

The Impact of National Culture in Operations and Supply Chain Agility

Zhezhu Wen

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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	gpfp	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
gpfp	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	Agility Outcome2
b_Intercept	−0.10 [−0.31; 0.10]	−0.08 [−0.23; 0.07]
sd_countryx__Intercept	0.45* [0.32; 0.66]	0.29* [0.19; 0.43]
sigma	0.88* [0.84; 0.93]	0.95* [0.90; 0.99]

* Null hypothesis value outside 95% credible interval.

Table 7: Null Models (Set 2)

3.1.2 Agility Models

	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	−0.17*	−0.14	−0.15	−0.14	−0.10	−0.15	−0.15	−0.16	−0.15
	[−0.32; −0.03]	[−0.34; 0.06]	[−0.34; 0.04]	[−0.34; 0.07]	[−0.26; 0.07]	[−0.36; 0.06]	[−0.37; 0.06]	[−0.35; 0.03]	[−0.35; 0.06]
b_mfr2013.z	−0.08	−0.00	−0.09	−0.01	−0.08	−0.01	−0.01	−0.07	−0.03
	[−0.20; 0.03]	[−0.19; 0.19]	[−0.28; 0.11]	[−0.19; 0.17]	[−0.23; 0.07]	[−0.21; 0.19]	[−0.21; 0.20]	[−0.24; 0.11]	[−0.28; 0.21]
b_firmsize.adj.cj	0.19*	0.19*	0.19*	0.20*	0.19*	0.20*	0.19*	0.19*	0.20*
	[0.10; 0.29]	[0.10; 0.29]	[0.10; 0.29]	[0.10; 0.29]	[0.10; 0.29]	[0.10; 0.29]	[0.10; 0.29]	[0.09; 0.29]	[0.10; 0.30]
b_strategycj	0.17*	0.17*	0.17*	0.16*	0.17*	0.16*	0.17*	0.17*	0.16*
	[0.11; 0.24]	[0.10; 0.24]	[0.10; 0.23]	[0.10; 0.22]	[0.10; 0.24]	[0.10; 0.23]	[0.10; 0.23]	[0.10; 0.23]	[0.10; 0.23]
b_competitive1cj	0.25*	0.26*	0.25*	0.23*	0.24*	0.24*	0.26*	0.25*	0.26*
	[0.15; 0.34]	[0.16; 0.35]	[0.15; 0.34]	[0.15; 0.31]	[0.15; 0.34]	[0.15; 0.33]	[0.17; 0.35]	[0.15; 0.34]	[0.16; 0.35]
b_network4xcj	0.10*	0.09	0.08	0.08	0.09*	0.09	0.08	0.09	0.08
	[0.01; 0.20]	[−0.00; 0.18]	[−0.00; 0.18]	[−0.01; 0.17]	[0.01; 0.18]	[−0.00; 0.18]	[−0.01; 0.18]	[−0.01; 0.18]	[−0.00; 0.17]
b_cul	0.29*	0.07	0.19	0.08	−0.28*	0.04	0.03	−0.18	0.03
	[0.13; 0.45]	[−0.15; 0.28]	[−0.03; 0.40]	[−0.12; 0.27]	[−0.47; −0.08]	[−0.18; 0.25]	[−0.19; 0.26]	[−0.37; 0.02]	[−0.25; 0.30]
b_competitive1cj:cul	0.00	0.01	0.02	−0.10*	0.05	−0.04	0.04	−0.02	−0.03
	[−0.10; 0.10]	[−0.09; 0.10]	[−0.07; 0.11]	[−0.18; −0.02]	[−0.06; 0.15]	[−0.12; 0.04]	[−0.05; 0.13]	[−0.11; 0.06]	[−0.12; 0.06]
b_network4xcj:cul	−0.02	−0.03	0.04	−0.04	−0.04	0.02	−0.01	−0.02	0.03
	[−0.13; 0.08]	[−0.12; 0.05]	[−0.04; 0.12]	[−0.12; 0.05]	[−0.14; 0.05]	[−0.06; 0.11]	[−0.11; 0.09]	[−0.10; 0.07]	[−0.05; 0.11]
b_competitive1cj:network4xcj:cul	0.05	−0.06	0.08*	−0.10*	−0.02	−0.12*	−0.09*	−0.08*	0.06*
	[−0.02; 0.11]	[−0.12; 0.00]	[0.02; 0.13]	[−0.15; −0.04]	[−0.09; 0.06]	[−0.17; −0.07]	[−0.15; −0.02]	[−0.14; −0.03]	[0.01; 0.11]
sd_countryx__Intercept	0.27*	0.41*	0.38*	0.40*	0.32*	0.42*	0.42*	0.37*	0.42*
	[0.16; 0.43]	[0.26; 0.63]	[0.24; 0.58]	[0.26; 0.62]	[0.20; 0.50]	[0.27; 0.64]	[0.27; 0.65]	[0.24; 0.59]	[0.28; 0.65]
sd_countryx__network4xcj	0.14*	0.14*	0.12*	0.13*	0.13*	0.14*	0.14*	0.13*	0.12*
	[0.06; 0.25]	[0.05; 0.25]	[0.02; 0.24]	[0.04; 0.24]	[0.03; 0.25]	[0.05; 0.25]	[0.05; 0.27]	[0.03; 0.25]	[0.03; 0.23]
sd_countryx__competitive1cj	0.11*	0.10*	0.11*	0.06*	0.11*	0.09*	0.09*	0.09*	0.12*
	[0.01; 0.24]	[0.01; 0.24]	[0.01; 0.25]	[0.00; 0.17]	[0.01; 0.24]	[0.00; 0.22]	[0.00; 0.23]	[0.01; 0.23]	[0.01; 0.26]
sigma	0.79*	0.79*	0.79*	0.78*	0.79*	0.78*	0.79*	0.79*	0.79*
	[0.74; 0.84]	[0.75; 0.84]	[0.74; 0.83]	[0.74; 0.83]	[0.75; 0.84]	[0.74; 0.83]	[0.74; 0.83]	[0.74; 0.83]	[0.74; 0.83]

* Null hypothesis value outside 95% credible interval.

