

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

	guav	gfuov	gpdv	ginscolv	ghumv	gperv	gigrcolv	ggndv	gassv
guav	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
gpdv	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

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

$$\beta_0 = \gamma_{00} + \gamma_{01} \cdot mfr2013 + u_{00}$$

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

brm.agility.model \leftarrow proactive2 ~ mfr2013lnstd + network2xcj*firmsize.adj.cj*cult + (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)

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

* Null hypothesis value outside 95% credible interval.

Table 7: Null Models (Set 2)

3.1.2 Agility Models

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

* Null hypothesis value outside 95% credible interval.

Table 8: Agility Models - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	-0.15 [-0.36; 0.07]	-0.14 [-0.29; 0.00]	-0.15 [-0.36; 0.07]	-0.17 [-0.35; 0.01]	-0.16 [-0.35; 0.04]	-0.06 [-0.25; 0.13]	-0.16 [-0.38; 0.06]	-0.16 [-0.39; 0.07]	-0.14 [-0.32; 0.05]	-0.14 [-0.36; 0.08]
b_mfr2013lnstd	-0.07 [-0.27; 0.13]	-0.09 [-0.22; 0.04]	-0.07 [-0.27; 0.12]	-0.18 [-0.36; 0.01]	-0.07 [-0.24; 0.10]	-0.11 [-0.26; 0.05]	-0.08 [-0.28; 0.12]	-0.08 [-0.29; 0.13]	-0.12 [-0.30; 0.06]	-0.09 [-0.33; 0.13]
b_network2xcj	0.29* [0.14; 0.45]	0.28* [0.02; 0.52]	0.27* [0.02; 0.50]	0.31* [0.09; 0.52]	0.25* [0.02; 0.47]	0.29* [0.05; 0.53]	0.27* [0.02; 0.51]	0.28* [0.02; 0.52]	0.31* [0.07; 0.54]	0.30* [0.06; 0.53]
b_firmsize.adj.cj	0.25* [0.15; 0.35]	0.23* [0.13; 0.34]	0.24* [0.14; 0.35]	0.20* [0.09; 0.31]	0.26* [0.15; 0.36]	0.26* [0.16; 0.36]	0.23* [0.13; 0.34]	0.25* [0.15; 0.35]	0.22* [0.11; 0.32]	0.23* [0.12; 0.33]
b_network2xcj:firmsize.adj.cj	-0.02 [-0.25; 0.20]	-0.05 [-0.30; 0.18]	-0.04 [-0.26; 0.18]	0.04 [-0.21; 0.29]	-0.04 [-0.27; 0.19]	-0.05 [-0.28; 0.17]	-0.02 [-0.26; 0.22]	-0.03 [-0.26; 0.20]	-0.01 [-0.25; 0.22]	-0.04 [-0.28; 0.20]
sd_countryx_Intercept	0.39* [0.25; 0.58]	0.25* [0.13; 0.42]	0.40* [0.26; 0.62]	0.33* [0.20; 0.52]	0.38* [0.24; 0.59]	0.31* [0.19; 0.49]	0.41* [0.26; 0.62]	0.41* [0.26; 0.62]	0.35* [0.22; 0.54]	0.40* [0.26; 0.62]
sigma	0.87* [0.82; 0.91]	0.86* [0.81; 0.91]	0.86* [0.81; 0.91]	0.86* [0.81; 0.90]	0.86* [0.81; 0.90]	0.86* [0.81; 0.91]	0.86* [0.81; 0.91]	0.85* [0.81; 0.90]	0.85* [0.81; 0.90]	0.86* [0.81; 0.90]
b_cul	0.41* [0.18; 0.63]	0.14 [-0.33; 0.65]	0.98* [0.19; 1.77]	0.13 [-0.29; 0.56]	-1.54* [-2.66; -0.42]	-0.01 [-0.72; 0.72]	-0.01 [-0.76; 0.69]	-0.03 [-0.84; -0.03]	-0.44* [-0.21; 0.39]	0.09
b_network2xcj:cul	-0.03 [-0.45; 0.36]	-0.03 [-0.59; 0.55]	0.26 [-0.59; 1.10]	-0.24 [-0.73; 0.25]	-0.47 [-1.89; 0.99]	0.17 [-0.58; 0.94]	0.08 [-0.70; 0.94]	-0.05 [-0.54; 0.46]	0.08 [-0.20; 0.37]	
b_firmsize.adj.cj:cul	0.17 [-0.00; 0.34]	-0.13 [-0.38; 0.12]	0.42* [0.04; 0.81]	-0.10 [-0.35; 0.13]	-0.26 [-1.01; 0.48]	-0.24 [-0.55; 0.07]	-0.43* [-0.75; -0.10]	-0.31* [-0.49; -0.12]	0.10 [-0.01; 0.21]	
b_network2xcj:firmsize.adj.cj:cul	0.03 [-0.38; 0.45]	0.15 [-0.39; 0.69]	-0.61 [-1.45; 0.23]	0.35 [-0.16; 0.86]	0.03 [-1.62; 1.71]	0.25 [-0.40; 0.89]	0.22 [-0.59; 1.01]	0.13 [-0.30; 0.55]	-0.03 [-0.27; 0.22]	
sd_countryx_network2xcj	0.36* [0.10; 0.65]	0.33* [0.10; 0.62]	0.27* [0.03; 0.58]	0.30* [0.08; 0.55]	0.30* [0.04; 0.60]	0.34* [0.10; 0.63]	0.32* [0.07; 0.62]	0.33* [0.08; 0.63]	0.31* [0.08; 0.60]	

* Null hypothesis value outside 95% credible interval.

Table 9: Agility2 Models - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	-0.10 [-0.28; 0.08]	-0.07 [-0.21; 0.08]	-0.08 [-0.26; 0.09]	-0.10 [-0.30; 0.08]	-0.10 [-0.28; 0.09]	-0.04 [-0.24; 0.16]	-0.10 [-0.29; 0.09]	-0.11 [-0.30; 0.10]	-0.07 [-0.26; 0.11]	-0.08 [-0.28; 0.12]
b_mfr2013lnstd	-0.09 [-0.27; 0.09]	-0.09 [-0.22; 0.05]	-0.07 [-0.24; 0.09]	-0.15 [-0.36; 0.05]	-0.08 [-0.27; 0.09]	-0.10 [-0.27; 0.09]	-0.10 [-0.29; 0.10]	-0.06 [-0.27; 0.13]	-0.12 [-0.29; 0.05]	-0.13 [-0.35; 0.08]
b_network2xcj	0.26* [0.10; 0.43]	0.19 [-0.11; 0.45]	0.21 [-0.06; 0.46]	0.26 [-0.01; 0.50]	0.21 [-0.05; 0.45]	0.26 [-0.01; 0.51]	0.22 [-0.07; 0.49]	0.24 [-0.04; 0.51]	0.23 [-0.05; 0.49]	0.23 [-0.07; 0.49]
b_firmsize.adj.cj	0.24* [0.14; 0.35]	0.24* [0.13; 0.34]	0.25* [0.14; 0.35]	0.22* [0.10; 0.33]	0.25* [0.15; 0.35]	0.25* [0.15; 0.36]	0.23* [0.12; 0.35]	0.25* [0.15; 0.36]	0.22* [0.12; 0.33]	0.23* [0.12; 0.34]
b_network2xcj:firmsize.adj.cj	0.01 [-0.22; 0.24]	-0.06 [-0.30; 0.19]	-0.01 [-0.25; 0.23]	0.02 [-0.23; 0.26]	-0.01 [-0.25; 0.22]	-0.01 [-0.24; 0.22]	0.02 [-0.22; 0.26]	-0.00 [-0.23; 0.23]	-0.02 [-0.26; 0.23]	-0.01 [-0.27; 0.24]
sd_countryx_Intercept	0.33* [0.21; 0.52]	0.23* [0.12; 0.40]	0.31* [0.18; 0.50]	0.35* [0.21; 0.54]	0.34* [0.20; 0.54]	0.33* [0.19; 0.53]	0.36* [0.22; 0.57]	0.35* [0.22; 0.56]	0.32* [0.19; 0.51]	0.35* [0.22; 0.56]
sigma	0.90* [0.86; 0.96]	0.89* [0.85; 0.94]	0.89* [0.85; 0.95]	0.89* [0.85; 0.94]	0.89* [0.85; 0.94]	0.90* [0.85; 0.95]	0.89* [0.85; 0.95]	0.89* [0.85; 0.94]	0.89* [0.84; 0.94]	0.89* [0.85; 0.94]
∞	b_cul	0.35* [0.14; 0.57]	0.34 [-0.07; 0.75]	0.44 [-0.36; 1.25]	0.15 [-0.25; 0.55]	-0.77 [-1.91; 0.43]	-0.12 [-0.76; 0.56]	0.19 [-0.45; 0.88]	-0.31 [-0.69; 0.07]	0.11 [-0.18; 0.40]
	b_network2xcj:cul	-0.03 [-0.48; 0.41]	-0.25 [-0.89; 0.35]	0.46 [-0.48; 1.34]	-0.30 [-0.86; 0.24]	-0.82 [-2.45; 0.81]	-0.03 [-0.88; 0.82]	-0.11 [-0.96; 0.82]	0.03 [-0.55; 0.63]	0.02 [-0.33; 0.35]
b_firmsize.adj.cj:cul	0.14 [-0.04; 0.32]	-0.04 [-0.30; 0.21]	0.32 [-0.09; 0.72]	-0.06 [-0.30; 0.19]	-0.26 [-1.02; 0.49]	-0.16 [-0.47; 0.15]	-0.34* [-0.68; -0.01]	-0.27* [-0.46; -0.08]	0.07 [-0.04; 0.18]	
	b_network2xcj:firmsize.adj.cj:cul	0.26 [-0.16; 0.68]	0.12 [-0.44; 0.67]	-0.18 [-1.04; 0.67]	0.42 [-0.13; 0.96]	-0.08 [-1.79; 1.60]	0.28 [-0.38; 0.93]	-0.11 [-0.95; 0.70]	-0.15 [-0.59; 0.29]	0.00 [-0.25; 0.26]
sd_countryx_network2xcj	0.40* [0.08; 0.74]	0.38* [0.09; 0.71]	0.32* [0.04; 0.65]	0.34* [0.04; 0.65]	0.33* [0.03; 0.66]	0.40* [0.09; 0.74]	0.37* [0.06; 0.70]	0.40* [0.06; 0.73]	0.40* [0.11; 0.74]	

* Null hypothesis value outside 95% credible interval.

