The Impact of National Culture in Operations and Supply Chain Agility

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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	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 ¡- 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	−0.05	−0.01	0.02	0.01	−0.00
	[−0.19; 0.13]	[−0.23; 0.13]	[−0.14; 0.11]	[−0.16; 0.20]	[−0.15; 0.17]	[−0.15; 0.15]
sd_countryx_Intercept	0.33*	0.37*	0.23*	0.36*	0.33*	0.31*
	[0.22; 0.49]	[0.24; 0.54]	[0.14; 0.36]	[0.24; 0.52]	[0.22; 0.48]	[0.20; 0.46]
sigma	0.95*	0.94*	0.97*	0.94*	0.95*	0.96*
	[0.90; 1.00]	[0.90; 0.98]	[0.93; 1.02]	[0.89; 0.98]	[0.91; 0.99]	[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	−0.10	−0.09	−0.08	−0.03	−0.11
	[−0.31; 0.09]	[−0.32; 0.12]	[−0.27; 0.10]	[−0.24; 0.07]	[−0.14; 0.08]	[−0.28; 0.05]
sd_countryx_Intercept	0.45*	0.47*	0.38*	0.29*	0.20*	0.32*
	[0.31; 0.65]	[0.33; 0.68]	[0.26; 0.55]	[0.19; 0.43]	[0.12; 0.31]	[0.21; 0.48]
sigma	0.88*	0.89*	0.91*	0.95*	0.98*	0.94*
	[0.84; 0.93]	[0.85; 0.94]	[0.87; 0.95]	[0.90; 0.99]	[0.94; 1.03]	[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	−0.05	−0.05	−0.07	−0.07	−0.02	−0.07	−0.08	−0.06	−0.05
	[−0.22; 0.10]	[−0.19; 0.09]	[−0.22; 0.11]	[−0.25; 0.09]	[−0.23; 0.10]	[−0.18; 0.16]	[−0.25; 0.10]	[−0.25; 0.10]	[−0.23; 0.12]	[−0.23; 0.12]
b_mfr2013lnstd	−0.08	−0.09	−0.07	−0.14	−0.08	−0.10	−0.08	−0.05	−0.11	−0.13
	[−0.25; 0.08]	[−0.23; 0.04]	[−0.23; 0.08]	[−0.33; 0.05]	[−0.23; 0.07]	[−0.26; 0.05]	[−0.26; 0.09]	[−0.23; 0.12]	[−0.28; 0.06]	[−0.34; 0.07]
b_network2xcj	0.26*	0.22	0.25*	0.26*	0.24*	0.26	0.25	0.25	0.26*	0.25
	[0.09; 0.43]	[−0.04; 0.47]	[0.00; 0.48]	[0.02; 0.50]	[0.02; 0.46]	[−0.00; 0.51]	[−0.01; 0.49]	[−0.01; 0.49]	[0.01; 0.50]	[−0.00; 0.50]
b_firmsize.adj.cj	0.27*	0.26*	0.27*	0.25*	0.27*	0.28*	0.26*	0.28*	0.25*	0.26*
	[0.16; 0.37]	[0.15; 0.37]	[0.16; 0.38]	[0.14; 0.37]	[0.16; 0.38]	[0.16; 0.39]	[0.15; 0.37]	[0.17; 0.39]	[0.14; 0.36]	[0.15; 0.38]
b_network2xcj:firmsize.adj.cj	−0.04	−0.10	−0.07	−0.06	−0.06	−0.06	−0.04	−0.05	−0.07	−0.09
	[−0.27; 0.19]	[−0.35; 0.16]	[−0.32; 0.18]	[−0.31; 0.20]	[−0.30; 0.19]	[−0.30; 0.18]	[−0.29; 0.21]	[−0.29; 0.19]	[−0.32; 0.19]	[−0.34; 0.17]
sd_countryx_Intercept	0.29*	0.22*	0.27*	0.30*	0.28*	0.27*	0.31*	0.30*	0.29*	0.31*
	[0.16; 0.46]	[0.10; 0.38]	[0.14; 0.45]	[0.16; 0.49]	[0.15; 0.46]	[0.14; 0.43]	[0.17; 0.49]	[0.16; 0.48]	[0.16; 0.48]	[0.17; 0.50]
sigma	0.91*	0.90*	0.91*	0.91*	0.90*	0.91*	0.91*	0.90*	0.90*	0.90*
	[0.86; 0.96]	[0.85; 0.96]	[0.86; 0.96]	[0.86; 0.96]	[0.85; 0.96]	[0.86; 0.96]	[0.86; 0.96]	[0.85; 0.95]	[0.85; 0.95]	[0.86; 0.96]
b_cul		0.25*	0.27	0.35	0.15	−0.71	0.11	0.27	−0.18	0.08
		[0.03; 0.47]	[−0.09; 0.63]	[−0.38; 1.07]	[−0.19; 0.51]	[−1.77; 0.29]	[−0.47; 0.71]	[−0.31; 0.86]	[−0.54; 0.18]	[−0.19; 0.34]
b_network2xcj:cul		−0.10	−0.26	0.28	−0.30	−0.52	0.12	0.12	0.09	0.01
		[−0.52; 0.29]	[−0.83; 0.29]	[−0.64; 1.14]	[−0.84; 0.19]	[−1.97; 1.01]	[−0.64; 0.88]	[−0.68; 1.01]	[−0.41; 0.62]	[−0.28; 0.30]
b_firmsize.adj.cj:cul		0.14	−0.06	0.22	−0.09	−0.07	−0.12	−0.38*	−0.28*	0.06
		[−0.04; 0.33]	[−0.32; 0.20]	[−0.19; 0.62]	[−0.34; 0.16]	[−0.83; 0.71]	[−0.45; 0.22]	[−0.74; −0.02]	[−0.48; −0.07]	[−0.05; 0.18]
b_network2xcj:firmsize.adj.cj:cul		0.27	−0.10	0.07	0.33	−0.94	0.17	−0.25	−0.18	0.09
		[−0.16; 0.71]	[−0.68; 0.46]	[−0.81; 0.93]	[−0.24; 0.89]	[−2.70; 0.78]	[−0.51; 0.88]	[−1.10; 0.61]	[−0.63; 0.28]	[−0.17; 0.34]
sd_countryx_network2xcj		0.32*	0.29*	0.28*	0.27*	0.28*	0.32*	0.31*	0.33*	0.32*
		[0.03; 0.68]	[0.02; 0.64]	[0.02; 0.62]	[0.02; 0.59]	[0.02; 0.64]	[0.03; 0.67]	[0.03; 0.66]	[0.04; 0.67]	[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	−0.14	−0.15	−0.17	−0.16	−0.06	−0.16	−0.16	−0.14	−0.14
	[−0.36; 0.07]	[−0.29; 0.00]	[−0.36; 0.07]	[−0.35; 0.01]	[−0.35; 0.04]	[−0.25; 0.13]	[−0.38; 0.06]	[−0.39; 0.07]	[−0.32; 0.05]	[−0.36; 0.08]
b_mfr2013lnstd	−0.07	−0.09	−0.07	−0.18	−0.07	−0.11	−0.08	−0.08	−0.12	−0.09
	[−0.27; 0.13]	[−0.22; 0.04]	[−0.27; 0.12]	[−0.36; 0.01]	[−0.24; 0.10]	[−0.26; 0.05]	[−0.28; 0.12]	[−0.29; 0.13]	[−0.30; 0.06]	[−0.33; 0.13]
b_network2xcj	0.29*	0.28*	0.27*	0.31*	0.25*	0.29*	0.27*	0.28*	0.31*	0.30*
	[0.14; 0.45]	[0.02; 0.52]	[0.02; 0.50]	[0.09; 0.52]	[0.02; 0.47]	[0.05; 0.53]	[0.02; 0.51]	[0.02; 0.52]	[0.07; 0.54]	[0.06; 0.53]
b_firmsize.adj.cj	0.25*	0.23*	0.24*	0.20*	0.26*	0.26*	0.23*	0.25*	0.22*	0.23*
	[0.15; 0.35]	[0.13; 0.34]	[0.14; 0.35]	[0.09; 0.31]	[0.15; 0.36]	[0.16; 0.36]	[0.13; 0.34]	[0.15; 0.35]	[0.11; 0.32]	[0.12; 0.33]
b_network2xcj:firmsize.adj.cj	−0.02	−0.05	−0.04	0.04	−0.04	−0.05	−0.02	−0.03	−0.01	−0.04
	[−0.25; 0.20]	[−0.30; 0.18]	[−0.26; 0.18]	[−0.21; 0.29]	[−0.27; 0.19]	[−0.28; 0.17]	[−0.26; 0.22]	[−0.26; 0.20]	[−0.25; 0.22]	[−0.28; 0.20]
sd_countryx__Intercept	0.39*	0.25*	0.40*	0.33*	0.38*	0.31*	0.41*	0.41*	0.35*	0.40*
	[0.25; 0.58]	[0.13; 0.42]	[0.26; 0.62]	[0.20; 0.52]	[0.24; 0.59]	[0.19; 0.49]	[0.26; 0.62]	[0.26; 0.62]	[0.22; 0.54]	[0.26; 0.62]
sigma	0.87*	0.86*	0.86*	0.86*	0.86*	0.86*	0.86*	0.85*	0.85*	0.86*
	[0.82; 0.91]	[0.81; 0.91]	[0.81; 0.91]	[0.81; 0.90]	[0.81; 0.90]	[0.81; 0.91]	[0.81; 0.91]	[0.81; 0.90]	[0.81; 0.90]	[0.81; 0.90]
b_cul		0.41*	0.14	0.98*	0.13	−1.54*	−0.01	−0.03	−0.44*	0.09
		[0.18; 0.63]	[−0.33; 0.65]	[0.19; 1.77]	[−0.29; 0.56]	[−2.66; −0.42]	[−0.72; 0.72]	[−0.76; 0.69]	[−0.84; −0.03]	[−0.21; 0.39]
b_network2xcj:cul		−0.03	−0.03	0.26	−0.24	−0.47	0.17	0.08	−0.05	0.08
		[−0.45; 0.36]	[−0.59; 0.55]	[−0.59; 1.10]	[−0.73; 0.25]	[−1.89; 0.99]	[−0.58; 0.94]	[−0.70; 0.94]	[−0.54; 0.46]	[−0.20; 0.37]
b_firmsize.adj.cj:cul		0.17	−0.13	0.42*	−0.10	−0.26	−0.24	−0.43*	−0.31*	0.10
		[−0.00; 0.34]	[−0.38; 0.12]	[0.04; 0.81]	[−0.35; 0.13]	[−1.01; 0.48]	[−0.55; 0.07]	[−0.75; −0.10]	[−0.49; −0.12]	[−0.01; 0.21]
b_network2xcj:firmsize.adj.cj:cul		0.03	0.15	−0.61	0.35	0.03	0.25	0.22	0.13	−0.03
		[−0.38; 0.45]	[−0.39; 0.69]	[−1.45; 0.23]	[−0.16; 0.86]	[−1.62; 1.71]	[−0.40; 0.89]	[−0.59; 1.01]	[−0.30; 0.55]	[−0.27; 0.22]
sd_countryx__network2xcj		0.36*	0.33*	0.27*	0.30*	0.30*	0.34*	0.32*	0.33*	0.31*
		[0.10; 0.65]	[0.10; 0.62]	[0.03; 0.58]	[0.08; 0.55]	[0.04; 0.60]	[0.10; 0.63]	[0.07; 0.62]	[0.08; 0.63]	[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	−0.07	−0.08	−0.10	−0.10	−0.04	−0.10	−0.11	−0.07	−0.08
	[−0.28; 0.08]	[−0.21; 0.08]	[−0.26; 0.09]	[−0.30; 0.08]	[−0.28; 0.09]	[−0.24; 0.16]	[−0.29; 0.09]	[−0.30; 0.10]	[−0.26; 0.11]	[−0.28; 0.12]
b_mfr2013lnstd	−0.09	−0.09	−0.07	−0.15	−0.08	−0.10	−0.10	−0.06	−0.12	−0.13
	[−0.27; 0.09]	[−0.22; 0.05]	[−0.24; 0.09]	[−0.36; 0.05]	[−0.27; 0.09]	[−0.27; 0.09]	[−0.29; 0.10]	[−0.27; 0.13]	[−0.29; 0.05]	[−0.35; 0.08]
b_network2xcj	0.26*	0.19	0.21	0.26	0.21	0.26	0.22	0.24	0.23	0.23
	[0.10; 0.43]	[−0.11; 0.45]	[−0.06; 0.46]	[−0.01; 0.50]	[−0.05; 0.45]	[−0.01; 0.51]	[−0.07; 0.49]	[−0.04; 0.51]	[−0.05; 0.49]	[−0.07; 0.49]
b_firmsize.adj.cj	0.24*	0.24*	0.25*	0.22*	0.25*	0.25*	0.23*	0.25*	0.22*	0.23*
	[0.14; 0.35]	[0.13; 0.34]	[0.14; 0.35]	[0.10; 0.33]	[0.15; 0.35]	[0.15; 0.36]	[0.12; 0.35]	[0.15; 0.36]	[0.12; 0.33]	[0.12; 0.34]
b_network2xcj:firmsize.adj.cj	0.01	−0.06	−0.01	0.02	−0.01	−0.01	0.02	−0.00	−0.02	−0.01
