Final Results 4 IV LR and CR with moderation

Correlation

Pearson's Correlations

Variable		Z Industry	Z Age	Z Country	Z Nr Employees	Z Revenue	Z SPLCH	Z OFPM	Z Empl&Soc	Z Cust	PRelAdv
1. Z Industry	Pearson's r	—									
2. Z Age	Pearson's r	−0.053	—								
3. Z Country	Pearson's r	0.078	0.039	—							
4. Z Nr Employees	Pearson's r	−0.043	−0.338***	−0.078	—						
5. Z Revenue	Pearson's r	−0.040	−0.347***	−0.024	0.781***	—					
6. Z SPLCH	Pearson's r	−0.117	0.156*	−0.121	−0.151*	−0.065	—				
7. Z OFPM	Pearson's r	−0.023	0.190**	0.129	−0.098	−0.080	0.415***	—			
8. Z Empl&Soc	Pearson's r	−0.094	−0.112	−0.163*	0.186**	0.164*	0.181**	0.181**	—		
9. Z Cust	Pearson's r	−0.017	0.011	−0.058	0.049	0.085	0.342***	0.387***	0.363***	—	
10. PRelAdv	Pearson's r	−0.081	0.094	−0.143*	0.058	0.042	0.490***	0.436***	0.621***	0.588***	—

* p < .05, ** p < .01, *** p < .001

Linear Regression

Model Summary - PRelAdv

Model	R	R^2	Adjusted R^2	RMSE	R^2 Change	F Change	df1	df2	p	Durbin-Watson Autocorrelation	Durbin-Watson Statistic	Durbin-Watson p
H_0	0.186	0.035	0.020	0.547	0.035	2.409	3	202	0.068	0.093	1.806	0.154
H_1	0.798	0.637	0.625	0.338	0.603	82.296	4	198	< .001	0.146	1.704	0.030

Note. Null model includes Z Industry, Z Age, Z Country

ANOVA

Model		Sum of Squares	df	Mean Square	F	p
H_0	Regression	2.159	3	0.720	2.409	0.068
	Residual	60.347	202	0.299		
	Total	62.506	205			
H_1	Regression	39.841	7	5.692	49.721	< .001
	Residual	22.665	198	0.114		
	Total	62.506	205			

Note. Null model includes Z Industry, Z Age, Z Country

Coefficients

Model		Unstandardized	Standard Error	Standardized	t	p	95% CI Lower	95% CI Upper	Collinearity Statistics Tolerance	Collinearity Statistics VIF
H_0	(Intercept)	3.644	0.038		95.699	< .001	3.569	3.720		
	Z Industry	−0.036	0.038	−0.065	−0.934	0.351	−0.111	0.040	0.991	1.009
	Z Age	0.053	0.038	0.096	1.389	0.166	−0.022	0.129	0.995	1.005
	Z Country	−0.078	0.038	−0.142	−2.039	0.043	−0.154	−0.003	0.992	1.008
H_1	(Intercept)	3.644	0.024		154.602	< .001	3.598	3.691		
	Z Industry	0.003	0.024	0.005	0.106	0.916	−0.045	0.050	0.973	1.028
	Z Age	0.045	0.025	0.081	1.821	0.070	−0.004	0.093	0.927	1.079
	Z Country	−0.025	0.025	−0.045	−1.008	0.315	−0.074	0.024	0.916	1.092
	Z SPLCH	0.130	0.027	0.236	4.774	< .001	0.077	0.184	0.748	1.337
	Z OFPM	0.075	0.028	0.135	2.652	0.009	0.019	0.130	0.704	1.420
	Z Empl&Soc	0.249	0.026	0.451	9.550	< .001	0.198	0.301	0.820	1.219
	Z Cust	0.159	0.028	0.287	5.741	< .001	0.104	0.213	0.731	1.369

Bootstrap Coefficients

Model		Unstandardized	Bias	Standard Error	95% bca* CI Lower	95% bca* CI Upper
H_0	(Intercept)	3.645	8.737×10^{-4}	0.038	3.568	3.719
	Z Industry	−0.035	-8.169×10^{-5}	0.036	−0.113	0.028
	Z Age	0.055	6.489×10^{-4}	0.039	−0.034	0.124
	Z Country	−0.080	-8.122×10^{-4}	0.039	−0.151	0.003
H_1	(Intercept)	3.646	0.001	0.024	3.594	3.688
	Z Industry	0.003	-2.718×10^{-4}	0.017	−0.032	0.036
	Z Age	0.044	-4.805×10^{-4}	0.022	0.007	0.098
	Z Country	−0.025	-4.040×10^{-4}	0.023	−0.074	0.017
	Z SPLCH	0.133	0.001	0.032	0.058	0.185
	Z OFPM	0.075	4.933×10^{-4}	0.036	0.009	0.151
	Z Empl&Soc	0.249	-5.122×10^{-4}	0.026	0.196	0.301
	Z Cust	0.159	1.082×10^{-4}	0.031	0.089	0.214