Table 10: Sensing Models - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	-0.16 [-0.38; 0.08]	-0.12 [-0.27; 0.03]	-0.15 [-0.38; 0.07]	-0.17 [-0.38; 0.05]	-0.16 [-0.39; 0.07]	-0.05 [-0.26; 0.17]	-0.16 [-0.40; 0.09]	-0.16 [-0.41; 0.08]	-0.14 [-0.34; 0.07]	-0.14 [-0.37; 0.10]
b_mfr2013lnstd	-0.09 [-0.33; 0.14]	-0.10 [-0.24; 0.03]	-0.09 [-0.31; 0.12]	-0.20 [-0.44; 0.02]	-0.10 [-0.31; 0.10]	-0.13 [-0.32; 0.06]	-0.10 [-0.34; 0.13]	-0.10 [-0.34; 0.14]	-0.15 [-0.34; 0.05]	-0.15 [-0.41; 0.11]
b_network2xcj	0.31* [0.16; 0.47]	0.29* [0.02; 0.53]	0.27* [0.01; 0.51]	0.33* [0.09; 0.55]	0.27* [0.05; 0.48]	0.31* [0.04; 0.55]	0.30* [0.05; 0.55]	0.30* [0.04; 0.54]	0.32* [0.07; 0.55]	0.31* [0.06; 0.54]
b_firmsize.adj.cj	0.21* [0.11; 0.31]	0.19* [0.09; 0.30]	0.20* [0.10; 0.31]	0.16* [0.05; 0.26]	0.22* [0.12; 0.32]	0.22* [0.12; 0.32]	0.19* [0.08; 0.29]	0.21* [0.11; 0.31]	0.18* [0.08; 0.28]	0.19* [0.08; 0.29]
b_network2xcj:firmsize.adj.cj	0.00 [-0.22; 0.22]	0.00 [-0.22; 0.23]	0.01 [-0.22; 0.24]	0.08 [-0.15; 0.33]	-0.01 [-0.24; 0.21]	-0.02 [-0.24; 0.20]	0.03 [-0.20; 0.26]	0.02 [-0.20; 0.24]	0.04 [-0.19; 0.27]	0.02 [-0.22; 0.26]
sd_countryx_Intercept	0.43* [0.28; 0.65]	0.24* [0.12; 0.40]	0.43* [0.28; 0.67]	0.39* [0.25; 0.60]	0.43* [0.27; 0.65]	0.37* [0.23; 0.58]	0.46* [0.29; 0.70]	0.45* [0.29; 0.68]	0.37* [0.23; 0.59]	0.44* [0.29; 0.69]
sigma	0.87* [0.83; 0.92]	0.86* [0.82; 0.91]	0.86* [0.81; 0.91]	0.86* [0.81; 0.91]	0.86* [0.82; 0.91]	0.86* [0.82; 0.91]	0.86* [0.81; 0.91]	0.86* [0.81; 0.91]	0.86* [0.81; 0.91]	0.86* [0.82; 0.91]
b_cul	0.50* [0.29; 0.73]	0.27 [-0.25; 0.80]	1.00* [0.09; 1.92]	0.19 [-0.28; 0.66]	-1.63* [-2.95; -0.38]	-0.11 [-0.90; 0.69]	0.01 [-0.78; 0.85]	0.01 [-0.92; -0.07]	-0.51* [-0.78; 0.85]	0.14 [-0.20; 0.49]
b_network2xcj:cul	-0.04 [-0.45; 0.37]	-0.06 [-0.65; 0.51]	0.34 [-0.51; 1.18]	-0.30 [-0.77; 0.18]	-0.47 [-1.95; 1.07]	0.01 [-0.76; 0.79]	-0.01 [-0.77; 0.81]	-0.01 [-0.56; 0.50]	-0.04 [-0.77; 0.81]	0.05 [-0.24; 0.32]
b_firmsize.adj.cj:cul	0.15 [-0.02; 0.33]	-0.14 [-0.39; 0.10]	0.48* [0.11; 0.88]	-0.12 [-0.36; 0.11]	-0.33 [-1.04; 0.39]	-0.31 [-0.63; 0.01]	-0.38* [-0.71; -0.06]	-0.26* [-0.45; -0.08]	0.10 [-0.45; -0.08]	0.10 [-0.01; 0.20]
b_network2xcj:firmsize.adj.cj:cul	-0.01 [-0.40; 0.37]	0.27 [-0.23; 0.79]	-0.72 [-1.54; 0.12]	0.37 [-0.15; 0.89]	0.93 [-0.69; 2.60]	0.37 [-0.25; 1.02]	0.37 [-0.37; 1.15]	0.17 [-0.23; 0.59]	-0.08 [-0.32; 0.16]	
sd_countryx_network2xcj	0.36* [0.11; 0.65]	0.34* [0.10; 0.64]	0.28* [0.03; 0.57]	0.27* [0.05; 0.54]	0.31* [0.04; 0.63]	0.35* [0.10; 0.64]	0.33* [0.06; 0.62]	0.34* [0.05; 0.65]	0.32* [0.05; 0.63]	

* Null hypothesis value outside 95% credible interval.

Table 11: Sensing2 Models - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	-0.05 [-0.16; 0.07]	-0.05 [-0.15; 0.07]	-0.04 [-0.15; 0.08]	-0.05 [-0.16; 0.07]	-0.05 [-0.15; 0.06]	-0.03 [-0.13; 0.09]	-0.05 [-0.15; 0.06]	-0.07 [-0.17; 0.04]	-0.05 [-0.16; 0.07]	-0.04 [-0.15; 0.08]
b_mfr2013lnstd	-0.07 [-0.18; 0.03]	-0.07 [-0.17; 0.02]	-0.06 [-0.16; 0.04]	-0.10 [-0.23; 0.02]	-0.07 [-0.16; 0.03]	-0.08 [-0.18; 0.01]	-0.04 [-0.14; 0.06]	-0.03 [-0.14; 0.08]	-0.06 [-0.17; 0.04]	-0.10 [-0.24; 0.04]
b_network2xcj	0.26* [0.09; 0.42]	0.23 [-0.00; 0.46]	0.26* [0.04; 0.47]	0.25* [0.03; 0.46]	0.25* [0.03; 0.47]	0.25* [0.01; 0.48]	0.25* [0.02; 0.46]	0.24 [-0.00; 0.47]	0.26* [0.03; 0.48]	0.25* [0.02; 0.47]
b_firmsize.adj.cj	0.23* [0.13; 0.34]	0.24* [0.13; 0.34]	0.24* [0.13; 0.35]	0.24* [0.12; 0.36]	0.24* [0.13; 0.35]	0.25* [0.13; 0.36]	0.24* [0.12; 0.36]	0.25* [0.14; 0.36]	0.23* [0.11; 0.34]	0.24* [0.12; 0.35]
b_network2xcj:firmsize.adj.cj	-0.05 [-0.29; 0.21]	-0.10 [-0.36; 0.16]	-0.08 [-0.33; 0.17]	-0.09 [-0.35; 0.18]	-0.05 [-0.30; 0.19]	-0.05 [-0.29; 0.19]	-0.06 [-0.32; 0.19]	-0.06 [-0.30; 0.19]	-0.07 [-0.32; 0.18]	-0.10 [-0.37; 0.16]
sd_countryx_Intercept	0.14* [0.01; 0.29]	0.12* [0.01; 0.28]	0.14* [0.01; 0.30]	0.14* [0.01; 0.30]	0.12* [0.01; 0.29]	0.11* [0.01; 0.26]	0.11* [0.01; 0.27]	0.11* [0.01; 0.27]	0.15* [0.01; 0.32]	0.15* [0.02; 0.32]
sigma	0.96* [0.91; 1.01]	0.96* [0.91; 1.01]	0.96* [0.91; 1.01]	0.96* [0.91; 1.01]	0.96* [0.91; 1.01]	0.96* [0.91; 1.01]				
b_cul	0.07 [-0.10; 0.24]	0.16 [-0.09; 0.42]	0.12 [-0.38; 0.63]	0.07 [-0.16; 0.32]	-0.33 [-1.07; 0.34]	0.30 [-0.04; 0.66]	0.35 [-0.02; 0.71]	0.04 [-0.22; 0.29]	0.04 [-0.15; 0.22]	0.04 [-0.04; 0.04]
b_network2xcj:cul	-0.05 [-0.46; 0.33]	-0.25 [-0.77; 0.27]	0.12 [-0.74; 0.91]	-0.12 [-0.63; 0.36]	-0.37 [-1.79; 1.11]	0.20 [-0.45; 0.89]	0.13 [-0.60; 0.94]	0.04 [-0.42; 0.54]	0.04 [-0.20; 0.29]	0.04 [-0.04; 0.04]
b_firmsize.adj.cj:cul	0.11 [-0.08; 0.29]	-0.06 [-0.32; 0.21]	0.05 [-0.38; 0.48]	-0.11 [-0.37; 0.15]	0.10 [-0.72; 0.92]	-0.02 [-0.35; 0.32]	-0.23 [-0.58; 0.13]	-0.20 [-0.40; 0.00]	0.05 [-0.07; 0.17]	0.05 [-0.07; 0.17]
b_network2xcj:firmsize.adj.cj:cul	0.30 [-0.15; 0.76]	-0.43 [-1.01; 0.16]	0.45 [-0.46; 1.38]	0.27 [-0.32; 0.83]	-1.99* [-3.82; -0.15]	-0.03 [-0.73; 0.66]	-0.52 [-1.43; 0.37]	-0.23 [-0.71; 0.23]	-0.23 [-0.08; 0.43]	0.18 [0.24*; 0.23*]
sd_countryx_network2xcj	0.25* [0.01; 0.59]	0.21* [0.01; 0.52]	0.23* [0.01; 0.56]	0.22* [0.01; 0.54]	0.23* [0.01; 0.57]	0.23* [0.02; 0.55]	0.23* [0.02; 0.54]	0.24* [0.01; 0.57]	0.23* [0.01; 0.55]	0.23* [0.01; 0.55]

* Null hypothesis value outside 95% credible interval.