Table 8: Agility2 Models (Z) - 4 Level Network

	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	−0.17*	−0.14	−0.15	−0.14	−0.10	−0.15	−0.15	−0.16*	−0.15
	[−0.29; −0.05]	[−0.30; 0.03]	[−0.31; 0.01]	[−0.31; 0.03]	[−0.24; 0.04]	[−0.33; 0.02]	[−0.33; 0.02]	[−0.32; −0.00]	[−0.32; 0.03]
b_mfr2013.z	−0.08	−0.00	−0.09	−0.01	−0.08	−0.01	−0.01	−0.07	−0.03
	[−0.18; 0.01]	[−0.15; 0.15]	[−0.25; 0.07]	[−0.16; 0.13]	[−0.20; 0.04]	[−0.17; 0.15]	[−0.18; 0.16]	[−0.21; 0.08]	[−0.23; 0.17]
b_firmsize.adj.cj	0.19*	0.19*	0.19*	0.20*	0.19*	0.20*	0.19*	0.19*	0.20*
	[0.11; 0.27]	[0.11; 0.27]	[0.11; 0.27]	[0.12; 0.27]	[0.12; 0.27]	[0.12; 0.28]	[0.12; 0.28]	[0.11; 0.27]	[0.12; 0.28]
b_strategycj	0.17*	0.17*	0.17*	0.16*	0.17*	0.16*	0.17*	0.17*	0.16*
	[0.12; 0.23]	[0.11; 0.23]	[0.11; 0.22]	[0.11; 0.21]	[0.11; 0.23]	[0.11; 0.22]	[0.11; 0.22]	[0.11; 0.22]	[0.11; 0.22]
b_competitive1cj	0.25*	0.26*	0.25*	0.23*	0.24*	0.24*	0.26*	0.25*	0.26*
	[0.17; 0.33]	[0.18; 0.33]	[0.17; 0.33]	[0.17; 0.30]	[0.16; 0.32]	[0.17; 0.32]	[0.19; 0.33]	[0.17; 0.32]	[0.17; 0.34]
b_network4xcj	0.10*	0.09*	0.08*	0.08*	0.09*	0.09*	0.08*	0.09*	0.08*
	[0.03; 0.18]	[0.01; 0.16]	[0.01; 0.16]	[0.01; 0.16]	[0.02; 0.17]	[0.02; 0.17]	[0.01; 0.16]	[0.01; 0.16]	[0.01; 0.15]
b_cul	0.29*	0.07	0.19*	0.08	−0.28*	0.04	0.03	−0.18*	0.03
	[0.16; 0.42]	[−0.10; 0.24]	[0.01; 0.37]	[−0.09; 0.24]	[−0.44; −0.12]	[−0.14; 0.21]	[−0.16; 0.22]	[−0.33; −0.02]	[−0.20; 0.26]
b_competitive1cj:cul	0.00	0.01	0.02	−0.10*	0.05	−0.04	0.04	−0.02	−0.03
	[−0.08; 0.08]	[−0.07; 0.08]	[−0.05; 0.09]	[−0.16; −0.03]	[−0.04; 0.14]	[−0.10; 0.03]	[−0.03; 0.12]	[−0.09; 0.04]	[−0.11; 0.04]
b_network4xcj:cul	−0.02	−0.03	0.04	−0.04	−0.04	0.02	−0.01	−0.02	0.03
	[−0.11; 0.06]	[−0.11; 0.03]	[−0.02; 0.11]	[−0.11; 0.03]	[−0.12; 0.04]	[−0.05; 0.09]	[−0.09; 0.07]	[−0.08; 0.05]	[−0.04; 0.10]
b_competitive1cj:network4xcj:cul	0.05	−0.06*	0.08*	−0.10*	−0.02	−0.12*	−0.09*	−0.08*	0.06*
	[−0.01; 0.10]	[−0.11; −0.00]	[0.03; 0.13]	[−0.14; −0.05]	[−0.08; 0.05]	[−0.16; −0.07]	[−0.14; −0.03]	[−0.13; −0.03]	[0.02; 0.10]
sd_countryx__Intercept	0.27*	0.41*	0.38*	0.40*	0.32*	0.42*	0.42*	0.37*	0.42*
	[0.18; 0.40]	[0.28; 0.58]	[0.26; 0.53]	[0.28; 0.57]	[0.21; 0.46]	[0.29; 0.59]	[0.29; 0.61]	[0.25; 0.54]	[0.29; 0.60]
sd_countryx__network4xcj	0.14*	0.14*	0.12*	0.13*	0.13*	0.14*	0.14*	0.13*	0.12*
	[0.07; 0.23]	[0.06; 0.23]	[0.04; 0.22]	[0.06; 0.22]	[0.05; 0.22]	[0.06; 0.23]	[0.06; 0.24]	[0.05; 0.22]	[0.04; 0.21]
sd_countryx__competitive1cj	0.11*	0.10*	0.11*	0.06*	0.11*	0.09*	0.09*	0.09*	0.12*
	[0.01; 0.22]	[0.01; 0.21]	[0.01; 0.22]	[0.00; 0.14]	[0.02; 0.21]	[0.01; 0.20]	[0.01; 0.20]	[0.01; 0.20]	[0.02; 0.23]
sigma	0.79*	0.79*	0.79*	0.78*	0.79*	0.78*	0.79*	0.79*	0.79*
	[0.75; 0.83]	[0.75; 0.83]	[0.75; 0.83]	[0.75; 0.82]	[0.75; 0.83]	[0.74; 0.82]	[0.75; 0.83]	[0.75; 0.83]	[0.75; 0.83]

* Null hypothesis value outside 90% credible interval.