	[−0.22; 0.24]	[−0.30; 0.19]	[−0.25; 0.23]	[−0.23; 0.26]	[−0.25; 0.22]	[−0.24; 0.22]	[−0.22; 0.26]	[−0.23; 0.23]	[−0.26; 0.23]	[−0.27; 0.24]
sd_countryx_Intercept	0.33*	0.23*	0.31*	0.35*	0.34*	0.33*	0.36*	0.35*	0.32*	0.35*
	[0.21; 0.52]	[0.12; 0.40]	[0.18; 0.50]	[0.21; 0.54]	[0.20; 0.54]	[0.19; 0.53]	[0.22; 0.57]	[0.22; 0.56]	[0.19; 0.51]	[0.22; 0.56]
sigma	0.90*	0.89*	0.89*	0.89*	0.89*	0.90*	0.89*	0.89*	0.89*	0.89*
	[0.86; 0.96]	[0.85; 0.94]	[0.85; 0.95]	[0.85; 0.94]	[0.85; 0.94]	[0.85; 0.95]	[0.85; 0.95]	[0.85; 0.94]	[0.84; 0.94]	[0.85; 0.94]
b_cul		0.35*	0.34	0.44	0.15	−0.77	−0.12	0.19	−0.31	0.11
		[0.14; 0.57]	[−0.07; 0.75]	[−0.36; 1.25]	[−0.25; 0.55]	[−1.91; 0.43]	[−0.76; 0.56]	[−0.45; 0.88]	[−0.69; 0.07]	[−0.18; 0.40]
b_network2xcj:cul		−0.03	−0.25	0.46	−0.30	−0.82	−0.03	−0.11	0.03	0.02
		[−0.48; 0.41]	[−0.89; 0.35]	[−0.48; 1.34]	[−0.86; 0.24]	[−2.45; 0.81]	[−0.88; 0.82]	[−0.96; 0.82]	[−0.55; 0.63]	[−0.33; 0.35]
b_firmsize.adj.cj:cul		0.14	−0.04	0.32	−0.06	−0.26	−0.16	−0.34*	−0.27*	0.07
		[−0.04; 0.32]	[−0.30; 0.21]	[−0.09; 0.72]	[−0.30; 0.19]	[−1.02; 0.49]	[−0.47; 0.15]	[−0.68; −0.01]	[−0.46; −0.08]	[−0.04; 0.18]
b_network2xcj:firmsize.adj.cj:cul		0.26	0.12	−0.18	0.42	−0.08	0.28	−0.11	−0.15	0.00
		[−0.16; 0.68]	[−0.44; 0.67]	[−1.04; 0.67]	[−0.13; 0.96]	[−1.79; 1.60]	[−0.38; 0.93]	[−0.95; 0.70]	[−0.59; 0.29]	[−0.25; 0.26]
sd_countryx_network2xcj		0.40*	0.38*	0.32*	0.34*	0.33*	0.40*	0.37*	0.40*	0.40*
		[0.08; 0.74]	[0.09; 0.71]	[0.04; 0.65]	[0.04; 0.65]	[0.03; 0.66]	[0.09; 0.74]	[0.06; 0.70]	[0.10; 0.73]	[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	−0.12	−0.15	−0.17	−0.16	−0.05	−0.16	−0.16	−0.14	−0.14
	[−0.38; 0.08]	[−0.27; 0.03]	[−0.38; 0.07]	[−0.38; 0.05]	[−0.39; 0.07]	[−0.26; 0.17]	[−0.40; 0.09]	[−0.41; 0.08]	[−0.34; 0.07]	[−0.37; 0.10]
b_mfr2013lnstd	−0.09	−0.10	−0.09	−0.20	−0.10	−0.13	−0.10	−0.10	−0.15	−0.15
	[−0.33; 0.14]	[−0.24; 0.03]	[−0.31; 0.12]	[−0.44; 0.02]	[−0.31; 0.10]	[−0.32; 0.06]	[−0.34; 0.13]	[−0.34; 0.14]	[−0.34; 0.05]	[−0.41; 0.11]
b_network2xcj	0.31*	0.29*	0.27*	0.33*	0.27*	0.31*	0.30*	0.30*	0.32*	0.31*
	[0.16; 0.47]	[0.02; 0.53]	[0.01; 0.51]	[0.09; 0.55]	[0.05; 0.48]	[0.04; 0.55]	[0.05; 0.55]	[0.04; 0.54]	[0.07; 0.55]	[0.06; 0.54]
b_firmsize.adj.cj	0.21*	0.19*	0.20*	0.16*	0.22*	0.22*	0.19*	0.21*	0.18*	0.19*
	[0.11; 0.31]	[0.09; 0.30]	[0.10; 0.31]	[0.05; 0.26]	[0.12; 0.32]	[0.12; 0.32]	[0.08; 0.29]	[0.11; 0.31]	[0.08; 0.28]	[0.08; 0.29]
b_network2xcj:firmsize.adj.cj	0.00	0.00	0.01	0.08	−0.01	−0.02	0.03	0.02	0.04	0.02
	[−0.22; 0.22]	[−0.22; 0.23]	[−0.22; 0.24]	[−0.15; 0.33]	[−0.24; 0.21]	[−0.24; 0.20]	[−0.20; 0.26]	[−0.20; 0.24]	[−0.19; 0.27]	[−0.22; 0.26]
sd_countryx__Intercept	0.43*	0.24*	0.43*	0.39*	0.43*	0.37*	0.46*	0.45*	0.37*	0.44*
	[0.28; 0.65]	[0.12; 0.40]	[0.28; 0.67]	[0.25; 0.60]	[0.27; 0.65]	[0.23; 0.58]	[0.29; 0.70]	[0.29; 0.68]	[0.23; 0.59]	[0.29; 0.69]
sigma	0.87*	0.86*	0.86*	0.86*	0.86*	0.86*	0.86*	0.86*	0.86*	0.86*
	[0.83; 0.92]	[0.82; 0.91]	[0.81; 0.91]	[0.81; 0.91]	[0.82; 0.91]	[0.82; 0.91]	[0.81; 0.91]	[0.81; 0.91]	[0.81; 0.91]	[0.82; 0.91]
b_cul		0.50*	0.27	1.00*	0.19	−1.63*	−0.11	0.01	−0.51*	0.14
		[0.29; 0.73]	[−0.25; 0.80]	[0.09; 1.92]	[−0.28; 0.66]	[−2.95; −0.38]	[−0.90; 0.69]	[−0.78; 0.85]	[−0.92; −0.07]	[−0.20; 0.49]
b_network2xcj:cul		−0.04	−0.06	0.34	−0.30	−0.47	0.01	−0.01	−0.04	0.05
		[−0.45; 0.37]	[−0.65; 0.51]	[−0.51; 1.18]	[−0.77; 0.18]	[−1.95; 1.07]	[−0.76; 0.79]	[−0.77; 0.81]	[−0.56; 0.50]	[−0.24; 0.32]
b_firmsize.adj.cj:cul		0.15	−0.14	0.48*	−0.12	−0.33	−0.31	−0.38*	−0.26*	0.10
		[−0.02; 0.33]	[−0.39; 0.10]	[0.11; 0.88]	[−0.36; 0.11]	[−1.04; 0.39]	[−0.63; 0.01]	[−0.71; −0.06]	[−0.45; −0.08]	[−0.01; 0.20]
b_network2xcj:firmsize.adj.cj:cul		−0.01	0.27	−0.72	0.37	0.93	0.37	0.37	0.17	−0.08
		[−0.40; 0.37]	[−0.23; 0.79]	[−1.54; 0.12]	[−0.15; 0.89]	[−0.69; 2.60]	[−0.25; 1.02]	[−0.37; 1.15]	[−0.23; 0.59]	[−0.32; 0.16]
sd_countryx__network2xcj		0.36*	0.34*	0.28*	0.27*	0.31*	0.35*	0.33*	0.34*	0.32*
		[0.11; 0.65]	[0.10; 0.64]	[0.03; 0.57]	[0.05; 0.54]	[0.04; 0.63]	[0.10; 0.64]	[0.06; 0.62]	[0.05; 0.65]	[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	−0.05	−0.04	−0.05	−0.05	−0.03	−0.05	−0.07	−0.05	−0.04
	[−0.16; 0.07]	[−0.15; 0.07]	[−0.15; 0.08]	[−0.16; 0.07]	[−0.15; 0.06]	[−0.13; 0.09]	[−0.15; 0.06]	[−0.17; 0.04]	[−0.16; 0.07]	[−0.15; 0.08]
b_mfr2013lnstd	−0.07	−0.07	−0.06	−0.10	−0.07	−0.08	−0.04	−0.03	−0.06	−0.10
	[−0.18; 0.03]	[−0.17; 0.02]	[−0.16; 0.04]	[−0.23; 0.02]	[−0.16; 0.03]	[−0.18; 0.01]	[−0.14; 0.06]	[−0.14; 0.08]	[−0.17; 0.04]	[−0.24; 0.04]
b_network2xcj	0.26*	0.23	0.26*	0.25*	0.25*	0.25*	0.25*	0.24	0.26*	0.25*
	[0.09; 0.42]	[−0.00; 0.46]	[0.04; 0.47]	[0.03; 0.46]	[0.03; 0.47]	[0.01; 0.48]	[0.02; 0.46]	[−0.00; 0.47]	[0.03; 0.48]	[0.02; 0.47]
b_firmsize.adj.cj	0.23*	0.24*	0.24*	0.24*	0.24*	0.25*	0.24*	0.25*	0.23*	0.24*
	[0.13; 0.34]	[0.13; 0.34]	[0.13; 0.35]	[0.12; 0.36]	[0.13; 0.35]	[0.13; 0.36]	[0.12; 0.36]	[0.14; 0.36]	[0.11; 0.34]	[0.12; 0.35]
b_network2xcj:firmsize.adj.cj	−0.05	−0.10	−0.08	−0.09	−0.05	−0.05	−0.06	−0.06	−0.07	−0.10
	[−0.29; 0.21]	[−0.36; 0.16]	[−0.33; 0.17]	[−0.35; 0.18]	[−0.30; 0.19]	[−0.29; 0.19]	[−0.32; 0.19]	[−0.30; 0.19]	[−0.32; 0.18]	[−0.37; 0.16]
sd_countryx__Intercept	0.14*	0.12*	0.14*	0.14*	0.12*	0.11*	0.11*	0.11*	0.15*	0.15*
	[0.01; 0.29]	[0.01; 0.28]	[0.01; 0.30]	[0.01; 0.30]	[0.01; 0.29]	[0.01; 0.26]	[0.01; 0.27]	[0.01; 0.27]	[0.01; 0.32]	[0.02; 0.32]
sigma	0.96*	0.96*	0.96*	0.96*	0.96*	0.96*	0.96*	0.96*	0.96*	0.96*
	[0.91; 1.01]	[0.91; 1.01]	[0.91; 1.01]	[0.91; 1.01]	[0.91; 1.01]	[0.91; 1.01]	[0.91; 1.01]	[0.91; 1.01]	[0.91; 1.01]	[0.91; 1.01]
b_cul		0.07	0.16	0.12	0.07	−0.33	0.30	0.35	0.04	0.04
		[−0.10; 0.24]	[−0.09; 0.42]	[−0.38; 0.63]	[−0.16; 0.32]	[−1.07; 0.34]	[−0.04; 0.66]	[−0.02; 0.71]	[−0.22; 0.29]	[−0.15; 0.22]
b_network2xcj:cul		−0.05	−0.25	0.12	−0.12	−0.37	0.20	0.13	0.04	0.04
		[−0.46; 0.33]	[−0.77; 0.27]	[−0.74; 0.91]	[−0.63; 0.36]	[−1.79; 1.11]	[−0.45; 0.89]	[−0.60; 0.94]	[−0.42; 0.54]	[−0.20; 0.29]
b_firmsize.adj.cj:cul		0.11	−0.06	0.05	−0.11	0.10	−0.02	−0.23	−0.20	0.05
		[−0.08; 0.29]	[−0.32; 0.21]	[−0.38; 0.48]	[−0.37; 0.15]	[−0.72; 0.92]	[−0.35; 0.32]	[−0.58; 0.13]	[−0.40; 0.00]	[−0.07; 0.17]
b_network2xcj:firmsize.adj.cj:cul		0.30	−0.43	0.45	0.27	−1.99*	−0.03	−0.52	−0.23	0.18
		[−0.15; 0.76]	[−1.01; 0.16]	[−0.46; 1.38]	[−0.32; 0.83]	[−3.82; −0.15]	[−0.73; 0.66]	[−1.43; 0.37]	[−0.71; 0.23]	[−0.08; 0.43]
sd_countryx__network2xcj		0.25*	0.21*	0.23*	0.22*	0.23*	0.23*	0.23*	0.24*	0.23*
		[0.01; 0.59]	[0.01; 0.52]	[0.01; 0.56]	[0.01; 0.54]	[0.01; 0.57]	[0.02; 0.55]	[0.02; 0.54]	[0.01; 0.57]	[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	-0.11	-0.12	-0.14	-0.12	-0.05	-0.13	-0.13	-0.11	-0.11
	$[-0.29; 0.04]$	$[-0.25; 0.05]$	$[-0.30; 0.06]$	$[-0.28; 0.01]$	$[-0.29; 0.05]$	$[-0.19; 0.10]$	$[-0.30; 0.04]$	$[-0.31; 0.06]$	$[-0.28; 0.06]$	$[-0.29; 0.07]$
b_mfr2013lnstd	-0.03	-0.04	-0.03	-0.13	-0.03	-0.06	-0.02	-0.03	-0.05	-0.04
	$[-0.20; 0.14]$	$[-0.16; 0.09]$	$[-0.18; 0.13]$	$[-0.28; 0.02]$	$[-0.18; 0.12]$	$[-0.18; 0.06]$	$[-0.19; 0.13]$	$[-0.20; 0.13]$	$[-0.20; 0.10]$	$[-0.24; 0.15]$
b_network2xcj	0.24^*	0.23^*	0.23	0.26^*	0.23^*	0.23^*	0.23	0.23	0.26^*	0.25^*