Table 12: Proactive Models - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	-0.12 [-0.29; 0.04]	-0.11 [-0.25; 0.05]	-0.12 [-0.30; 0.06]	-0.14 [-0.28; 0.01]	-0.12 [-0.29; 0.05]	-0.05 [-0.19; 0.10]	-0.13 [-0.30; 0.04]	-0.13 [-0.31; 0.06]	-0.11 [-0.28; 0.06]	-0.11 [-0.29; 0.07]
b_mfr2013lnstd	-0.03 [-0.20; 0.14]	-0.04 [-0.16; 0.09]	-0.03 [-0.18; 0.13]	-0.13 [-0.28; 0.02]	-0.03 [-0.18; 0.12]	-0.06 [-0.18; 0.06]	-0.02 [-0.19; 0.13]	-0.03 [-0.20; 0.13]	-0.05 [-0.20; 0.10]	-0.04 [-0.24; 0.15]
b_network2xcj	0.24* [0.08; 0.40]	0.23* [0.01; 0.45]	0.23 [-0.00; 0.46]	0.26* [0.04; 0.47]	0.23* [0.01; 0.44]	0.23* [0.00; 0.46]	0.23 [-0.00; 0.45]	0.23 [-0.00; 0.47]	0.26* [0.05; 0.49]	0.25* [0.02; 0.48]
b_firmsize.adj.cj	0.22* [0.12; 0.33]	0.22* [0.12; 0.33]	0.22* [0.12; 0.33]	0.19* [0.08; 0.31]	0.23* [0.13; 0.33]	0.25* [0.14; 0.35]	0.22* [0.12; 0.33]	0.23* [0.13; 0.34]	0.21* [0.10; 0.31]	0.21* [0.10; 0.31]
b_network2xcj:firmsize.adj.cj	-0.06 [-0.30; 0.17]	-0.11 [-0.36; 0.13]	-0.09 [-0.33; 0.14]	-0.04 [-0.29; 0.22]	-0.08 [-0.32; 0.15]	-0.10 [-0.33; 0.14]	-0.07 [-0.31; 0.18]	-0.07 [-0.32; 0.17]	-0.07 [-0.31; 0.17]	-0.10 [-0.35; 0.15]
sd_countryx_Intercept	0.30* [0.18; 0.48]	0.24* [0.12; 0.40]	0.31* [0.19; 0.50]	0.24* [0.13; 0.40]	0.30* [0.18; 0.48]	0.22* [0.12; 0.37]	0.31* [0.19; 0.47]	0.31* [0.19; 0.49]	0.28* [0.16; 0.45]	0.31* [0.19; 0.49]
sigma	0.92* [0.87; 0.97]	0.91* [0.87; 0.97]	0.92* [0.87; 0.97]	0.91* [0.87; 0.97]	0.92* [0.87; 0.97]	0.91* [0.87; 0.96]	0.92* [0.87; 0.97]	0.91* [0.87; 0.96]	0.91* [0.86; 0.96]	0.91* [0.87; 0.96]
b_cul	0.25* [0.03; 0.47]	0.05 [-0.36; 0.47]	0.80* [0.15; 1.45]	0.06 [-0.30; 0.41]	-1.16* [-2.05; -0.27]	0.15 [-0.41; 0.72]	0.03 [-0.55; 0.62]	-0.27 [-0.60; 0.08]	0.06 [-0.19; 0.32]	
b_network2xcj:cul	0.06 [-0.31; 0.41]	0.05 [-0.46; 0.58]	0.07 [-0.78; 0.89]	-0.00 [-0.49; 0.48]	-0.21 [-1.63; 1.22]	0.33 [-0.35; 1.04]	0.11 [-0.61; 0.90]	-0.10 [-0.53; 0.35]	0.06 [-0.20; 0.32]	
b_firmsize.adj.cj:cul	0.16 [-0.01; 0.33]	-0.11 [-0.36; 0.14]	0.36 [-0.03; 0.77]	-0.12 [-0.36; 0.12]	-0.35 [-1.11; 0.42]	-0.17 [-0.48; 0.14]	-0.37* [-0.71; -0.02]	-0.30* [-0.50; -0.12]	0.11* [0.00; 0.22]	
b_network2xcj:firmsize.adj.cj:cul	0.08 [-0.35; 0.50]	-0.07 [-0.61; 0.48]	-0.31 [-1.19; 0.54]	0.28 [-0.25; 0.83]	-0.91 [-2.65; 0.84]	0.11 [-0.56; 0.75]	0.02 [-0.83; 0.85]	0.06 [-0.38; 0.49]	0.03 [-0.22; 0.28]	
sd_countryx_network2xcj	0.25* [0.03; 0.52]	0.27* [0.06; 0.54]	0.26* [0.05; 0.53]	0.27* [0.06; 0.53]	0.26* [0.04; 0.55]	0.27* [0.06; 0.54]	0.27* [0.05; 0.54]	0.24* [0.02; 0.52]	0.27* [0.05; 0.54]	

* Null hypothesis value outside 95% credible interval.

Table 13: Proactive2 Models - Cross Interaction

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

* Null hypothesis value outside 95% credible interval.

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

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

* Null hypothesis value outside 95% credible interval.

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

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	-0.07 [-0.23; 0.10]	-0.05 [-0.19; 0.10]	-0.05 [-0.22; 0.11]	-0.07 [-0.24; 0.10]	-0.07 [-0.23; 0.09]	-0.01 [-0.18; 0.16]	-0.07 [-0.25; 0.11]	-0.08 [-0.26; 0.09]	-0.06 [-0.23; 0.12]	-0.05 [-0.23; 0.12]
b_mfr2013lnstd	-0.09 [-0.25; 0.06]	-0.09 [-0.22; 0.04]	-0.07 [-0.24; 0.09]	-0.14 [-0.33; 0.05]	-0.08 [-0.24; 0.07]	-0.10 [-0.26; 0.05]	-0.08 [-0.26; 0.10]	-0.06 [-0.24; 0.11]	-0.11 [-0.28; 0.05]	-0.12 [-0.32; 0.08]
b_network2xcj	0.27* [0.10; 0.43]	0.23 [-0.03; 0.47]	0.25* [0.01; 0.47]	0.27* [0.03; 0.50]	0.26* [0.03; 0.48]	0.28* [0.04; 0.53]	0.26 [-0.00; 0.50]	0.24 [-0.03; 0.49]	0.26 [-0.00; 0.51]	0.26* [0.00; 0.49]
b_firmsize.adj.cj	0.27* [0.16; 0.38]	0.26* [0.12; 0.40]	0.26* [0.11; 0.42]	0.26* [0.11; 0.41]	0.27* [0.12; 0.42]	0.25* [0.08; 0.41]	0.25* [0.10; 0.40]	0.28* [0.15; 0.43]	0.25* [0.13; 0.38]	0.26* [0.12; 0.41]
b_network2xcj:firmsize.adj.cj	-0.05 [-0.29; 0.19]	-0.11 [-0.35; 0.14]	-0.08 [-0.33; 0.17]	-0.08 [-0.35; 0.19]	-0.06 [-0.31; 0.18]	-0.08 [-0.32; 0.17]	-0.04 [-0.30; 0.21]	-0.06 [-0.31; 0.19]	-0.08 [-0.33; 0.18]	-0.10 [-0.35; 0.16]
sd_countryx_Intercept	0.28* [0.16; 0.46]	0.22* [0.10; 0.38]	0.27* [0.14; 0.44]	0.29* [0.16; 0.47]	0.27* [0.14; 0.45]	0.27* [0.15; 0.43]	0.30* [0.17; 0.50]	0.29* [0.16; 0.47]	0.29* [0.16; 0.46]	0.30* [0.17; 0.49]
sigma	0.91* [0.86; 0.96]	0.90* [0.85; 0.95]	0.90* [0.85; 0.95]	0.90* [0.85; 0.95]						
b_cul	0.25* [0.04; 0.47]	0.27 [-0.09; 0.65]	0.33 [-0.39; 1.07]	0.14 [-0.20; 0.49]	-0.71 [-1.70; 0.29]	0.11 [-0.48; 0.67]	0.26 [-0.31; 0.83]	-0.18 [-0.52; 0.16]	0.07 [-0.18; 0.33]	
b_network2xcj:cul	-0.08 [-0.51; 0.32]	-0.30 [-0.84; 0.23]	0.40 [-0.50; 1.28]	-0.26 [-0.78; 0.22]	-0.76 [-2.25; 0.77]	0.11 [-0.62; 0.85]	0.12 [-0.68; 1.03]	0.09 [-0.44; 0.65]	0.03 [-0.25; 0.32]	
b_firmsize.adj.cj:cul	0.10 [-0.16; 0.33]	0.02 [-0.32; 0.39]	0.09 [-0.55; 0.63]	-0.14 [-0.48; 0.20]	0.28 [-0.79; 1.42]	-0.09 [-0.55; 0.39]	-0.34 [-0.78; 0.13]	-0.27* [-0.51; -0.04]	0.04 [-0.15; 0.21]	
b_network2xcj:firmsize.adj.cj:cul	0.28 [-0.13; 0.71]	-0.10 [-0.69; 0.50]	0.11 [-0.81; 1.05]	0.39 [-0.19; 0.98]	-1.07 [-2.86; 0.70]	0.19 [-0.53; 0.90]	-0.25 [-1.10; 0.61]	-0.18 [-0.64; 0.28]	0.09 [-0.16; 0.35]	
sd_countryx_firmsize.adj.cj	0.14* [0.01; 0.34]	0.17* [0.02; 0.37]	0.16* [0.01; 0.36]	0.17* [0.02; 0.36]	0.18* [0.02; 0.39]	0.16* [0.02; 0.35]	0.11* [0.00; 0.29]	0.09* [0.00; 0.26]	0.16* [0.01; 0.36]	
sd_countryx_network2xcj	0.31* [0.03; 0.65]	0.26* [0.01; 0.60]	0.27* [0.01; 0.61]	0.25* [0.01; 0.58]	0.27* [0.01; 0.60]	0.31* [0.01; 0.66]	0.31* [0.03; 0.64]	0.33* [0.03; 0.66]	0.30* [0.03; 0.64]	

* Null hypothesis value outside 95% credible interval.

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

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

* Null hypothesis value outside 95% credible interval.