Table 9: Agility2 Models (Z) alpha = .10 - 4 Level Network

	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	−0.16*	−0.13	−0.14	−0.13	−0.09	−0.14	−0.14	−0.14	−0.14
	[−0.31; −0.01]	[−0.33; 0.08]	[−0.32; 0.06]	[−0.34; 0.07]	[−0.26; 0.08]	[−0.37; 0.07]	[−0.35; 0.08]	[−0.33; 0.04]	[−0.34; 0.08]
b_mfr2013.z	−0.09	0.00	−0.10	−0.01	−0.08	−0.01	−0.01	−0.07	−0.03
	[−0.21; 0.03]	[−0.19; 0.19]	[−0.30; 0.11]	[−0.20; 0.17]	[−0.23; 0.06]	[−0.21; 0.20]	[−0.22; 0.21]	[−0.26; 0.11]	[−0.28; 0.21]
b_firmsize.adj.cj	0.19*	0.19*	0.19*	0.19*	0.19*	0.20*	0.19*	0.19*	0.20*
	[0.10; 0.28]	[0.09; 0.28]	[0.10; 0.28]	[0.10; 0.29]	[0.10; 0.29]	[0.10; 0.29]	[0.10; 0.28]	[0.09; 0.28]	[0.10; 0.29]
b_strategycj	0.17*	0.17*	0.16*	0.16*	0.17*	0.16*	0.17*	0.16*	0.16*
	[0.11; 0.23]	[0.10; 0.24]	[0.10; 0.23]	[0.10; 0.22]	[0.10; 0.23]	[0.10; 0.23]	[0.10; 0.23]	[0.10; 0.23]	[0.10; 0.23]
b_competitive1cj	0.24*	0.25*	0.24*	0.23*	0.24*	0.24*	0.25*	0.24*	0.25*
	[0.15; 0.34]	[0.15; 0.34]	[0.14; 0.33]	[0.15; 0.31]	[0.14; 0.34]	[0.15; 0.33]	[0.16; 0.34]	[0.15; 0.33]	[0.15; 0.35]
b_network4xcj	0.10*	0.09	0.09	0.08	0.09*	0.09	0.09	0.08	0.08
	[0.01; 0.20]	[−0.00; 0.18]	[−0.00; 0.18]	[−0.01; 0.17]	[0.00; 0.18]	[−0.01; 0.18]	[−0.01; 0.18]	[−0.01; 0.17]	[−0.01; 0.17]
b_cul	0.29*	0.08	0.19	0.07	−0.28*	0.03	0.03	−0.19	0.03
	[0.13; 0.45]	[−0.13; 0.29]	[−0.03; 0.41]	[−0.12; 0.28]	[−0.48; −0.09]	[−0.18; 0.26]	[−0.21; 0.27]	[−0.39; 0.02]	[−0.24; 0.30]
b_competitive1cj:cul	−0.00	0.01	0.02	−0.10*	0.05	−0.04	0.04	−0.02	−0.02
	[−0.10; 0.10]	[−0.09; 0.10]	[−0.07; 0.11]	[−0.18; −0.03]	[−0.06; 0.15]	[−0.12; 0.04]	[−0.05; 0.13]	[−0.10; 0.06]	[−0.12; 0.06]
b_network4xcj:cul	−0.02	−0.03	0.04	−0.04	−0.04	0.03	−0.01	−0.02	0.03
	[−0.13; 0.08]	[−0.12; 0.05]	[−0.04; 0.12]	[−0.12; 0.05]	[−0.13; 0.06]	[−0.06; 0.12]	[−0.11; 0.09]	[−0.10; 0.07]	[−0.05; 0.12]
b_competitive1cj:network4xcj:cul	0.05	−0.06	0.08*	−0.09*	−0.02	−0.12*	−0.09*	−0.08*	0.07*
	[−0.02; 0.11]	[−0.13; 0.00]	[0.02; 0.13]	[−0.15; −0.03]	[−0.09; 0.05]	[−0.17; −0.07]	[−0.15; −0.03]	[−0.14; −0.03]	[0.02; 0.12]
sd_countryx__Intercept	0.28*	0.42*	0.38*	0.41*	0.32*	0.44*	0.43*	0.38*	0.43*
	[0.17; 0.44]	[0.27; 0.63]	[0.24; 0.59]	[0.27; 0.62]	[0.20; 0.50]	[0.28; 0.67]	[0.28; 0.65]	[0.24; 0.58]	[0.28; 0.66]
sd_countryx__network4xcj	0.15*	0.14*	0.13*	0.13*	0.13*	0.14*	0.15*	0.13*	0.12*
	[0.06; 0.26]	[0.05; 0.24]	[0.03; 0.24]	[0.05; 0.24]	[0.04; 0.24]	[0.05; 0.26]	[0.05; 0.27]	[0.04; 0.25]	[0.03; 0.24]
sd_countryx__competitive1cj	0.11*	0.10*	0.10*	0.06*	0.11*	0.09*	0.09*	0.09*	0.12*
	[0.01; 0.24]	[0.01; 0.24]	[0.00; 0.24]	[0.00; 0.17]	[0.01; 0.24]	[0.01; 0.23]	[0.00; 0.22]	[0.00; 0.22]	[0.01; 0.25]
sigma	0.74*	0.74*	0.74*	0.74*	0.75*	0.73*	0.74*	0.74*	0.74*
	[0.68; 0.80]	[0.67; 0.80]	[0.68; 0.80]	[0.68; 0.80]	[0.69; 0.80]	[0.67; 0.79]	[0.67; 0.79]	[0.67; 0.80]	[0.67; 0.80]

* Null hypothesis value outside 95% credible interval.