* Bias corrected accelerated

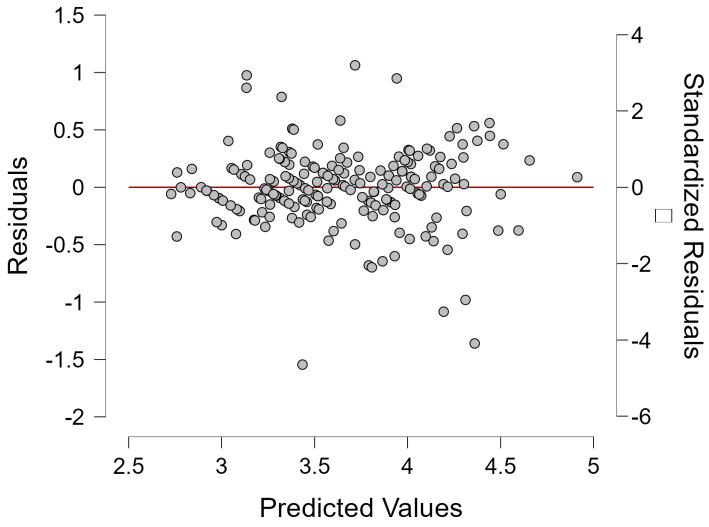
Note. Bootstrapping based on 5000 replicates.

Note. Coefficient estimate is based on the median of the bootstrap distribution.

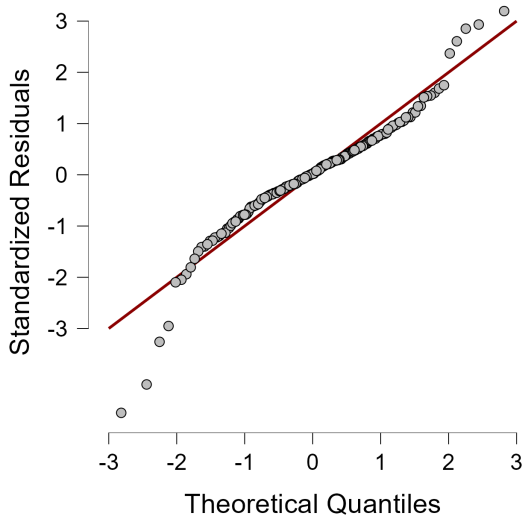
Collinearity Diagnostics

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions							
				(Intercept)	Z Industry	Z Age	Z Country	Z SPLCH	Z OFPM	Z Empl&Soc	Z Cust
H_0	1	1.080	1.000	0.000	0.510	0.029	0.379				
	2	1.035	1.021	0.000	0.042	0.697	0.221				
	3	1.000	1.039	1.000	0.000	0.000	0.000				
	4	0.885	1.104	0.000	0.448	0.273	0.400				
H_1	1	1.994	1.000	0.000	0.009	0.010	0.004	0.099	0.091	0.063	0.102
	2	1.265	1.256	0.000	0.017	0.226	0.225	0.006	0.068	0.140	0.006
	3	1.077	1.361	0.000	0.417	0.182	0.143	0.022	0.015	0.024	0.049
	4	1.000	1.412	1.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	5	0.901	1.488	0.000	0.507	0.105	0.379	0.023	0.005	0.020	0.000
	6	0.706	1.681	0.000	0.003	0.450	0.009	0.314	0.018	0.374	0.012
	7	0.556	1.894	0.000	0.038	0.001	0.019	0.148	0.026	0.365	0.773
	8	0.500	1.997	0.000	0.009	0.027	0.221	0.387	0.778	0.014	0.058

Residuals vs. Predicted



Q-Q Plot Standardized Residuals



Linear Regression with Nr Empl LM

Model Summary - PRelAdv

Model	R	R^2	Adjusted R^2	RMSE	R^2 Change	F Change	df1	df2	p	Durbin-Watson Autocorrelation	Durbin-Watson Statistic	Durbin-Watson p
H_0	0.798	0.637	0.625	0.338	0.637	49.721	7	198	< .001	0.146	1.704	0.030
H_1	0.803	0.645	0.625	0.338	0.008	1.025	4	194	0.396	0.126	1.745	0.060

Note. Null model includes Z Industry, Z Age, Z Country, Z SPLCH, Z OFPM, Z Empl&Soc, Z Cust