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

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	-0.07 [-0.23; 0.10]	-0.05 [-0.22; 0.13]	-0.07 [-0.23; 0.11]	-0.06 [-0.21; 0.09]	-0.06 [-0.23; 0.12]	-0.06 [-0.24; 0.13]	-0.06 [-0.24; 0.11]	-0.03 [-0.18; 0.11]	-0.06 [-0.23; 0.12]	-0.05 [-0.22; 0.13]
b_mfr2013lnstd	-0.09 [-0.25; 0.06]	-0.07 [-0.22; 0.10]	-0.07 [-0.23; 0.08]	-0.07 [-0.22; 0.06]	-0.09 [-0.25; 0.09]	-0.08 [-0.26; 0.08]	-0.04 [-0.24; 0.16]	-0.09 [-0.22; 0.04]	-0.16 [-0.40; 0.07]	-0.08 [-0.24; 0.08]
b_network2xcj	0.27* [0.10; 0.43]	0.26* [0.01; 0.49]	0.25 [-0.00; 0.48]	0.25* [0.00; 0.47]	0.26* [0.02; 0.49]	0.27* [0.04; 0.49]	0.24* [0.00; 0.46]	0.22 [-0.03; 0.45]	0.20 [-0.04; 0.42]	0.24* [0.00; 0.47]
b_firmsize.adj.cj	0.27* [0.16; 0.38]	0.26* [0.11; 0.42]	0.26* [0.12; 0.41]	0.27* [0.11; 0.42]	0.27* [0.12; 0.42]	0.27* [0.12; 0.42]	0.26* [0.12; 0.40]	0.26* [0.12; 0.41]	0.26* [0.10; 0.41]	0.27* [0.12; 0.43]
b_network2xcj:firmsize.adj.cj	-0.05 [-0.29; 0.19]	-0.08 [-0.32; 0.17]	-0.07 [-0.32; 0.18]	-0.07 [-0.31; 0.17]	-0.08 [-0.33; 0.17]	-0.09 [-0.34; 0.15]	-0.09 [-0.32; 0.16]	-0.07 [-0.32; 0.17]	-0.09 [-0.33; 0.16]	-0.09 [-0.35; 0.15]
sd_countryx_Intercept	0.28* [0.16; 0.46]	0.29* [0.16; 0.48]	0.29* [0.16; 0.48]	0.25* [0.11; 0.43]	0.31* [0.17; 0.50]	0.31* [0.18; 0.51]	0.29* [0.15; 0.49]	0.23* [0.10; 0.39]	0.29* [0.16; 0.49]	0.31* [0.17; 0.49]
sigma	0.91* [0.86; 0.96]	0.90* [0.85; 0.95]	0.90* [0.85; 0.96]	0.90* [0.85; 0.95]	0.90* [0.85; 0.95]	0.90* [0.85; 0.95]	0.90* [0.85; 0.96]	0.90* [0.85; 0.95]	0.90* [0.85; 0.95]	0.90* [0.85; 0.95]
b_cul	-0.14 [-0.37; 0.08]	-0.16 [-0.46; 0.15]	0.33 [-0.03; 0.70]	0.03 [-0.31; 0.37]	-0.04 [-0.42; 0.36]	-0.23 [-0.69; 0.22]	0.19* [0.01; 0.37]	-0.17 [-0.80; 0.45]	-0.13 [-0.59; 0.31]	
b_network2xcj:cul	0.08 [-0.26; 0.40]	0.06 [-0.38; 0.52]	-0.33 [-0.89; 0.22]	0.20 [-0.25; 0.67]	0.38 [-0.18; 0.97]	-0.25 [-0.83; 0.30]	-0.11 [-0.45; 0.18]	0.45 [-0.14; 1.12]	-0.41 [-1.09; 0.22]	
b_firmsize.adj.cj:cul	-0.02 [-0.28; 0.21]	-0.06 [-0.38; 0.27]	0.17 [-0.22; 0.56]	0.01 [-0.29; 0.29]	-0.03 [-0.39; 0.32]	0.03 [-0.37; 0.40]	0.07 [-0.15; 0.25]	0.08 [-0.36; 0.55]	0.13 [-0.27; 0.56]	
b_network2xcj:firmsize.adj.cj:cul	0.17 [-0.23; 0.57]	-0.01 [-0.60; 0.57]	0.10 [-0.57; 0.77]	0.01 [-0.45; 0.47]	0.19 [-0.51; 0.91]	0.31 [-0.34; 0.97]	0.26 [-0.08; 0.60]	-0.60 [-1.38; 0.16]	-0.24 [-0.97; 0.50]	
sd_countryx_firmsize.adj.cj	0.17* [0.01; 0.38]	0.16* [0.01; 0.36]	0.17* [0.02; 0.37]	0.16* [0.01; 0.37]	0.18* [0.01; 0.38]	0.15* [0.01; 0.35]	0.15* [0.01; 0.35]	0.16* [0.01; 0.37]	0.17* [0.01; 0.39]	
sd_countryx_network2xcj	0.27* [0.02; 0.63]	0.27* [0.02; 0.62]	0.25* [0.02; 0.60]	0.26* [0.01; 0.60]	0.24* [0.01; 0.60]	0.27* [0.01; 0.60]	0.28* [0.02; 0.61]	0.23* [0.01; 0.63]	0.26* [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 [-0.37; 0.05]	-0.14 [-0.36; 0.07]	-0.15 [-0.35; 0.05]	-0.15 [-0.35; 0.06]	-0.15 [-0.37; 0.07]	-0.14 [-0.37; 0.08]	-0.15 [-0.38; 0.07]	-0.09 [-0.27; 0.08]	-0.16 [-0.39; 0.07]	-0.14 [-0.37; 0.10]
b_mfr2013lnstd	-0.08 [-0.30; 0.12]	-0.06 [-0.25; 0.13]	-0.06 [-0.25; 0.12]	-0.07 [-0.26; 0.12]	-0.08 [-0.27; 0.12]	-0.07 [-0.27; 0.12]	-0.07 [-0.31; 0.17]	-0.08 [-0.23; 0.07]	-0.14 [-0.43; 0.16]	-0.08 [-0.28; 0.13]
b_network2xcj	0.30* [0.14; 0.45]	0.29* [0.05; 0.51]	0.29* [0.06; 0.51]	0.27* [0.04; 0.49]	0.29* [0.06; 0.51]	0.30* [0.07; 0.53]	0.27* [0.02; 0.50]	0.29* [0.04; 0.52]	0.23 [-0.01; 0.45]	0.27* [0.04; 0.48]
b_firmsize.adj.cj	0.25* [0.15; 0.35]	0.22* [0.05; 0.37]	0.22* [0.06; 0.38]	0.23* [0.07; 0.39]	0.23* [0.07; 0.38]	0.23* [0.07; 0.39]	0.23* [0.08; 0.37]	0.24* [0.08; 0.38]	0.23* [0.07; 0.38]	0.23* [0.06; 0.39]
b_network2xcj:firmsize.adj.cj	-0.02 [-0.25; 0.19]	-0.08 [-0.30; 0.15]	-0.06 [-0.29; 0.16]	-0.08 [-0.31; 0.15]	-0.07 [-0.31; 0.18]	-0.07 [-0.31; 0.16]	-0.07 [-0.30; 0.16]	-0.08 [-0.30; 0.15]	-0.09 [-0.32; 0.14]	-0.09 [-0.32; 0.13]
sd_countryx_Intercept	0.39* [0.25; 0.61]	0.40* [0.25; 0.63]	0.39* [0.25; 0.60]	0.38* [0.24; 0.60]	0.41* [0.27; 0.63]	0.41* [0.26; 0.64]	0.41* [0.26; 0.64]	0.29* [0.16; 0.49]	0.42* [0.27; 0.64]	0.41* [0.27; 0.64]
sigma	0.86* [0.82; 0.91]	0.85* [0.81; 0.90]	0.85* [0.80; 0.90]	0.85* [0.81; 0.90]	0.85* [0.81; 0.90]	0.85* [0.80; 0.90]	0.85* [0.81; 0.90]	0.85* [0.81; 0.90]	0.85* [0.80; 0.90]	0.85* [0.80; 0.90]
b_cul	-0.14 [-0.43; 0.15]	-0.21 [-0.60; 0.19]	0.33 [-0.16; 0.83]	0.04 [-0.39; 0.45]	0.07 [-0.42; 0.55]	-0.06 [-0.65; 0.50]	0.30* [0.10; 0.50]	-0.08 [-0.87; 0.70]	-0.04 [-0.60; 0.52]	
b_network2xcj:cul	-0.04 [-0.36; 0.27]	-0.04 [-0.49; 0.40]	-0.05 [-0.61; 0.51]	0.10 [-0.35; 0.53]	0.23 [-0.33; 0.80]	-0.19 [-0.76; 0.34]	-0.01 [-0.33; 0.29]	0.32 [-0.26; 0.96]	-0.18 [-0.79; 0.44]	
b_firmsize.adj.cj:cul	0.04 [-0.21; 0.27]	0.06 [-0.27; 0.41]	0.12 [-0.28; 0.52]	0.05 [-0.27; 0.34]	0.04 [-0.35; 0.40]	0.22 [-0.19; 0.61]	0.08 [-0.12; 0.27]	-0.03 [-0.49; 0.43]	0.19 [-0.24; 0.65]	
b_network2xcj:firmsize.adj.cj:cul	0.12 [-0.28; 0.50]	0.17 [-0.38; 0.70]	0.03 [-0.61; 0.67]	-0.02 [-0.45; 0.41]	-0.06 [-0.75; 0.65]	-0.07 [-0.69; 0.55]	0.05 [-0.28; 0.38]	-0.37 [-1.06; 0.35]	-0.23 [-0.90; 0.46]	
sd_countryx_firmsize.adj.cj	0.19* [0.03; 0.41]	0.21* [0.05; 0.41]	0.19* [0.03; 0.40]	0.20* [0.03; 0.41]	0.20* [0.03; 0.42]	0.17* [0.01; 0.39]	0.17* [0.01; 0.38]	0.19* [0.03; 0.40]	0.22* [0.05; 0.42]	
sd_countryx_network2xcj	0.28* [0.04; 0.60]	0.28* [0.04; 0.61]	0.28* [0.05; 0.60]	0.27* [0.03; 0.60]	0.26* [0.03; 0.57]	0.30* [0.03; 0.61]	0.31* [0.03; 0.61]	0.28* [0.04; 0.60]	0.27* [0.04; 0.56]	0.27* [0.03; 0.59]

* Null hypothesis value outside 95% credible interval.