	$[0.08; 0.40]$	$[0.01; 0.45]$	$[-0.00; 0.46]$	$[0.04; 0.47]$	$[0.01; 0.44]$	$[0.00; 0.46]$	$[-0.00; 0.45]$	$[-0.00; 0.47]$	$[0.05; 0.49]$	$[0.02; 0.48]$
b_firmsize.adj.cj	0.22^*	0.22^*	0.22^*	0.19^*	0.23^*	0.25^*	0.22^*	0.23^*	0.21^*	0.21^*
	$[0.12; 0.33]$	$[0.12; 0.33]$	$[0.12; 0.33]$	$[0.08; 0.31]$	$[0.13; 0.33]$	$[0.14; 0.35]$	$[0.12; 0.33]$	$[0.13; 0.34]$	$[0.10; 0.31]$	$[0.10; 0.31]$
b_network2xcj:firmsize.adj.cj	-0.06	-0.11	-0.09	-0.04	-0.08	-0.10	-0.07	-0.07	-0.07	-0.10
	$[-0.30; 0.17]$	$[-0.36; 0.13]$	$[-0.33; 0.14]$	$[-0.29; 0.22]$	$[-0.32; 0.15]$	$[-0.33; 0.14]$	$[-0.31; 0.18]$	$[-0.32; 0.17]$	$[-0.31; 0.17]$	$[-0.35; 0.15]$
sd_countryx__Intercept	0.30^*	0.24^*	0.31^*	0.24^*	0.30^*	0.22^*	0.31^*	0.31^*	0.28^*	0.31^*
	$[0.18; 0.48]$	$[0.12; 0.40]$	$[0.19; 0.50]$	$[0.13; 0.40]$	$[0.18; 0.48]$	$[0.12; 0.37]$	$[0.19; 0.47]$	$[0.19; 0.49]$	$[0.16; 0.45]$	$[0.19; 0.49]$
sigma	0.92^*	0.91^*	0.92^*	0.91^*	0.92^*	0.91^*	0.92^*	0.91^*	0.91^*	0.91^*
	$[0.87; 0.97]$	$[0.87; 0.97]$	$[0.87; 0.97]$	$[0.87; 0.97]$	$[0.87; 0.97]$	$[0.87; 0.96]$	$[0.87; 0.97]$	$[0.87; 0.96]$	$[0.86; 0.96]$	$[0.87; 0.96]$
b_cul		0.25^*	0.05	0.80^*	0.06	-1.16^*	0.15	0.03	-0.27	0.06
		$[0.03; 0.47]$	$[-0.36; 0.47]$	$[0.15; 1.45]$	$[-0.30; 0.41]$	$[-2.05; -0.27]$	$[-0.41; 0.72]$	$[-0.55; 0.62]$	$[-0.60; 0.08]$	$[-0.19; 0.32]$
b_network2xcj:cul		0.06	0.05	0.07	-0.00	-0.21	0.33	0.11	-0.10	0.06
		$[-0.31; 0.41]$	$[-0.46; 0.58]$	$[-0.78; 0.89]$	$[-0.49; 0.48]$	$[-1.63; 1.22]$	$[-0.35; 1.04]$	$[-0.61; 0.90]$	$[-0.53; 0.35]$	$[-0.20; 0.32]$
b_firmsize.adj.cj:cul		0.16	-0.11	0.36	-0.12	-0.35	-0.17	-0.37^*	-0.30^*	0.11^*
		$[-0.01; 0.33]$	$[-0.36; 0.14]$	$[-0.03; 0.77]$	$[-0.36; 0.12]$	$[-1.11; 0.42]$	$[-0.48; 0.14]$	$[-0.71; -0.02]$	$[-0.50; -0.12]$	$[0.00; 0.22]$
b_network2xcj:firmsize.adj.cj:cul		0.08	-0.07	-0.31	0.28	-0.91	0.11	0.02	0.06	0.03
		$[-0.35; 0.50]$	$[-0.61; 0.48]$	$[-1.19; 0.54]$	$[-0.25; 0.83]$	$[-2.65; 0.84]$	$[-0.56; 0.75]$	$[-0.83; 0.85]$	$[-0.38; 0.49]$	$[-0.22; 0.28]$
sd_countryx__network2xcj		0.25^*	0.27^*	0.26^*	0.27^*	0.26^*	0.27^*	0.27^*	0.24^*	0.27^*
		$[0.03; 0.52]$	$[0.06; 0.54]$	$[0.05; 0.53]$	$[0.06; 0.53]$	$[0.04; 0.55]$	$[0.06; 0.54]$	$[0.05; 0.54]$	$[0.02; 0.52]$	$[0.05; 0.54]$

* 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	−0.12	−0.15	−0.16	−0.16	−0.06	−0.15	−0.15	−0.14	−0.13
	[−0.36; 0.05]	[−0.27; 0.03]	[−0.37; 0.08]	[−0.35; 0.02]	[−0.38; 0.05]	[−0.24; 0.13]	[−0.37; 0.05]	[−0.38; 0.07]	[−0.32; 0.06]	[−0.35; 0.09]
b_mfr2013lnstd	−0.07	−0.08	−0.07	−0.18	−0.07	−0.11	−0.07	−0.06	−0.11	−0.09
	[−0.27; 0.14]	[−0.22; 0.06]	[−0.28; 0.13]	[−0.38; 0.01]	[−0.27; 0.12]	[−0.27; 0.05]	[−0.29; 0.14]	[−0.28; 0.16]	[−0.30; 0.08]	[−0.33; 0.15]
b_network2xcj	0.29*	0.30*	0.31*	0.31*	0.30*	0.34*	0.32*	0.32*	0.32*	0.31*
	[0.14; 0.45]	[0.13; 0.46]	[0.15; 0.47]	[0.15; 0.48]	[0.14; 0.46]	[0.17; 0.51]	[0.16; 0.48]	[0.16; 0.49]	[0.16; 0.48]	[0.15; 0.47]
b_firmsize.adj.cj	0.25*	0.21*	0.22*	0.21*	0.22*	0.21*	0.21*	0.24*	0.22*	0.23*
	[0.15; 0.35]	[0.05; 0.37]	[0.05; 0.38]	[0.05; 0.37]	[0.07; 0.37]	[0.02; 0.38]	[0.05; 0.36]	[0.09; 0.39]	[0.09; 0.36]	[0.07; 0.39]
b_network2xcj:firmsize.adj.cj	−0.03	−0.09	−0.06	−0.01	−0.04	−0.09	−0.03	−0.05	−0.04	−0.06
	[−0.25; 0.20]	[−0.32; 0.15]	[−0.29; 0.18]	[−0.26; 0.24]	[−0.27; 0.19]	[−0.32; 0.14]	[−0.28; 0.21]	[−0.28; 0.19]	[−0.28; 0.20]	[−0.32; 0.19]
sd_countryx_Intercept	0.39*	0.26*	0.40*	0.34*	0.39*	0.30*	0.41*	0.41*	0.35*	0.41*
	[0.25; 0.60]	[0.13; 0.43]	[0.26; 0.62]	[0.21; 0.53]	[0.25; 0.61]	[0.18; 0.47]	[0.26; 0.63]	[0.26; 0.64]	[0.21; 0.55]	[0.26; 0.62]
sigma	0.86*	0.86*	0.86*	0.85*	0.86*	0.85*	0.86*	0.86*	0.86*	0.86*
	[0.82; 0.91]	[0.81; 0.91]	[0.81; 0.91]	[0.81; 0.90]	[0.81; 0.90]	[0.81; 0.90]	[0.81; 0.91]	[0.81; 0.90]	[0.81; 0.91]	[0.81; 0.90]
b_cul		0.41*	0.16	0.98*	0.14	−1.48*	0.02	−0.00	−0.42*	0.08
		[0.19; 0.64]	[−0.34; 0.64]	[0.21; 1.80]	[−0.29; 0.57]	[−2.53; −0.45]	[−0.72; 0.78]	[−0.76; 0.75]	[−0.81; −0.02]	[−0.23; 0.40]
b_network2xcj:cul		0.10	−0.16	0.45	−0.21	−0.91	0.08	−0.13	−0.12	0.11
		[−0.18; 0.37]	[−0.53; 0.21]	[−0.14; 1.02]	[−0.59; 0.16]	[−2.00; 0.19]	[−0.40; 0.55]	[−0.65; 0.41]	[−0.43; 0.18]	[−0.06; 0.28]
b_firmsize.adj.cj:cul		0.08	0.02	0.25	−0.11	0.25	−0.20	−0.32	−0.28*	0.07
		[−0.20; 0.33]	[−0.35; 0.43]	[−0.40; 0.82]	[−0.44; 0.23]	[−0.90; 1.47]	[−0.73; 0.31]	[−0.78; 0.18]	[−0.52; −0.01]	[−0.13; 0.26]
b_network2xcj:firmsize.adj.cj:cul		0.06	0.03	−0.46	0.35	−0.36	0.18	0.06	0.11	−0.00
		[−0.37; 0.46]	[−0.53; 0.57]	[−1.32; 0.39]	[−0.19; 0.90]	[−2.03; 1.32]	[−0.46; 0.83]	[−0.77; 0.86]	[−0.32; 0.55]	[−0.26; 0.24]
sd_countryx_firmsize.adj.cj		0.21*	0.22*	0.20*	0.20*	0.24*	0.21*	0.17*	0.13*	0.21*
		[0.03; 0.41]	[0.07; 0.41]	[0.02; 0.40]	[0.05; 0.38]	[0.08; 0.45]	[0.06; 0.40]	[0.02; 0.37]	[0.01; 0.32]	[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	-0.13	-0.14	-0.16	-0.15	-0.06	-0.16	-0.15	-0.14	-0.13
	$[-0.35; 0.04]$	$[-0.28; 0.03]$	$[-0.36; 0.07]$	$[-0.35; 0.03]$	$[-0.36; 0.05]$	$[-0.25; 0.13]$	$[-0.38; 0.06]$	$[-0.39; 0.07]$	$[-0.33; 0.05]$	$[-0.35; 0.10]$
b_mfr2013lnstd	-0.07	-0.09	-0.07	-0.18	-0.07	-0.11	-0.07	-0.08	-0.12	-0.08
	$[-0.27; 0.14]$	$[-0.22; 0.05]$	$[-0.26; 0.12]$	$[-0.38; 0.02]$	$[-0.26; 0.12]$	$[-0.27; 0.06]$	$[-0.28; 0.13]$	$[-0.30; 0.14]$	$[-0.30; 0.06]$	$[-0.32; 0.16]$
b_network2xcj	0.29^*	0.29^*	0.28^*	0.31^*	0.27^*	0.33^*	0.29^*	0.29^*	0.31^*	0.30^*
	$[0.14; 0.45]$	$[0.05; 0.53]$	$[0.05; 0.49]$	$[0.10; 0.51]$	$[0.05; 0.48]$	$[0.11; 0.54]$	$[0.05; 0.52]$	$[0.04; 0.52]$	$[0.08; 0.54]$	$[0.07; 0.52]$
b_firmsize.adj.cj	0.25^*	0.22^*	0.23^*	0.21^*	0.23^*	0.21^*	0.22^*	0.25^*	0.22^*	0.23^*
	$[0.14; 0.35]$	$[0.07; 0.36]$	$[0.07; 0.37]$	$[0.06; 0.36]$	$[0.08; 0.38]$	$[0.02; 0.38]$	$[0.06; 0.37]$	$[0.10; 0.39]$	$[0.09; 0.35]$	$[0.08; 0.38]$
b_network2xcj:firmsize.adj.cj	-0.03	-0.08	-0.07	-0.00	-0.06	-0.09	-0.04	-0.05	-0.03	-0.07
	$[-0.25; 0.20]$	$[-0.31; 0.16]$	$[-0.30; 0.17]$	$[-0.25; 0.25]$	$[-0.28; 0.17]$	$[-0.31; 0.14]$	$[-0.28; 0.21]$	$[-0.28; 0.18]$	$[-0.27; 0.20]$	$[-0.32; 0.18]$
sd_countryx_Intercept	0.39^*	0.25^*	0.41^*	0.34^*	0.39^*	0.31^*	0.42^*	0.41^*	0.35^*	0.41^*
	$[0.25; 0.58]$	$[0.13; 0.42]$	$[0.26; 0.62]$	$[0.21; 0.54]$	$[0.24; 0.59]$	$[0.19; 0.48]$	$[0.26; 0.63]$	$[0.26; 0.64]$	$[0.21; 0.56]$	$[0.26; 0.64]$
sigma	0.87^*	0.85^*	0.85^*	0.85^*	0.85^*	0.85^*	0.85^*	0.85^*	0.85^*	0.85^*
	$[0.82; 0.91]$	$[0.81; 0.90]$	$[0.80; 0.90]$	$[0.81; 0.90]$	$[0.81; 0.90]$	$[0.81; 0.90]$	$[0.81; 0.90]$	$[0.81; 0.90]$	$[0.81; 0.90]$	$[0.81; 0.90]$
b_cul		0.42^*	0.15	0.97^*	0.13	-1.48^*	0.01	-0.03	-0.43^*	0.08
		$[0.19; 0.64]$	$[-0.34; 0.64]$	$[0.19; 1.75]$	$[-0.29; 0.56]$	$[-2.56; -0.39]$	$[-0.72; 0.75]$	$[-0.80; 0.69]$	$[-0.85; -0.03]$	$[-0.24; 0.40]$
b_network2xcj:cul		0.01	-0.08	0.38	-0.23	-0.79	0.16	0.06	-0.07	0.10
		$[-0.37; 0.39]$	$[-0.61; 0.46]$	$[-0.43; 1.15]$	$[-0.71; 0.26]$	$[-2.18; 0.60]$	$[-0.55; 0.90]$	$[-0.73; 0.86]$	$[-0.56; 0.45]$	$[-0.15; 0.36]$
b_firmsize.adj.cj:cul		0.11	-0.03	0.29	-0.10	0.21	-0.23	-0.37	-0.30^*	0.08
		$[-0.17; 0.34]$	$[-0.37; 0.35]$	$[-0.32; 0.82]$	$[-0.42; 0.22]$	$[-0.87; 1.52]$	$[-0.72; 0.27]$	$[-0.80; 0.13]$	$[-0.54; -0.05]$	$[-0.10; 0.25]$
