13	0.01	0.26	0.21	−0.39	0.22	−0.14	−0.15	0.10
		[−0.10; 0.37]	[−0.31; 0.34]	[−0.32; 0.84]	[−0.15; 0.56]	[−1.43; 0.63]	[−0.21; 0.66]	[−0.56; 0.29]	[−0.40; 0.09]	[−0.05; 0.24]
sd_countryx__firmsize.adj.cj		0.16*	0.11*	0.17*	0.15*	0.13*	0.14*	0.10*	0.13*	0.14*
		[0.01; 0.36]	[0.00; 0.29]	[0.01; 0.37]	[0.01; 0.34]	[0.01; 0.34]	[0.01; 0.32]	[0.00; 0.28]	[0.01; 0.33]	[0.01; 0.33]
sd_countryx__network2xcj		0.14*	0.13*	0.13*	0.12*	0.12*	0.14*	0.18*	0.18*	0.16*
		[0.01; 0.40]	[0.01; 0.39]	[0.01; 0.36]	[0.00; 0.36]	[0.01; 0.36]	[0.01; 0.40]	[0.01; 0.46]	[0.01; 0.45]	[0.01; 0.41]
sd_countryx__agility2cj		0.24*	0.27*	0.25*	0.15*	0.25*	0.19*	0.27*	0.24*	0.29*
		[0.08; 0.44]	[0.13; 0.45]	[0.11; 0.43]	[0.02; 0.31]	[0.10; 0.44]	[0.03; 0.39]	[0.13; 0.47]	[0.07; 0.43]	[0.14; 0.49]

* Null hypothesis value outside 95% credible interval.

Table 21: Outcome2 Models - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	−0.04 [−0.31; 0.24]	0.08 [−0.21; 0.39]	0.05 [−0.26; 0.37]	0.06 [−0.24; 0.37]	0.05 [−0.24; 0.36]	0.10 [−0.23; 0.42]	0.04 [−0.24; 0.30]	0.00 [−0.31; 0.32]	0.07 [−0.25; 0.41]	0.07 [−0.25; 0.39]
b_mfr2013lnstd	−0.15 [−0.41; 0.11]	−0.16 [−0.42; 0.11]	−0.18 [−0.45; 0.10]	−0.20 [−0.52; 0.13]	−0.18 [−0.46; 0.11]	−0.17 [−0.43; 0.10]	−0.10 [−0.36; 0.17]	−0.13 [−0.42; 0.18]	−0.16 [−0.45; 0.14]	−0.11 [−0.46; 0.24]
b_firmsize.adj.cj	0.15 [−0.02; 0.32]	0.23 [−0.10; 0.57]	0.18 [−0.17; 0.56]	0.21 [−0.12; 0.56]	0.20 [−0.12; 0.60]	0.15 [−0.15; 0.48]	0.19 [−0.08; 0.49]	0.18 [−0.16; 0.59]	0.21 [−0.13; 0.57]	0.19 [−0.13; 0.50]
sd_countryx__Intercept	0.46* [0.29; 0.73]	0.50* [0.29; 0.82]	0.51* [0.31; 0.82]	0.53* [0.33; 0.83]	0.51* [0.31; 0.85]	0.50* [0.31; 0.80]	0.44* [0.25; 0.72]	0.50* [0.30; 0.80]	0.54* [0.33; 0.86]	0.53* [0.32; 0.86]
sigma	0.89* [0.82; 0.96]	0.80* [0.74; 0.87]	0.80* [0.73; 0.87]	0.80* [0.74; 0.88]	0.80* [0.74; 0.88]	0.80* [0.74; 0.88]	0.80* [0.73; 0.87]	0.80* [0.74; 0.88]	0.80* [0.74; 0.88]	0.80* [0.74; 0.88]
b_agilitycj		0.44* [0.26; 0.65]	0.42* [0.25; 0.59]	0.42* [0.25; 0.60]	0.42* [0.27; 0.57]	0.41* [0.23; 0.61]	0.43* [0.31; 0.56]	0.39* [0.23; 0.57]	0.44* [0.26; 0.62]	0.39* [0.22; 0.59]
b_cul		0.19 [−0.33; 0.68]	−0.05 [−0.74; 0.66]	−0.01 [−1.35; 1.26]	0.28 [−0.36; 0.89]	−0.61 [−2.52; 1.29]	1.04* [0.20; 1.90]	0.58 [−0.50; 1.70]	0.09 [−0.58; 0.79]	−0.13 [−0.60; 0.32]
b_firmsize.adj.cj:agilitycj		0.09 [−0.16; 0.35]	0.04 [−0.18; 0.26]	0.08 [−0.18; 0.32]	0.02 [−0.16; 0.20]	0.02 [−0.20; 0.24]	0.07 [−0.12; 0.26]	0.03 [−0.20; 0.27]	0.08 [−0.17; 0.34]	−0.00 [−0.25; 0.25]
b_firmsize.adj.cj:cul		−0.33 [−0.94; 0.26]	−0.35 [−1.34; 0.44]	−0.58 [−1.73; 0.59]	0.14 [−0.69; 0.96]	1.54 [−0.50; 3.65]	0.41 [−0.48; 1.17]	−0.04 [−1.64; 1.22]	0.20 [−0.55; 0.94]	−0.19 [−0.51; 0.19]
b_agilitycj:cul		−0.01 [−0.30; 0.32]	0.12 [−0.26; 0.53]	−0.27 [−0.85; 0.36]	0.30 [−0.07; 0.64]	−0.15 [−1.37; 0.99]	0.61* [0.23; 0.97]	0.30 [−0.25; 0.84]	0.13 [−0.24; 0.47]	−0.02 [−0.21; 0.19]
b_firmsize.adj.cj:agilitycj:cul		−0.16 [−0.54; 0.22]	0.17 [−0.32; 0.66]	−0.23 [−0.97; 0.52]	0.16 [−0.42; 0.75]	0.03 [−1.77; 1.82]	0.21 [−0.38; 0.82]	0.04 [−0.68; 0.76]	0.12 [−0.25; 0.48]	0.02 [−0.19; 0.23]
sd_countryx__firmsize.adj.cj		0.37* [0.05; 0.89]	0.45* [0.04; 1.02]	0.34* [0.02; 0.94]	0.43* [0.03; 1.00]	0.30* [0.02; 0.82]	0.26* [0.01; 0.78]	0.44* [0.03; 1.04]	0.40* [0.03; 1.00]	0.30* [0.01; 0.93]
sd_countryx__agilitycj		0.20* [0.03; 0.43]	0.19* [0.02; 0.40]	0.18* [0.02; 0.40]	0.14* [0.01; 0.37]	0.18* [0.02; 0.41]	0.07* [0.00; 0.23]	0.17* [0.02; 0.38]	0.18* [0.02; 0.41]	0.19* [0.02; 0.43]

* Null hypothesis value outside 95% credible interval.