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

3.1.3 Outcome Models

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

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	-0.04 [-0.22; 0.16]	-0.01 [-0.18; 0.16]	-0.03 [-0.23; 0.17]	-0.03 [-0.22; 0.16]	-0.03 [-0.23; 0.16]	0.01 [-0.18; 0.20]	-0.03 [-0.21; 0.15]	-0.07 [-0.25; 0.12]	-0.03 [-0.21; 0.16]	-0.02 [-0.22; 0.18]
b_mfr2013lnstd	-0.18 [-0.37; 0.01]	-0.18* [-0.34; -0.03]	-0.18* [-0.36; -0.01]	-0.24* [-0.43; -0.04]	-0.19* [-0.38; -0.01]	-0.20* [-0.36; -0.04]	-0.16 [-0.33; 0.01]	-0.16 [-0.33; 0.01]	-0.21* [-0.38; -0.05]	-0.19 [-0.40; 0.00]
b_network2xcj	0.14 [-0.02; 0.29]	-0.03 [-0.24; 0.16]	-0.04 [-0.26; 0.15]	-0.06 [-0.28; 0.15]	-0.04 [-0.25; 0.15]	-0.05 [-0.29; 0.15]	-0.07 [-0.25; 0.10]	-0.05 [-0.27; 0.17]	-0.05 [-0.27; 0.16]	-0.07 [-0.29; 0.13]
b_firmsize.adj.cj	0.07 [-0.03; 0.17]	0.02 [-0.12; 0.16]	0.03 [-0.13; 0.20]	0.04 [-0.11; 0.19]	0.04 [-0.11; 0.19]	-0.01 [-0.16; 0.14]	0.05 [-0.10; 0.21]	0.05 [-0.11; 0.23]	0.03 [-0.12; 0.19]	0.03 [-0.13; 0.19]
sd_countryx_Intercept	0.35* [0.23; 0.53]	0.31* [0.19; 0.48]	0.36* [0.23; 0.55]	0.35* [0.23; 0.54]	0.37* [0.24; 0.57]	0.34* [0.22; 0.51]	0.33* [0.21; 0.50]	0.34* [0.22; 0.50]	0.35* [0.22; 0.54]	0.35* [0.23; 0.53]
sigma	0.90* [0.86; 0.95]	0.80* [0.76; 0.85]	0.80* [0.76; 0.85]	0.80* [0.76; 0.85]	0.80* [0.75; 0.85]	0.81* [0.76; 0.85]	0.79* [0.75; 0.84]	0.80* [0.76; 0.85]	0.81* [0.76; 0.86]	0.80* [0.76; 0.85]
b_agilitycj	0.44* [0.35; 0.54]	0.42* [0.34; 0.52]	0.43* [0.34; 0.54]	0.41* [0.32; 0.51]	0.43* [0.34; 0.55]	0.43* [0.34; 0.52]	0.42* [0.33; 0.52]	0.43* [0.34; 0.53]	0.43* [0.34; 0.52]	0.43* [0.34; 0.52]
b_cul	0.24 [-0.02; 0.50]	0.05 [-0.39; 0.51]	0.33 [-0.49; 1.13]	0.09 [-0.33; 0.51]	-0.59 [-1.77; 0.57]	0.45 [-0.15; 1.05]	0.39 [-0.26; 1.01]	-0.14 [-0.53; 0.25]	0.01 [-0.26; 0.28]	
b_network2xcj:agilitycj	0.09 [-0.08; 0.25]	0.06 [-0.10; 0.22]	0.06 [-0.10; 0.23]	0.00 [-0.16; 0.17]	0.09 [-0.08; 0.26]	0.02 [-0.15; 0.18]	0.08 [-0.08; 0.25]	0.08 [-0.09; 0.25]	0.10 [-0.07; 0.27]	
b_firmsize.adj.cj:agilitycj	-0.07 [-0.19; 0.05]	-0.07 [-0.18; 0.05]	-0.06 [-0.19; 0.07]	-0.07 [-0.19; 0.04]	-0.08 [-0.20; 0.03]	-0.08 [-0.19; 0.04]	-0.09 [-0.20; 0.03]	-0.09 [-0.21; 0.04]	-0.11 [-0.23; 0.02]	
b_network2xcj:cul	0.05 [-0.27; 0.40]	0.10 [-0.42; 0.57]	0.19 [-0.60; 0.98]	-0.16 [-0.59; 0.30]	0.14 [-1.12; 1.51]	-0.76* [-1.28; -0.24]	-0.10 [-0.81; 0.60]	-0.11 [-0.56; 0.33]	0.03 [-0.22; 0.29]	
b_firmsize.adj.cj:cul	-0.13 [-0.38; 0.11]	-0.07 [-0.49; 0.28]	-0.34 [-0.91; 0.22]	-0.05 [-0.38; 0.29]	0.87 [-0.08; 1.86]	0.13 [-0.34; 0.63]	-0.19 [-0.81; 0.30]	0.03 [-0.30; 0.33]	-0.09 [-0.28; 0.10]	
b_agilitycj:cul	-0.12 [-0.26; 0.03]	-0.07 [-0.26; 0.13]	0.09 [-0.26; 0.47]	-0.06 [-0.26; 0.13]	-0.14 [-0.77; 0.46]	0.24 [-0.03; 0.52]	0.14 [-0.17; 0.45]	0.08 [-0.11; 0.27]	0.00 [-0.10; 0.11]	
b_network2xcj:agilitycj:cul	-0.26 [-0.54; 0.02]	-0.19 [-0.57; 0.20]	0.57 [-0.05; 1.19]	-0.62* [-0.99; -0.25]	-0.10 [-1.22; 1.07]	-0.67* [-1.13; -0.21]	-0.18 [-0.72; 0.37]	0.08 [-0.26; 0.41]	0.09 [-0.09; 0.25]	
b_firmsize.adj.cj:agilitycj:cul	-0.03 [-0.23; 0.18]	0.18 [-0.09; 0.44]	-0.14 [-0.57; 0.29]	0.03 [-0.28; 0.33]	-0.18 [-1.01; 0.66]	-0.05 [-0.41; 0.31]	-0.09 [-0.44; 0.28]	-0.02 [-0.23; 0.18]	0.06 [-0.07; 0.19]	
sd_countryx_firmsize.adj.cj	0.15* [0.01; 0.38]	0.22* [0.02; 0.47]	0.17* [0.01; 0.42]	0.17* [0.01; 0.41]	0.15* [0.01; 0.38]	0.20* [0.04; 0.41]	0.20* [0.02; 0.45]	0.20* [0.01; 0.45]	0.20* [0.02; 0.45]	
sd_countryx_network2xcj	0.23* [0.03; 0.49]	0.23* [0.02; 0.50]	0.27* [0.06; 0.53]	0.21* [0.02; 0.48]	0.24* [0.03; 0.49]	0.13* [0.01; 0.37]	0.24* [0.03; 0.51]	0.24* [0.04; 0.51]	0.25* [0.05; 0.51]	
sd_countryx_agilitycj	0.07* [0.00; 0.19]	0.07* [0.00; 0.19]	0.09* [0.00; 0.23]	0.08* [0.00; 0.21]	0.07* [0.00; 0.21]	0.07* [0.00; 0.19]	0.08* [0.00; 0.22]	0.07* [0.00; 0.20]	0.08* [0.00; 0.22]	

* Null hypothesis value outside 95% credible interval.

Table 20: Outcome Models - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	-0.13* [-0.25; -0.02]	-0.13* [-0.26; -0.00]	-0.14* [-0.27; -0.03]	-0.14* [-0.27; -0.02]	-0.14* [-0.27; -0.01]	-0.11 [-0.25; 0.01]	-0.12 [-0.26; 0.01]	-0.11 [-0.23; 0.01]	-0.13* [-0.26; -0.01]	-0.14* [-0.27; -0.03]
b_mfr2013lnstd	-0.09 [-0.20; 0.02]	-0.10 [-0.21; 0.01]	-0.10 [-0.21; 0.00]	-0.13 [-0.27; 0.01]	-0.10 [-0.22; 0.02]	-0.10 [-0.21; 0.01]	-0.11 [-0.24; 0.01]	-0.14* [-0.26; -0.02]	-0.11 [-0.22; 0.02]	0.00 [-0.14; 0.14]
b_network2xcj	0.16 [-0.02; 0.33]	0.03 [-0.17; 0.24]	0.02 [-0.18; 0.23]	0.03 [-0.18; 0.23]	0.02 [-0.18; 0.21]	-0.01 [-0.22; 0.19]	0.03 [-0.17; 0.24]	-0.00 [-0.22; 0.22]	0.01 [-0.21; 0.22]	-0.01 [-0.22; 0.20]
b_firmsize.adj.cj	0.04 [-0.07; 0.16]	0.02 [-0.13; 0.19]	0.03 [-0.11; 0.19]	0.02 [-0.14; 0.19]	0.03 [-0.12; 0.19]	-0.01 [-0.16; 0.16]	0.03 [-0.12; 0.19]	-0.01 [-0.14; 0.14]	0.02 [-0.13; 0.17]	0.03 [-0.12; 0.19]
sd_countryx_Intercept	0.16* [0.05; 0.30]	0.16* [0.02; 0.32]	0.14* [0.01; 0.29]	0.17* [0.03; 0.33]	0.19* [0.08; 0.34]	0.17* [0.04; 0.33]	0.20* [0.09; 0.34]	0.16* [0.03; 0.30]	0.17* [0.04; 0.33]	0.17* [0.05; 0.30]
sigma	0.96* [0.91; 1.02]	0.90* [0.84; 0.95]	0.89* [0.84; 0.95]	0.89* [0.84; 0.95]	0.88* [0.83; 0.94]	0.89* [0.84; 0.95]	0.89* [0.83; 0.94]	0.89* [0.84; 0.94]	0.89* [0.84; 0.94]	0.88* [0.83; 0.94]
b_agility2cj	0.31* [0.13; 0.47]	0.31* [0.12; 0.46]	0.31* [0.13; 0.47]	0.28* [0.14; 0.41]	0.35* [0.16; 0.52]	0.32* [0.17; 0.46]	0.33* [0.14; 0.50]	0.31* [0.13; 0.46]	0.31* [0.11; 0.49]	0.31* [0.11; 0.49]
b_cul	0.03 [-0.18; 0.21]	-0.25 [-0.51; 0.02]	0.17 [-0.39; 0.72]	0.10 [-0.18; 0.38]	-0.38 [-1.14; 0.40]	-0.12 [-0.56; 0.29]	-0.30 [-0.71; 0.12]	-0.01 [-0.27; 0.26]	-0.20* [-0.38; -0.02]	
b_network2xcj:agility2cj	0.15 [-0.05; 0.35]	0.15 [-0.05; 0.35]	0.16 [-0.04; 0.37]	0.02 [-0.19; 0.24]	0.22* [0.02; 0.42]	0.05 [-0.15; 0.26]	0.18 [-0.02; 0.38]	0.12 [-0.08; 0.33]	0.18 [-0.02; 0.39]	
b_firmsize.adj.cj:agility2cj	-0.05 [-0.19; 0.09]	-0.01 [-0.15; 0.13]	-0.07 [-0.25; 0.09]	0.01 [-0.13; 0.14]	-0.02 [-0.15; 0.12]	0.00 [-0.14; 0.14]	-0.03 [-0.17; 0.10]	-0.05 [-0.19; 0.10]	-0.05 [-0.20; 0.10]	
b_network2xcj:cul	-0.10 [-0.44; 0.24]	0.14 [-0.36; 0.61]	-0.59 [-1.34; 0.17]	-0.20 [-0.64; 0.25]	0.82 [-0.49; 2.18]	-0.15 [-0.75; 0.45]	0.03 [-0.70; 0.72]	0.07 [-0.39; 0.48]	-0.06 [-0.29; 0.17]	
b_firmsize.adj.cj:cul	-0.10 [-0.37; 0.20]	0.32 [-0.02; 0.65]	-0.11 [-0.72; 0.55]	0.17 [-0.18; 0.51]	0.71 [-0.44; 1.73]	0.34 [-0.11; 0.79]	0.56* [0.08; 1.03]	0.21 [-0.10; 0.49]	-0.13 [-0.29; 0.07]	
b_agility2cj:cul	0.12 [-0.17; 0.39]	-0.09 [-0.49; 0.29]	0.31 [-0.37; 0.96]	-0.45* [-0.73; -0.17]	-0.53 [-1.61; 0.57]	-0.42 [-0.85; 0.05]	-0.18 [-0.74; 0.38]	-0.18 [-0.53; 0.17]	0.08 [-0.13; 0.29]	
b_network2xcj:agility2cj:cul	0.23 [-0.12; 0.58]	-0.21 [-0.71; 0.29]	0.69 [-0.08; 1.45]	-0.84* [-1.30; -0.39]	-0.88 [-2.30; 0.51]	-0.98* [-1.53; -0.44]	-0.63 [-1.28; 0.03]	-0.50* [-0.92; -0.09]	0.17 [-0.03; 0.37]	
b_firmsize.adj.cj:agility2cj:cul	0.13 [-0.10; 0.37]	0.01 [-0.31; 0.34]	0.26 [-0.32; 0.84]	0.21 [-0.15; 0.56]	-0.39 [-1.43; 0.63]	0.22 [-0.21; 0.66]	-0.14 [-0.56; 0.29]	-0.15 [-0.40; 0.09]	0.10 [-0.05; 0.24]	
sd_countryx_firmsize.adj.cj	0.16* [0.01; 0.36]	0.11* [0.00; 0.29]	0.17* [0.01; 0.37]	0.15* [0.01; 0.34]	0.13* [0.01; 0.34]	0.14* [0.01; 0.32]	0.10* [0.00; 0.28]	0.13* [0.01; 0.33]	0.14* [0.01; 0.33]	
sd_countryx_network2xcj	0.14* [0.01; 0.40]	0.13* [0.01; 0.39]	0.13* [0.01; 0.36]	0.12* [0.00; 0.36]	0.12* [0.01; 0.36]	0.14* [0.01; 0.40]	0.18* [0.01; 0.46]	0.18* [0.01; 0.45]	0.16* [0.01; 0.41]	
sd_countryx_agility2cj	0.24* [0.08; 0.44]	0.27* [0.13; 0.45]	0.25* [0.11; 0.43]	0.15* [0.02; 0.31]	0.25* [0.10; 0.44]	0.19* [0.03; 0.39]	0.27* [0.13; 0.47]	0.24* [0.07; 0.43]	0.29* [0.14; 0.49]	

* Null hypothesis value outside 95% credible interval.

Table 21: Outcome2 Models - Cross Interaction

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

* Null hypothesis value outside 95% credible interval.

Table 22: Outcome Models (Regional) - Cross Interaction

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

* Null hypothesis value outside 95% credible interval.

