

1 **S1 Table. HLM results for full all respondents (N = 2,550).**

Level and Variable	Model			
	Null	Random Intercept and Fixed Slope	Random Intercept and Random Slope	Cross-Level Interaction
Level 1				
Intercept	4.47*** (.02)	4.47*** (.02)	4.47*** (.02)	4.47*** (.02)
Work scheduling autonomy		.29*** (.01)	.29*** (.01)	.29*** (.01)
Work methods autonomy		.32*** (.01)	.32*** (.01)	.32*** (.01)
Decision-making autonomy		.22*** (.01)	.22*** (.01)	.22*** (.01)
Organizational openness		.25*** (.01)	.25*** (.01)	.25*** (.01)
Participation in decision-making		.24*** (.01)	.24*** (.01)	.24*** (.01)
Formalization		.20*** (.01)	.20*** (.01)	.20*** (.01)
Level 2 (Intercept)				
Supervisor support		.01 (.04)	.04 (.04)	.03 (.04)
Organizational innovation		.33** (.04)	.29** (.04)	.31** (.04)
Organizational structure		.07* (.03)	.10** (.04)	.09* (.04)
Cross-level interactions				
Work scheduling autonomy				
× Supervisor support				-.01 (.03)
× Organizational innovation				-.03 (.03)
× Organizational structure				.06* (.03)
Work methods autonomy				
× Supervisor support				.03 (.03)
× Organizational innovation				-.06* (.03)
× Organizational structure				.03 (.03)
Decision-making autonomy				
× Supervisor support				.02 (.02)
× Organizational innovation				-.02 (.02)
× Organizational structure				.03 (.02)
Variance components				
Intercept	.74***	.71***	.75***	.75***
Work scheduling autonomy			.31***	.31***
Work methods autonomy			.22***	.22***
Decision-making autonomy			.14***	.14***
Organizational openness			.16***	.16***
Participation in decision-making			.18***	.18***
Formalization			.12***	.12***
Additional information				
ICC	.46			
-2 log likelihood FIML	60381	57787	55029	55007
Number of estimated parameters	3	12	39	48
Model comparison χ^2 (Degrees of Freedom)			2757.26 (27)***	2779.79(36)***

2 *Note:* ICC = Intraclass correlation; FIML = full information maximum likelihood estimation; L1
3 = Level 1; L2 = Level 2. L1 $N = 20,400$ and L2 sample size = 2,550. Values in parentheses are
4 standard errors. * $p < .05$, ** $p < .01$, *** $p < .001$.