b_network2xcj:firmsize.adj.cj:cul		0.04	0.07	-0.49	0.32	-0.32	0.21	0.15	0.12	-0.01
		$[-0.38; 0.46]$	$[-0.48; 0.62]$	$[-1.35; 0.35]$	$[-0.23; 0.87]$	$[-2.10; 1.39]$	$[-0.46; 0.85]$	$[-0.66; 0.93]$	$[-0.31; 0.56]$	$[-0.25; 0.24]$
sd_countryx_firmsize.adj.cj		0.16^*	0.19^*	0.16^*	0.18^*	0.22^*	0.18^*	0.14^*	0.10^*	0.17^*
		$[0.01; 0.38]$	$[0.03; 0.40]$	$[0.01; 0.39]$	$[0.02; 0.37]$	$[0.04; 0.43]$	$[0.02; 0.38]$	$[0.01; 0.35]$	$[0.00; 0.30]$	$[0.02; 0.38]$
sd_countryx_network2xcj		0.31^*	0.28^*	0.23^*	0.26^*	0.22^*	0.29^*	0.30^*	0.31^*	0.26^*
		$[0.05; 0.62]$	$[0.03; 0.58]$	$[0.01; 0.54]$	$[0.03; 0.55]$	$[0.01; 0.54]$	$[0.04; 0.61]$	$[0.04; 0.60]$	$[0.05; 0.64]$	$[0.03; 0.57]$

* 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	−0.05	−0.05	−0.07	−0.07	−0.01	−0.07	−0.08	−0.06	−0.05
	[−0.23; 0.10]	[−0.19; 0.10]	[−0.22; 0.11]	[−0.24; 0.10]	[−0.23; 0.09]	[−0.18; 0.16]	[−0.25; 0.11]	[−0.26; 0.09]	[−0.23; 0.12]	[−0.23; 0.12]
b_mfr2013lnstd	−0.09	−0.09	−0.07	−0.14	−0.08	−0.10	−0.08	−0.06	−0.11	−0.12
	[−0.25; 0.06]	[−0.22; 0.04]	[−0.24; 0.09]	[−0.33; 0.05]	[−0.24; 0.07]	[−0.26; 0.05]	[−0.26; 0.10]	[−0.24; 0.11]	[−0.28; 0.05]	[−0.32; 0.08]
b_network2xcj	0.27*	0.23	0.25*	0.27*	0.26*	0.28*	0.26	0.24	0.26	0.26*
	[0.10; 0.43]	[−0.03; 0.47]	[0.01; 0.47]	[0.03; 0.50]	[0.03; 0.48]	[0.04; 0.53]	[−0.00; 0.50]	[−0.03; 0.49]	[−0.00; 0.51]	[0.00; 0.49]
b_firmsize.adj.cj	0.27*	0.26*	0.26*	0.26*	0.27*	0.25*	0.25*	0.28*	0.25*	0.26*
	[0.16; 0.38]	[0.12; 0.40]	[0.11; 0.42]	[0.11; 0.41]	[0.12; 0.42]	[0.08; 0.41]	[0.10; 0.40]	[0.15; 0.43]	[0.13; 0.38]	[0.12; 0.41]
b_network2xcj:firmsize.adj.cj	−0.05	−0.11	−0.08	−0.08	−0.06	−0.08	−0.04	−0.06	−0.08	−0.10
	[−0.29; 0.19]	[−0.35; 0.14]	[−0.33; 0.17]	[−0.35; 0.19]	[−0.31; 0.18]	[−0.32; 0.17]	[−0.30; 0.21]	[−0.31; 0.19]	[−0.33; 0.18]	[−0.35; 0.16]
sd_countryx_Intercept	0.28*	0.22*	0.27*	0.29*	0.27*	0.27*	0.30*	0.29*	0.29*	0.30*
	[0.16; 0.46]	[0.10; 0.38]	[0.14; 0.44]	[0.16; 0.47]	[0.14; 0.45]	[0.15; 0.43]	[0.17; 0.50]	[0.16; 0.47]	[0.16; 0.46]	[0.17; 0.49]
sigma	0.91*	0.90*	0.90*	0.90*	0.90*	0.90*	0.90*	0.90*	0.90*	0.90*
	[0.86; 0.96]	[0.85; 0.95]	[0.85; 0.95]	[0.85; 0.95]	[0.85; 0.95]	[0.85; 0.95]	[0.85; 0.95]	[0.85; 0.95]	[0.85; 0.95]	[0.85; 0.95]
b_cul		0.25*	0.27	0.33	0.14	−0.71	0.11	0.26	−0.18	0.07
		[0.04; 0.47]	[−0.09; 0.65]	[−0.39; 1.07]	[−0.20; 0.49]	[−1.70; 0.29]	[−0.48; 0.67]	[−0.31; 0.83]	[−0.52; 0.16]	[−0.18; 0.33]
b_network2xcj:cul		−0.08	−0.30	0.40	−0.26	−0.76	0.11	0.12	0.09	0.03
		[−0.51; 0.32]	[−0.84; 0.23]	[−0.50; 1.28]	[−0.78; 0.22]	[−2.25; 0.77]	[−0.62; 0.85]	[−0.68; 1.03]	[−0.44; 0.65]	[−0.25; 0.32]
b_firmsize.adj.cj:cul		0.10	0.02	0.09	−0.14	0.28	−0.09	−0.34	−0.27*	0.04
		[−0.16; 0.33]	[−0.32; 0.39]	[−0.55; 0.63]	[−0.48; 0.20]	[−0.79; 1.42]	[−0.55; 0.39]	[−0.78; 0.13]	[−0.51; −0.04]	[−0.15; 0.21]
b_network2xcj:firmsize.adj.cj:cul		0.28	−0.10	0.11	0.39	−1.07	0.19	−0.25	−0.18	0.09
		[−0.13; 0.71]	[−0.69; 0.50]	[−0.81; 1.05]	[−0.19; 0.98]	[−2.86; 0.70]	[−0.53; 0.90]	[−1.10; 0.61]	[−0.64; 0.28]	[−0.16; 0.35]
sd_countryx_firmsize.adj.cj		0.14*	0.17*	0.16*	0.17*	0.18*	0.16*	0.11*	0.09*	0.16*
		[0.01; 0.34]	[0.02; 0.37]	[0.01; 0.36]	[0.02; 0.36]	[0.02; 0.39]	[0.02; 0.35]	[0.00; 0.29]	[0.00; 0.26]	[0.01; 0.36]
sd_countryx_network2xcj		0.31*	0.26*	0.27*	0.25*	0.27*	0.31*	0.31*	0.33*	0.30*
		[0.03; 0.65]	[0.01; 0.60]	[0.01; 0.61]	[0.01; 0.58]	[0.01; 0.60]	[0.02; 0.66]	[0.03; 0.64]	[0.03; 0.66]	[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	−0.12	−0.14	−0.16	−0.15	−0.05	−0.15	−0.15	−0.14	−0.13
	[−0.36; 0.06]	[−0.27; 0.04]	[−0.36; 0.08]	[−0.35; 0.03]	[−0.36; 0.06]	[−0.22; 0.12]	[−0.36; 0.07]	[−0.36; 0.07]	[−0.32; 0.05]	[−0.36; 0.08]
b_mfr2013lnstd	−0.07	−0.07	−0.06	−0.18	−0.06	−0.10	−0.07	−0.07	−0.11	−0.11
	[−0.29; 0.14]	[−0.22; 0.07]	[−0.28; 0.15]	[−0.38; 0.03]	[−0.27; 0.15]	[−0.26; 0.07]	[−0.29; 0.15]	[−0.30; 0.16]	[−0.30; 0.08]	[−0.35; 0.13]
b_network2xcj	0.29*	0.27*	0.28*	0.30*	0.28*	0.32*	0.29*	0.28*	0.30*	0.30*
	[0.14; 0.45]	[0.04; 0.51]	[0.05; 0.51]	[0.08; 0.52]	[0.06; 0.50]	[0.09; 0.54]	[0.04; 0.52]	[0.03; 0.52]	[0.06; 0.53]	[0.07; 0.52]
b_firmsize.adj.cj	0.25*	0.22*	0.22*	0.21*	0.23*	0.21*	0.22*	0.25*	0.22*	0.23*
	[0.14; 0.35]	[0.07; 0.37]	[0.06; 0.38]	[0.06; 0.37]	[0.08; 0.38]	[0.03; 0.38]	[0.06; 0.38]	[0.11; 0.40]	[0.10; 0.35]	[0.08; 0.39]
b_network2xcj:firmsize.adj.cj	−0.03	−0.09	−0.07	−0.01	−0.06	−0.09	−0.04	−0.05	−0.03	−0.07
	[−0.26; 0.21]	[−0.32; 0.15]	[−0.30; 0.16]	[−0.26; 0.24]	[−0.29; 0.18]	[−0.32; 0.14]	[−0.28; 0.20]	[−0.29; 0.18]	[−0.28; 0.21]	[−0.32; 0.17]
sd_countryx_Intercept	0.39*	0.25*	0.41*	0.33*	0.39*	0.30*	0.41*	0.40*	0.34*	0.40*
	[0.25; 0.58]	[0.13; 0.42]	[0.26; 0.63]	[0.20; 0.52]	[0.25; 0.61]	[0.18; 0.47]	[0.27; 0.62]	[0.26; 0.61]	[0.21; 0.53]	[0.26; 0.61]
sigma	0.87*	0.85*	0.85*	0.85*	0.85*	0.85*	0.85*	0.85*	0.85*	0.85*
	[0.82; 0.91]	[0.81; 0.90]	[0.80; 0.90]	[0.80; 0.90]	[0.80; 0.90]	[0.80; 0.90]	[0.80; 0.90]	[0.80; 0.90]	[0.80; 0.90]	[0.81; 0.90]
b_cul		0.41*	0.16	0.96*	0.14	−1.49*	0.02	−0.01	−0.43*	0.09
		[0.18; 0.64]	[−0.33; 0.66]	[0.14; 1.75]	[−0.30; 0.57]	[−2.55; −0.46]	[−0.71; 0.78]	[−0.72; 0.72]	[−0.84; −0.03]	[−0.23; 0.40]
b_network2xcj:cul		0.05	−0.11	0.40	−0.22	−0.79	0.14	0.04	−0.08	0.10
		[−0.34; 0.44]	[−0.66; 0.45]	[−0.42; 1.21]	[−0.71; 0.26]	[−2.16; 0.61]	[−0.56; 0.89]	[−0.75; 0.90]	[−0.55; 0.44]	[−0.17; 0.36]
b_firmsize.adj.cj:cul		0.10	−0.02	0.28	−0.10	0.24	−0.25	−0.38	−0.30*	0.07
		[−0.20; 0.34]	[−0.38; 0.36]	[−0.32; 0.83]	[−0.44; 0.24]	[−0.83; 1.51]	[−0.76; 0.26]	[−0.85; 0.12]	[−0.54; −0.04]	[−0.12; 0.25]
b_network2xcj:firmsize.adj.cj:cul		0.03	0.05	−0.46	0.32	−0.34	0.20	0.12	0.12	−0.00
		[−0.38; 0.46]	[−0.51; 0.61]	[−1.29; 0.39]	[−0.23; 0.88]	[−2.02; 1.32]	[−0.44; 0.85]	[−0.70; 0.95]	[−0.32; 0.54]	[−0.24; 0.24]
sd_countryx_firmsize.adj.cj		0.18*	0.20*	0.18*	0.19*	0.23*	0.20*	0.15*	0.11*	0.19*
		[0.02; 0.38]	[0.03; 0.40]	[0.01; 0.38]	[0.03; 0.38]	[0.05; 0.42]	[0.05; 0.38]	[0.01; 0.35]	[0.00; 0.29]	[0.02; 0.39]
sd_countryx_network2xcj		0.29*	0.28*	0.24*	0.25*	0.23*	0.30*	0.30*	0.30*	0.26*
		[0.02; 0.61]	[0.03; 0.60]	[0.01; 0.55]	[0.02; 0.55]	[0.02; 0.54]	[0.05; 0.60]	[0.04; 0.61]	[0.03; 0.62]	[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	−0.05	−0.07	−0.06	−0.06	−0.06	−0.06	−0.03	−0.06	−0.05
	[−0.23; 0.10]	[−0.22; 0.13]	[−0.23; 0.11]	[−0.21; 0.09]	[−0.23; 0.12]	[−0.24; 0.13]	[−0.24; 0.11]	[−0.18; 0.11]	[−0.23; 0.12]	[−0.22; 0.13]
b_mfr2013lnstd	−0.09	−0.07	−0.07	−0.07	−0.09	−0.08	−0.04	−0.09	−0.16	−0.08
	[−0.25; 0.06]	[−0.22; 0.10]	[−0.23; 0.08]	[−0.22; 0.06]	[−0.25; 0.09]	[−0.26; 0.08]	[−0.24; 0.16]	[−0.22; 0.04]	[−0.40; 0.07]	[−0.24; 0.08]
b_network2xcj	0.27*	0.26*	0.25	0.25*	0.26*	0.27*	0.24*	0.22	0.20	0.24*
	[0.10; 0.43]	[0.01; 0.49]	[−0.00; 0.48]	[0.00; 0.47]	[0.02; 0.49]	[0.04; 0.49]	[0.00; 0.46]	[−0.03; 0.45]	[−0.04; 0.42]	[0.00; 0.47]
b_firmsize.adj.cj	0.27*	0.26*	0.26*	0.27*	0.27*	0.27*	0.26*	0.26*	0.26*	0.27*
	[0.16; 0.38]	[0.11; 0.42]	[0.12; 0.41]	[0.11; 0.42]	[0.12; 0.42]	[0.12; 0.42]	[0.12; 0.40]	[0.12; 0.41]	[0.10; 0.41]	[0.12; 0.43]
b_network2xcj:firmsize.adj.cj	−0.05	−0.08	−0.07	−0.07	−0.08	−0.09	−0.09	−0.07	−0.09	−0.09