Table 10: Agility2 Models (T) - 4 Level Network

	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	−0.16*	−0.13	−0.14	−0.13	−0.09	−0.14	−0.14	−0.14	−0.14
	[−0.28; −0.03]	[−0.30; 0.04]	[−0.29; 0.02]	[−0.30; 0.03]	[−0.22; 0.05]	[−0.32; 0.03]	[−0.31; 0.04]	[−0.30; 0.01]	[−0.31; 0.04]
b_mfr2013.z	−0.09	0.00	−0.10	−0.01	−0.08	−0.01	−0.01	−0.07	−0.03
	[−0.18; 0.01]	[−0.15; 0.15]	[−0.26; 0.07]	[−0.16; 0.14]	[−0.21; 0.04]	[−0.17; 0.16]	[−0.18; 0.17]	[−0.22; 0.07]	[−0.24; 0.17]
b_firmsize.adj.cj	0.19*	0.19*	0.19*	0.19*	0.19*	0.20*	0.19*	0.19*	0.20*
	[0.11; 0.27]	[0.11; 0.27]	[0.11; 0.27]	[0.11; 0.28]	[0.11; 0.27]	[0.11; 0.28]	[0.11; 0.27]	[0.11; 0.27]	[0.12; 0.27]
b_strategycj	0.17*	0.17*	0.16*	0.16*	0.17*	0.16*	0.17*	0.16*	0.16*
	[0.12; 0.22]	[0.11; 0.22]	[0.11; 0.22]	[0.11; 0.21]	[0.11; 0.22]	[0.11; 0.22]	[0.11; 0.22]	[0.11; 0.22]	[0.11; 0.22]
b_competitive1cj	0.24*	0.25*	0.24*	0.23*	0.24*	0.24*	0.25*	0.24*	0.25*
	[0.16; 0.32]	[0.17; 0.33]	[0.16; 0.32]	[0.16; 0.30]	[0.16; 0.32]	[0.16; 0.31]	[0.17; 0.32]	[0.17; 0.32]	[0.17; 0.33]
b_network4xcj	0.10*	0.09*	0.09*	0.08*	0.09*	0.09*	0.09*	0.08*	0.08*
	[0.03; 0.18]	[0.01; 0.16]	[0.01; 0.16]	[0.01; 0.16]	[0.02; 0.17]	[0.01; 0.16]	[0.01; 0.16]	[0.01; 0.16]	[0.01; 0.15]
b_cul	0.29*	0.08	0.19*	0.07	−0.28*	0.03	0.03	−0.19*	0.03
	[0.16; 0.42]	[−0.09; 0.25]	[0.01; 0.37]	[−0.09; 0.24]	[−0.45; −0.12]	[−0.15; 0.22]	[−0.16; 0.23]	[−0.35; −0.02]	[−0.19; 0.25]
b_competitive1cj:cul	−0.00	0.01	0.02	−0.10*	0.05	−0.04	0.04	−0.02	−0.02
	[−0.09; 0.08]	[−0.07; 0.08]	[−0.05; 0.10]	[−0.17; −0.04]	[−0.04; 0.13]	[−0.11; 0.03]	[−0.03; 0.11]	[−0.09; 0.04]	[−0.10; 0.05]
b_network4xcj:cul	−0.02	−0.03	0.04	−0.04	−0.04	0.03	−0.01	−0.02	0.03
	[−0.11; 0.06]	[−0.11; 0.04]	[−0.03; 0.10]	[−0.10; 0.04]	[−0.12; 0.04]	[−0.04; 0.10]	[−0.09; 0.07]	[−0.09; 0.06]	[−0.03; 0.10]
b_competitive1cj:network4xcj:cul	0.05	−0.06*	0.08*	−0.09*	−0.02	−0.12*	−0.09*	−0.08*	0.07*
	[−0.01; 0.10]	[−0.12; −0.01]	[0.03; 0.12]	[−0.14; −0.05]	[−0.08; 0.04]	[−0.16; −0.08]	[−0.14; −0.04]	[−0.13; −0.04]	[0.03; 0.11]
sd_countryx__Intercept	0.28*	0.42*	0.38*	0.41*	0.32*	0.44*	0.43*	0.38*	0.43*
	[0.18; 0.41]	[0.29; 0.59]	[0.26; 0.54]	[0.28; 0.58]	[0.22; 0.46]	[0.30; 0.62]	[0.30; 0.60]	[0.25; 0.54]	[0.30; 0.61]
sd_countryx__network4xcj	0.15*	0.14*	0.13*	0.13*	0.13*	0.14*	0.15*	0.13*	0.12*
	[0.07; 0.23]	[0.06; 0.22]	[0.05; 0.22]	[0.06; 0.21]	[0.05; 0.22]	[0.07; 0.23]	[0.07; 0.24]	[0.06; 0.23]	[0.05; 0.21]
sd_countryx__competitive1cj	0.11*	0.10*	0.10*	0.06*	0.11*	0.09*	0.09*	0.09*	0.12*
	[0.01; 0.22]	[0.01; 0.21]	[0.01; 0.22]	[0.01; 0.15]	[0.02; 0.21]	[0.01; 0.20]	[0.01; 0.20]	[0.01; 0.20]	[0.02; 0.23]
sigma	0.74*	0.74*	0.74*	0.74*	0.75*	0.73*	0.74*	0.74*	0.74*
	[0.69; 0.79]	[0.69; 0.79]	[0.69; 0.79]	[0.69; 0.79]	[0.70; 0.80]	[0.68; 0.78]	[0.68; 0.78]	[0.69; 0.79]	[0.68; 0.79]

* Null hypothesis value outside 90% credible interval.