ANOVA

Model		Sum of Squares	df	Mean Square	F	p
H_0	Regression	39.841	7	5.692	49.721	< .001
	Residual	22.665	198	0.114		
	Total	62.506	205			
H_1	Regression	40.310	11	3.665	32.029	< .001
	Residual	22.196	194	0.114		
	Total	62.506	205			

Note. Null model includes Z Industry, Z Age, Z Country, Z SPLCH, Z OFPM, Z Empl&Soc, Z Cust

Coefficients

Model		Unstandardized	Standard Error	Standardized	t	p	95% CI Lower	95% CI Upper	Collinearity Statistics Tolerance	Collinearity Statistics VIF
H_0	(Intercept)	3.644	0.024		154.602	< .001	3.598	3.691		
	Z Industry	0.003	0.024	0.005	0.106	0.916	−0.045	0.050	0.973	1.028
	Z Age	0.045	0.025	0.081	1.821	0.070	−0.004	0.093	0.927	1.079
	Z Country	−0.025	0.025	−0.045	−1.008	0.315	−0.074	0.024	0.916	1.092
	Z SPLCH	0.130	0.027	0.236	4.774	< .001	0.077	0.184	0.748	1.337
	Z OFPM	0.075	0.028	0.135	2.652	0.009	0.019	0.130	0.704	1.420
	Z Empl&Soc	0.249	0.026	0.451	9.550	< .001	0.198	0.301	0.820	1.219
	Z Cust	0.159	0.028	0.287	5.741	< .001	0.104	0.213	0.731	1.369
H_1	(Intercept)	3.645	0.025		145.027	< .001	3.596	3.695		
	Z Industry	0.001	0.024	0.003	0.061	0.951	−0.046	0.049	0.972	1.029
	Z Age	0.049	0.025	0.089	1.952	0.052	-5.043×10^{-4}	0.098	0.886	1.129
	Z Country	−0.031	0.026	−0.055	−1.197	0.233	−0.081	0.020	0.856	1.168
	Z SPLCH	0.137	0.028	0.248	4.838	< .001	0.081	0.193	0.695	1.439
	Z OFPM	0.073	0.029	0.132	2.562	0.011	0.017	0.129	0.686	1.459
	Z Empl&Soc	0.249	0.034	0.450	7.411	< .001	0.182	0.315	0.496	2.017
	Z Cust	0.150	0.030	0.271	4.939	< .001	0.090	0.209	0.609	1.642
	Nr Empl X SSCM	0.003	0.024	0.006	0.131	0.896	−0.045	0.051	0.839	1.192
	Nr Empl X OFPM	0.033	0.028	0.059	1.200	0.232	−0.021	0.088	0.764	1.309
	Nr Empl X EMPL&SOC	0.012	0.045	0.019	0.259	0.796	−0.077	0.100	0.332	3.012
	Nr Empl X CUST	0.015	0.031	0.035	0.495	0.621	−0.045	0.076	0.376	2.661

Bootstrap Coefficients

Model		Unstandardized	Bias	Standard Error	95% bca* CI Lower	95% bca* CI Upper
H_0	(Intercept)	3.646	0.001	0.024	3.595	3.689
	Z Industry	0.003	-4.121×10^{-4}	0.017	−0.032	0.037
	Z Age	0.044	-2.221×10^{-4}	0.023	0.006	0.096
	Z Country	−0.024	6.607×10^{-5}	0.024	−0.076	0.018
	Z SPLCH	0.133	0.002	0.032	0.056	0.184
	Z OFPM	0.074	9.213×10^{-5}	0.036	0.009	0.152
	Z Empl&Soc	0.248	-7.006×10^{-4}	0.026	0.200	0.300
	Z Cust	0.160	5.060×10^{-4}	0.032	0.090	0.215
H_1	(Intercept)	3.647	0.001	0.026	3.588	3.692
	Z Industry	0.002	4.366×10^{-5}	0.017	−0.032	0.033
	Z Age	0.048	-6.940×10^{-5}	0.023	0.009	0.100
	Z Country	−0.030	3.052×10^{-4}	0.025	−0.084	0.015
	Z SPLCH	0.138	8.483×10^{-5}	0.033	0.063	0.194
	Z OFPM	0.073	0.001	0.035	0.009	0.148
	Z Empl&Soc	0.248	-3.137×10^{-4}	0.029	0.198	0.311
	Z Cust	0.150	0.002	0.035	0.082	0.217
	Nr Empl X SSCM	0.001	−0.003	0.020	−0.037	0.040
	Nr Empl X OFPM	0.035	0.004	0.029	−0.017	0.093
	Nr Empl X EMPL&SOC	0.011	1.957×10^{-4}	0.039	−0.058	0.093
	Nr Empl X CUST	0.015	-7.685×10^{-4}	0.033	−0.050	0.078