	[−0.29; 0.19]	[−0.32; 0.17]	[−0.32; 0.18]	[−0.31; 0.17]	[−0.33; 0.17]	[−0.34; 0.15]	[−0.32; 0.16]	[−0.32; 0.17]	[−0.33; 0.16]	[−0.35; 0.15]
sd_countryx__Intercept	0.28*	0.29*	0.29*	0.25*	0.31*	0.31*	0.29*	0.23*	0.29*	0.31*
	[0.16; 0.46]	[0.16; 0.48]	[0.16; 0.48]	[0.11; 0.43]	[0.17; 0.50]	[0.18; 0.51]	[0.15; 0.49]	[0.10; 0.39]	[0.16; 0.49]	[0.17; 0.49]
sigma	0.91*	0.90*	0.90*	0.90*	0.90*	0.90*	0.90*	0.90*	0.90*	0.90*
	[0.86; 0.96]	[0.85; 0.95]	[0.85; 0.96]	[0.85; 0.95]	[0.85; 0.95]	[0.85; 0.95]	[0.85; 0.96]	[0.85; 0.95]	[0.85; 0.95]	[0.85; 0.95]
b_cul		−0.14	−0.16	0.33	0.03	−0.04	−0.23	0.19*	−0.17	−0.13
		[−0.37; 0.08]	[−0.46; 0.15]	[−0.03; 0.70]	[−0.31; 0.37]	[−0.42; 0.36]	[−0.69; 0.22]	[0.01; 0.37]	[−0.80; 0.45]	[−0.59; 0.31]
b_network2xcj:cul		0.08	0.06	−0.33	0.20	0.38	−0.25	−0.11	0.45	−0.41
		[−0.26; 0.40]	[−0.38; 0.52]	[−0.89; 0.22]	[−0.25; 0.67]	[−0.18; 0.97]	[−0.83; 0.30]	[−0.45; 0.18]	[−0.14; 1.12]	[−1.09; 0.22]
b_firmsize.adj.cj:cul		−0.02	−0.06	0.17	0.01	−0.03	0.03	0.07	0.08	0.13
		[−0.28; 0.21]	[−0.38; 0.27]	[−0.22; 0.56]	[−0.29; 0.29]	[−0.39; 0.32]	[−0.37; 0.40]	[−0.15; 0.25]	[−0.36; 0.55]	[−0.27; 0.56]
b_network2xcj:firmsize.adj.cj:cul		0.17	−0.01	0.10	0.01	0.19	0.31	0.26	−0.60	−0.24
		[−0.23; 0.57]	[−0.60; 0.57]	[−0.57; 0.77]	[−0.45; 0.47]	[−0.51; 0.91]	[−0.34; 0.97]	[−0.08; 0.60]	[−1.38; 0.16]	[−0.97; 0.50]
sd_countryx__firmsize.adj.cj		0.17*	0.16*	0.17*	0.16*	0.18*	0.15*	0.15*	0.16*	0.17*
		[0.01; 0.38]	[0.01; 0.36]	[0.02; 0.37]	[0.01; 0.37]	[0.01; 0.38]	[0.01; 0.35]	[0.01; 0.35]	[0.01; 0.37]	[0.01; 0.39]
sd_countryx__network2xcj		0.27*	0.27*	0.25*	0.26*	0.24*	0.27*	0.28*	0.23*	0.26*
		[0.02; 0.63]	[0.02; 0.62]	[0.02; 0.60]	[0.01; 0.60]	[0.01; 0.60]	[0.02; 0.61]	[0.01; 0.63]	[0.01; 0.55]	[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	−0.14	−0.15	−0.15	−0.15	−0.14	−0.15	−0.09	−0.16	−0.14
	[−0.37; 0.05]	[−0.36; 0.07]	[−0.35; 0.05]	[−0.35; 0.06]	[−0.37; 0.07]	[−0.37; 0.08]	[−0.38; 0.07]	[−0.27; 0.08]	[−0.39; 0.07]	[−0.37; 0.10]
b_mfr2013lnstd	−0.08	−0.06	−0.06	−0.07	−0.08	−0.07	−0.07	−0.08	−0.14	−0.08
	[−0.30; 0.12]	[−0.25; 0.13]	[−0.25; 0.12]	[−0.26; 0.12]	[−0.27; 0.12]	[−0.27; 0.12]	[−0.31; 0.17]	[−0.23; 0.07]	[−0.43; 0.16]	[−0.28; 0.13]
b_network2xcj	0.30*	0.29*	0.29*	0.27*	0.29*	0.30*	0.27*	0.29*	0.23	0.27*
	[0.14; 0.45]	[0.05; 0.51]	[0.06; 0.51]	[0.04; 0.49]	[0.06; 0.51]	[0.07; 0.53]	[0.02; 0.50]	[0.04; 0.52]	[−0.01; 0.45]	[0.04; 0.48]
b_firmsize.adj.cj	0.25*	0.22*	0.22*	0.23*	0.23*	0.23*	0.23*	0.24*	0.23*	0.23*
	[0.15; 0.35]	[0.05; 0.37]	[0.06; 0.38]	[0.07; 0.39]	[0.07; 0.38]	[0.07; 0.39]	[0.08; 0.37]	[0.08; 0.38]	[0.07; 0.38]	[0.06; 0.39]
b_network2xcj:firmsize.adj.cj	−0.02	−0.08	−0.06	−0.08	−0.07	−0.07	−0.07	−0.08	−0.09	−0.09
	[−0.25; 0.19]	[−0.30; 0.15]	[−0.29; 0.16]	[−0.31; 0.15]	[−0.31; 0.18]	[−0.31; 0.16]	[−0.30; 0.16]	[−0.30; 0.15]	[−0.32; 0.14]	[−0.32; 0.13]
sd_countryx__Intercept	0.39*	0.40*	0.39*	0.38*	0.41*	0.41*	0.41*	0.29*	0.42*	0.41*
	[0.25; 0.61]	[0.25; 0.63]	[0.25; 0.60]	[0.24; 0.60]	[0.27; 0.63]	[0.26; 0.64]	[0.26; 0.64]	[0.16; 0.49]	[0.27; 0.64]	[0.27; 0.64]
sigma	0.86*	0.85*	0.85*	0.85*	0.85*	0.85*	0.85*	0.85*	0.85*	0.85*
	[0.82; 0.91]	[0.81; 0.90]	[0.80; 0.90]	[0.81; 0.90]	[0.81; 0.90]	[0.80; 0.90]	[0.81; 0.90]	[0.81; 0.90]	[0.80; 0.90]	[0.80; 0.90]
b_cul		−0.14	−0.21	0.33	0.04	0.07	−0.06	0.30*	−0.08	−0.04
		[−0.43; 0.15]	[−0.60; 0.19]	[−0.16; 0.83]	[−0.39; 0.45]	[−0.42; 0.55]	[−0.65; 0.50]	[0.10; 0.50]	[−0.87; 0.70]	[−0.60; 0.52]
b_network2xcj:cul		−0.04	−0.04	−0.05	0.10	0.23	−0.19	−0.01	0.32	−0.18
		[−0.36; 0.27]	[−0.49; 0.40]	[−0.61; 0.51]	[−0.35; 0.53]	[−0.33; 0.80]	[−0.76; 0.34]	[−0.33; 0.29]	[−0.26; 0.96]	[−0.79; 0.44]
b_firmsize.adj.cj:cul		0.04	0.06	0.12	0.05	0.04	0.22	0.08	−0.03	0.19
		[−0.21; 0.27]	[−0.27; 0.41]	[−0.28; 0.52]	[−0.27; 0.34]	[−0.35; 0.40]	[−0.19; 0.61]	[−0.12; 0.27]	[−0.49; 0.43]	[−0.24; 0.65]
b_network2xcj:firmsize.adj.cj:cul		0.12	0.17	0.03	−0.02	−0.06	−0.07	0.05	−0.37	−0.23
		[−0.28; 0.50]	[−0.38; 0.70]	[−0.61; 0.67]	[−0.45; 0.41]	[−0.75; 0.65]	[−0.69; 0.55]	[−0.28; 0.38]	[−1.06; 0.35]	[−0.90; 0.46]
sd_countryx__firmsize.adj.cj	0.19*	0.21*	0.19*	0.20*	0.20*	0.17*	0.17*	0.19*	0.22*
	[0.03; 0.41]	[0.05; 0.41]	[0.03; 0.40]	[0.03; 0.41]	[0.03; 0.42]	[0.01; 0.39]	[0.01; 0.38]	[0.03; 0.40]	[0.05; 0.42]
sd_countryx__network2xcj	0.28*	0.28*	0.28*	0.27*	0.26*	0.30*	0.31*	0.28*	0.27*
	[0.04; 0.60]	[0.04; 0.61]	[0.05; 0.60]	[0.03; 0.60]	[0.03; 0.57]	[0.03; 0.61]	[0.04; 0.60]	[0.04; 0.56]	[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	−0.01	−0.03	−0.03	−0.03	0.01	−0.03	−0.07	−0.03	−0.02
	[−0.22; 0.16]	[−0.18; 0.16]	[−0.23; 0.17]	[−0.22; 0.16]	[−0.23; 0.16]	[−0.18; 0.20]	[−0.21; 0.15]	[−0.25; 0.12]	[−0.21; 0.16]	[−0.22; 0.18]
b_mfr2013lnstd	−0.18	−0.18*	−0.18*	−0.24*	−0.19*	−0.20*	−0.16	−0.16	−0.21*	−0.19
	[−0.37; 0.01]	[−0.34; −0.03]	[−0.36; −0.01]	[−0.43; −0.04]	[−0.38; −0.01]	[−0.36; −0.04]	[−0.33; 0.01]	[−0.33; 0.01]	[−0.38; −0.05]	[−0.40; 0.00]
b_network2xcj	0.14	−0.03	−0.04	−0.06	−0.04	−0.05	−0.07	−0.05	−0.05	−0.07
	[−0.02; 0.29]	[−0.24; 0.16]	[−0.26; 0.15]	[−0.28; 0.15]	[−0.25; 0.15]	[−0.29; 0.15]	[−0.25; 0.10]	[−0.27; 0.17]	[−0.27; 0.16]	[−0.29; 0.13]
b_firmsize.adj.cj	0.07	0.02	0.03	0.04	0.04	−0.01	0.05	0.05	0.03	0.03
	[−0.03; 0.17]	[−0.12; 0.16]	[−0.13; 0.20]	[−0.11; 0.19]	[−0.11; 0.19]	[−0.16; 0.14]	[−0.10; 0.21]	[−0.11; 0.23]	[−0.12; 0.19]	[−0.13; 0.19]
sd_countryx_Intercept	0.35*	0.31*	0.36*	0.35*	0.37*	0.34*	0.33*	0.34*	0.35*	0.35*
	[0.23; 0.53]	[0.19; 0.48]	[0.23; 0.55]	[0.23; 0.54]	[0.24; 0.57]	[0.22; 0.51]	[0.21; 0.50]	[0.22; 0.50]	[0.22; 0.54]	[0.23; 0.53]
sigma	0.90*	0.80*	0.80*	0.80*	0.80*	0.81*	0.79*	0.80*	0.81*	0.80*
	[0.86; 0.95]	[0.76; 0.85]	[0.76; 0.85]	[0.76; 0.85]	[0.75; 0.85]	[0.76; 0.85]	[0.75; 0.84]	[0.76; 0.85]	[0.76; 0.86]	[0.76; 0.85]
b_agilitycj		0.44*	0.42*	0.43*	0.41*	0.43*	0.43*	0.42*	0.43*	0.43*
		[0.35; 0.54]	[0.34; 0.52]	[0.34; 0.54]	[0.32; 0.51]	[0.34; 0.55]	[0.34; 0.52]	[0.33; 0.52]	[0.34; 0.53]	[0.34; 0.52]
b_cul		0.24	0.05	0.33	0.09	−0.59	0.45	0.39	−0.14	0.01
		[−0.02; 0.50]	[−0.39; 0.51]	[−0.49; 1.13]	[−0.33; 0.51]	[−1.77; 0.57]	[−0.15; 1.05]	[−0.26; 1.01]	[−0.53; 0.25]	[−0.26; 0.28]
b_network2xcj:agilitycj		0.09	0.06	0.06	0.00	0.09	0.02	0.08	0.08	0.10
		[−0.08; 0.25]	[−0.10; 0.22]	[−0.10; 0.23]	[−0.16; 0.17]	[−0.08; 0.26]	[−0.15; 0.18]	[−0.08; 0.25]	[−0.09; 0.25]	[−0.07; 0.27]
b_firmsize.adj.cj:agilitycj		−0.07	−0.07	−0.06	−0.07	−0.08	−0.08	−0.09	−0.09	−0.11
		[−0.19; 0.05]	[−0.18; 0.05]	[−0.19; 0.07]	[−0.19; 0.04]	[−0.20; 0.03]	[−0.19; 0.04]	[−0.20; 0.03]	[−0.21; 0.04]	[−0.23; 0.02]
b_network2xcj:cul		0.05	0.10	0.19	−0.16	0.14	−0.76*	−0.10	−0.11	0.03
		[−0.27; 0.40]	[−0.42; 0.57]	[−0.60; 0.98]	[−0.59; 0.30]	[−1.12; 1.51]	[−1.28; −0.24]	[−0.81; 0.60]	[−0.56; 0.33]	[−0.22; 0.29]
b_firmsize.adj.cj:cul		−0.13	−0.07	−0.34	−0.05	0.87	0.13	−0.19	0.03	−0.09
		[−0.38; 0.11]	[−0.49; 0.28]	[−0.91; 0.22]	[−0.38; 0.29]	[−0.08; 1.86]	[−0.34; 0.63]	[−0.81; 0.30]	[−0.30; 0.33]	[−0.28; 0.10]
b_agilitycj:cul		−0.12	−0.07	0.09	−0.06	−0.14	0.24	0.14	0.08	0.00
		[−0.26; 0.03]	[−0.26; 0.13]	[−0.26; 0.47]	[−0.26; 0.13]	[−0.77; 0.46]	[−0.03; 0.52]	[−0.17; 0.45]	[−0.11; 0.27]	[−0.10; 0.11]