Table 11: Agility2 Models (T) alpha = .10 - 4 Level Network

3.1.3 Outcome Models

	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	−0.10 [−0.24; 0.02]	−0.10 [−0.23; 0.02]	−0.10 [−0.24; 0.03]	−0.10 [−0.24; 0.04]	−0.09 [−0.23; 0.04]	−0.09 [−0.23; 0.05]	−0.09 [−0.22; 0.05]	−0.10 [−0.23; 0.03]	−0.09 [−0.20; 0.01]
b_mfr2013.z	−0.04 [−0.15; 0.07]	−0.05 [−0.16; 0.05]	−0.04 [−0.18; 0.10]	−0.02 [−0.15; 0.09]	−0.05 [−0.17; 0.06]	−0.04 [−0.16; 0.08]	−0.07 [−0.19; 0.05]	−0.05 [−0.17; 0.07]	0.09 [−0.02; 0.20]
b_firmsize.adj.cj	0.01 [−0.10; 0.13]	0.01 [−0.10; 0.13]	0.01 [−0.10; 0.13]	0.03 [−0.09; 0.14]	0.02 [−0.10; 0.13]	0.01 [−0.10; 0.13]	0.01 [−0.10; 0.13]	0.01 [−0.11; 0.12]	0.02 [−0.10; 0.13]
b_strategycj	0.19* [0.12; 0.27]	0.18* [0.10; 0.26]	0.18* [0.10; 0.26]	0.18* [0.11; 0.26]	0.19* [0.11; 0.27]	0.18* [0.10; 0.27]	0.19* [0.11; 0.26]	0.19* [0.11; 0.27]	0.18* [0.10; 0.26]
b_network4xcj	0.01 [−0.07; 0.09]	0.00 [−0.07; 0.08]	0.01 [−0.07; 0.09]	0.00 [−0.07; 0.08]	−0.00 [−0.08; 0.07]	0.01 [−0.07; 0.08]	−0.00 [−0.08; 0.08]	0.00 [−0.07; 0.08]	0.00 [−0.08; 0.08]
b_agility2cj	0.26* [0.09; 0.41]	0.27* [0.10; 0.42]	0.27* [0.10; 0.42]	0.24* [0.12; 0.36]	0.29* [0.12; 0.44]	0.26* [0.12; 0.40]	0.27* [0.10; 0.43]	0.26* [0.09; 0.41]	0.26* [0.08; 0.42]
b_cul	0.03 [−0.12; 0.17]	−0.11 [−0.23; 0.02]	0.00 [−0.15; 0.16]	0.05 [−0.09; 0.18]	−0.08 [−0.23; 0.07]	−0.01 [−0.16; 0.13]	−0.10 [−0.24; 0.04]	−0.00 [−0.14; 0.14]	−0.20* [−0.33; −0.07]
b_network4xcj:agility2cj	0.02 [−0.06; 0.09]	0.04 [−0.03; 0.11]	0.03 [−0.04; 0.10]	0.00 [−0.07; 0.08]	0.05 [−0.02; 0.12]	0.01 [−0.07; 0.09]	0.03 [−0.04; 0.11]	0.01 [−0.07; 0.08]	0.03 [−0.05; 0.10]
b_agility2cj:cul	0.05 [−0.13; 0.22]	−0.01 [−0.17; 0.14]	0.05 [−0.10; 0.21]	−0.20* [−0.31; −0.09]	−0.04 [−0.22; 0.15]	−0.12 [−0.25; 0.01]	0.01 [−0.15; 0.18]	−0.04 [−0.19; 0.11]	0.02 [−0.13; 0.18]
b_network4xcj:cul	−0.07 [−0.15; 0.01]	0.02 [−0.06; 0.09]	−0.06 [−0.12; 0.01]	−0.02 [−0.09; 0.05]	0.09* [0.01; 0.16]	0.00 [−0.06; 0.07]	−0.00 [−0.09; 0.07]	0.03 [−0.04; 0.10]	−0.02 [−0.09; 0.04]
b_network4xcj:agility2cj:cul	0.09* [0.01; 0.17]	−0.01 [−0.09; 0.07]	0.05 [−0.02; 0.12]	−0.12* [−0.19; −0.04]	−0.05 [−0.14; 0.03]	−0.07* [−0.13; −0.01]	−0.03 [−0.10; 0.04]	−0.09* [−0.15; −0.02]	0.04 [−0.02; 0.10]
sd_countryx__Intercept	0.20* [0.06; 0.37]	0.19* [0.07; 0.34]	0.22* [0.10; 0.39]	0.23* [0.11; 0.38]	0.20* [0.09; 0.36]	0.23* [0.11; 0.39]	0.21* [0.09; 0.35]	0.21* [0.09; 0.37]	0.13* [0.01; 0.28]
sd_countryx__network4xcj	0.04* [0.00; 0.13]	0.05* [0.00; 0.13]	0.04* [0.00; 0.13]	0.04* [0.00; 0.12]	0.04* [0.00; 0.12]	0.05* [0.00; 0.13]	0.05* [0.00; 0.14]	0.05* [0.00; 0.14]	0.05* [0.00; 0.14]
sd_countryx__agility2cj	0.23* [0.08; 0.42]	0.24* [0.09; 0.42]	0.24* [0.09; 0.42]	0.10* [0.01; 0.26]	0.24* [0.08; 0.43]	0.17* [0.02; 0.37]	0.25* [0.10; 0.45]	0.24* [0.08; 0.43]	0.26* [0.12; 0.45]
sigma	0.88* [0.83; 0.94]	0.89* [0.83; 0.94]	0.88* [0.83; 0.94]	0.88* [0.82; 0.93]	0.88* [0.83; 0.94]	0.88* [0.83; 0.94]	0.88* [0.83; 0.94]	0.88* [0.83; 0.94]	0.88* [0.83; 0.94]

* Null hypothesis value outside 95% credible interval.