* Bias corrected accelerated

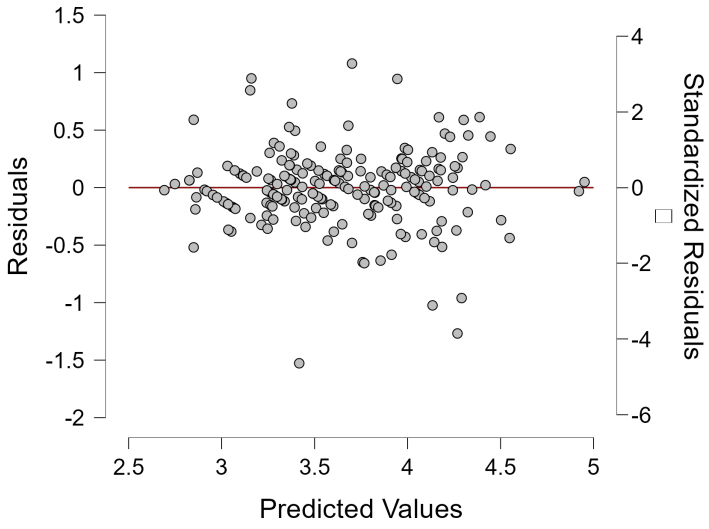
Note. Bootstrapping based on 5000 replicates.

Note. Coefficient estimate is based on the median of the bootstrap distribution.

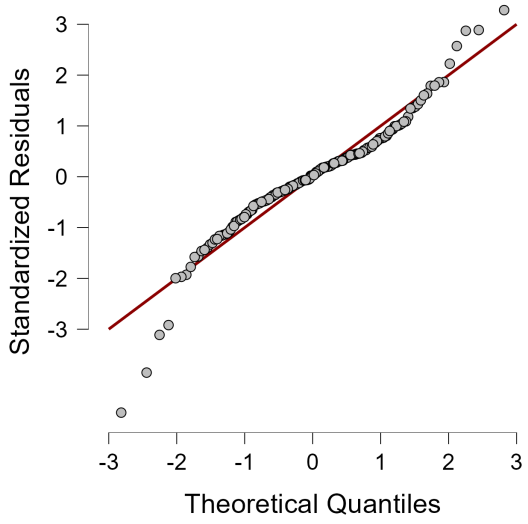
Collinearity Diagnostics

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions (Intercept)	Z Industry	Z Age	Z Country	Z SPLCH	Z OFPM	Z Empl&Soc	Z Cust	Nr Empl X SSCM	Nr Empl X OFPM	Nr Em
H_0	1	1.994	1.000	0.000	0.009	0.010	0.004	0.099	0.091	0.063	0.102			
	2	1.265	1.256	0.000	0.017	0.226	0.225	0.006	0.068	0.140	0.006			
	3	1.077	1.361	0.000	0.417	0.182	0.143	0.022	0.015	0.024	0.049			
	4	1.000	1.412	1.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000			
	5	0.901	1.488	0.000	0.507	0.105	0.379	0.023	0.005	0.020	0.000			
	6	0.706	1.681	0.000	0.003	0.450	0.009	0.314	0.018	0.374	0.012			
	7	0.556	1.894	0.000	0.038	0.001	0.019	0.148	0.026	0.365	0.773			
	8	0.500	1.997	0.000	0.009	0.027	0.221	0.387	0.778	0.014	0.058			
H_1	1	2.070	1.000	0.003	0.000	0.000	0.000	0.020	0.048	0.018	0.077	0.006	0.023	
	2	1.953	1.030	0.003	0.015	0.020	0.011	0.078	0.035	0.023	0.017	0.000	0.026	
	3	1.376	1.226	0.071	0.000	0.092	0.042	0.011	0.029	0.015	0.006	0.211	0.103	
	4	1.280	1.272	0.105	0.010	0.113	0.077	0.005	0.037	0.091	0.000	0.043	0.068	
	5	1.078	1.385	0.073	0.226	0.046	0.284	0.010	0.012	0.011	0.006	0.067	0.003	
	6	0.940	1.484	0.000	0.679	0.000	0.221	0.010	0.000	0.004	0.007	0.038	0.011	
	7	0.863	1.548	0.612	0.022	0.020	0.031	0.003	0.000	0.053	0.017	0.072	0.073	
	8	0.776	1.633	0.002	0.017	0.578	0.001	0.157	0.013	0.111	0.000	0.004	0.003	
	9	0.603	1.853	0.000	0.011	0.086	0.006	0.199	0.278	0.014	0.001	0.281	0.345	
	10	0.487	2.061	0.010	0.008	0.001	0.058	0.061	0.226	0.014	0.720	0.142	0.005	
	11	0.416	2.231	0.008	0.009	0.000	0.243	0.440	0.301	0.043	0.025	0.118	0.339	
	12	0.159	3.611	0.112	0.003	0.043	0.027	0.004	0.019	0.602	0.125	0.017	0.001	