Table 22: Outcome Models (Regional) - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	−0.01 [−0.21; 0.19]	−0.04 [−0.19; 0.13]	−0.08 [−0.26; 0.11]	−0.08 [−0.25; 0.10]	−0.08 [−0.26; 0.11]	−0.03 [−0.23; 0.16]	−0.08 [−0.25; 0.10]	−0.10 [−0.28; 0.07]	−0.06 [−0.24; 0.11]	−0.07 [−0.25; 0.11]
b_mfr2013lnstd	−0.18 [−0.36; 0.01]	−0.19* [−0.34; −0.04]	−0.18* [−0.33; −0.03]	−0.24* [−0.41; −0.07]	−0.19* [−0.36; −0.04]	−0.20* [−0.35; −0.04]	−0.17* [−0.34; −0.01]	−0.15 [−0.31; 0.01]	−0.20* [−0.36; −0.04]	−0.19* [−0.37; −0.01]
b_firmsize.adj.cj	0.02 [−0.11; 0.15]	−0.00 [−0.17; 0.16]	0.03 [−0.15; 0.22]	0.02 [−0.16; 0.21]	0.04 [−0.14; 0.22]	−0.03 [−0.23; 0.17]	0.03 [−0.15; 0.22]	0.03 [−0.16; 0.23]	0.02 [−0.16; 0.21]	0.01 [−0.18; 0.20]
sd_countryx__Intercept	0.31* [0.17; 0.51]	0.24* [0.08; 0.43]	0.29* [0.14; 0.49]	0.28* [0.13; 0.47]	0.30* [0.15; 0.49]	0.28* [0.14; 0.47]	0.28* [0.13; 0.47]	0.26* [0.11; 0.45]	0.28* [0.14; 0.47]	0.28* [0.13; 0.48]
sigma	0.91* [0.84; 0.98]	0.78* [0.72; 0.85]	0.78* [0.72; 0.85]	0.78* [0.71; 0.85]	0.78* [0.72; 0.85]	0.78* [0.72; 0.85]	0.79* [0.72; 0.85]	0.78* [0.72; 0.86]	0.79* [0.72; 0.86]	0.78* [0.72; 0.85]
b_agilitycj		0.50* [0.36; 0.64]	0.48* [0.35; 0.63]	0.52* [0.39; 0.65]	0.47* [0.35; 0.61]	0.54* [0.38; 0.70]	0.50* [0.36; 0.64]	0.50* [0.35; 0.65]	0.50* [0.36; 0.65]	0.51* [0.38; 0.66]
b_cul		0.25 [−0.00; 0.49]	0.08 [−0.33; 0.49]	0.44 [−0.30; 1.17]	0.08 [−0.31; 0.46]	−0.59 [−1.73; 0.53]	0.17 [−0.40; 0.75]	0.40 [−0.15; 0.95]	−0.17 [−0.54; 0.22]	0.01 [−0.24; 0.29]
b_firmsize.adj.cj:agilitycj		−0.11 [−0.27; 0.04]	−0.12 [−0.27; 0.03]	−0.13 [−0.28; 0.03]	−0.14 [−0.29; 0.00]	−0.14 [−0.30; 0.02]	−0.14 [−0.29; 0.02]	−0.13 [−0.28; 0.03]	−0.14 [−0.30; 0.02]	−0.15 [−0.31; 0.01]
b_firmsize.adj.cj:cul		−0.14 [−0.42; 0.15]	0.12 [−0.30; 0.55]	−0.46 [−1.20; 0.24]	−0.13 [−0.49; 0.25]	0.89 [−0.36; 2.21]	0.01 [−0.55; 0.67]	−0.12 [−0.75; 0.48]	0.07 [−0.30; 0.46]	−0.11 [−0.36; 0.13]
b_agilitycj:cul		−0.12 [−0.35; 0.11]	−0.15 [−0.46; 0.15]	0.65* [0.12; 1.19]	−0.28* [−0.56; −0.00]	−0.55 [−1.61; 0.47]	−0.07 [−0.51; 0.43]	0.02 [−0.46; 0.50]	−0.02 [−0.36; 0.31]	0.08 [−0.09; 0.23]
b_firmsize.adj.cj:agilitycj:cul		−0.09 [−0.36; 0.17]	0.15 [−0.20; 0.49]	−0.25 [−0.81; 0.33]	0.00 [−0.36; 0.37]	0.22 [−0.91; 1.35]	−0.03 [−0.55; 0.47]	−0.04 [−0.51; 0.44]	0.02 [−0.27; 0.31]	0.04 [−0.13; 0.22]
sd_countryx__firmsize.adj.cj		0.16* [0.01; 0.39]	0.20* [0.02; 0.45]	0.22* [0.03; 0.46]	0.20* [0.02; 0.43]	0.20* [0.02; 0.44]	0.23* [0.02; 0.47]	0.22* [0.03; 0.46]	0.21* [0.02; 0.46]	0.24* [0.04; 0.48]
sd_countryx__agilitycj		0.14* [0.01; 0.35]	0.14* [0.01; 0.35]	0.12* [0.01; 0.32]	0.09* [0.00; 0.28]	0.14* [0.01; 0.37]	0.14* [0.01; 0.37]	0.15* [0.01; 0.37]	0.16* [0.01; 0.37]	0.12* [0.01; 0.33]

* Null hypothesis value outside 95% credible interval.

Table 23: Outcome Models (Global) - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	−0.19*	−0.14	−0.15	−0.14	−0.10	−0.10	−0.13	−0.11	−0.12	−0.11
	[−0.38; −0.02]	[−0.34; 0.07]	[−0.34; 0.04]	[−0.33; 0.04]	[−0.31; 0.09]	[−0.28; 0.10]	[−0.35; 0.08]	[−0.32; 0.11]	[−0.33; 0.09]	[−0.32; 0.08]
b_mfr2013lnstd	−0.05	−0.06	−0.08	−0.17	−0.06	−0.09	−0.06	−0.08	−0.07	0.04
	[−0.20; 0.09]	[−0.22; 0.09]	[−0.24; 0.07]	[−0.36; 0.02]	[−0.23; 0.09]	[−0.25; 0.07]	[−0.26; 0.13]	[−0.27; 0.11]	[−0.25; 0.11]	[−0.23; 0.28]
b_firmsize.adj.cj	0.01	−0.02	−0.08	−0.03	−0.02	−0.05	−0.03	−0.05	−0.03	0.01
	[−0.17; 0.18]	[−0.27; 0.24]	[−0.32; 0.20]	[−0.29; 0.25]	[−0.27; 0.27]	[−0.29; 0.22]	[−0.29; 0.25]	[−0.28; 0.19]	[−0.28; 0.23]	[−0.24; 0.28]
sd_countryx__Intercept	0.20*	0.22*	0.21*	0.19*	0.22*	0.21*	0.28*	0.27*	0.26*	0.26*
	[0.02; 0.42]	[0.02; 0.48]	[0.03; 0.45]	[0.02; 0.44]	[0.03; 0.47]	[0.03; 0.45]	[0.09; 0.51]	[0.09; 0.51]	[0.07; 0.50]	[0.06; 0.50]
sigma	0.94*	0.89*	0.89*	0.89*	0.89*	0.89*	0.89*	0.89*	0.89*	0.89*
	[0.87; 1.02]	[0.82; 0.97]	[0.82; 0.98]	[0.82; 0.97]	[0.82; 0.97]	[0.82; 0.97]	[0.82; 0.97]	[0.82; 0.97]	[0.82; 0.97]	[0.82; 0.97]
b_agility2cj		0.35*	0.37*	0.38*	0.40*	0.37*	0.38*	0.38*	0.36*	0.36*
		[0.17; 0.53]	[0.20; 0.53]	[0.21; 0.56]	[0.23; 0.56]	[0.20; 0.53]	[0.21; 0.54]	[0.21; 0.54]	[0.18; 0.54]	[0.19; 0.53]
b_cul		0.13	−0.32	0.69	0.26	−0.84	0.02	−0.11	−0.08	−0.20
		[−0.22; 0.44]	[−0.75; 0.14]	[−0.19; 1.52]	[−0.19; 0.68]	[−2.00; 0.40]	[−0.68; 0.66]	[−0.89; 0.70]	[−0.51; 0.38]	[−0.51; 0.12]
b_firmsize.adj.cj:agility2cj		−0.09	−0.09	−0.05	−0.02	−0.08	−0.05	−0.06	−0.09	−0.08
		[−0.37; 0.18]	[−0.34; 0.17]	[−0.36; 0.26]	[−0.23; 0.19]	[−0.30; 0.15]	[−0.29; 0.18]	[−0.30; 0.18]	[−0.36; 0.18]	[−0.36; 0.21]
b_firmsize.adj.cj:cul		−0.25	0.09	−0.34	0.29	0.46	0.36	0.55	0.30	−0.16
		[−0.69; 0.22]	[−0.54; 0.65]	[−1.21; 0.64]	[−0.29; 0.91]	[−1.45; 2.20]	[−0.33; 1.10]	[−0.29; 1.37]	[−0.16; 0.77]	[−0.42; 0.12]
b_agility2cj:cul		0.14	−0.02	0.19	0.08	−0.36	−0.08	−0.07	−0.13	0.02
		[−0.13; 0.42]	[−0.43; 0.38]	[−0.40; 0.79]	[−0.31; 0.47]	[−1.50; 0.77]	[−0.54; 0.37]	[−0.59; 0.46]	[−0.47; 0.19]	[−0.14; 0.19]
b_firmsize.adj.cj:agility2cj:cul		0.11	−0.17	−0.01	0.23	−0.74	−0.09	−0.21	−0.10	0.06
		[−0.28; 0.49]	[−0.79; 0.44]	[−0.90; 0.90]	[−0.41; 0.86]	[−2.56; 1.05]	[−0.76; 0.61]	[−0.97; 0.53]	[−0.49; 0.31]	[−0.19; 0.30]
sd_countryx__firmsize.adj.cj		0.16*	0.18*	0.17*	0.21*	0.18*	0.18*	0.14*	0.15*	0.15*
		[0.01; 0.49]	[0.01; 0.53]	[0.00; 0.51]	[0.01; 0.55]	[0.01; 0.54]	[0.01; 0.50]	[0.00; 0.45]	[0.01; 0.49]	[0.01; 0.50]
sd_countryx__agility2cj		0.08*	0.09*	0.08*	0.08*	0.08*	0.08*	0.08*	0.08*	0.09*
		[0.00; 0.24]	[0.00; 0.26]	[0.00; 0.25]	[0.00; 0.25]	[0.00; 0.26]	[0.00; 0.25]	[0.00; 0.25]	[0.00; 0.25]	[0.00; 0.26]