Table 12: Outcome2 Models (Z) - 4 Level Network

	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	-0.10 [-0.21; 0.00]	-0.10 [-0.21; 0.00]	-0.10 [-0.22; 0.01]	-0.10 [-0.21; 0.01]	-0.09 [-0.20; 0.02]	-0.09 [-0.20; 0.02]	-0.09 [-0.20; 0.02]	-0.10 [-0.20; 0.01]	-0.09* [-0.18; -0.01]
b_mfr2013.z	-0.04 [-0.13; 0.05]	-0.05 [-0.14; 0.03]	-0.04 [-0.15; 0.07]	-0.02 [-0.12; 0.07]	-0.05 [-0.14; 0.04]	-0.04 [-0.14; 0.06]	-0.07 [-0.17; 0.03]	-0.05 [-0.15; 0.05]	0.09 [-0.00; 0.18]
b_firmsize.adj.cj	0.01 [-0.08; 0.11]	0.01 [-0.08; 0.11]	0.01 [-0.08; 0.11]	0.03 [-0.07; 0.12]	0.02 [-0.08; 0.11]	0.01 [-0.08; 0.11]	0.01 [-0.08; 0.11]	0.01 [-0.09; 0.10]	0.02 [-0.08; 0.11]
b_strategycj	0.19* [0.13; 0.26]	0.18* [0.12; 0.25]	0.18* [0.11; 0.25]	0.18* [0.12; 0.25]	0.19* [0.12; 0.26]	0.18* [0.11; 0.25]	0.19* [0.12; 0.25]	0.19* [0.12; 0.25]	0.18* [0.11; 0.25]
b_network4xcj	0.01 [-0.05; 0.08]	0.00 [-0.06; 0.07]	0.01 [-0.05; 0.07]	0.00 [-0.06; 0.06]	-0.00 [-0.07; 0.06]	0.01 [-0.06; 0.07]	-0.00 [-0.07; 0.06]	0.00 [-0.06; 0.07]	0.00 [-0.06; 0.07]
b_agility2cj	0.26* [0.12; 0.39]	0.27* [0.13; 0.40]	0.27* [0.13; 0.40]	0.24* [0.14; 0.34]	0.29* [0.15; 0.42]	0.26* [0.15; 0.37]	0.27* [0.13; 0.41]	0.26* [0.12; 0.39]	0.26* [0.12; 0.39]
b_cul	0.03 [-0.10; 0.14]	-0.11* [-0.21; -0.00]	0.00 [-0.13; 0.13]	0.05 [-0.06; 0.15]	-0.08 [-0.20; 0.05]	-0.01 [-0.13; 0.10]	-0.10 [-0.22; 0.01]	-0.00 [-0.12; 0.11]	-0.20* [-0.31; -0.09]
b_network4xcj:agility2cj	0.02 [-0.04; 0.08]	0.04 [-0.02; 0.10]	0.03 [-0.03; 0.09]	0.00 [-0.06; 0.07]	0.05 [-0.01; 0.11]	0.01 [-0.05; 0.07]	0.03 [-0.03; 0.10]	0.01 [-0.06; 0.07]	0.03 [-0.03; 0.09]
b_agility2cj:cul	0.05 [-0.10; 0.19]	-0.01 [-0.14; 0.11]	0.05 [-0.08; 0.18]	-0.20* [-0.30; -0.11]	-0.04 [-0.19; 0.12]	-0.12* [-0.22; -0.01]	0.01 [-0.12; 0.15]	-0.04 [-0.16; 0.09]	0.02 [-0.10; 0.15]
b_network4xcj:cul	-0.07* [-0.14; -0.00]	0.02 [-0.05; 0.08]	-0.06* [-0.11; -0.00]	-0.02 [-0.08; 0.04]	0.09* [0.02; 0.15]	0.00 [-0.05; 0.06]	-0.00 [-0.07; 0.06]	0.03 [-0.03; 0.09]	-0.02 [-0.08; 0.03]
b_network4xcj:agility2cj:cul	0.09* [0.03; 0.16]	-0.01 [-0.08; 0.05]	0.05 [-0.01; 0.11]	-0.12* [-0.18; -0.06]	-0.05 [-0.12; 0.02]	-0.07* [-0.12; -0.02]	-0.03 [-0.09; 0.03]	-0.09* [-0.14; -0.03]	0.04 [-0.01; 0.09]
sd_countryx__Intercept	0.20* [0.08; 0.33]	0.19* [0.09; 0.31]	0.22* [0.12; 0.35]	0.23* [0.12; 0.35]	0.20* [0.10; 0.33]	0.23* [0.12; 0.36]	0.21* [0.11; 0.32]	0.21* [0.11; 0.34]	0.13* [0.02; 0.25]
sd_countryx__network4xcj	0.04* [0.00; 0.11]	0.05* [0.00; 0.11]	0.04* [0.00; 0.11]	0.04* [0.00; 0.10]	0.04* [0.00; 0.10]	0.05* [0.00; 0.12]	0.05* [0.00; 0.12]	0.05* [0.00; 0.12]	0.05* [0.00; 0.12]
sd_countryx__agility2cj	0.23* [0.10; 0.39]	0.24* [0.11; 0.39]	0.24* [0.11; 0.39]	0.10* [0.01; 0.22]	0.24* [0.11; 0.39]	0.17* [0.03; 0.33]	0.25* [0.12; 0.40]	0.24* [0.11; 0.39]	0.26* [0.14; 0.41]
sigma	0.88* [0.84; 0.93]	0.89* [0.84; 0.93]	0.88* [0.84; 0.93]	0.88* [0.83; 0.92]	0.88* [0.84; 0.93]	0.88* [0.84; 0.93]	0.88* [0.84; 0.93]	0.88* [0.84; 0.93]	0.88* [0.84; 0.93]

* Null hypothesis value outside 90% credible interval.