Residuals vs. Predicted



Q-Q Plot Standardized Residuals



Linear Regression with 1 moderating effect

Model Summary - PRelAdv

Model	R	R^2	Adjusted R^2	RMSE	R^2 Change	F Change	df1	df2	p	Durbin-Watson Autocorrelation	Durbin-Watson Statistic	Durbin-Watson p
H_0	0.798	0.637	0.625	0.338	0.637	49.721	7	198	< .001	0.146	1.704	0.030
H_1	0.803	0.645	0.631	0.336	0.008	4.258	1	197	0.040	0.146	1.705	0.030

Note. Null model includes Z Industry, Z Age, Z Country, Z SPLCH, Z OFPM, Z Empl&Soc, Z Cust

ANOVA

Model		Sum of Squares	df	Mean Square	F	p
H_0	Regression	39.841	7	5.692	49.721	< .001
	Residual	22.665	198	0.114		
	Total	62.506	205			
H_1	Regression	40.321	8	5.040	44.754	< .001
	Residual	22.186	197	0.113		
	Total	62.506	205			

Note. Null model includes Z Industry, Z Age, Z Country, Z SPLCH, Z OFPM, Z Empl&Soc, Z Cust

Coefficients

Model		Unstandardized	Standard Error	Standardized	t	p	95% CI Lower	95% CI Upper	Collinearity Statistics Tolerance	Collinearity Statistics VIF
H_0	(Intercept)	3.644	0.024		154.602	< .001	3.598	3.691		
	Z Industry	0.003	0.024	0.005	0.106	0.916	−0.045	0.050	0.973	1.028
	Z Age	0.045	0.025	0.081	1.821	0.070	−0.004	0.093	0.927	1.079
	Z Country	−0.025	0.025	−0.045	−1.008	0.315	−0.074	0.024	0.916	1.092
	Z SPLCH	0.130	0.027	0.236	4.774	< .001	0.077	0.184	0.748	1.337
	Z OFPM	0.075	0.028	0.135	2.652	0.009	0.019	0.130	0.704	1.420
	Z Empl&Soc	0.249	0.026	0.451	9.550	< .001	0.198	0.301	0.820	1.219
	Z Cust	0.159	0.028	0.287	5.741	< .001	0.104	0.213	0.731	1.369
H_1	(Intercept)	3.634	0.024		151.897	< .001	3.587	3.681		
	Z Industry	0.003	0.024	0.005	0.112	0.911	−0.044	0.050	0.973	1.028
	Z Age	0.050	0.025	0.091	2.059	0.041	0.002	0.099	0.915	1.093
	Z Country	−0.025	0.024	−0.046	−1.026	0.306	−0.073	0.023	0.916	1.092
	Z SPLCH	0.141	0.028	0.256	5.117	< .001	0.087	0.196	0.721	1.386
	Z OFPM	0.070	0.028	0.127	2.500	0.013	0.015	0.125	0.700	1.430
	Z Empl&Soc	0.274	0.029	0.497	9.596	< .001	0.218	0.331	0.673	1.486
	Z Cust	0.136	0.030	0.246	4.601	< .001	0.078	0.194	0.629	1.590
	Rev X EMPL&SOC	0.064	0.031	0.102	2.063	0.040	0.003	0.125	0.744	1.344

Bootstrap Coefficients

Model		Unstandardized	Bias	Standard Error	95% bca* CI Lower	95% bca* CI Upper
H_0	(Intercept)	3.645	0.001	0.024	3.597	3.690
	Z Industry	0.002	-5.177×10^{-4}	0.017	−0.030	0.036
	Z Age	0.045	2.479×10^{-4}	0.023	0.006	0.096
	Z Country	−0.024	-1.458×10^{-4}	0.023	−0.077	0.016
	Z SPLCH	0.134	0.002	0.032	0.053	0.183
	Z OFPM	0.074	-5.647×10^{-4}	0.036	0.007	0.149
	Z Empl&Soc	0.248	−0.001	0.026	0.200	0.299
	Z Cust	0.160	4.282×10^{-4}	0.032	0.090	0.215
H_1	(Intercept)	3.635	8.681×10^{-4}	0.026	3.579	3.681
	Z Industry	0.003	2.136×10^{-4}	0.017	−0.033	0.035
	Z Age	0.049	-3.502×10^{-4}	0.023	0.012	0.106
	Z Country	−0.023	0.001	0.023	−0.075	0.017
	Z SPLCH	0.143	0.001	0.031	0.071	0.194
	Z OFPM	0.070	-2.051×10^{-5}	0.035	0.003	0.143
	Z Empl&Soc	0.275	0.001	0.031	0.217	0.338
	Z Cust	0.137	0.001	0.036	0.060	0.203
	Rev X EMPL&SOC	0.063	0.003	0.039	0.005	0.167