* Null hypothesis value outside 95% credible interval.

Table 24: Outcome2 Models (Regional) - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	−0.09 [−0.23; 0.04]	−0.17* [−0.30; −0.04]	−0.20* [−0.32; −0.07]	−0.16* [−0.29; −0.03]	−0.16* [−0.29; −0.02]	−0.15* [−0.30; −0.00]	−0.15* [−0.28; −0.02]	−0.15* [−0.28; −0.02]	−0.16* [−0.29; −0.03]	−0.18* [−0.31; −0.05]
b_mfr2013lnstd	−0.12 [−0.25; 0.01]	−0.17* [−0.29; −0.04]	−0.18* [−0.30; −0.06]	−0.15* [−0.30; −0.01]	−0.16* [−0.29; −0.03]	−0.18* [−0.30; −0.05]	−0.18* [−0.31; −0.05]	−0.22* [−0.35; −0.09]	−0.17* [−0.30; −0.04]	−0.05 [−0.20; 0.10]
b_firmsize.adj.cj	0.09 [−0.06; 0.23]	0.09 [−0.12; 0.31]	0.12 [−0.06; 0.30]	0.06 [−0.14; 0.28]	0.07 [−0.12; 0.26]	0.03 [−0.18; 0.25]	0.06 [−0.13; 0.25]	0.02 [−0.17; 0.21]	0.04 [−0.16; 0.25]	0.05 [−0.14; 0.24]
sd_countryx__Intercept	0.12* [0.01; 0.30]	0.10* [0.00; 0.28]	0.08* [0.00; 0.23]	0.10* [0.00; 0.28]	0.12* [0.01; 0.30]	0.10* [0.00; 0.27]	0.10* [0.00; 0.28]	0.08* [0.00; 0.22]	0.10* [0.00; 0.29]	0.09* [0.00; 0.24]
sigma	0.99* [0.92; 1.07]	0.87* [0.79; 0.95]	0.86* [0.79; 0.94]	0.87* [0.79; 0.95]	0.87* [0.80; 0.95]	0.87* [0.80; 0.96]	0.87* [0.79; 0.95]	0.86* [0.79; 0.94]	0.87* [0.80; 0.95]	0.86* [0.79; 0.94]
b_agility2cj		0.28 [−0.02; 0.55]	0.27 [−0.02; 0.54]	0.29* [0.03; 0.55]	0.27* [0.06; 0.47]	0.32 [−0.01; 0.62]	0.32* [0.07; 0.56]	0.32* [0.02; 0.60]	0.31* [0.05; 0.57]	0.33* [0.04; 0.60]
b_cul		−0.09 [−0.30; 0.12]	−0.27 [−0.56; 0.01]	−0.22 [−0.82; 0.39]	−0.01 [−0.30; 0.28]	−0.17 [−1.05; 0.76]	−0.21 [−0.66; 0.23]	−0.40 [−0.83; 0.01]	0.05 [−0.24; 0.34]	−0.22* [−0.41; −0.03]
b_firmsize.adj.cj:agility2cj		−0.04 [−0.22; 0.15]	−0.02 [−0.19; 0.16]	−0.08 [−0.29; 0.13]	0.00 [−0.18; 0.18]	−0.01 [−0.21; 0.19]	0.01 [−0.18; 0.19]	−0.01 [−0.19; 0.17]	−0.03 [−0.22; 0.15]	−0.02 [−0.20; 0.16]
b_firmsize.adj.cj:cul		0.06 [−0.30; 0.43]	0.59* [0.16; 1.02]	0.01 [−0.79; 0.86]	0.18 [−0.23; 0.58]	0.65 [−0.79; 1.99]	0.20 [−0.43; 0.81]	0.68* [0.03; 1.34]	0.16 [−0.28; 0.60]	−0.14 [−0.36; 0.11]
b_agility2cj:cul		0.13 [−0.34; 0.56]	−0.23 [−0.89; 0.42]	0.52 [−0.58; 1.61]	−0.80* [−1.25; −0.34]	−0.56 [−2.42; 1.55]	−0.80 [−1.57; 0.04]	−0.35 [−1.22; 0.55]	−0.37 [−0.91; 0.19]	0.20 [−0.15; 0.52]
b_firmsize.adj.cj:agility2cj:cul		0.13 [−0.21; 0.45]	−0.05 [−0.45; 0.37]	0.48 [−0.40; 1.37]	0.19 [−0.23; 0.62]	−0.11 [−1.54; 1.30]	0.41 [−0.16; 0.98]	−0.22 [−0.80; 0.37]	−0.22 [−0.59; 0.15]	0.11 [−0.08; 0.30]
sd_countryx__firmsize.adj.cj		0.25* [0.03; 0.52]	0.14* [0.00; 0.36]	0.23* [0.02; 0.51]	0.18* [0.01; 0.45]	0.17* [0.01; 0.45]	0.18* [0.01; 0.46]	0.15* [0.01; 0.42]	0.20* [0.01; 0.49]	0.18* [0.01; 0.44]
sd_countryx__agility2cj		0.48* [0.28; 0.77]	0.50* [0.31; 0.80]	0.47* [0.28; 0.75]	0.31* [0.10; 0.54]	0.48* [0.28; 0.76]	0.40* [0.21; 0.67]	0.48* [0.28; 0.76]	0.44* [0.25; 0.72]	0.47* [0.28; 0.75]

* Null hypothesis value outside 95% credible interval.