Table 13: Outcome2 Models (Z) alpha = .10 - 4 Level Network

	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	−0.09 [−0.22; 0.03]	−0.09 [−0.22; 0.03]	−0.09 [−0.23; 0.04]	−0.09 [−0.22; 0.04]	−0.09 [−0.22; 0.04]	−0.08 [−0.22; 0.05]	−0.08 [−0.21; 0.05]	−0.09 [−0.21; 0.04]	−0.09 [−0.20; 0.02]
b_mfr2013.z	−0.04 [−0.15; 0.07]	−0.05 [−0.16; 0.05]	−0.05 [−0.19; 0.09]	−0.03 [−0.14; 0.09]	−0.06 [−0.17; 0.05]	−0.04 [−0.16; 0.08]	−0.07 [−0.18; 0.05]	−0.04 [−0.15; 0.07]	0.08 [−0.04; 0.19]
b_firmsize.adj.cj	0.01 [−0.10; 0.12]	0.01 [−0.11; 0.13]	0.01 [−0.10; 0.13]	0.02 [−0.09; 0.13]	0.02 [−0.09; 0.12]	0.01 [−0.10; 0.12]	0.01 [−0.10; 0.13]	0.00 [−0.11; 0.11]	0.01 [−0.10; 0.12]
b_strategycj	0.18* [0.10; 0.26]	0.17* [0.09; 0.25]	0.17* [0.09; 0.25]	0.17* [0.10; 0.25]	0.17* [0.10; 0.25]	0.17* [0.09; 0.25]	0.17* [0.09; 0.25]	0.18* [0.10; 0.25]	0.17* [0.09; 0.24]
b_network4xcj	0.02 [−0.05; 0.09]	0.02 [−0.06; 0.09]	0.02 [−0.05; 0.09]	0.01 [−0.06; 0.08]	0.01 [−0.06; 0.08]	0.01 [−0.06; 0.09]	0.01 [−0.06; 0.08]	0.01 [−0.06; 0.08]	0.02 [−0.06; 0.09]
b_agility2cj	0.28* [0.13; 0.42]	0.29* [0.13; 0.43]	0.28* [0.13; 0.42]	0.25* [0.12; 0.36]	0.30* [0.15; 0.44]	0.28* [0.15; 0.42]	0.29* [0.13; 0.43]	0.28* [0.12; 0.42]	0.27* [0.11; 0.42]
b_cul	0.03 [−0.12; 0.16]	−0.10 [−0.23; 0.03]	0.02 [−0.14; 0.17]	0.05 [−0.08; 0.17]	−0.09 [−0.24; 0.06]	−0.01 [−0.15; 0.12]	−0.09 [−0.24; 0.05]	−0.01 [−0.14; 0.13]	−0.19* [−0.33; −0.06]
b_network4xcj:agility2cj	0.02 [−0.05; 0.09]	0.03 [−0.04; 0.10]	0.02 [−0.05; 0.10]	−0.00 [−0.08; 0.07]	0.04 [−0.03; 0.11]	0.01 [−0.07; 0.08]	0.02 [−0.05; 0.10]	0.01 [−0.07; 0.08]	0.01 [−0.06; 0.09]
b_agility2cj:cul	0.09 [−0.07; 0.24]	0.02 [−0.12; 0.15]	0.04 [−0.11; 0.19]	−0.18* [−0.29; −0.07]	−0.03 [−0.20; 0.14]	−0.09 [−0.22; 0.03]	0.03 [−0.12; 0.19]	−0.06 [−0.19; 0.08]	0.03 [−0.11; 0.18]
b_network4xcj:cul	−0.06 [−0.13; 0.02]	0.01 [−0.06; 0.08]	−0.05 [−0.12; 0.02]	−0.03 [−0.10; 0.04]	0.09* [0.01; 0.17]	−0.01 [−0.07; 0.05]	0.00 [−0.08; 0.08]	0.02 [−0.05; 0.08]	−0.03 [−0.10; 0.03]
b_network4xcj:agility2cj:cul	0.09* [0.01; 0.18]	−0.01 [−0.09; 0.06]	0.05 [−0.02; 0.12]	−0.10* [−0.17; −0.03]	−0.05 [−0.13; 0.04]	−0.07* [−0.13; −0.01]	−0.03 [−0.10; 0.05]	−0.09* [−0.15; −0.02]	0.06* [0.00; 0.12]
sd_countryx__Intercept	0.20* [0.09; 0.36]	0.19* [0.08; 0.34]	0.22* [0.11; 0.38]	0.22* [0.11; 0.38]	0.21* [0.10; 0.36]	0.23* [0.12; 0.38]	0.21* [0.09; 0.35]	0.21* [0.09; 0.36]	0.15* [0.02; 0.29]
sd_countryx__network4xcj	0.05* [0.00; 0.14]	0.05* [0.00; 0.15]	0.05* [0.00; 0.14]	0.04* [0.00; 0.13]	0.04* [0.00; 0.12]	0.05* [0.00; 0.14]	0.05* [0.00; 0.14]	0.05* [0.00; 0.15]	0.06* [0.00; 0.15]
sd_countryx__agility2cj	0.18* [0.03; 0.37]	0.21* [0.06; 0.39]	0.22* [0.06; 0.40]	0.11* [0.01; 0.27]	0.21* [0.06; 0.38]	0.17* [0.02; 0.35]	0.21* [0.06; 0.39]	0.20* [0.05; 0.39]	0.23* [0.09; 0.42]
sigma	0.76* [0.68; 0.85]	0.76* [0.69; 0.85]	0.76* [0.68; 0.85]	0.77* [0.69; 0.85]	0.75* [0.67; 0.83]	0.77* [0.69; 0.85]	0.76* [0.69; 0.85]	0.76* [0.68; 0.84]	0.75* [0.67; 0.83]

* Null hypothesis value outside 95% credible interval.

Table 14: Outcome2 Models (T) - 4 Level Network

	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	−0.09 [−0.20; 0.01]	−0.09 [−0.19; 0.01]	−0.09 [−0.21; 0.02]	−0.09 [−0.20; 0.02]	−0.09 [−0.19; 0.02]	−0.08 [−0.20; 0.03]	−0.08 [−0.19; 0.02]	−0.09 [−0.19; 0.02]	−0.09 [−0.18; 0.00]
b_mfr2013.z	−0.04 [−0.13; 0.05]	−0.05 [−0.14; 0.03]	−0.05 [−0.16; 0.06]	−0.03 [−0.12; 0.07]	−0.06 [−0.15; 0.03]	−0.04 [−0.13; 0.06]	−0.07 [−0.16; 0.03]	−0.04 [−0.13; 0.05]	0.08 [−0.02; 0.17]
b_firmsize.adj.cj	0.01 [−0.08; 0.11]	0.01 [−0.08; 0.11]	0.01 [−0.08; 0.10]	0.02 [−0.07; 0.12]	0.02 [−0.07; 0.11]	0.01 [−0.08; 0.10]	0.01 [−0.08; 0.11]	0.00 [−0.09; 0.10]	0.01 [−0.08; 0.10]
b_strategycj	0.18* [0.11; 0.25]	0.17* [0.11; 0.24]	0.17* [0.11; 0.23]	0.17* [0.11; 0.24]	0.17* [0.11; 0.24]	0.17* [0.11; 0.24]	0.17* [0.11; 0.24]	0.18* [0.11; 0.24]	0.17* [0.10; 0.23]
b_network4xcj	0.02 [−0.04; 0.08]	0.02 [−0.05; 0.08]	0.02 [−0.04; 0.08]	0.01 [−0.05; 0.07]	0.01 [−0.05; 0.07]	0.01 [−0.05; 0.08]	0.01 [−0.05; 0.07]	0.01 [−0.05; 0.07]	0.02 [−0.05; 0.08]
b_agility2cj	0.28* [0.16; 0.39]	0.29* [0.16; 0.41]	0.28* [0.16; 0.40]	0.25* [0.15; 0.34]	0.30* [0.18; 0.42]	0.28* [0.17; 0.39]	0.29* [0.16; 0.41]	0.28* [0.15; 0.39]	0.27* [0.14; 0.40]
b_cul	0.03 [−0.09; 0.14]	−0.10 [−0.20; 0.00]	0.02 [−0.11; 0.14]	0.05 [−0.06; 0.15]	−0.09 [−0.21; 0.04]	−0.01 [−0.13; 0.10]	−0.09 [−0.21; 0.03]	−0.01 [−0.11; 0.10]	−0.19* [−0.30; −0.08]
b_network4xcj:agility2cj	0.02 [−0.04; 0.08]	0.03 [−0.03; 0.09]	0.02 [−0.04; 0.08]	−0.00 [−0.06; 0.06]	0.04 [−0.02; 0.10]	0.01 [−0.05; 0.07]	0.02 [−0.04; 0.09]	0.01 [−0.06; 0.07]	0.01 [−0.05; 0.07]
b_agility2cj:cul	0.09 [−0.04; 0.21]	0.02 [−0.10; 0.13]	0.04 [−0.08; 0.17]	−0.18* [−0.27; −0.09]	−0.03 [−0.18; 0.11]	−0.09 [−0.20; 0.01]	0.03 [−0.10; 0.16]	−0.06 [−0.16; 0.06]	0.03 [−0.09; 0.15]
b_network4xcj:cul	−0.06 [−0.12; 0.01]	0.01 [−0.05; 0.07]	−0.05 [−0.11; 0.00]	−0.03 [−0.08; 0.03]	0.09* [0.03; 0.15]	−0.01 [−0.06; 0.04]	0.00 [−0.06; 0.07]	0.02 [−0.04; 0.07]	−0.03 [−0.09; 0.02]
b_network4xcj:agility2cj:cul	0.09* [0.03; 0.16]	−0.01 [−0.08; 0.05]	0.05 [−0.01; 0.11]	−0.10* [−0.16; −0.04]	−0.05 [−0.12; 0.02]	−0.07* [−0.12; −0.02]	−0.03 [−0.09; 0.03]	−0.09* [−0.14; −0.03]	0.06* [0.01; 0.11]
sd_countryx__Intercept	0.20* [0.10; 0.33]	0.19* [0.10; 0.31]	0.22* [0.13; 0.35]	0.22* [0.13; 0.35]	0.21* [0.11; 0.32]	0.23* [0.13; 0.34]	0.21* [0.11; 0.32]	0.21* [0.11; 0.33]	0.15* [0.04; 0.26]
sd_countryx__network4xcj	0.05* [0.00; 0.12]	0.05* [0.00; 0.13]	0.05* [0.00; 0.12]	0.04* [0.00; 0.11]	0.04* [0.00; 0.11]	0.05* [0.00; 0.12]	0.05* [0.00; 0.13]	0.05* [0.00; 0.12]	0.06* [0.00; 0.13]
sd_countryx__agility2cj	0.18* [0.05; 0.33]	0.21* [0.08; 0.35]	0.22* [0.09; 0.36]	0.11* [0.01; 0.24]	0.21* [0.09; 0.34]	0.17* [0.04; 0.32]	0.21* [0.09; 0.36]	0.20* [0.07; 0.35]	0.23* [0.11; 0.38]
sigma	0.76* [0.70; 0.83]	0.76* [0.70; 0.83]	0.76* [0.70; 0.83]	0.77* [0.70; 0.84]	0.75* [0.68; 0.82]	0.77* [0.70; 0.83]	0.76* [0.70; 0.83]	0.76* [0.69; 0.83]	0.75* [0.69; 0.82]