b_network2xcj:agilitycj:cul		−0.26	−0.19	0.57	−0.62*	−0.10	−0.67*	−0.18	0.08	0.09
		[−0.54; 0.02]	[−0.57; 0.20]	[−0.05; 1.19]	[−0.99; −0.25]	[−1.22; 1.07]	[−1.13; −0.21]	[−0.72; 0.37]	[−0.26; 0.41]	[−0.09; 0.25]
b_firmsize.adj.cj:agilitycj:cul		−0.03	0.18	−0.14	0.03	−0.18	−0.05	−0.09	−0.02	0.06
		[−0.23; 0.18]	[−0.09; 0.44]	[−0.57; 0.29]	[−0.28; 0.33]	[−1.01; 0.66]	[−0.41; 0.31]	[−0.44; 0.28]	[−0.23; 0.18]	[−0.07; 0.19]
sd_countryx_firmsize.adj.cj		0.15*	0.22*	0.17*	0.17*	0.15*	0.20*	0.20*	0.20*	0.20*
		[0.01; 0.38]	[0.02; 0.47]	[0.01; 0.42]	[0.01; 0.41]	[0.01; 0.38]	[0.04; 0.41]	[0.02; 0.45]	[0.01; 0.45]	[0.02; 0.45]
sd_countryx_network2xcj		0.23*	0.23*	0.27*	0.21*	0.24*	0.13*	0.24*	0.24*	0.25*
		[0.03; 0.49]	[0.02; 0.50]	[0.06; 0.53]	[0.02; 0.48]	[0.03; 0.49]	[0.01; 0.37]	[0.03; 0.51]	[0.04; 0.51]	[0.05; 0.51]
sd_countryx_agilitycj		0.07*	0.07*	0.09*	0.08*	0.07*	0.07*	0.08*	0.07*	0.08*
		[0.00; 0.19]	[0.00; 0.19]	[0.00; 0.23]	[0.00; 0.21]	[0.00; 0.21]	[0.00; 0.19]	[0.00; 0.22]	[0.00; 0.20]	[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	0.08	0.05	0.06	0.05	0.10	0.04	0.00	0.07	0.07
	[−0.31; 0.24]	[−0.21; 0.39]	[−0.26; 0.37]	[−0.24; 0.37]	[−0.24; 0.36]	[−0.23; 0.42]	[−0.24; 0.30]	[−0.31; 0.32]	[−0.25; 0.41]	[−0.25; 0.39]
b_mfr2013lnstd	−0.15	−0.16	−0.18	−0.20	−0.18	−0.17	−0.10	−0.13	−0.16	−0.11
	[−0.41; 0.11]	[−0.42; 0.11]	[−0.45; 0.10]	[−0.52; 0.13]	[−0.46; 0.11]	[−0.43; 0.10]	[−0.36; 0.17]	[−0.42; 0.18]	[−0.45; 0.14]	[−0.46; 0.24]
b_firmsize.adj.cj	0.15	0.23	0.18	0.21	0.20	0.15	0.19	0.18	0.21	0.19
	[−0.02; 0.32]	[−0.10; 0.57]	[−0.17; 0.56]	[−0.12; 0.56]	[−0.12; 0.60]	[−0.15; 0.48]	[−0.08; 0.49]	[−0.16; 0.59]	[−0.13; 0.57]	[−0.13; 0.50]
sd_countryx_Intercept	0.46*	0.50*	0.51*	0.53*	0.51*	0.50*	0.44*	0.50*	0.54*	0.53*
	[0.29; 0.73]	[0.29; 0.82]	[0.31; 0.82]	[0.33; 0.83]	[0.31; 0.85]	[0.31; 0.80]	[0.25; 0.72]	[0.30; 0.80]	[0.33; 0.86]	[0.32; 0.86]
sigma	0.89*	0.80*	0.80*	0.80*	0.80*	0.80*	0.80*	0.80*	0.80*	0.80*
	[0.82; 0.96]	[0.74; 0.87]	[0.73; 0.87]	[0.74; 0.88]	[0.74; 0.88]	[0.74; 0.88]	[0.73; 0.87]	[0.74; 0.88]	[0.74; 0.88]	[0.74; 0.88]
b_agilitycj		0.44*	0.42*	0.42*	0.42*	0.41*	0.43*	0.39*	0.44*	0.39*
		[0.26; 0.65]	[0.25; 0.59]	[0.25; 0.60]	[0.27; 0.57]	[0.23; 0.61]	[0.31; 0.56]	[0.23; 0.57]	[0.26; 0.62]	[0.22; 0.59]
b_cul		0.19	−0.05	−0.01	0.28	−0.61	1.04*	0.58	0.09	−0.13
		[−0.33; 0.68]	[−0.74; 0.66]	[−1.35; 1.26]	[−0.36; 0.89]	[−2.52; 1.29]	[0.20; 1.90]	[−0.50; 1.70]	[−0.58; 0.79]	[−0.60; 0.32]
b_firmsize.adj.cj:agilitycj		0.09	0.04	0.08	0.02	0.02	0.07	0.03	0.08	−0.00
		[−0.16; 0.35]	[−0.18; 0.26]	[−0.18; 0.32]	[−0.16; 0.20]	[−0.20; 0.24]	[−0.12; 0.26]	[−0.20; 0.27]	[−0.17; 0.34]	[−0.25; 0.25]
b_firmsize.adj.cj:cul		−0.33	−0.35	−0.58	0.14	1.54	0.41	−0.04	0.20	−0.19
		[−0.94; 0.26]	[−1.34; 0.44]	[−1.73; 0.59]	[−0.69; 0.96]	[−0.50; 3.65]	[−0.48; 1.17]	[−1.64; 1.22]	[−0.55; 0.94]	[−0.51; 0.19]
b_agilitycj:cul		−0.01	0.12	−0.27	0.30	−0.15	0.61*	0.30	0.13	−0.02
		[−0.30; 0.32]	[−0.26; 0.53]	[−0.85; 0.36]	[−0.07; 0.64]	[−1.37; 0.99]	[0.23; 0.97]	[−0.25; 0.84]	[−0.24; 0.47]	[−0.21; 0.19]
b_firmsize.adj.cj:agilitycj:cul		−0.16	0.17	−0.23	0.16	0.03	0.21	0.04	0.12	0.02
		[−0.54; 0.22]	[−0.32; 0.66]	[−0.97; 0.52]	[−0.42; 0.75]	[−1.77; 1.82]	[−0.38; 0.82]	[−0.68; 0.76]	[−0.25; 0.48]	[−0.19; 0.23]
sd_countryx_firmsize.adj.cj		0.37*	0.45*	0.34*	0.43*	0.30*	0.26*	0.44*	0.40*	0.30*
		[0.05; 0.89]	[0.04; 1.02]	[0.02; 0.94]	[0.03; 1.00]	[0.02; 0.82]	[0.01; 0.78]	[0.03; 1.04]	[0.03; 1.00]	[0.01; 0.93]
sd_countryx_agilitycj		0.20*	0.19*	0.18*	0.14*	0.18*	0.07*	0.17*	0.18*	0.19*
		[0.03; 0.43]	[0.02; 0.40]	[0.02; 0.40]	[0.01; 0.37]	[0.02; 0.41]	[0.00; 0.23]	[0.02; 0.38]	[0.02; 0.41]	[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	-0.04	-0.08	-0.08	-0.08	-0.03	-0.08	-0.10	-0.06	-0.07
	$[-0.21; 0.19]$	$[-0.19; 0.13]$	$[-0.26; 0.11]$	$[-0.25; 0.10]$	$[-0.26; 0.11]$	$[-0.23; 0.16]$	$[-0.25; 0.10]$	$[-0.28; 0.07]$	$[-0.24; 0.11]$	$[-0.25; 0.11]$
b_mfr2013lnstd	-0.18	-0.19^*	-0.18^*	-0.24^*	-0.19^*	-0.20^*	-0.17^*	-0.15	-0.20^*	-0.19^*
	$[-0.36; 0.01]$	$[-0.34; -0.04]$	$[-0.33; -0.03]$	$[-0.41; -0.07]$	$[-0.36; -0.04]$	$[-0.35; -0.04]$	$[-0.34; -0.01]$	$[-0.31; 0.01]$	$[-0.36; -0.04]$	$[-0.37; -0.01]$
b_firmsize.adj.cj	0.02	-0.00	0.03	0.02	0.04	-0.03	0.03	0.03	0.02	0.01
	$[-0.11; 0.15]$	$[-0.17; 0.16]$	$[-0.15; 0.22]$	$[-0.16; 0.21]$	$[-0.14; 0.22]$	$[-0.23; 0.17]$	$[-0.15; 0.22]$	$[-0.16; 0.23]$	$[-0.16; 0.21]$	$[-0.18; 0.20]$
sd_countryx_Intercept	0.31^*	0.24^*	0.29^*	0.28^*	0.30^*	0.28^*	0.28^*	0.26^*	0.28^*	0.28^*
	$[0.17; 0.51]$	$[0.08; 0.43]$	$[0.14; 0.49]$	$[0.13; 0.47]$	$[0.15; 0.49]$	$[0.14; 0.47]$	$[0.13; 0.47]$	$[0.11; 0.45]$	$[0.14; 0.47]$	$[0.13; 0.48]$
sigma	0.91^*	0.78^*	0.78^*	0.78^*	0.78^*	0.78^*	0.79^*	0.78^*	0.79^*	0.78^*
	$[0.84; 0.98]$	$[0.72; 0.85]$	$[0.72; 0.85]$	$[0.71; 0.85]$	$[0.72; 0.85]$	$[0.72; 0.85]$	$[0.72; 0.85]$	$[0.72; 0.86]$	$[0.72; 0.86]$	$[0.72; 0.85]$
b_agilitycj		0.50^*	0.48^*	0.52^*	0.47^*	0.54^*	0.50^*	0.50^*	0.50^*	0.51^*
		$[0.36; 0.64]$	$[0.35; 0.63]$	$[0.39; 0.65]$	$[0.35; 0.61]$	$[0.38; 0.70]$	$[0.36; 0.64]$	$[0.35; 0.65]$	$[0.36; 0.65]$	$[0.38; 0.66]$
b_cul		0.25	0.08	0.44	0.08	-0.59	0.17	0.40	-0.17	0.01
		$[-0.00; 0.49]$	$[-0.33; 0.49]$	$[-0.30; 1.17]$	$[-0.31; 0.46]$	$[-1.73; 0.53]$	$[-0.40; 0.75]$	$[-0.15; 0.95]$	$[-0.54; 0.22]$	$[-0.24; 0.29]$
b_firmsize.adj.cj:agilitycj		-0.11	-0.12	-0.13	-0.14	-0.14	-0.14	-0.13	-0.14	-0.15
		$[-0.27; 0.04]$	$[-0.27; 0.03]$	$[-0.28; 0.03]$	$[-0.29; 0.00]$	$[-0.30; 0.02]$	$[-0.29; 0.02]$	$[-0.28; 0.03]$	$[-0.30; 0.02]$	$[-0.31; 0.01]$
b_firmsize.adj.cj:cul		-0.14	0.12	-0.46	-0.13	0.89	0.01	-0.12	0.07	-0.11
		$[-0.42; 0.15]$	$[-0.30; 0.55]$	$[-1.20; 0.24]$	$[-0.49; 0.25]$	$[-0.36; 2.21]$	$[-0.55; 0.67]$	$[-0.75; 0.48]$	$[-0.30; 0.46]$	$[-0.36; 0.13]$
b_agilitycj:cul		-0.12	-0.15	0.65^*	-0.28^*	-0.55	-0.07	0.02	-0.02	0.08
		$[-0.35; 0.11]$	$[-0.46; 0.15]$	$[0.12; 1.19]$	$[-0.56; -0.00]$	$[-1.61; 0.47]$	$[-0.51; 0.43]$	$[-0.46; 0.50]$	$[-0.36; 0.31]$	$[-0.09; 0.23]$
b_firmsize.adj.cj:agilitycj:cul		-0.09	0.15	-0.25	0.00	0.22	-0.03	-0.04	0.02	0.04
		$[-0.36; 0.17]$	$[-0.20; 0.49]$	$[-0.81; 0.33]$	$[-0.36; 0.37]$	$[-0.91; 1.35]$	$[-0.55; 0.47]$	$[-0.51; 0.44]$	$[-0.27; 0.31]$	$[-0.13; 0.22]$
sd_countryx_firmsize.adj.cj		0.16^*	0.20^*	0.22^*	0.20^*	0.20^*	0.23^*	0.22^*	0.21^*	0.24^*
		$[0.01; 0.39]$	$[0.02; 0.45]$	$[0.03; 0.46]$	$[0.02; 0.43]$	$[0.02; 0.44]$	$[0.02; 0.47]$	$[0.03; 0.46]$	$[0.02; 0.46]$	$[0.04; 0.48]$
sd_countryx_agilitycj		0.14^*	0.14^*	0.12^*	0.09^*	0.14^*	0.14^*	0.15^*	0.16^*	0.12^*
		$[0.01; 0.35]$	$[0.01; 0.35]$	$[0.01; 0.32]$	$[0.00; 0.28]$	$[0.01; 0.37]$	$[0.01; 0.37]$	$[0.01; 0.37]$	$[0.01; 0.37]$	$[0.01; 0.33]$

* 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	−0.17*	−0.20*	−0.16*	−0.16*	−0.15*	−0.15*	−0.15*	−0.16*	−0.18*
	[−0.23; 0.04]	[−0.30; −0.04]	[−0.32; −0.07]	[−0.29; −0.03]	[−0.29; −0.02]	[−0.30; −0.00]	[−0.28; −0.02]	[−0.28; −0.02]	[−0.29; −0.03]	[−0.31; −0.05]
b_mfr2013lnstd	−0.12	−0.17*	−0.18*	−0.15*	−0.16*	−0.18*	−0.18*	−0.22*	−0.17*	−0.05
	[−0.25; 0.01]	[−0.29; −0.04]	[−0.30; −0.06]	[−0.30; −0.01]	[−0.29; −0.03]	[−0.30; −0.05]	[−0.31; −0.05]	[−0.35; −0.09]	[−0.30; −0.04]	[−0.20; 0.10]