Table 25: Outcome2 Models (Global) - Cross Interaction

Models with firm size random effect excluded:

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	−0.03 [−0.23; 0.15]	−0.02 [−0.19; 0.15]	−0.04 [−0.22; 0.15]	−0.04 [−0.23; 0.15]	−0.04 [−0.25; 0.15]	−0.00 [−0.19; 0.20]	−0.04 [−0.23; 0.13]	−0.07 [−0.25; 0.12]	−0.03 [−0.23; 0.15]	−0.03 [−0.23; 0.16]
b_mfr2013lnstd	−0.18* [−0.37; −0.00]	−0.18* [−0.34; −0.01]	−0.18* [−0.36; −0.01]	−0.24* [−0.44; −0.05]	−0.19* [−0.37; −0.02]	−0.20* [−0.37; −0.02]	−0.16 [−0.34; 0.01]	−0.14 [−0.33; 0.04]	−0.20* [−0.38; −0.02]	−0.19 [−0.39; 0.01]
b_network2xcj	0.14 [−0.02; 0.29]	−0.02 [−0.22; 0.18]	−0.02 [−0.23; 0.18]	−0.03 [−0.24; 0.18]	−0.02 [−0.22; 0.18]	−0.05 [−0.27; 0.16]	−0.04 [−0.21; 0.14]	−0.01 [−0.23; 0.20]	−0.02 [−0.23; 0.18]	−0.03 [−0.25; 0.17]
b_firmsize.adj.cj	0.07 [−0.03; 0.17]	0.00 [−0.10; 0.10]	−0.01 [−0.11; 0.10]	−0.01 [−0.11; 0.10]	0.00 [−0.09; 0.11]	−0.00 [−0.10; 0.10]	0.01 [−0.09; 0.11]	−0.00 [−0.10; 0.10]	0.00 [−0.10; 0.11]	−0.00 [−0.10; 0.09]
sd_countryx__Intercept	0.35* [0.23; 0.53]	0.31* [0.20; 0.47]	0.36* [0.23; 0.54]	0.35* [0.23; 0.53]	0.37* [0.24; 0.57]	0.34* [0.22; 0.53]	0.33* [0.21; 0.50]	0.33* [0.22; 0.51]	0.35* [0.22; 0.53]	0.36* [0.23; 0.53]
sigma	0.90* [0.86; 0.95]	0.81* [0.76; 0.86]	0.81* [0.77; 0.86]	0.81* [0.76; 0.86]	0.80* [0.76; 0.85]	0.81* [0.77; 0.86]	0.80* [0.76; 0.85]	0.81* [0.76; 0.86]	0.81* [0.77; 0.86]	0.81* [0.77; 0.86]
b_agilitycj		0.44* [0.36; 0.53]	0.44* [0.34; 0.54]	0.43* [0.34; 0.55]	0.41* [0.32; 0.51]	0.43* [0.33; 0.55]	0.44* [0.35; 0.53]	0.42* [0.33; 0.52]	0.43* [0.35; 0.53]	0.43* [0.34; 0.54]
b_cul		0.24 [−0.03; 0.51]	0.08 [−0.36; 0.52]	0.31 [−0.47; 1.14]	0.10 [−0.31; 0.53]	−0.63 [−1.83; 0.57]	0.47 [−0.13; 1.08]	0.41 [−0.21; 1.03]	−0.13 [−0.51; 0.26]	0.01 [−0.26; 0.29]
b_network2xcj:agilitycj		0.05 [−0.10; 0.20]	0.03 [−0.13; 0.18]	0.03 [−0.12; 0.18]	−0.04 [−0.20; 0.11]	0.03 [−0.13; 0.19]	−0.02 [−0.18; 0.13]	0.03 [−0.12; 0.19]	0.03 [−0.12; 0.18]	0.03 [−0.11; 0.19]
b_network2xcj:cul		0.01 [−0.30; 0.34]	0.06 [−0.44; 0.53]	0.08 [−0.68; 0.84]	−0.18 [−0.58; 0.24]	0.52 [−0.68; 1.83]	−0.73* [−1.23; −0.26]	−0.23 [−0.89; 0.45]	−0.14 [−0.58; 0.27]	−0.01 [−0.25; 0.23]
b_agilitycj:cul		−0.15* [−0.30; −0.00]	−0.05 [−0.26; 0.17]	−0.02 [−0.37; 0.37]	−0.07 [−0.27; 0.13]	0.05 [−0.63; 0.67]	0.27* [0.01; 0.53]	0.15 [−0.15; 0.46]	0.11 [−0.08; 0.31]	−0.02 [−0.12; 0.09]
b_network2xcj:agilitycj:cul		−0.30* [−0.58; −0.03]	−0.09 [−0.45; 0.26]	0.42 [−0.16; 1.01]	−0.63* [−0.96; −0.30]	−0.05 [−1.16; 1.00]	−0.69* [−1.13; −0.25]	−0.20 [−0.72; 0.33]	0.08 [−0.24; 0.41]	0.11 [−0.05; 0.27]
sd_countryx__network2xcj		0.23* [0.04; 0.46]	0.25* [0.06; 0.51]	0.26* [0.08; 0.51]	0.22* [0.03; 0.48]	0.23* [0.04; 0.47]	0.14* [0.01; 0.36]	0.23* [0.04; 0.48]	0.24* [0.06; 0.49]	0.26* [0.06; 0.51]
sd_countryx__agilitycj		0.06* [0.00; 0.18]	0.09* [0.00; 0.24]	0.10* [0.01; 0.25]	0.09* [0.00; 0.22]	0.09* [0.00; 0.23]	0.08* [0.00; 0.19]	0.08* [0.00; 0.22]	0.08* [0.00; 0.22]	0.09* [0.00; 0.23]

* Null hypothesis value outside 95% credible interval.