Table 23: Outcome Models (Global) - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	-0.19* [-0.38; -0.02]	-0.14 [-0.34; 0.07]	-0.15 [-0.34; 0.04]	-0.14 [-0.33; 0.04]	-0.10 [-0.31; 0.09]	-0.10 [-0.28; 0.10]	-0.13 [-0.35; 0.08]	-0.11 [-0.32; 0.11]	-0.12 [-0.33; 0.09]	-0.11 [-0.32; 0.08]
b_mfr2013lnstd	-0.05 [-0.20; 0.09]	-0.06 [-0.22; 0.09]	-0.08 [-0.24; 0.07]	-0.17 [-0.36; 0.02]	-0.06 [-0.23; 0.09]	-0.09 [-0.25; 0.07]	-0.06 [-0.26; 0.13]	-0.08 [-0.27; 0.11]	-0.07 [-0.25; 0.11]	0.04 [-0.23; 0.28]
b_firmsize.adj.cj	0.01 [-0.17; 0.18]	-0.02 [-0.27; 0.24]	-0.08 [-0.32; 0.20]	-0.03 [-0.29; 0.25]	-0.02 [-0.27; 0.27]	-0.05 [-0.29; 0.22]	-0.03 [-0.29; 0.25]	-0.05 [-0.28; 0.19]	-0.03 [-0.28; 0.23]	0.01 [-0.24; 0.28]
sd_countryx_Intercept	0.20* [0.02; 0.42]	0.22* [0.02; 0.48]	0.21* [0.03; 0.45]	0.19* [0.02; 0.44]	0.22* [0.03; 0.47]	0.21* [0.03; 0.45]	0.28* [0.09; 0.51]	0.27* [0.09; 0.51]	0.26* [0.07; 0.50]	0.26* [0.06; 0.50]
sigma	0.94* [0.87; 1.02]	0.89* [0.82; 0.97]	0.89* [0.82; 0.98]	0.89* [0.82; 0.97]						
b_agility2cj	0.35* [0.17; 0.53]	0.37* [0.20; 0.53]	0.38* [0.21; 0.56]	0.40* [0.23; 0.56]	0.37* [0.20; 0.53]	0.38* [0.21; 0.54]	0.38* [0.21; 0.54]	0.36* [0.18; 0.54]	0.36* [0.19; 0.53]	0.36* [0.19; 0.53]
b_cul	0.13 [-0.22; 0.44]	-0.32 [-0.75; 0.14]	0.69 [-0.19; 1.52]	0.26 [-0.19; 0.68]	-0.84 [-2.00; 0.40]	0.02 [-0.68; 0.66]	-0.11 [-0.89; 0.70]	-0.08 [-0.51; 0.38]	-0.08 [-0.51; 0.12]	-0.20 [-0.09; -0.08]
b_firmsize.adj.cj:agility2cj	-0.09 [-0.37; 0.18]	-0.09 [-0.34; 0.17]	-0.05 [-0.36; 0.26]	-0.02 [-0.23; 0.19]	-0.08 [-0.30; 0.15]	-0.05 [-0.29; 0.18]	-0.06 [-0.30; 0.18]	-0.09 [-0.36; 0.18]	-0.09 [-0.36; 0.21]	-0.08 [-0.36; 0.21]
b_firmsize.adj.cj:cul	-0.25 [-0.69; 0.22]	0.09 [-0.54; 0.65]	-0.34 [-1.21; 0.64]	0.29 [-0.29; 0.91]	0.46 [-1.45; 2.20]	0.36 [-0.33; 1.10]	0.55 [-0.29; 1.37]	0.30 [-0.16; 0.77]	0.16 [-0.42; 0.12]	-0.16 [-0.42; 0.12]
b_agility2cj:cul	0.14 [-0.13; 0.42]	-0.02 [-0.43; 0.38]	0.19 [-0.40; 0.79]	0.08 [-0.31; 0.47]	-0.36 [-1.50; 0.77]	-0.08 [-0.54; 0.37]	-0.07 [-0.59; 0.46]	-0.13 [-0.47; 0.19]	0.02 [-0.14; 0.19]	0.02 [-0.14; 0.19]
b_firmsize.adj.cj:agility2cj:cul	0.11 [-0.28; 0.49]	-0.17 [-0.79; 0.44]	-0.01 [-0.90; 0.90]	0.23 [-0.41; 0.86]	-0.74 [-2.56; 1.05]	-0.09 [-0.76; 0.61]	-0.21 [-0.97; 0.53]	-0.10 [-0.49; 0.31]	0.06 [-0.19; 0.30]	0.06 [-0.19; 0.30]
sd_countryx_firmsize.adj.cj	0.16* [0.01; 0.49]	0.18* [0.01; 0.53]	0.17* [0.00; 0.51]	0.21* [0.01; 0.55]	0.18* [0.01; 0.54]	0.18* [0.01; 0.50]	0.14* [0.00; 0.45]	0.15* [0.01; 0.49]	0.15* [0.01; 0.50]	0.15* [0.01; 0.50]
sd_countryx_agility2cj	0.08* [0.00; 0.24]	0.09* [0.00; 0.26]	0.08* [0.00; 0.25]	0.08* [0.00; 0.25]	0.08* [0.00; 0.26]	0.08* [0.00; 0.25]	0.08* [0.00; 0.25]	0.08* [0.00; 0.25]	0.09* [0.00; 0.25]	0.09* [0.00; 0.26]

* Null hypothesis value outside 95% credible interval.

Table 24: Outcome2 Models (Regional) - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	-0.09 [-0.23; 0.04]	-0.17* [-0.30; -0.04]	-0.20* [-0.32; -0.07]	-0.16* [-0.29; -0.03]	-0.16* [-0.29; -0.02]	-0.15* [-0.30; -0.00]	-0.15* [-0.28; -0.02]	-0.15* [-0.28; -0.02]	-0.16* [-0.29; -0.03]	-0.18* [-0.31; -0.05]
b_mfr2013lnstd	-0.12 [-0.25; 0.01]	-0.17* [-0.29; -0.04]	-0.18* [-0.30; -0.06]	-0.15* [-0.30; -0.01]	-0.16* [-0.29; -0.03]	-0.18* [-0.30; -0.05]	-0.18* [-0.31; -0.05]	-0.22* [-0.35; -0.09]	-0.17* [-0.30; -0.04]	-0.05 [-0.20; 0.10]
b_firmsize.adj.cj	0.09 [-0.06; 0.23]	0.09 [-0.12; 0.31]	0.12 [-0.06; 0.30]	0.06 [-0.14; 0.28]	0.07 [-0.12; 0.26]	0.03 [-0.18; 0.25]	0.06 [-0.13; 0.25]	0.02 [-0.17; 0.21]	0.04 [-0.16; 0.25]	0.05 [-0.14; 0.24]
sd_countryx_Intercept	0.12* [0.01; 0.30]	0.10* [0.00; 0.28]	0.08* [0.00; 0.23]	0.10* [0.00; 0.28]	0.12* [0.01; 0.30]	0.10* [0.00; 0.27]	0.10* [0.00; 0.28]	0.08* [0.00; 0.22]	0.10* [0.00; 0.29]	0.09* [0.00; 0.24]
sigma	0.99* [0.92; 1.07]	0.87* [0.79; 0.95]	0.86* [0.79; 0.94]	0.87* [0.79; 0.95]	0.87* [0.80; 0.95]	0.87* [0.80; 0.96]	0.87* [0.79; 0.95]	0.86* [0.79; 0.94]	0.87* [0.80; 0.95]	0.86* [0.79; 0.94]
b_agility2cj	0.28 [-0.02; 0.55]	0.27 [-0.02; 0.54]	0.29* [0.03; 0.55]	0.27* [0.06; 0.47]	0.32 [-0.01; 0.62]	0.32* [0.07; 0.56]	0.32* [0.02; 0.60]	0.31* [0.05; 0.57]	0.33* [0.04; 0.60]	
b_cul	-0.09 [-0.30; 0.12]	-0.27 [-0.56; 0.01]	-0.22 [-0.82; 0.39]	-0.01 [-0.30; 0.28]	-0.17 [-1.05; 0.76]	-0.21 [-0.66; 0.23]	-0.40 [-0.83; 0.01]	0.05 [-0.24; 0.34]	-0.22* [-0.41; -0.03]	
b_firmsize.adj.cj:agility2cj	-0.04 [-0.22; 0.15]	-0.02 [-0.19; 0.16]	-0.08 [-0.29; 0.13]	0.00 [-0.18; 0.18]	-0.01 [-0.21; 0.19]	0.01 [-0.18; 0.19]	-0.01 [-0.19; 0.17]	-0.03 [-0.22; 0.15]	-0.02 [-0.20; 0.16]	
b_firmsize.adj.cj:cul	0.06 [-0.30; 0.43]	0.59* [0.16; 1.02]	0.01 [-0.79; 0.86]	0.18 [-0.23; 0.58]	0.65 [-0.79; 1.99]	0.20 [-0.43; 0.81]	0.68* [0.03; 1.34]	0.16 [-0.28; 0.60]	-0.14 [-0.36; 0.11]	
b_agility2cj:cul	0.13 [-0.34; 0.56]	-0.23 [-0.89; 0.42]	0.52 [-0.58; 1.61]	-0.80* [-1.25; -0.34]	-0.56 [-2.42; 1.55]	-0.80 [-1.57; 0.04]	-0.35 [-1.22; 0.55]	-0.37 [-0.91; 0.19]	0.20 [-0.15; 0.52]	
b_firmsize.adj.cj:agility2cj:cul	0.13 [-0.21; 0.45]	-0.05 [-0.45; 0.37]	0.48 [-0.40; 1.37]	0.19 [-0.23; 0.62]	-0.11 [-1.54; 1.30]	0.41 [-0.16; 0.98]	-0.22 [-0.80; 0.37]	-0.22 [-0.59; 0.15]	0.11 [-0.08; 0.30]	
sd_countryx_firmsize.adj.cj	0.25* [0.03; 0.52]	0.14* [0.00; 0.36]	0.23* [0.02; 0.51]	0.18* [0.01; 0.45]	0.17* [0.01; 0.45]	0.18* [0.01; 0.46]	0.15* [0.01; 0.42]	0.20* [0.01; 0.49]	0.18* [0.01; 0.44]	
sd_countryx_agility2cj	0.48* [0.28; 0.77]	0.50* [0.31; 0.80]	0.47* [0.28; 0.75]	0.31* [0.10; 0.54]	0.48* [0.28; 0.76]	0.40* [0.21; 0.67]	0.48* [0.28; 0.76]	0.44* [0.25; 0.72]	0.47* [0.28; 0.75]	

* Null hypothesis value outside 95% credible interval.