* Bias corrected accelerated

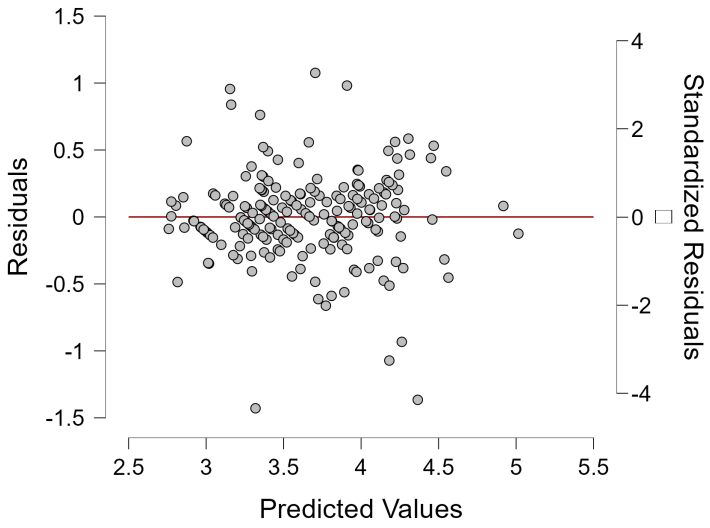
Note. Bootstrapping based on 5000 replicates.

Note. Coefficient estimate is based on the median of the bootstrap distribution.

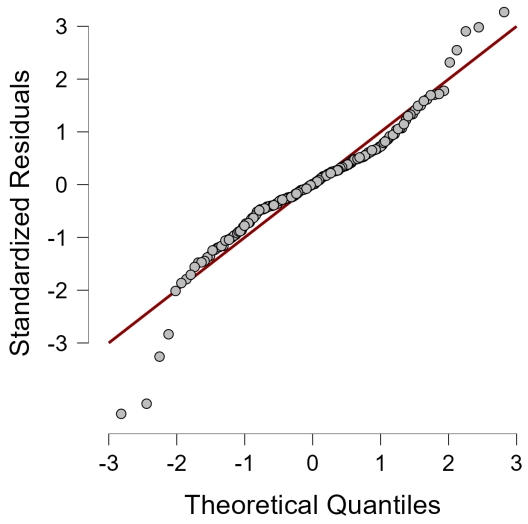
Collinearity Diagnostics

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions (Intercept)	Z Industry	Z Age	Z Country	Z SPLCH	Z OFPM	Z Empl&Soc	Z Cust	Rev X EMPL&SOC
H_0	1	1.994	1.000	0.000	0.009	0.010	0.004	0.099	0.091	0.063	0.102	
	2	1.265	1.256	0.000	0.017	0.226	0.225	0.006	0.068	0.140	0.006	
	3	1.077	1.361	0.000	0.417	0.182	0.143	0.022	0.015	0.024	0.049	
	4	1.000	1.412	1.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
	5	0.901	1.488	0.000	0.507	0.105	0.379	0.023	0.005	0.020	0.000	
	6	0.706	1.681	0.000	0.003	0.450	0.009	0.314	0.018	0.374	0.012	
	7	0.556	1.894	0.000	0.038	0.001	0.019	0.148	0.026	0.365	0.773	
	8	0.500	1.997	0.000	0.009	0.027	0.221	0.387	0.778	0.014	0.058	
H_1	1	1.999	1.000	0.000	0.009	0.009	0.005	0.096	0.087	0.056	0.083	0.002
	2	1.416	1.188	0.053	0.028	0.020	0.103	0.000	0.046	0.076	0.017	0.203
	3	1.195	1.293	0.088	0.011	0.324	0.065	0.016	0.018	0.048	0.053	0.075
	4	1.053	1.378	0.246	0.334	0.073	0.149	0.011	0.015	0.019	0.012	0.016
	5	0.903	1.488	0.145	0.592	0.104	0.146	0.013	0.001	0.000	0.006	0.031
	6	0.895	1.495	0.401	0.008	0.005	0.328	0.010	0.006	0.089	0.021	0.099
	7	0.690	1.703	0.008	0.002	0.410	0.000	0.410	0.024	0.146	0.094	0.017
	8	0.503	1.994	0.000	0.003	0.022	0.186	0.262	0.780	0.002	0.172	0.002
	9	0.346	2.402	0.058	0.012	0.032	0.018	0.181	0.023	0.564	0.543	0.555

