

1 **S2 Table. HLM results for “Services” (n = 472).**

Level and Variable	Model			
	Null	Random Intercept and Fixed Slope	Random Intercept and Random Slope	Cross-Level Interaction
Level 1				
Intercept	4.34*** (.04)	4.34*** (.04)	4.34*** (.04)	4.34*** (.04)
Work scheduling autonomy		.58*** (.04)	.58*** (.04)	.58*** (.04)
Work methods autonomy		.59*** (.04)	.59*** (.04)	.59*** (.04)
Decision-making autonomy		.44*** (.03)	.44*** (.03)	.44*** (.03)
Organizational openness		.47*** (.03)	.47*** (.03)	.47*** (.03)
Participation in decision-making		.43*** (.04)	.43*** (.04)	.43*** (.04)
Formalization		.39*** (.03)	.39*** (.03)	.39*** (.03)
Level 2 (Intercept)				
Supervisor support		-.04 (.08)	-.02 (.08)	-.01 (.08)
Organizational innovation		.28** (.09)	.26** (.09)	.26** (.09)
Organizational structure		.11 (.07)	.08 (.07)	.08 (.07)
Cross-level interactions				
Work scheduling autonomy				
× Supervisor support				.03 (.07)
× Organizational innovation				-.06 (.09)
× Organizational structure				-.04 (.09)
Work methods autonomy				
× Supervisor support				-.02 (.08)
× Organizational innovation				-.07 (.08)
× Organizational structure				.03 (.07)
Decision-making autonomy				
× Supervisor support				-.05 (.07)
× Organizational innovation				.10 (.07)
× Organizational structure				.03 (.05)
Variance components				
Intercept	.53***	.56***	.62***	.62***
Work scheduling autonomy			.42***	.42***
Work methods autonomy			.37***	.37***
Decision-making autonomy			.22***	.22***
Organizational openness			.23***	.23***
Participation in decision-making			.29***	.29***
Formalization			.17***	.17***
Additional information				
ICC	.27			
-2 log likelihood FIML	12808	11712	11277	11269
Number of estimated parameters	3	12	39	48
Model comparison χ^2 (Degrees of Freedom)			434.84 (27)***	7.82 (9)

2 *Note:* ICC = Intraclass correlation; FIML = full information maximum likelihood estimation; L1
3 = Level 1; L2 = Level 2. L1 $n = 3,776$ and L2 sample size = 472. Values in parentheses are
4 standard errors. * $p < .05$, ** $p < .01$, *** $p < .001$.