

1 **S4 Table. HLM results for “Retail and Wholesale” (n = 127).**

Level and Variable	Model			
	Null	Random Intercept and Fixed Slope	Random Intercept and Random Slope	Cross-Level Interaction
<b>Level 1</b>				
Intercept	4.43*** (.07)	4.43*** (.07)	4.43*** (.07)	4.43*** (.07)
Work scheduling autonomy		.31*** (.07)	.31*** (.07)	.31*** (.07)
Work methods autonomy		.38*** (.07)	.38*** (.07)	.38*** (.07)
Decision-making autonomy		.34*** (.07)	.34*** (.07)	.34*** (.07)
Organizational openness		.26*** (.07)	.26*** (.07)	.26*** (.07)
Participation in decision-making		.37*** (.07)	.37*** (.07)	.37*** (.07)
Formalization		.22*** (.07)	.22*** (.07)	.22*** (.07)
<b>Level 2 (Intercept)</b>				
Supervisor support		.25 (.14)	.22 (.13)	.26 (.12)
Organizational innovation		-.21 (.15)	-.18 (.14)	-.20 (.13)
Organizational structure		-.03 (.14)	.01 (.13)	.01 (.11)
<b>Cross-level interactions</b>				
Work scheduling autonomy				
× Supervisor support				-.11 (.15)
× Organizational innovation				-.26 (.16)
× Organizational structure				.26 (.21)
Work methods autonomy				
× Supervisor support				.14 (.12)
× Organizational innovation				-.28 (.15)
× Organizational structure				.12 (.12)
Decision-making autonomy				
× Supervisor support				-.25* (.10)
× Organizational innovation				.08 (.11)
× Organizational structure				.00 (.12)
<b>Variance components</b>				
Intercept	.40***	.41***	.48***	.48***
Work scheduling autonomy			.86***	.86***
Work methods autonomy			.23***	.23***
Decision-making autonomy			.36***	.36***
Organizational openness			.18***	.18***
Participation in decision-making			.20***	.20***
Formalization			.15***	.15***
<b>Additional information</b>				
ICC	.24			
-2 log likelihood FIML	3309	3176	3005	2979
Number of estimated parameters	3	12	39	48
Model comparison $\chi^2$ (Degrees of Freedom)			170.20 (27)***	25.96 (21)

2 *Note:* ICC = Intraclass correlation; FIML = full information maximum likelihood estimation; L1  
3 = Level 1; L2 = Level 2. L1  $n = 1,016$  and L2 sample size = 127. Values in parentheses are  
4 standard errors. \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$ .