* Null hypothesis value outside 90% credible interval.

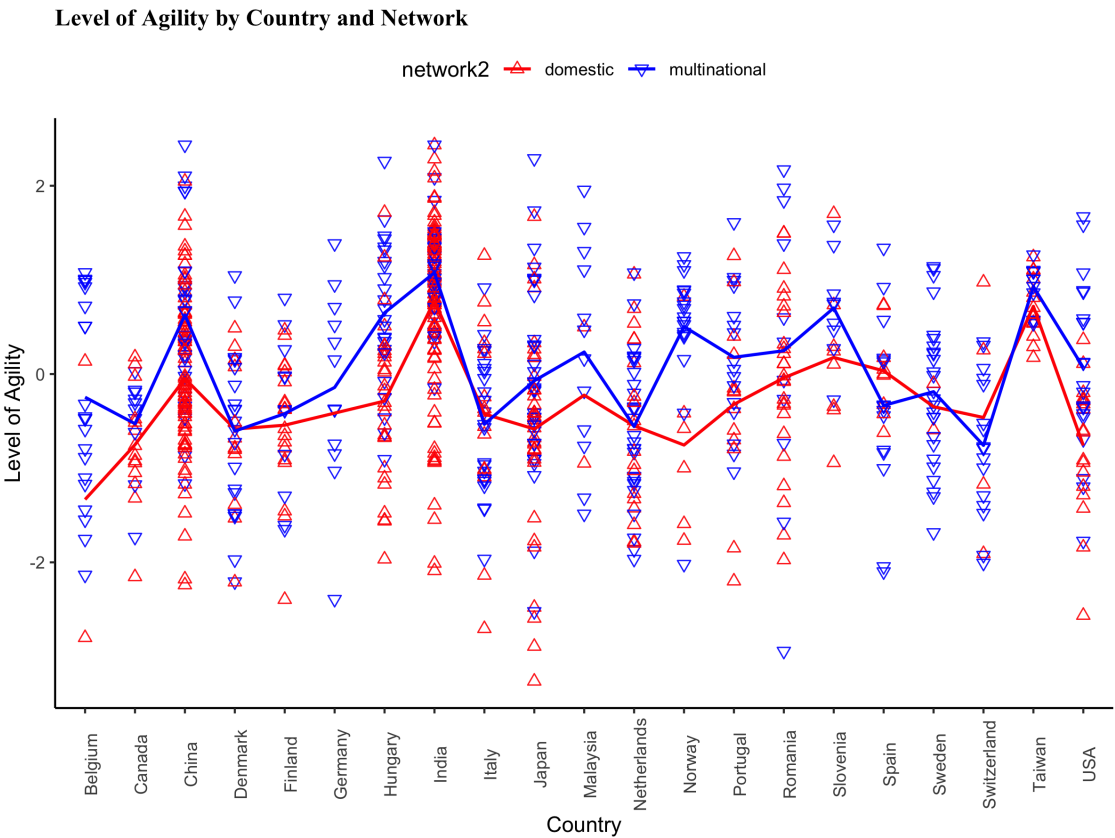
Table 15: Outcome2 Models (T) alpha = .10 - 4 Level Network

4 Model Fit and Diagnostic

	culture	agility2.z	outcome2.z	agility2.t	outcome2.t
1	guaiv	0.34	0.23	0.33	0.23
2	gfuov	0.33	0.23	0.33	0.22
3	gpdiv	0.34	0.23	0.34	0.23
4	ginscolv	0.35	0.24	0.34	0.24
5	ghumv	0.33	0.23	0.33	0.23
6	gperv	0.35	0.23	0.35	0.23
7	gigrcolv	0.34	0.23	0.34	0.22
8	ggndv	0.34	0.24	0.34	0.23
9	gassv	0.34	0.23	0.34	0.23

Table 16: Bayes R2 Score

5 Plots



Level of Agility and Operational Outcome