b_firmsize.adj.cj	0.09	0.09	0.12	0.06	0.07	0.03	0.06	0.02	0.04	0.05
	[−0.06; 0.23]	[−0.12; 0.31]	[−0.06; 0.30]	[−0.14; 0.28]	[−0.12; 0.26]	[−0.18; 0.25]	[−0.13; 0.25]	[−0.17; 0.21]	[−0.16; 0.25]	[−0.14; 0.24]
sd_countryx__Intercept	0.12*	0.10*	0.08*	0.10*	0.12*	0.10*	0.10*	0.08*	0.10*	0.09*
	[0.01; 0.30]	[0.00; 0.28]	[0.00; 0.23]	[0.00; 0.28]	[0.01; 0.30]	[0.00; 0.27]	[0.00; 0.28]	[0.00; 0.22]	[0.00; 0.29]	[0.00; 0.24]
sigma	0.99*	0.87*	0.86*	0.87*	0.87*	0.87*	0.87*	0.86*	0.87*	0.86*
	[0.92; 1.07]	[0.79; 0.95]	[0.79; 0.94]	[0.79; 0.95]	[0.80; 0.95]	[0.80; 0.96]	[0.79; 0.95]	[0.79; 0.94]	[0.80; 0.95]	[0.79; 0.94]
b_agility2cj		0.28	0.27	0.29*	0.27*	0.32	0.32*	0.32*	0.31*	0.33*
		[−0.02; 0.55]	[−0.02; 0.54]	[0.03; 0.55]	[0.06; 0.47]	[−0.01; 0.62]	[0.07; 0.56]	[0.02; 0.60]	[0.05; 0.57]	[0.04; 0.60]
b_cul		−0.09	−0.27	−0.22	−0.01	−0.17	−0.21	−0.40	0.05	−0.22*
		[−0.30; 0.12]	[−0.56; 0.01]	[−0.82; 0.39]	[−0.30; 0.28]	[−1.05; 0.76]	[−0.66; 0.23]	[−0.83; 0.01]	[−0.24; 0.34]	[−0.41; −0.03]
b_firmsize.adj.cj:agility2cj		−0.04	−0.02	−0.08	0.00	−0.01	0.01	−0.01	−0.03	−0.02
		[−0.22; 0.15]	[−0.19; 0.16]	[−0.29; 0.13]	[−0.18; 0.18]	[−0.21; 0.19]	[−0.18; 0.19]	[−0.19; 0.17]	[−0.22; 0.15]	[−0.20; 0.16]
b_firmsize.adj.cj:cul		0.06	0.59*	0.01	0.18	0.65	0.20	0.68*	0.16	−0.14
		[−0.30; 0.43]	[0.16; 1.02]	[−0.79; 0.86]	[−0.23; 0.58]	[−0.79; 1.99]	[−0.43; 0.81]	[0.03; 1.34]	[−0.28; 0.60]	[−0.36; 0.11]
b_agility2cj:cul		0.13	−0.23	0.52	−0.80*	−0.56	−0.80	−0.35	−0.37	0.20
		[−0.34; 0.56]	[−0.89; 0.42]	[−0.58; 1.61]	[−1.25; −0.34]	[−2.42; 1.55]	[−1.57; 0.04]	[−1.22; 0.55]	[−0.91; 0.19]	[−0.15; 0.52]
b_firmsize.adj.cj:agility2cj:cul		0.13	−0.05	0.48	0.19	−0.11	0.41	−0.22	−0.22	0.11
		[−0.21; 0.45]	[−0.45; 0.37]	[−0.40; 1.37]	[−0.23; 0.62]	[−1.54; 1.30]	[−0.16; 0.98]	[−0.80; 0.37]	[−0.59; 0.15]	[−0.08; 0.30]
sd_countryx__firmsize.adj.cj	0.25*	0.14*	0.23*	0.18*	0.17*	0.18*	0.15*	0.20*	0.18*	
	[0.03; 0.52]	[0.00; 0.36]	[0.02; 0.51]	[0.01; 0.45]	[0.01; 0.45]	[0.01; 0.46]	[0.01; 0.42]	[0.01; 0.49]	[0.01; 0.44]	
sd_countryx__agility2cj		0.48*	0.50*	0.47*	0.31*	0.48*	0.40*	0.48*	0.44*	0.47*
		[0.28; 0.77]	[0.31; 0.80]	[0.28; 0.75]	[0.10; 0.54]	[0.28; 0.76]	[0.21; 0.67]	[0.28; 0.76]	[0.25; 0.72]	[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	−0.02	−0.04	−0.04	−0.04	−0.00	−0.04	−0.07	−0.03	−0.03
	[−0.23; 0.15]	[−0.19; 0.15]	[−0.22; 0.15]	[−0.23; 0.15]	[−0.25; 0.15]	[−0.19; 0.20]	[−0.23; 0.13]	[−0.25; 0.12]	[−0.23; 0.15]	[−0.23; 0.16]
b_mfr2013lnstd	−0.18*	−0.18*	−0.18*	−0.24*	−0.19*	−0.20*	−0.16	−0.14	−0.20*	−0.19
	[−0.37; −0.00]	[−0.34; −0.01]	[−0.36; −0.01]	[−0.44; −0.05]	[−0.37; −0.02]	[−0.37; −0.02]	[−0.34; 0.01]	[−0.33; 0.04]	[−0.38; −0.02]	[−0.39; 0.01]
b_network2xcj	0.14	−0.02	−0.02	−0.03	−0.02	−0.05	−0.04	−0.01	−0.02	−0.03
	[−0.02; 0.29]	[−0.22; 0.18]	[−0.23; 0.18]	[−0.24; 0.18]	[−0.22; 0.18]	[−0.27; 0.16]	[−0.21; 0.14]	[−0.23; 0.20]	[−0.23; 0.18]	[−0.25; 0.17]
b_firmsize.adj.cj	0.07	0.00	−0.01	−0.01	0.00	−0.00	0.01	−0.00	0.00	−0.00
	[−0.03; 0.17]	[−0.10; 0.10]	[−0.11; 0.10]	[−0.11; 0.10]	[−0.09; 0.11]	[−0.10; 0.10]	[−0.09; 0.11]	[−0.10; 0.10]	[−0.10; 0.11]	[−0.10; 0.09]
sd_countryx_Intercept	0.35*	0.31*	0.36*	0.35*	0.37*	0.34*	0.33*	0.33*	0.35*	0.36*
	[0.23; 0.53]	[0.20; 0.47]	[0.23; 0.54]	[0.23; 0.53]	[0.24; 0.57]	[0.22; 0.53]	[0.21; 0.50]	[0.22; 0.51]	[0.22; 0.53]	[0.23; 0.53]
sigma	0.90*	0.81*	0.81*	0.81*	0.80*	0.81*	0.80*	0.81*	0.81*	0.81*
	[0.86; 0.95]	[0.76; 0.86]	[0.77; 0.86]	[0.76; 0.86]	[0.76; 0.85]	[0.77; 0.86]	[0.76; 0.85]	[0.76; 0.86]	[0.77; 0.86]	[0.77; 0.86]
b_agilitycj		0.44*	0.44*	0.43*	0.41*	0.43*	0.44*	0.42*	0.43*	0.43*
		[0.36; 0.53]	[0.34; 0.54]	[0.34; 0.55]	[0.32; 0.51]	[0.33; 0.55]	[0.35; 0.53]	[0.33; 0.52]	[0.35; 0.53]	[0.34; 0.54]
b_cul		0.24	0.08	0.31	0.10	−0.63	0.47	0.41	−0.13	0.01
		[−0.03; 0.51]	[−0.36; 0.52]	[−0.47; 1.14]	[−0.31; 0.53]	[−1.83; 0.57]	[−0.13; 1.08]	[−0.21; 1.03]	[−0.51; 0.26]	[−0.26; 0.29]
b_network2xcj:agilitycj		0.05	0.03	0.03	−0.04	0.03	−0.02	0.03	0.03	0.03
		[−0.10; 0.20]	[−0.13; 0.18]	[−0.12; 0.18]	[−0.20; 0.11]	[−0.13; 0.19]	[−0.18; 0.13]	[−0.12; 0.19]	[−0.12; 0.18]	[−0.11; 0.19]
b_network2xcj:cul		0.01	0.06	0.08	−0.18	0.52	−0.73*	−0.23	−0.14	−0.01
		[−0.30; 0.34]	[−0.44; 0.53]	[−0.68; 0.84]	[−0.58; 0.24]	[−0.68; 1.83]	[−1.23; −0.26]	[−0.89; 0.45]	[−0.58; 0.27]	[−0.25; 0.23]
b_agilitycj:cul		−0.15*	−0.05	−0.02	−0.07	0.05	0.27*	0.15	0.11	−0.02
		[−0.30; −0.00]	[−0.26; 0.17]	[−0.37; 0.37]	[−0.27; 0.13]	[−0.63; 0.67]	[0.01; 0.53]	[−0.15; 0.46]	[−0.08; 0.31]	[−0.12; 0.09]
b_network2xcj:agilitycj:cul		−0.30*	−0.09	0.42	−0.63*	−0.05	−0.69*	−0.20	0.08	0.11
		[−0.58; −0.03]	[−0.45; 0.26]	[−0.16; 1.01]	[−0.96; −0.30]	[−1.16; 1.00]	[−1.13; −0.25]	[−0.72; 0.33]	[−0.24; 0.41]	[−0.05; 0.27]
sd_countryx__network2xcj		0.23*	0.25*	0.26*	0.22*	0.23*	0.14*	0.23*	0.24*	0.26*
		[0.04; 0.46]	[0.06; 0.51]	[0.08; 0.51]	[0.03; 0.48]	[0.04; 0.47]	[0.01; 0.36]	[0.04; 0.48]	[0.06; 0.49]	[0.06; 0.51]
sd_countryx__agilitycj		0.06*	0.09*	0.10*	0.09*	0.09*	0.08*	0.08*	0.08*	0.09*
		[0.00; 0.18]	[0.00; 0.24]	[0.01; 0.25]	[0.00; 0.22]	[0.00; 0.23]	[0.00; 0.19]	[0.00; 0.22]	[0.00; 0.22]	[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	0.02	0.02	0.01	0.01	0.07	0.01	−0.03	0.03	0.01
	[−0.32; 0.22]	[−0.25; 0.31]	[−0.28; 0.34]	[−0.28; 0.32]	[−0.28; 0.31]	[−0.23; 0.36]	[−0.25; 0.26]	[−0.31; 0.27]	[−0.26; 0.32]	[−0.29; 0.32]
b_mfr2013lnstd	−0.16	−0.15	−0.14	−0.18	−0.15	−0.16	−0.09	−0.10	−0.15	−0.13
	[−0.41; 0.10]	[−0.39; 0.09]	[−0.41; 0.14]	[−0.49; 0.14]	[−0.45; 0.13]	[−0.43; 0.10]	[−0.34; 0.17]	[−0.36; 0.17]	[−0.42; 0.14]	[−0.47; 0.23]
b_firmsize.adj.cj	0.15	0.06	0.06	0.07	0.06	0.06	0.08	0.07	0.07	0.07
	[−0.02; 0.32]	[−0.10; 0.22]	[−0.10; 0.22]	[−0.10; 0.23]	[−0.10; 0.23]	[−0.10; 0.23]	[−0.09; 0.24]	[−0.10; 0.24]	[−0.10; 0.23]	[−0.10; 0.24]
sd_countryx__Intercept	0.46*	0.46*	0.51*	0.50*	0.51*	0.49*	0.43*	0.48*	0.51*	0.51*
	[0.28; 0.72]	[0.28; 0.75]	[0.31; 0.81]	[0.31; 0.80]	[0.31; 0.82]	[0.30; 0.77]	[0.26; 0.69]	[0.29; 0.77]	[0.31; 0.83]	[0.32; 0.83]
sigma	0.89*	0.81*	0.81*	0.81*	0.81*	0.81*	0.80*	0.81*	0.81*	0.81*
	[0.82; 0.96]	[0.75; 0.88]	[0.75; 0.88]	[0.75; 0.88]	[0.75; 0.89]	[0.75; 0.89]	[0.74; 0.87]	[0.75; 0.89]	[0.75; 0.88]	[0.75; 0.88]
b_agilitycj		0.40*	0.41*	0.40*	0.41*	0.40*	0.42*	0.38*	0.40*	0.40*
		[0.25; 0.58]	[0.25; 0.59]	[0.25; 0.56]	[0.27; 0.56]	[0.23; 0.60]	[0.30; 0.53]	[0.23; 0.55]	[0.25; 0.57]	[0.24; 0.58]
b_cul		0.28	0.08	0.09	0.23	−0.98	0.94*	0.60	0.04	−0.07
		[−0.15; 0.71]	[−0.59; 0.77]	[−1.17; 1.28]	[−0.39; 0.83]	[−2.67; 0.70]	[0.17; 1.76]	[−0.41; 1.62]	[−0.59; 0.69]	[−0.52; 0.36]
b_agilitycj:cul		0.02	0.10	−0.30	0.26	−0.01	0.59*	0.29	0.09	−0.05
		[−0.26; 0.34]	[−0.28; 0.50]	[−0.82; 0.28]	[−0.06; 0.58]	[−1.12; 1.02]	[0.26; 0.91]	[−0.25; 0.81]	[−0.29; 0.42]	[−0.22; 0.16]
sd_countryx__agilitycj		0.21*	0.21*	0.18*	0.14*	0.20*	0.07*	0.18*	0.19*	0.20*
		[0.03; 0.44]	[0.03; 0.44]	[0.03; 0.40]	[0.01; 0.36]	[0.03; 0.43]	[0.00; 0.21]	[0.02; 0.41]	[0.03; 0.43]	[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	−0.19*	−0.18*	−0.16	−0.18*	−0.15	−0.12	−0.17	−0.14	−0.17	−0.16