Residuals vs. Predicted



Q-Q Plot Standardized Residuals



Curvilinear Regression with 1 linerar moderating effect

Model Summary - PRelAdv

Model	R	R^2	Adjusted R^2	RMSE	R^2 Change	F Change	df1	df2	p	Durbin-Watson Autocorrelation	Durbin-Watson Statistic	Durbin-Watson p
H_0	0.803	0.645	0.631	0.336	0.645	44.754	8	197	< .001	0.146	1.705	0.030
H_1	0.820	0.672	0.651	0.326	0.027	3.926	4	193	0.004	0.163	1.670	0.015

Note. Null model includes Z Industry, Z Age, Z Country, Z SPLCH, Z OFPM, Z Empl&Soc, Z Cust, Rev X EMPL&SOC

ANOVA

Model		Sum of Squares	df	Mean Square	F	p
H_0	Regression	40.321	8	5.040	44.754	< .001
	Residual	22.186	197	0.113		
	Total	62.506	205			
H_1	Regression	41.990	12	3.499	32.917	< .001
	Residual	20.516	193	0.106		
	Total	62.506	205			

Note. Null model includes Z Industry, Z Age, Z Country, Z SPLCH, Z OFPM, Z Empl&Soc, Z Cust, Rev X EMPL&SOC

Coefficients

Model		Unstandardized	Standard Error	Standardized	t	p	95% CI Lower	95% CI Upper	Collinearity Statistics Tolerance	Collinearity Statistics VIF
H_0	(Intercept)	3.634	0.024		151.897	< .001	3.587	3.681		
	Z Industry	0.003	0.024	0.005	0.112	0.911	−0.044	0.050	0.973	1.028
	Z Age	0.050	0.025	0.091	2.059	0.041	0.002	0.099	0.915	1.093
	Z Country	−0.025	0.024	−0.046	−1.026	0.306	−0.073	0.023	0.916	1.092
	Z SPLCH	0.141	0.028	0.256	5.117	< .001	0.087	0.196	0.721	1.386
	Z OFPM	0.070	0.028	0.127	2.500	0.013	0.015	0.125	0.700	1.430
	Z Empl&Soc	0.274	0.029	0.497	9.596	< .001	0.218	0.331	0.673	1.486
	Z Cust	0.136	0.030	0.246	4.601	< .001	0.078	0.194	0.629	1.590
	Rev X EMPL&SOC	0.064	0.031	0.102	2.063	0.040	0.003	0.125	0.744	1.344
H_1	(Intercept)	3.734	0.042		89.523	< .001	3.652	3.817		
	Z Industry	−0.002	0.023	−0.004	−0.098	0.922	−0.048	0.043	0.969	1.032
	Z Age	0.029	0.025	0.052	1.160	0.248	−0.020	0.078	0.832	1.202
	Z Country	−0.015	0.024	−0.026	−0.599	0.550	−0.063	0.034	0.870	1.149
	Z SPLCH	0.158	0.028	0.287	5.714	< .001	0.104	0.213	0.674	1.484
	Z OFPM	0.114	0.032	0.206	3.554	< .001	0.051	0.177	0.505	1.980
	Z Empl&Soc	0.263	0.030	0.476	8.834	< .001	0.204	0.321	0.586	1.706
	Z Cust	0.141	0.030	0.255	4.698	< .001	0.082	0.200	0.576	1.735
	Rev X EMPL&SOC	0.057	0.034	0.090	1.666	0.097	−0.010	0.124	0.589	1.698
	Sq SSCM	−0.057	0.021	−0.122	−2.629	0.009	−0.099	−0.014	0.787	1.271
	Sq OFPM	−0.053	0.023	−0.120	−2.254	0.025	−0.099	−0.007	0.603	1.659
	Sq EMPL&SOC	0.002	0.024	0.005	0.098	0.922	−0.046	0.051	0.705	1.418
	Sq CUST	0.007	0.016	0.025	0.468	0.641	−0.024	0.039	0.588	1.701