Table 26: Outcome Models - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	−0.13*	−0.13*	−0.14*	−0.14*	−0.13*	−0.11	−0.12	−0.11	−0.13*	−0.14*
	[−0.25; −0.02]	[−0.25; −0.01]	[−0.26; −0.03]	[−0.27; −0.02]	[−0.27; −0.00]	[−0.25; 0.01]	[−0.26; 0.00]	[−0.24; 0.01]	[−0.26; −0.01]	[−0.27; −0.02]
b_mfr2013lnstd	−0.09	−0.09	−0.10*	−0.13	−0.09	−0.09	−0.11	−0.14*	−0.11	−0.01
	[−0.20; 0.02]	[−0.20; 0.02]	[−0.20; −0.00]	[−0.26; 0.01]	[−0.21; 0.02]	[−0.20; 0.02]	[−0.25; 0.02]	[−0.26; −0.02]	[−0.22; 0.01]	[−0.15; 0.14]
b_network2xcj	0.16	0.06	0.07	0.05	0.06	0.00	0.07	0.02	0.04	0.04
	[−0.02; 0.33]	[−0.14; 0.25]	[−0.14; 0.27]	[−0.14; 0.25]	[−0.14; 0.26]	[−0.20; 0.21]	[−0.13; 0.28]	[−0.19; 0.24]	[−0.17; 0.26]	[−0.16; 0.25]
b_firmsize.adj.cj	0.04	−0.03	−0.03	−0.03	−0.01	−0.03	−0.03	−0.03	−0.03	−0.03
	[−0.07; 0.16]	[−0.14; 0.09]	[−0.14; 0.08]	[−0.14; 0.09]	[−0.13; 0.10]	[−0.14; 0.09]	[−0.15; 0.08]	[−0.14; 0.09]	[−0.15; 0.08]	[−0.14; 0.09]
sd_countryx__Intercept	0.16*	0.16*	0.14*	0.17*	0.19*	0.16*	0.20*	0.15*	0.17*	0.17*
	[0.05; 0.29]	[0.03; 0.32]	[0.01; 0.29]	[0.03; 0.33]	[0.08; 0.34]	[0.03; 0.31]	[0.08; 0.34]	[0.03; 0.30]	[0.02; 0.32]	[0.05; 0.31]
sigma	0.96*	0.90*	0.90*	0.90*	0.89*	0.90*	0.89*	0.90*	0.90*	0.89*
	[0.91; 1.02]	[0.85; 0.96]	[0.85; 0.95]	[0.84; 0.95]	[0.84; 0.95]	[0.85; 0.95]	[0.84; 0.95]	[0.84; 0.95]	[0.84; 0.95]	[0.84; 0.95]
b_agility2cj		0.32*	0.32*	0.33*	0.29*	0.36*	0.32*	0.33*	0.31*	0.32*
		[0.16; 0.47]	[0.16; 0.47]	[0.17; 0.47]	[0.17; 0.41]	[0.18; 0.53]	[0.19; 0.45]	[0.14; 0.49]	[0.15; 0.46]	[0.15; 0.48]
b_cul		0.06	−0.24	0.21	0.11	−0.42	−0.11	−0.34	−0.04	−0.17
		[−0.15; 0.23]	[−0.51; 0.03]	[−0.36; 0.73]	[−0.16; 0.38]	[−1.20; 0.36]	[−0.56; 0.31]	[−0.76; 0.08]	[−0.30; 0.24]	[−0.36; 0.00]
b_network2xcj:agility2cj		0.13	0.15	0.13	0.03	0.21*	0.06	0.17	0.10	0.15
		[−0.06; 0.32]	[−0.04; 0.35]	[−0.06; 0.32]	[−0.16; 0.22]	[0.01; 0.41]	[−0.13; 0.26]	[−0.02; 0.36]	[−0.09; 0.29]	[−0.04; 0.34]
b_network2xcj:cul		−0.12	0.29	−0.60	−0.05	1.09	0.04	0.20	0.14	−0.11
		[−0.44; 0.20]	[−0.16; 0.74]	[−1.32; 0.10]	[−0.44; 0.34]	[−0.15; 2.29]	[−0.53; 0.61]	[−0.47; 0.85]	[−0.27; 0.55]	[−0.32; 0.11]
b_agility2cj:cul		0.08	−0.06	0.28	−0.46*	−0.39	−0.43	−0.06	−0.13	0.05
		[−0.18; 0.33]	[−0.42; 0.30]	[−0.32; 0.92]	[−0.72; −0.20]	[−1.46; 0.72]	[−0.84; 0.00]	[−0.61; 0.49]	[−0.44; 0.21]	[−0.14; 0.26]
b_network2xcj:agility2cj:cul		0.29	−0.19	0.78*	−0.74*	−1.00	−0.88*	−0.66*	−0.58*	0.22*
		[−0.05; 0.62]	[−0.67; 0.29]	[0.03; 1.50]	[−1.17; −0.32]	[−2.31; 0.35]	[−1.41; −0.36]	[−1.28; −0.02]	[−0.97; −0.17]	[0.03; 0.40]
sd_countryx__network2xcj		0.14*	0.12*	0.12*	0.12*	0.11*	0.14*	0.15*	0.16*	0.15*
		[0.01; 0.39]	[0.00; 0.34]	[0.00; 0.35]	[0.00; 0.35]	[0.00; 0.34]	[0.01; 0.39]	[0.01; 0.40]	[0.01; 0.43]	[0.00; 0.40]
sd_countryx__agility2cj		0.22*	0.24*	0.23*	0.11*	0.23*	0.16*	0.26*	0.23*	0.26*
		[0.06; 0.41]	[0.10; 0.42]	[0.09; 0.42]	[0.01; 0.26]	[0.08; 0.41]	[0.01; 0.35]	[0.11; 0.45]	[0.07; 0.41]	[0.12; 0.45]

* Null hypothesis value outside 95% credible interval.

Table 27: Outcome2 Models - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	−0.05 [−0.32; 0.22]	0.02 [−0.25; 0.31]	0.02 [−0.28; 0.34]	0.01 [−0.28; 0.32]	0.01 [−0.28; 0.31]	0.07 [−0.23; 0.36]	0.01 [−0.25; 0.26]	−0.03 [−0.31; 0.27]	0.03 [−0.26; 0.32]	0.01 [−0.29; 0.32]
b_mfr2013lnstd	−0.16 [−0.41; 0.10]	−0.15 [−0.39; 0.09]	−0.14 [−0.41; 0.14]	−0.18 [−0.49; 0.14]	−0.15 [−0.45; 0.13]	−0.16 [−0.43; 0.10]	−0.09 [−0.34; 0.17]	−0.10 [−0.36; 0.17]	−0.15 [−0.42; 0.14]	−0.13 [−0.47; 0.23]
b_firmsize.adj.cj	0.15 [−0.02; 0.32]	0.06 [−0.10; 0.22]	0.06 [−0.10; 0.22]	0.07 [−0.10; 0.23]	0.06 [−0.10; 0.23]	0.06 [−0.10; 0.23]	0.08 [−0.09; 0.24]	0.07 [−0.10; 0.24]	0.07 [−0.10; 0.23]	0.07 [−0.10; 0.24]
sd_countryx__Intercept	0.46* [0.28; 0.72]	0.46* [0.28; 0.75]	0.51* [0.31; 0.81]	0.50* [0.31; 0.80]	0.51* [0.31; 0.82]	0.49* [0.30; 0.77]	0.43* [0.26; 0.69]	0.48* [0.29; 0.77]	0.51* [0.31; 0.83]	0.51* [0.32; 0.83]
sigma	0.89* [0.82; 0.96]	0.81* [0.75; 0.88]	0.81* [0.75; 0.88]	0.81* [0.75; 0.88]	0.81* [0.75; 0.89]	0.81* [0.75; 0.89]	0.80* [0.74; 0.87]	0.81* [0.75; 0.89]	0.81* [0.75; 0.88]	0.81* [0.75; 0.88]
b_agilitycj		0.40* [0.25; 0.58]	0.41* [0.25; 0.59]	0.40* [0.25; 0.56]	0.41* [0.27; 0.56]	0.40* [0.23; 0.60]	0.42* [0.30; 0.53]	0.38* [0.23; 0.55]	0.40* [0.25; 0.57]	0.40* [0.24; 0.58]
b_cul		0.28 [−0.15; 0.71]	0.08 [−0.59; 0.77]	0.09 [−1.17; 1.28]	0.23 [−0.39; 0.83]	−0.98 [−2.67; 0.70]	0.94* [0.17; 1.76]	0.60 [−0.41; 1.62]	0.04 [−0.59; 0.69]	−0.07 [−0.52; 0.36]
b_agilitycj:cul		0.02 [−0.26; 0.34]	0.10 [−0.28; 0.50]	−0.30 [−0.82; 0.28]	0.26 [−0.06; 0.58]	−0.01 [−1.12; 1.02]	0.59* [0.26; 0.91]	0.29 [−0.25; 0.81]	0.09 [−0.29; 0.42]	−0.05 [−0.22; 0.16]
sd_countryx__agilitycj		0.21* [0.03; 0.44]	0.21* [0.03; 0.44]	0.18* [0.03; 0.40]	0.14* [0.01; 0.36]	0.20* [0.03; 0.43]	0.07* [0.00; 0.21]	0.18* [0.02; 0.41]	0.19* [0.03; 0.43]	0.20* [0.02; 0.44]

* Null hypothesis value outside 95% credible interval.