	[−0.37; −0.02]	[−0.36; −0.01]	[−0.34; 0.01]	[−0.34; −0.02]	[−0.35; 0.03]	[−0.30; 0.05]	[−0.37; 0.02]	[−0.34; 0.04]	[−0.37; 0.02]	[−0.36; 0.03]
b_mfr2013lnstd	−0.05	−0.07	−0.09	−0.18	−0.05	−0.08	−0.07	−0.10	−0.09	0.03
	[−0.20; 0.09]	[−0.23; 0.07]	[−0.23; 0.06]	[−0.37; 0.00]	[−0.21; 0.10]	[−0.22; 0.06]	[−0.25; 0.11]	[−0.29; 0.08]	[−0.26; 0.09]	[−0.21; 0.25]
b_firmsize.adj.cj	0.01	−0.12	−0.11	−0.12	−0.10	−0.10	−0.11	−0.11	−0.12	−0.10
	[−0.18; 0.20]	[−0.30; 0.06]	[−0.29; 0.07]	[−0.30; 0.07]	[−0.28; 0.08]	[−0.29; 0.07]	[−0.29; 0.07]	[−0.29; 0.07]	[−0.31; 0.05]	[−0.28; 0.08]
sd_countryx_Intercept	0.20*	0.20*	0.20*	0.17*	0.23*	0.19*	0.26*	0.24*	0.23*	0.24*
	[0.04; 0.42]	[0.02; 0.43]	[0.02; 0.41]	[0.01; 0.37]	[0.05; 0.46]	[0.02; 0.41]	[0.08; 0.47]	[0.06; 0.47]	[0.04; 0.46]	[0.07; 0.46]
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; 0.97]	[0.82; 0.97]	[0.82; 0.97]	[0.82; 0.97]	[0.82; 0.97]	[0.82; 0.97]
b_agility2cj		0.38*	0.39*	0.39*	0.38*	0.39*	0.38*	0.39*	0.38*	0.39*
		[0.24; 0.53]	[0.25; 0.53]	[0.25; 0.53]	[0.23; 0.53]	[0.24; 0.53]	[0.24; 0.53]	[0.24; 0.53]	[0.24; 0.53]	[0.24; 0.53]
b_cul		0.20	−0.35	0.78	0.15	−0.94	−0.10	−0.28	−0.18	−0.15
		[−0.11; 0.47]	[−0.75; 0.09]	[−0.00; 1.51]	[−0.25; 0.53]	[−1.94; 0.10]	[−0.70; 0.48]	[−0.99; 0.40]	[−0.56; 0.23]	[−0.43; 0.14]
b_agility2cj:cul		0.05	0.05	0.12	−0.02	0.01	−0.04	0.05	−0.04	−0.02
		[−0.19; 0.30]	[−0.29; 0.41]	[−0.41; 0.65]	[−0.35; 0.32]	[−0.97; 0.96]	[−0.44; 0.36]	[−0.43; 0.56]	[−0.32; 0.23]	[−0.17; 0.12]
sd_countryx_agility2cj		0.08*	0.08*	0.08*	0.08*	0.08*	0.08*	0.08*	0.08*	0.08*
		[0.00; 0.24]	[0.00; 0.24]	[0.00; 0.24]	[0.00; 0.24]	[0.00; 0.23]	[0.00; 0.24]	[0.00; 0.25]	[0.00; 0.24]	[0.00; 0.25]

* 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)

	Dependent variable:									
	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***	0.250**	0.299**	0.280***	0.281**	0.278***	0.285***	0.274**	0.283***	0.298***
	(0.105)	(0.103)	(0.117)	(0.108)	(0.112)	(0.104)	(0.109)	(0.109)	(0.103)	(0.104)
Firm Size Squared	−0.019*	−0.014	−0.018	−0.017	−0.017	−0.016	−0.018	−0.016	−0.017	−0.018
	(0.011)	(0.011)	(0.012)	(0.011)	(0.011)	(0.011)	(0.011)	(0.011)	(0.011)	(0.011)
Mfr Value	−0.074	−0.153***	0.017	−0.052	−0.070	−0.133***	−0.001	−0.075	−0.125**	−0.325***
	(0.049)	(0.051)	(0.051)	(0.069)	(0.050)	(0.051)	(0.053)	(0.057)	(0.056)	(0.068)
Network		0.461	2.901***	−1.277*	2.943***	−5.563**	1.863	−2.780**	0.739	0.210
		(0.478)	(0.936)	(0.723)	(0.780)	(2.295)	(1.302)	(1.300)	(0.679)	(0.349)
Culture		0.389***	0.787***	−0.240	0.615***	−1.383***	0.579***	−0.232	−0.139	0.279***
		(0.083)	(0.137)	(0.239)	(0.133)	(0.319)	(0.164)	(0.197)	(0.114)	(0.070)
Network * Culture		−0.072	−0.535***	0.496*	−0.643***	1.038**	−0.309	0.516**	−0.146	−0.029
		(0.108)	(0.179)	(0.269)	(0.173)	(0.421)	(0.223)	(0.237)	(0.148)	(0.082)
Constant	0.861	−0.042	−4.352***	1.230*	−1.984**	8.992***	−3.370***	2.100	2.035**	2.482***
	(0.553)	(0.632)	(1.049)	(0.636)	(0.820)	(1.950)	(1.279)	(1.472)	(0.948)	(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)

	Dependent variable:									
	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***	0.241**	0.296***	0.247**	0.277**	0.262***	0.295***	0.300***	0.277***	0.294***
	(0.103)	(0.095)	(0.115)	(0.102)	(0.111)	(0.097)	(0.111)	(0.104)	(0.094)	(0.104)
Firm Size Squared	−0.023**	−0.018*	−0.022*	−0.018	−0.021*	−0.019*	−0.023*	−0.023**	−0.020**	−0.022*
	(0.012)	(0.010)	(0.013)	(0.012)	(0.012)	(0.011)	(0.013)	(0.011)	(0.010)	(0.011)
Mfr Value	0.026	−0.110**	0.110**	−0.087	0.031	−0.085*	0.117**	−0.057	−0.110*	−0.286***
	(0.047)	(0.049)	(0.051)	(0.067)	(0.048)	(0.049)	(0.052)	(0.056)	(0.056)	(0.070)
Network		0.102	1.425	−1.446**	3.013***	−4.102*	1.158	−2.510*	1.460**	−0.210
		(0.448)	(0.904)	(0.674)	(0.803)	(2.296)	(1.333)	(1.283)	(0.631)	(0.354)
Culture		0.559***	0.601***	0.308	0.715***	−2.103***	0.677***	−0.599***	−0.347***	0.307***
		(0.077)	(0.124)	(0.212)	(0.134)	(0.298)	(0.168)	(0.186)	(0.102)	(0.073)
Network * Culture		0.024	−0.256	0.557**	−0.660***	0.778*	−0.189	0.468**	−0.297**	0.075
		(0.101)	(0.174)	(0.250)	(0.178)	(0.420)	(0.229)	(0.233)	(0.137)	(0.084)
Constant	−0.270	−1.305**	−4.414***	0.164	−3.567***	12.348***	−5.274***	3.902***	2.794***	1.936***
	(0.528)	(0.560)	(1.007)	(0.578)	(0.776)	(1.881)	(1.295)	(1.451)	(0.944)	(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)

	Dependent variable:									
					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***	0.250**	0.299***	0.280***	0.281***	0.278***	0.285***	0.274***	0.283***	0.298***
	(0.102)	(0.102)	(0.102)	(0.105)	(0.103)	(0.103)	(0.103)	(0.104)	(0.104)	(0.103)
Firm Size Squared	−0.019*	−0.014	−0.018	−0.017	−0.017	−0.016	−0.018	−0.016	−0.017	−0.018
	(0.011)	(0.011)	(0.011)	(0.012)	(0.012)	(0.012)	(0.012)	(0.012)	(0.012)	(0.012)
Mfr Value	−0.074	−0.153***	0.017	−0.052	−0.070	−0.133**	−0.001	−0.075	−0.125**	−0.325***
	(0.050)	(0.052)	(0.051)	(0.069)	(0.050)	(0.052)	(0.053)	(0.059)	(0.058)	(0.076)
Network		0.461	2.901***	−1.277*	2.943***	−5.563**	1.863	−2.780**	0.739	0.210
		(0.506)	(0.895)	(0.767)	(0.768)	(2.323)	(1.274)	(1.351)	(0.721)	(0.338)
Culture		0.389***	0.787***	−0.240	0.615***	−1.383***	0.579***	−0.232	−0.139	0.279***
		(0.084)	(0.123)	(0.236)	(0.125)	(0.306)	(0.154)	(0.200)	(0.115)	(0.071)
Network * Culture		−0.072	−0.535***	0.496*	−0.643***	1.038**	−0.309	0.516**	−0.146	−0.029
		(0.114)	(0.170)	(0.287)	(0.170)	(0.426)	(0.219)	(0.247)	(0.157)	(0.080)
Constant	0.861	−0.042	−4.352***	1.230*	−1.984**	8.992***	−3.370***	2.100	2.035**	2.482***
	(0.565)	(0.618)	(0.981)	(0.640)	(0.804)	(1.895)	(1.211)	(1.511)	(0.989)	(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)
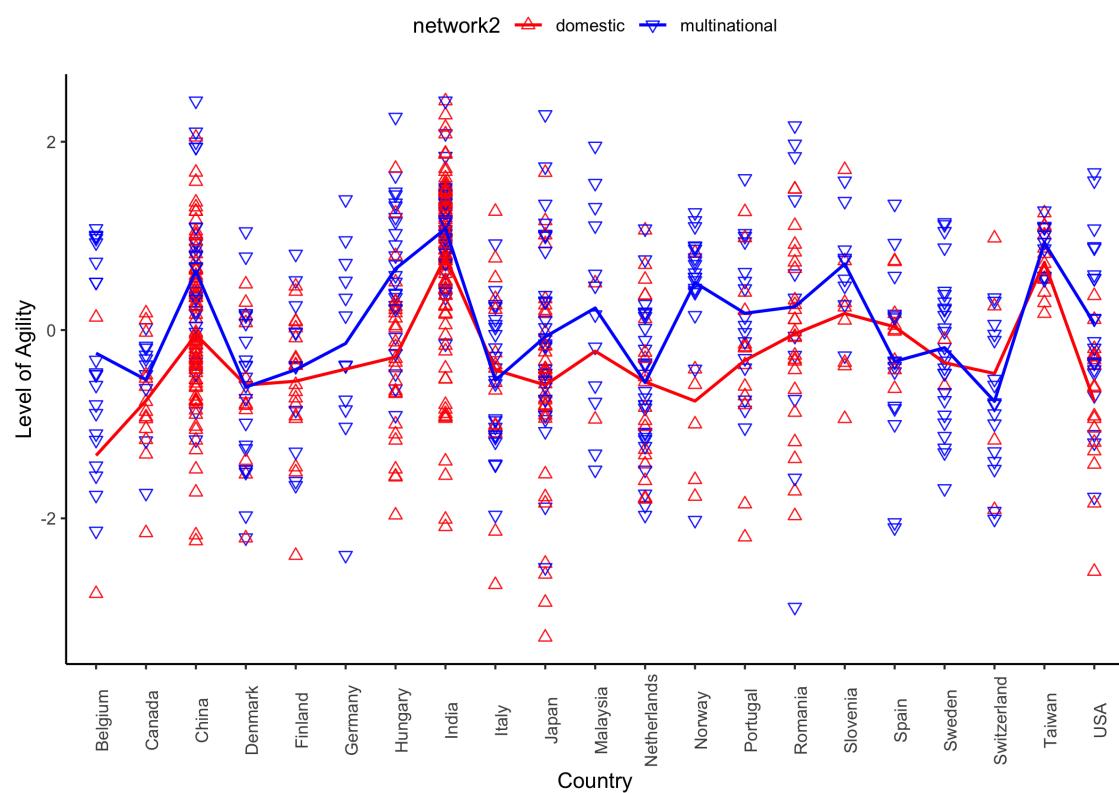
	Dependent variable:									
	agility2									
	Control	UAI	FUO	PDI	InsCollec	HUM	PERF	IngCollec	GEND	ASS
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Firm Size	0.304***	0.241**	0.296***	0.247**	0.277***	0.262***	0.295***	0.300***	0.277***	0.294***
	(0.098)	(0.096)	(0.099)	(0.101)	(0.099)	(0.098)	(0.100)	(0.101)	(0.099)	(0.099)
Firm Size Squared	−0.023**	−0.018	−0.022**	−0.018	−0.021*	−0.019*	−0.023**	−0.023**	−0.020*	−0.022*
	(0.011)	(0.011)	(0.011)	(0.011)	(0.011)	(0.011)	(0.011)	(0.011)	(0.011)	(0.011)
Mfr Value	0.026	−0.110**	0.110**	−0.087	0.031	−0.085*	0.117**	−0.057	−0.110*	−0.286***
	(0.049)	(0.050)	(0.051)	(0.068)	(0.049)	(0.050)	(0.052)	(0.058)	(0.056)	(0.075)
Network		0.102	1.425	−1.446*	3.013***	−4.102*	1.158	−2.510*	1.460**	−0.210
		(0.486)	(0.897)	(0.759)	(0.777)	(2.281)	(1.291)	(1.332)	(0.687)	(0.335)
Culture		0.559***	0.601***	0.308	0.715***	−2.103***	0.677***	−0.599***	−0.347***	0.307***
		(0.082)	(0.124)	(0.234)	(0.126)	(0.302)	(0.156)	(0.198)	(0.111)	(0.071)
Network * Culture		0.024	−0.256	0.557**	−0.660***	0.778*	−0.189	0.468*	−0.297**	0.075
		(0.109)	(0.170)	(0.283)	(0.172)	(0.419)	(0.221)	(0.244)	(0.150)	(0.079)
Constant	−0.270	−1.305**	−4.414***	0.164	−3.567***	12.348***	−5.274***	3.902***	2.794***	1.936***
	(0.554)	(0.584)	(1.002)	(0.622)	(0.801)	(1.866)	(1.215)	(1.509)	(0.972)	(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

Level of Agility by Country and Network

Level of Agility and Operational Outcome