Table 25: Outcome2 Models (Global) - Cross Interaction

Models with firm size random effect excluded:

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	-0.03 [-0.23; 0.15]	-0.02 [-0.19; 0.15]	-0.04 [-0.22; 0.15]	-0.04 [-0.23; 0.15]	-0.04 [-0.25; 0.15]	-0.00 [-0.19; 0.20]	-0.04 [-0.23; 0.13]	-0.07 [-0.25; 0.12]	-0.03 [-0.23; 0.15]	-0.03 [-0.23; 0.16]
b_mfr2013lnstd	-0.18* [-0.37; -0.00]	-0.18* [-0.34; -0.01]	-0.18* [-0.36; -0.01]	-0.24* [-0.44; -0.05]	-0.19* [-0.37; -0.02]	-0.20* [-0.37; -0.02]	-0.16 [-0.34; 0.01]	-0.14 [-0.33; 0.04]	-0.20* [-0.38; -0.02]	-0.19 [-0.39; 0.01]
b_network2xcj	0.14 [-0.02; 0.29]	-0.02 [-0.22; 0.18]	-0.02 [-0.23; 0.18]	-0.03 [-0.24; 0.18]	-0.02 [-0.22; 0.18]	-0.05 [-0.27; 0.16]	-0.04 [-0.21; 0.14]	-0.01 [-0.23; 0.20]	-0.02 [-0.23; 0.18]	-0.03 [-0.25; 0.17]
b_firmsize.adj.cj	0.07 [-0.03; 0.17]	0.00 [-0.10; 0.10]	-0.01 [-0.11; 0.10]	-0.01 [-0.11; 0.10]	0.00 [-0.09; 0.11]	-0.00 [-0.10; 0.10]	0.01 [-0.09; 0.11]	-0.00 [-0.10; 0.10]	0.00 [-0.10; 0.11]	-0.00 [-0.10; 0.09]
sd_countryx_Intercept	0.35* [0.23; 0.53]	0.31* [0.20; 0.47]	0.36* [0.23; 0.54]	0.35* [0.23; 0.53]	0.37* [0.24; 0.57]	0.34* [0.22; 0.53]	0.33* [0.21; 0.50]	0.33* [0.22; 0.51]	0.35* [0.22; 0.53]	0.36* [0.23; 0.53]
sigma	0.90* [0.86; 0.95]	0.81* [0.76; 0.86]	0.81* [0.77; 0.86]	0.81* [0.76; 0.86]	0.80* [0.76; 0.85]	0.81* [0.77; 0.86]	0.80* [0.76; 0.85]	0.81* [0.76; 0.86]	0.81* [0.77; 0.86]	0.81* [0.77; 0.86]
b_agilitycj	0.44* [0.36; 0.53]	0.44* [0.34; 0.54]	0.43* [0.34; 0.55]	0.41* [0.32; 0.51]	0.43* [0.33; 0.55]	0.44* [0.35; 0.53]	0.42* [0.33; 0.52]	0.43* [0.35; 0.53]	0.43* [0.34; 0.54]	0.43* [0.34; 0.54]
b_cul	0.24 [-0.03; 0.51]	0.08 [-0.36; 0.52]	0.31 [-0.47; 1.14]	0.10 [-0.31; 0.53]	-0.63 [-1.83; 0.57]	0.47 [-0.13; 1.08]	0.41 [-0.21; 1.03]	-0.13 [-0.51; 0.26]	0.01 [-0.26; 0.29]	
b_network2xcj:agilitycj	0.05 [-0.10; 0.20]	0.03 [-0.13; 0.18]	0.03 [-0.12; 0.18]	-0.04 [-0.20; 0.11]	0.03 [-0.13; 0.19]	-0.02 [-0.18; 0.13]	0.03 [-0.12; 0.19]	0.03 [-0.12; 0.18]	0.03 [-0.11; 0.19]	
b_network2xcj:cul	0.01 [-0.30; 0.34]	0.06 [-0.44; 0.53]	0.08 [-0.68; 0.84]	-0.18 [-0.58; 0.24]	0.52 [-0.68; 1.83]	-0.73* [-1.23; -0.26]	-0.23 [-0.89; 0.45]	-0.14 [-0.58; 0.27]	-0.01 [-0.25; 0.23]	
b_agilitycj:cul	-0.15* [-0.30; -0.00]	-0.05 [-0.26; 0.17]	-0.02 [-0.37; 0.37]	-0.07 [-0.27; 0.13]	0.05 [-0.63; 0.67]	0.27* [0.01; 0.53]	0.15 [-0.15; 0.46]	0.11 [-0.08; 0.31]	-0.02 [-0.12; 0.09]	
b_network2xcj:agilitycj:cul	-0.30* [-0.58; -0.03]	-0.09 [-0.45; 0.26]	0.42 [-0.16; 1.01]	-0.63* [-0.96; -0.30]	-0.05 [-1.16; 1.00]	-0.69* [-1.13; -0.25]	-0.20 [-0.72; 0.33]	0.08 [-0.24; 0.41]	0.11 [-0.05; 0.27]	
sd_countryx_network2xcj	0.23* [0.04; 0.46]	0.25* [0.06; 0.51]	0.26* [0.08; 0.51]	0.22* [0.03; 0.48]	0.23* [0.04; 0.47]	0.14* [0.01; 0.36]	0.23* [0.04; 0.48]	0.24* [0.06; 0.49]	0.26* [0.06; 0.51]	
sd_countryx_agilitycj	0.06* [0.00; 0.18]	0.09* [0.00; 0.24]	0.10* [0.01; 0.25]	0.09* [0.00; 0.22]	0.09* [0.00; 0.23]	0.08* [0.00; 0.19]	0.08* [0.00; 0.22]	0.08* [0.00; 0.22]	0.09* [0.00; 0.23]	

* Null hypothesis value outside 95% credible interval.

Table 26: Outcome Models - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	-0.13*	-0.13*	-0.14*	-0.14*	-0.13*	-0.11	-0.12	-0.11	-0.13*	-0.14*
b_mfr2013lnstd	[−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_network2xcj	-0.09	-0.09	-0.10*	-0.13	-0.09	-0.09	-0.11	-0.14*	-0.11	-0.01
b_firmsize.adj.cj	[−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]
sd_countryx_Intercept	0.16	0.06	0.07	0.05	0.06	0.00	0.07	0.02	0.04	0.04
sigma	[−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_agility2cj	0.04	-0.03	-0.03	-0.03	-0.01	-0.03	-0.03	-0.03	-0.03	-0.03
b_cul	[−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]
b_network2xcj:agility2cj	0.16*	0.16*	0.14*	0.17*	0.19*	0.16*	0.20*	0.15*	0.17*	0.17*
b_network2xcj:cul	[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]
b_agility2cj:cul	0.96*	0.90*	0.90*	0.90*	0.89*	0.90*	0.89*	0.90*	0.90*	0.89*
sd_countryx_network2xcj	[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]
sd_countryx_agility2cj	0.32*	0.32*	0.33*	0.29*	0.36*	0.32*	0.33*	0.31*	0.32*	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]	
	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]	
	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]	
	-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]	
	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]	
	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]	
	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]	
	0.22*	0.24*	0.23*	0.11*	0.23*	0.16*	0.26*	0.23*	0.26*	
	[0.06; 0.41]	[0.10; 0.42]	[0.09; 0.42]	[0.01; 0.26]	[0.08; 0.41]	[0.01; 0.35]	[0.11; 0.45]	[0.07; 0.41]	[0.12; 0.45]	

* Null hypothesis value outside 95% credible interval.

Table 27: Outcome2 Models - Cross Interaction

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

* Null hypothesis value outside 95% credible interval.

Table 28: Outcome Models (Regional) - Cross Interaction

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

* Null hypothesis value outside 95% credible interval.

Table 29: Outcome Models (Global) - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	-0.18*	-0.14	-0.15	-0.15	-0.10	-0.10	-0.13	-0.11	-0.12	-0.11
	[-0.35; -0.01]	[-0.33; 0.05]	[-0.34; 0.04]	[-0.33; 0.04]	[-0.31; 0.09]	[-0.30; 0.10]	[-0.35; 0.08]	[-0.33; 0.10]	[-0.33; 0.09]	[-0.32; 0.10]
b_mfr2013lnstd	-0.05	-0.06	-0.08	-0.17	-0.06	-0.09	-0.06	-0.08	-0.07	0.04
	[-0.20; 0.10]	[-0.22; 0.09]	[-0.23; 0.07]	[-0.37; 0.02]	[-0.22; 0.11]	[-0.25; 0.07]	[-0.25; 0.13]	[-0.27; 0.11]	[-0.25; 0.12]	[-0.20; 0.28]
b_firmsize.adj.cj	0.01	-0.02	-0.08	-0.03	-0.03	-0.05	-0.03	-0.05	-0.03	0.01
	[-0.17; 0.18]	[-0.27; 0.23]	[-0.34; 0.21]	[-0.29; 0.25]	[-0.27; 0.27]	[-0.30; 0.23]	[-0.27; 0.24]	[-0.29; 0.20]	[-0.28; 0.24]	[-0.24; 0.27]
sd_countryx_Intercept	0.20*	0.22*	0.21*	0.19*	0.23*	0.21*	0.28*	0.27*	0.26*	0.26*
	[0.02; 0.42]	[0.02; 0.47]	[0.02; 0.45]	[0.02; 0.43]	[0.04; 0.48]	[0.03; 0.45]	[0.09; 0.53]	[0.09; 0.52]	[0.06; 0.52]	[0.06; 0.50]
sigma	0.94*	0.89*	0.89*	0.89*	0.89*	0.89*	0.89*	0.89*	0.89*	0.89*
	[0.87; 1.02]	[0.82; 0.97]	[0.82; 0.97]	[0.82; 0.97]	[0.82; 0.98]	[0.82; 0.97]	[0.82; 0.97]	[0.82; 0.97]	[0.82; 0.97]	[0.82; 0.97]
b_agility2cj	0.34*	0.36*	0.38*	0.40*	0.36*	0.38*	0.38*	0.36*	0.36*	0.36*
	[0.17; 0.52]	[0.20; 0.53]	[0.21; 0.56]	[0.23; 0.56]	[0.19; 0.53]	[0.20; 0.55]	[0.21; 0.54]	[0.18; 0.54]	[0.19; 0.54]	
b_cul	0.12	-0.33	0.70	0.25	-0.86	0.03	-0.11	-0.09	-0.09	-0.20
	[-0.21; 0.43]	[-0.77; 0.15]	[-0.16; 1.52]	[-0.18; 0.67]	[-2.03; 0.35]	[-0.67; 0.69]	[-0.89; 0.70]	[-0.52; 0.40]	[-0.52; 0.11]	
b_firmsize.adj.cj:agility2cj	-0.10	-0.09	-0.05	-0.02	-0.08	-0.05	-0.07	-0.09	-0.09	-0.08
	[-0.37; 0.18]	[-0.36; 0.18]	[-0.35; 0.25]	[-0.23; 0.18]	[-0.32; 0.15]	[-0.28; 0.19]	[-0.31; 0.18]	[-0.36; 0.19]	[-0.35; 0.20]	
b_firmsize.adj.cj:cul	-0.26	0.08	-0.33	0.28	0.44	0.35	0.54	0.29	0.29	-0.16
	[-0.71; 0.19]	[-0.60; 0.64]	[-1.18; 0.62]	[-0.28; 0.88]	[-1.56; 2.16]	[-0.37; 1.11]	[-0.33; 1.38]	[-0.18; 0.76]	[-0.41; 0.11]	
b_agility2cj:cul	0.15	-0.03	0.18	0.06	-0.37	-0.08	-0.08	-0.14	-0.14	0.02
	[-0.14; 0.42]	[-0.46; 0.39]	[-0.39; 0.77]	[-0.32; 0.46]	[-1.54; 0.76]	[-0.54; 0.38]	[-0.60; 0.47]	[-0.45; 0.19]	[-0.14; 0.18]	
b_firmsize.adj.cj:agility2cj:cul	0.11	-0.18	-0.00	0.21	-0.77	-0.09	-0.22	-0.10	-0.10	0.05
	[-0.29; 0.52]	[-0.81; 0.43]	[-0.87; 0.86]	[-0.40; 0.84]	[-2.62; 1.07]	[-0.78; 0.60]	[-0.96; 0.54]	[-0.49; 0.28]	[-0.20; 0.30]	
sd_countryx_firmsize.adj.cj	0.16*	0.18*	0.17*	0.20*	0.18*	0.18*	0.14*	0.15*	0.15*	
	[0.01; 0.49]	[0.01; 0.54]	[0.01; 0.53]	[0.01; 0.54]	[0.01; 0.55]	[0.01; 0.52]	[0.00; 0.46]	[0.01; 0.49]	[0.01; 0.48]	
sd_countryx_agility2cj	0.08*	0.09*	0.08*	0.08*	0.08*	0.08*	0.09*	0.08*	0.09*	
	[0.00; 0.24]	[0.00; 0.25]	[0.00; 0.24]	[0.00; 0.25]	[0.00; 0.25]	[0.00; 0.25]	[0.00; 0.26]	[0.00; 0.25]	[0.00; 0.27]	

* Null hypothesis value outside 95% credible interval.