Table 28: Outcome Models (Regional) - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	−0.01	−0.04	−0.06	−0.07	−0.07	−0.04	−0.07	−0.09	−0.05	−0.07
	[−0.19; 0.17]	[−0.19; 0.11]	[−0.23; 0.10]	[−0.24; 0.10]	[−0.24; 0.10]	[−0.22; 0.14]	[−0.23; 0.10]	[−0.25; 0.07]	[−0.22; 0.12]	[−0.23; 0.11]
b_mfr2013lnstd	−0.18*	−0.19*	−0.18*	−0.24*	−0.18*	−0.19*	−0.16*	−0.12	−0.19*	−0.18
	[−0.36; −0.00]	[−0.33; −0.05]	[−0.33; −0.03]	[−0.41; −0.07]	[−0.34; −0.02]	[−0.34; −0.04]	[−0.32; −0.00]	[−0.27; 0.03]	[−0.35; −0.03]	[−0.36; 0.00]
b_firmsize.adj.cj	0.02	−0.03	−0.03	−0.04	−0.03	−0.03	−0.03	−0.03	−0.03	−0.03
	[−0.11; 0.15]	[−0.16; 0.09]	[−0.16; 0.10]	[−0.17; 0.09]	[−0.15; 0.10]	[−0.16; 0.09]	[−0.16; 0.10]	[−0.16; 0.10]	[−0.15; 0.10]	[−0.16; 0.10]
sd_countryx__Intercept	0.31*	0.21*	0.26*	0.26*	0.27*	0.26*	0.25*	0.23*	0.26*	0.26*
	[0.17; 0.50]	[0.06; 0.39]	[0.12; 0.45]	[0.11; 0.44]	[0.12; 0.47]	[0.11; 0.44]	[0.08; 0.45]	[0.06; 0.40]	[0.12; 0.44]	[0.11; 0.45]
sigma	0.91*	0.80*	0.80*	0.79*	0.79*	0.80*	0.80*	0.80*	0.80*	0.80*
	[0.84; 0.98]	[0.73; 0.87]	[0.73; 0.86]	[0.73; 0.86]	[0.73; 0.86]	[0.73; 0.86]	[0.73; 0.87]	[0.73; 0.86]	[0.73; 0.87]	[0.73; 0.87]
b_agilitycj		0.45*	0.47*	0.48*	0.44*	0.48*	0.47*	0.47*	0.46*	0.48*
		[0.31; 0.59]	[0.33; 0.62]	[0.34; 0.64]	[0.32; 0.57]	[0.31; 0.66]	[0.33; 0.62]	[0.32; 0.64]	[0.32; 0.62]	[0.33; 0.63]
b_cul		0.23*	0.11	0.33	0.05	−0.41	0.16	0.41	−0.14	−0.01
		[0.01; 0.46]	[−0.27; 0.48]	[−0.35; 1.04]	[−0.31; 0.39]	[−1.48; 0.67]	[−0.40; 0.68]	[−0.10; 0.94]	[−0.51; 0.21]	[−0.25; 0.23]
b_agilitycj:cul		−0.22	−0.11	0.34	−0.31*	−0.10	−0.02	0.05	0.09	0.03
		[−0.44; 0.00]	[−0.45; 0.21]	[−0.25; 0.97]	[−0.58; −0.03]	[−1.20; 0.98]	[−0.49; 0.50]	[−0.42; 0.54]	[−0.24; 0.40]	[−0.16; 0.20]
sd_countryx__agilitycj		0.13*	0.18*	0.19*	0.11*	0.19*	0.19*	0.18*	0.19*	0.18*
		[0.01; 0.33]	[0.02; 0.39]	[0.02; 0.40]	[0.01; 0.29]	[0.02; 0.41]	[0.02; 0.40]	[0.02; 0.39]	[0.02; 0.40]	[0.01; 0.40]

* Null hypothesis value outside 95% credible interval.

Table 29: Outcome Models (Global) - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	−0.18*	−0.14	−0.15	−0.15	−0.10	−0.10	−0.13	−0.11	−0.12	−0.11
	[−0.35; −0.01]	[−0.33; 0.05]	[−0.34; 0.04]	[−0.33; 0.04]	[−0.31; 0.09]	[−0.30; 0.10]	[−0.35; 0.08]	[−0.33; 0.10]	[−0.33; 0.09]	[−0.32; 0.10]
b_mfr2013lnstd	−0.05	−0.06	−0.08	−0.17	−0.06	−0.09	−0.06	−0.08	−0.07	0.04
	[−0.20; 0.10]	[−0.22; 0.09]	[−0.23; 0.07]	[−0.37; 0.02]	[−0.22; 0.11]	[−0.25; 0.07]	[−0.25; 0.13]	[−0.27; 0.11]	[−0.25; 0.12]	[−0.20; 0.28]
b_firmsize.adj.cj	0.01	−0.02	−0.08	−0.03	−0.03	−0.05	−0.03	−0.05	−0.03	0.01
	[−0.17; 0.18]	[−0.27; 0.23]	[−0.34; 0.21]	[−0.29; 0.25]	[−0.27; 0.27]	[−0.30; 0.23]	[−0.27; 0.24]	[−0.29; 0.20]	[−0.28; 0.24]	[−0.24; 0.27]
sd_countryx__Intercept	0.20*	0.22*	0.21*	0.19*	0.23*	0.21*	0.28*	0.27*	0.26*	0.26*
	[0.02; 0.42]	[0.02; 0.47]	[0.02; 0.45]	[0.02; 0.43]	[0.04; 0.48]	[0.03; 0.45]	[0.09; 0.53]	[0.09; 0.52]	[0.06; 0.52]	[0.06; 0.50]
sigma	0.94*	0.89*	0.89*	0.89*	0.89*	0.89*	0.89*	0.89*	0.89*	0.89*
	[0.87; 1.02]	[0.82; 0.97]	[0.82; 0.97]	[0.82; 0.97]	[0.82; 0.98]	[0.82; 0.97]	[0.82; 0.97]	[0.82; 0.97]	[0.82; 0.97]	[0.82; 0.97]
b_agility2cj		0.34*	0.36*	0.38*	0.40*	0.36*	0.38*	0.38*	0.36*	0.36*
		[0.17; 0.52]	[0.20; 0.53]	[0.21; 0.56]	[0.23; 0.56]	[0.19; 0.53]	[0.20; 0.55]	[0.21; 0.54]	[0.18; 0.54]	[0.19; 0.54]
b_cul		0.12	−0.33	0.70	0.25	−0.86	0.03	−0.11	−0.09	−0.20
		[−0.21; 0.43]	[−0.77; 0.15]	[−0.16; 1.52]	[−0.18; 0.67]	[−2.03; 0.35]	[−0.67; 0.69]	[−0.89; 0.70]	[−0.52; 0.40]	[−0.52; 0.11]
b_firmsize.adj.cj:agility2cj		−0.10	−0.09	−0.05	−0.02	−0.08	−0.05	−0.07	−0.09	−0.08
		[−0.37; 0.18]	[−0.36; 0.18]	[−0.35; 0.25]	[−0.23; 0.18]	[−0.32; 0.15]	[−0.28; 0.19]	[−0.31; 0.18]	[−0.36; 0.19]	[−0.35; 0.20]
b_firmsize.adj.cj:cul		−0.26	0.08	−0.33	0.28	0.44	0.35	0.54	0.29	−0.16
		[−0.71; 0.19]	[−0.60; 0.64]	[−1.18; 0.62]	[−0.28; 0.88]	[−1.56; 2.16]	[−0.37; 1.11]	[−0.33; 1.38]	[−0.18; 0.76]	[−0.41; 0.11]
b_agility2cj:cul		0.15	−0.03	0.18	0.06	−0.37	−0.08	−0.08	−0.14	0.02
		[−0.14; 0.42]	[−0.46; 0.39]	[−0.39; 0.77]	[−0.32; 0.46]	[−1.54; 0.76]	[−0.54; 0.38]	[−0.60; 0.47]	[−0.45; 0.19]	[−0.14; 0.18]
b_firmsize.adj.cj:agility2cj:cul		0.11	−0.18	−0.00	0.21	−0.77	−0.09	−0.22	−0.10	0.05
		[−0.29; 0.52]	[−0.81; 0.43]	[−0.87; 0.86]	[−0.40; 0.84]	[−2.62; 1.07]	[−0.78; 0.60]	[−0.96; 0.54]	[−0.49; 0.28]	[−0.20; 0.30]
sd_countryx__firmsize.adj.cj		0.16*	0.18*	0.17*	0.20*	0.18*	0.18*	0.14*	0.15*	0.15*
		[0.01; 0.49]	[0.01; 0.54]	[0.01; 0.53]	[0.01; 0.54]	[0.01; 0.55]	[0.01; 0.52]	[0.00; 0.46]	[0.01; 0.49]	[0.01; 0.48]
sd_countryx__agility2cj		0.08*	0.09*	0.08*	0.08*	0.08*	0.08*	0.09*	0.08*	0.09*
		[0.00; 0.24]	[0.00; 0.25]	[0.00; 0.24]	[0.00; 0.25]	[0.00; 0.25]	[0.00; 0.25]	[0.00; 0.26]	[0.00; 0.25]	[0.00; 0.27]