Table 30: Outcome2 Models (Regional) - Cross Interaction

	Control	UAI	FUO	PDI	InsCol	HUM	PER	IgrCol	GND	ASS
b_Intercept	-0.09 [-0.23; 0.04]	-0.16* [-0.28; -0.03]	-0.16* [-0.28; -0.03]	-0.16* [-0.28; -0.03]	-0.15* [-0.28; -0.02]	-0.15* [-0.29; -0.01]	-0.14* [-0.27; -0.01]	-0.13* [-0.26; -0.00]	-0.15* [-0.28; -0.03]	-0.17* [-0.30; -0.06]
b_mfr2013lnstd	-0.12 [-0.25; 0.02]	-0.16* [-0.28; -0.04]	-0.17* [-0.29; -0.04]	-0.15* [-0.29; -0.01]	-0.16* [-0.28; -0.03]	-0.16* [-0.30; -0.03]	-0.18* [-0.31; -0.05]	-0.21* [-0.34; -0.08]	-0.17* [-0.30; -0.03]	-0.05 [-0.21; 0.10]
b_firmsize.adj.cj	0.08 [-0.06; 0.23]	0.04 [-0.11; 0.18]	0.05 [-0.10; 0.20]	0.04 [-0.11; 0.18]	0.05 [-0.09; 0.19]	0.04 [-0.10; 0.18]	0.03 [-0.11; 0.17]	0.04 [-0.11; 0.19]	0.03 [-0.11; 0.18]	0.04 [-0.10; 0.18]
sd_countryx_Intercept	0.13* [0.01; 0.32]	0.09* [0.00; 0.27]	0.09* [0.00; 0.25]	0.09* [0.00; 0.26]	0.11* [0.01; 0.29]	0.09* [0.00; 0.27]	0.09* [0.00; 0.26]	0.08* [0.00; 0.23]	0.09* [0.00; 0.26]	0.08* [0.00; 0.23]
sigma	0.99* [0.92; 1.07]	0.88* [0.81; 0.96]	0.88* [0.80; 0.96]	0.88* [0.81; 0.96]	0.87* [0.80; 0.95]	0.88* [0.81; 0.96]	0.88* [0.80; 0.96]	0.87* [0.80; 0.95]	0.88* [0.81; 0.96]	0.87* [0.80; 0.94]
b_agility2cj	0.30* [0.03; 0.56]	0.27* [0.01; 0.53]	0.31* [0.05; 0.55]	0.27* [0.08; 0.47]	0.33* [0.02; 0.61]	0.31* [0.08; 0.53]	0.31* [0.03; 0.58]	0.32* [0.05; 0.56]	0.34* [0.07; 0.59]	
b_cul	-0.04 [-0.23; 0.15]	-0.16 [-0.45; 0.13]	-0.15 [-0.70; 0.41]	0.07 [-0.21; 0.34]	-0.07 [-0.96; 0.80]	-0.09 [-0.52; 0.33]	-0.37 [-0.79; 0.05]	0.03 [-0.25; 0.30]	-0.22* [-0.40; -0.04]	
b_agility2cj:cul	0.14 [-0.28; 0.55]	-0.17 [-0.76; 0.43]	0.64 [-0.38; 1.65]	-0.76* [-1.19; -0.32]	-0.54 [-2.31; 1.32]	-0.76* [-1.47; -0.01]	-0.20 [-1.03; 0.67]	-0.36 [-0.89; 0.19]	0.20 [-0.12; 0.51]	
sd_countryx_agility2cj	0.45* [0.26; 0.72]	0.46* [0.27; 0.73]	0.43* [0.25; 0.68]	0.27* [0.10; 0.49]	0.45* [0.25; 0.72]	0.37* [0.19; 0.62]	0.45* [0.26; 0.73]	0.43* [0.25; 0.70]	0.44* [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 (1)	UAI (2)	FUO (3)	PDI (4)	InsCollec (5)	HUM (6)	PERF (7)	IngCollec (8)	GEND (9)	ASS (10)
Firm Size	0.306*** (0.105)	0.250** (0.103)	0.299** (0.117)	0.280*** (0.108)	0.281** (0.112)	0.278*** (0.104)	0.285*** (0.109)	0.274** (0.109)	0.283*** (0.103)	0.298*** (0.104)
Firm Size Squared	-0.019* (0.011)	-0.014 (0.011)	-0.018 (0.012)	-0.017 (0.011)	-0.017 (0.011)	-0.016 (0.011)	-0.018 (0.011)	-0.016 (0.011)	-0.017 (0.011)	-0.018 (0.011)
Mfr Value	-0.074 (0.049)	-0.153*** (0.051)	0.017 (0.051)	-0.052 (0.069)	-0.070 (0.050)	-0.133*** (0.051)	-0.001 (0.053)	-0.075 (0.057)	-0.125** (0.056)	-0.325*** (0.068)
Network		0.461 (0.478)	2.901*** (0.936)	-1.277* (0.723)	2.943*** (0.780)	-5.563** (2.295)	1.863 (1.302)	-2.780** (1.300)	0.739 (0.679)	0.210 (0.349)
Culture		0.389*** (0.083)	0.787*** (0.137)	-0.240 (0.239)	0.615*** (0.133)	-1.383*** (0.319)	0.579*** (0.164)	-0.232 (0.197)	-0.139 (0.114)	0.279*** (0.070)
Network * Culture		-0.072 (0.108)	-0.535*** (0.179)	0.496* (0.269)	-0.643*** (0.173)	1.038** (0.421)	-0.309 (0.223)	0.516** (0.237)	-0.146 (0.148)	-0.029 (0.082)
Constant	0.861 (0.553)	-0.042 (0.632)	-4.352*** (1.049)	1.230* (0.636)	-1.984** (0.820)	8.992*** (1.950)	-3.370*** (1.279)	2.100 (1.472)	2.035** (0.948)	2.482*** (0.638)
Observations	834	834	834	834	834	834	834	834	834	834
R ²	0.021	0.063	0.073	0.025	0.050	0.046	0.041	0.027	0.029	0.045
F Statistic	6.049***	9.214***	10.836***	3.585***	7.248***	6.720***	5.849***	3.864***	4.185***	6.481***

Note:

*p<0.1; **p<0.05; ***p<0.01

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

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

Note:

*p<0.1; **p<0.05; ***p<0.01

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

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

Note:

*p<0.1; **p<0.05; ***p<0.01

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

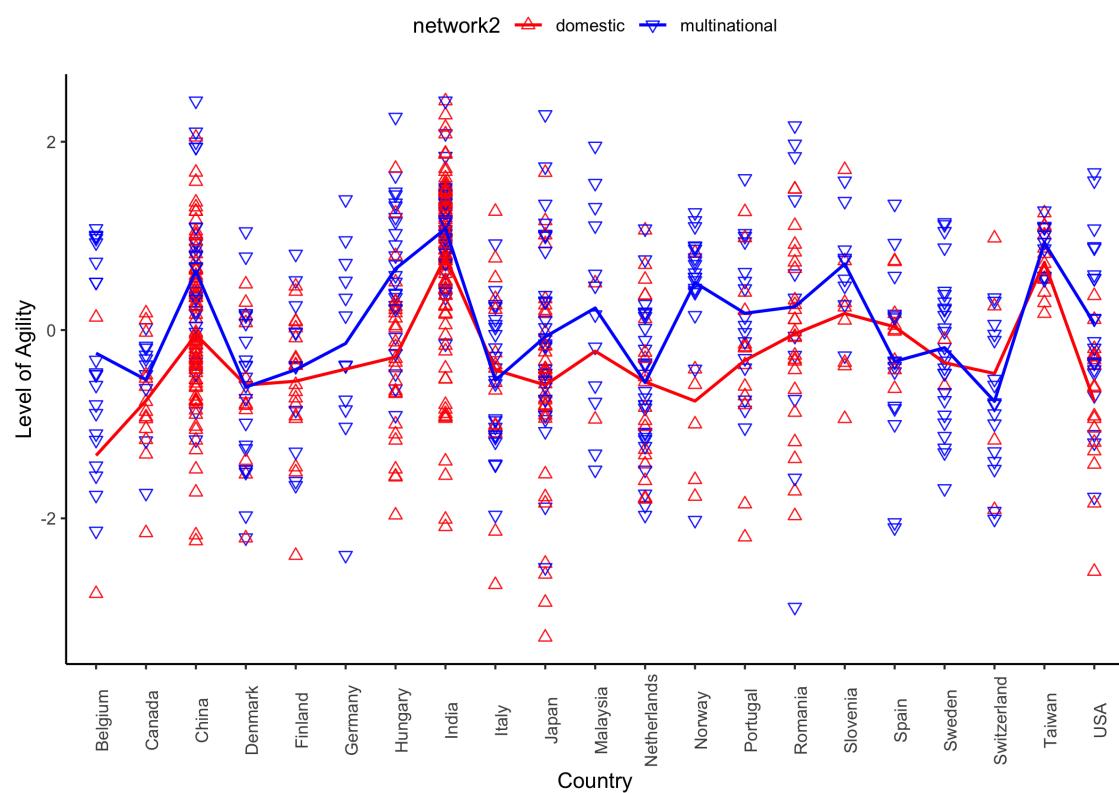
	Dependent variable:									
	agility2									
	Control (1)	UAI (2)	FUO (3)	PDI (4)	InsCollec (5)	HUM (6)	PERF (7)	IngCollec (8)	GEND (9)	ASS (10)
Firm Size	0.304*** (0.098)	0.241** (0.096)	0.296*** (0.099)	0.247** (0.101)	0.277*** (0.099)	0.262*** (0.098)	0.295*** (0.100)	0.300*** (0.101)	0.277***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

Note:

*p<0.1; **p<0.05; ***p<0.01

4 Plots

Level of Agility by Country and Network



Level of Agility and Operational Outcome