* Null hypothesis value outside 95% credible interval.

Table 30: Outcome2 Models (Regional) - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b.Intercept	−0.09	−0.16*	−0.16*	−0.16*	−0.15*	−0.15*	−0.14*	−0.13*	−0.15*	−0.17*
	[−0.23; 0.04]	[−0.28; −0.03]	[−0.28; −0.03]	[−0.28; −0.03]	[−0.28; −0.02]	[−0.29; −0.01]	[−0.27; −0.01]	[−0.26; −0.00]	[−0.28; −0.03]	[−0.30; −0.06]
b.mfr2013lnstd	−0.12	−0.16*	−0.17*	−0.15*	−0.16*	−0.16*	−0.18*	−0.21*	−0.17*	−0.05
	[−0.25; 0.02]	[−0.28; −0.04]	[−0.29; −0.04]	[−0.29; −0.01]	[−0.28; −0.03]	[−0.30; −0.03]	[−0.31; −0.05]	[−0.34; −0.08]	[−0.30; −0.03]	[−0.21; 0.10]
b.firmsize.adj.cj	0.08	0.04	0.05	0.04	0.05	0.04	0.03	0.04	0.03	0.04
	[−0.06; 0.23]	[−0.11; 0.18]	[−0.10; 0.20]	[−0.11; 0.18]	[−0.09; 0.19]	[−0.10; 0.18]	[−0.11; 0.17]	[−0.11; 0.19]	[−0.11; 0.18]	[−0.10; 0.18]
sd_countryx__Intercept	0.13*	0.09*	0.09*	0.09*	0.11*	0.09*	0.09*	0.08*	0.09*	0.08*
	[0.01; 0.32]	[0.00; 0.27]	[0.00; 0.25]	[0.00; 0.26]	[0.01; 0.29]	[0.00; 0.27]	[0.00; 0.26]	[0.00; 0.23]	[0.00; 0.26]	[0.00; 0.23]
sigma	0.99*	0.88*	0.88*	0.88*	0.87*	0.88*	0.88*	0.87*	0.88*	0.87*
	[0.92; 1.07]	[0.81; 0.96]	[0.80; 0.96]	[0.81; 0.96]	[0.80; 0.95]	[0.81; 0.96]	[0.80; 0.96]	[0.80; 0.95]	[0.81; 0.96]	[0.80; 0.94]
b.agility2cj		0.30*	0.27*	0.31*	0.27*	0.33*	0.31*	0.31*	0.32*	0.34*
		[0.03; 0.56]	[0.01; 0.53]	[0.05; 0.55]	[0.08; 0.47]	[0.02; 0.61]	[0.08; 0.53]	[0.03; 0.58]	[0.05; 0.56]	[0.07; 0.59]
b.cul		−0.04	−0.16	−0.15	0.07	−0.07	−0.09	−0.37	0.03	−0.22*
		[−0.23; 0.15]	[−0.45; 0.13]	[−0.70; 0.41]	[−0.21; 0.34]	[−0.96; 0.80]	[−0.52; 0.33]	[−0.79; 0.05]	[−0.25; 0.30]	[−0.40; −0.04]
b.agility2cj:cul		0.14	−0.17	0.64	−0.76*	−0.54	−0.76*	−0.20	−0.36	0.20
		[−0.28; 0.55]	[−0.76; 0.43]	[−0.38; 1.65]	[−1.19; −0.32]	[−2.31; 1.32]	[−1.47; −0.01]	[−1.03; 0.67]	[−0.89; 0.19]	[−0.12; 0.51]
sd_countryx__agility2cj		0.45*	0.46*	0.43*	0.27*	0.45*	0.37*	0.45*	0.43*	0.44*
		[0.26; 0.72]	[0.27; 0.73]	[0.25; 0.68]	[0.10; 0.49]	[0.25; 0.72]	[0.19; 0.62]	[0.26; 0.73]	[0.25; 0.70]	[0.26; 0.70]

* Null hypothesis value outside 95% credible interval.

Table 31: Outcome2 Models (Global) - Cross Interaction

3.2 OLS with Clustered Standard Error

Table 32: Level of National Culture and Agility Practices (Agility2): OLS Estimates for All Firms (Clustered Standard Error)

	<i>Dependent variable:</i>									
	agility									
	Control	UAI	FUO	PDI	InsCollec	HUM	PERF	IngCollec	GEND	ASS
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Firm Size	0.306*** (0.105)	0.250** (0.103)	0.299** (0.117)	0.280*** (0.108)	0.281** (0.112)	0.278*** (0.104)	0.285*** (0.109)	0.274** (0.109)	0.283*** (0.103)	0.298*** (0.104)
Firm Size Squared	−0.019* (0.011)	−0.014 (0.011)	−0.018 (0.012)	−0.017 (0.011)	−0.017 (0.011)	−0.016 (0.011)	−0.018 (0.011)	−0.016 (0.011)	−0.017 (0.011)	−0.018 (0.011)
Mfr Value	−0.074 (0.049)	−0.153*** (0.051)	0.017 (0.051)	−0.052 (0.069)	−0.070 (0.050)	−0.133*** (0.051)	−0.001 (0.053)	−0.075 (0.057)	−0.125** (0.056)	−0.325*** (0.068)
Network		0.461 (0.478)	2.901*** (0.936)	−1.277* (0.723)	2.943*** (0.780)	−5.563** (2.295)	1.863 (1.302)	−2.780** (1.300)	0.739 (0.679)	0.210 (0.349)
Culture		0.389*** (0.083)	0.787*** (0.137)	−0.240 (0.239)	0.615*** (0.133)	−1.383*** (0.319)	0.579*** (0.164)	−0.232 (0.197)	−0.139 (0.114)	0.279*** (0.070)
Network * Culture		−0.072 (0.108)	−0.535*** (0.179)	0.496* (0.269)	−0.643*** (0.173)	1.038** (0.421)	−0.309 (0.223)	0.516** (0.237)	−0.146 (0.148)	−0.029 (0.082)
Constant	0.861 (0.553)	−0.042 (0.632)	−4.352*** (1.049)	1.230* (0.636)	−1.984** (0.820)	8.992*** (1.950)	−3.370*** (1.279)	2.100 (1.472)	2.035** (0.948)	2.482*** (0.638)
Observations	834	834	834	834	834	834	834	834	834	834
R ²	0.021	0.063	0.073	0.025	0.050	0.046	0.041	0.027	0.029	0.045
F Statistic	6.049***	9.214***	10.836***	3.585***	7.248***	6.720***	5.849***	3.864***	4.185***	6.481***

Note: *p<0.1; **p<0.05; ***p<0.01

Table 33: Level of National Culture and Agility Practices (Agility2): OLS Estimates for All Firms (Clustered Standard Error)

	<i>Dependent variable:</i>									
	agility2									
	Control	UAI	FUO	PDI	InsCollec	HUM	PERF	IngCollec	GEND	ASS
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Firm Size	0.304*** (0.103)	0.241** (0.095)	0.296*** (0.115)	0.247** (0.102)	0.277** (0.111)	0.262*** (0.097)	0.295*** (0.111)	0.300*** (0.104)	0.277*** (0.094)	0.294*** (0.104)
Firm Size Squared	−0.023** (0.012)	−0.018* (0.010)	−0.022* (0.013)	−0.018 (0.012)	−0.021* (0.012)	−0.019* (0.011)	−0.023* (0.013)	−0.023** (0.011)	−0.020** (0.010)	−0.022* (0.011)
Mfr Value	0.026 (0.047)	−0.110** (0.049)	0.110** (0.051)	−0.087 (0.067)	0.031 (0.048)	−0.085* (0.049)	0.117** (0.052)	−0.057 (0.056)	−0.110* (0.056)	−0.286*** (0.070)
Network		0.102 (0.448)	1.425 (0.904)	−1.446** (0.674)	3.013*** (0.803)	−4.102* (2.296)	1.158 (1.333)	−2.510* (1.283)	1.460** (0.631)	−0.210 (0.354)
Culture		0.559*** (0.077)	0.601*** (0.124)	0.308 (0.212)	0.715*** (0.134)	−2.103*** (0.298)	0.677*** (0.168)	−0.599*** (0.186)	−0.347*** (0.102)	0.307*** (0.073)
Network * Culture		0.024 (0.101)	−0.256 (0.174)	0.557** (0.250)	−0.660*** (0.178)	0.778* (0.420)	−0.189 (0.229)	0.468** (0.233)	−0.297** (0.137)	0.075 (0.084)
Constant	−0.270 (0.528)	−1.305** (0.560)	−4.414*** (1.007)	0.164 (0.578)	−3.567*** (0.776)	12.348*** (1.881)	−5.274*** (1.295)	3.902*** (1.451)	2.794*** (0.944)	1.936*** (0.625)
Observations	840	840	840	840	840	840	840	840	840	840
R ²	0.017	0.125	0.053	0.033	0.054	0.089	0.047	0.028	0.059	0.057
F Statistic	4.809***	19.894***	7.844***	4.667***	7.914***	13.579***	6.920***	4.004***	8.761***	8.326***

Note: *p<0.1; **p<0.05; ***p<0.01

Table 34: Level of National Culture and Agility Practices (Agility): OLS Estimates for All Firms (Default Standard Error)

	<i>Dependent variable:</i>									
	agility									
	Control	UAI	FUO	PDI	InsCollec	HUM	PERF	IngCollec	GEND	ASS
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Firm Size	0.306*** (0.102)	0.250** (0.102)	0.299*** (0.102)	0.280*** (0.105)	0.281*** (0.103)	0.278*** (0.103)	0.285*** (0.103)	0.274*** (0.104)	0.283*** (0.104)	0.298*** (0.103)
Firm Size Squared	−0.019* (0.011)	−0.014 (0.011)	−0.018 (0.011)	−0.017 (0.012)	−0.017 (0.012)	−0.016 (0.012)	−0.018 (0.012)	−0.016 (0.012)	−0.017 (0.012)	−0.018 (0.012)
Mfr Value	−0.074 (0.050)	−0.153*** (0.052)	0.017 (0.051)	−0.052 (0.069)	−0.070 (0.050)	−0.133** (0.052)	−0.001 (0.053)	−0.075 (0.059)	−0.125** (0.058)	−0.325*** (0.076)
Network		0.461 (0.506)	2.901*** (0.895)	−1.277* (0.767)	2.943*** (0.768)	−5.563** (2.323)	1.863 (1.274)	−2.780** (1.351)	0.739 (0.721)	0.210 (0.338)
Culture		0.389*** (0.084)	0.787*** (0.123)	−0.240 (0.236)	0.615*** (0.125)	−1.383*** (0.306)	0.579*** (0.154)	−0.232 (0.200)	−0.139 (0.115)	0.279*** (0.071)
Network * Culture		−0.072 (0.114)	−0.535*** (0.170)	0.496* (0.287)	−0.643*** (0.170)	1.038** (0.426)	−0.309 (0.219)	0.516** (0.247)	−0.146 (0.157)	−0.029 (0.080)
Constant	0.861 (0.565)	−0.042 (0.618)	−4.352*** (0.981)	1.230* (0.640)	−1.984** (0.804)	8.992*** (1.895)	−3.370*** (1.211)	2.100 (1.511)	2.035** (0.989)	2.482*** (0.701)
Observations	834	834	834	834	834	834	834	834	834	834
R ²	0.021	0.063	0.073	0.025	0.050	0.046	0.041	0.027	0.029	0.045
F Statistic	6.049***	9.214***	10.836***	3.585***	7.248***	6.720***	5.849***	3.864***	4.185***	6.481***

Note: *p<0.1; **p<0.05; ***p<0.01

Table 35: Level of National Culture and Agility Practices (Agility2): OLS Estimates for All Firms (Default Standard Error)

	<i>Dependent variable:</i>									
	agility2									
	Control	UAI	FUO	PDI	InsCollec	HUM	PERF	IngCollec	GEND	ASS
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Firm Size	0.304*** (0.098)	0.241** (0.096)	0.296*** (0.099)	0.247** (0.101)	0.277*** (0.099)	0.262*** (0.098)	0.295*** (0.100)	0.300*** (0.101)	0.277*** (0.099)	0.294*** (0.099)
Firm Size Squared	−0.023** (0.011)	−0.018 (0.011)	−0.022** (0.011)	−0.018 (0.011)	−0.021* (0.011)	−0.019* (0.011)	−0.023** (0.011)	−0.023** (0.011)	−0.020* (0.011)	−0.022* (0.011)
Mfr Value	0.026 (0.049)	−0.110** (0.050)	0.110** (0.051)	−0.087 (0.068)	0.031 (0.049)	−0.085* (0.050)	0.117** (0.052)	−0.057 (0.058)	−0.110* (0.056)	−0.286*** (0.075)
Network		0.102 (0.486)	1.425 (0.897)	−1.446* (0.759)	3.013*** (0.777)	−4.102* (2.281)	1.158 (1.291)	−2.510* (1.332)	1.460** (0.687)	−0.210 (0.335)
Culture		0.559*** (0.082)	0.601*** (0.124)	0.308 (0.234)	0.715*** (0.126)	−2.103*** (0.302)	0.677*** (0.156)	−0.599*** (0.198)	−0.347*** (0.111)	0.307*** (0.071)
Network * Culture		0.024 (0.109)	−0.256 (0.170)	0.557** (0.283)	−0.660*** (0.172)	0.778* (0.419)	−0.189 (0.221)	0.468* (0.244)	−0.297** (0.150)	0.075 (0.079)
Constant	−0.270 (0.554)	−1.305** (0.584)	−4.414*** (1.002)	0.164 (0.622)	−3.567*** (0.801)	12.348*** (1.866)	−5.274*** (1.215)	3.902*** (1.509)	2.794*** (0.972)	1.936*** (0.684)
Observations	840	840	840	840	840	840	840	840	840	840
R ²	0.017	0.125	0.053	0.033	0.054	0.089	0.047	0.028	0.059	0.057
F Statistic	4.809***	19.894***	7.844***	4.667***	7.914***	13.579***	6.920***	4.004***	8.761***	8.326***

Note: *p<0.1; **p<0.05; ***p<0.01

4 Plots