Bootstrap Coefficients

Model		Unstandardized	Bias	Standard Error	95% bca* CI Lower	95% bca* CI Upper
H_0	(Intercept)	3.635	0.001	0.026	3.580	3.682
	Z Industry	0.003	7.120×10^{-6}	0.017	−0.032	0.034
	Z Age	0.050	-2.248×10^{-4}	0.023	0.010	0.100
	Z Country	−0.024	0.001	0.023	−0.077	0.016
	Z SPLCH	0.143	9.335×10^{-4}	0.031	0.072	0.194
	Z OFPM	0.069	-4.889×10^{-4}	0.035	0.005	0.140
	Z Empl&Soc	0.274	0.001	0.030	0.219	0.337
	Z Cust	0.138	0.002	0.036	0.061	0.203
	Rev X EMPL&SOC	0.064	0.003	0.039	0.003	0.172
H_1	(Intercept)	3.730	−0.003	0.042	3.659	3.829
	Z Industry	−0.001	6.519×10^{-4}	0.017	−0.037	0.029
	Z Age	0.029	3.871×10^{-4}	0.022	−0.012	0.072
	Z Country	−0.013	7.164×10^{-4}	0.023	−0.064	0.026
	Z SPLCH	0.160	7.243×10^{-4}	0.029	0.094	0.210
	Z OFPM	0.112	-1.715×10^{-4}	0.035	0.054	0.194
	Z Empl&Soc	0.265	0.001	0.035	0.193	0.332
	Z Cust	0.143	0.002	0.033	0.075	0.202
	Rev X EMPL&SOC	0.059	0.005	0.045	−0.018	0.157
	Sq SSCM	−0.055	0.001	0.026	−0.119	−0.011
	Sq OFPM	−0.053	-7.508×10^{-4}	0.027	−0.107	−0.001
	Sq EMPL&SOC	9.010×10^{-4}	−0.001	0.026	−0.047	0.055
	Sq CUST	0.010	0.004	0.022	−0.036	0.049

* Bias corrected accelerated

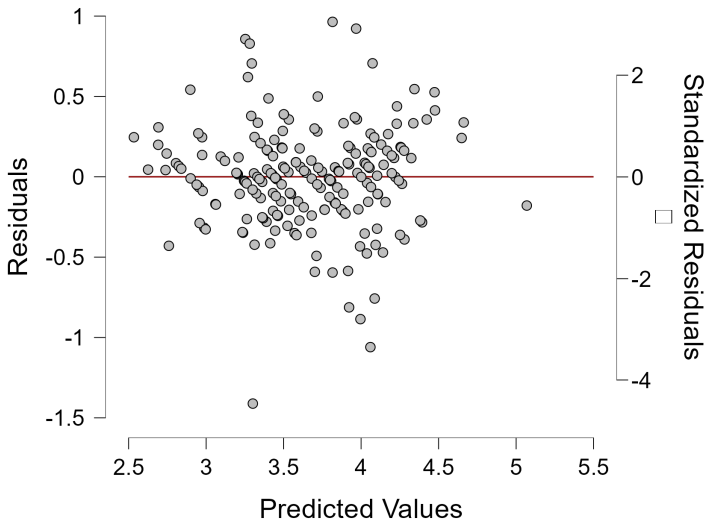
Note. Bootstrapping based on 5000 replicates.

Note. Coefficient estimate is based on the median of the bootstrap distribution.

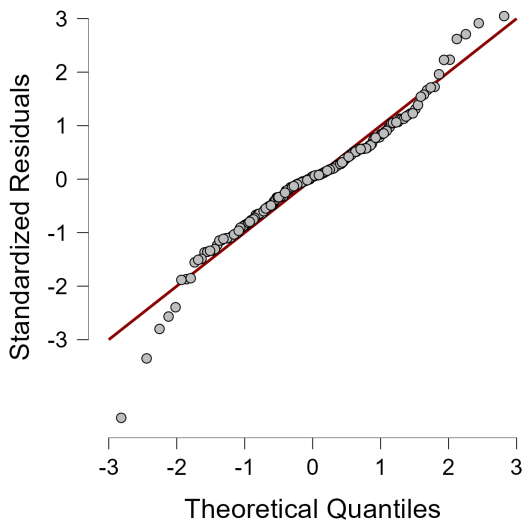
Collinearity Diagnostics

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions (Intercept)	Z Industry	Z Age	Z Country	Z SPLCH	Z OFPM	Z Empl&Soc	Z Cust	Rev X EMPL&SOC	Sq SSCM	Sq OFPM
H_0	1	1.999	1.000	0.000	0.009	0.009	0.005	0.096	0.087	0.056	0.083	0.002		
	2	1.416	1.188	0.053	0.028	0.020	0.103	0.000	0.046	0.076	0.017	0.203		
	3	1.195	1.293	0.088	0.011	0.324	0.065	0.016	0.018	0.048	0.053	0.075		
	4	1.053	1.378	0.246	0.334	0.073	0.149	0.011	0.015	0.019	0.012	0.016		
	5	0.903	1.488	0.145	0.592	0.104	0.146	0.013	0.001	0.000	0.006	0.031		
	6	0.895	1.495	0.401	0.008	0.005	0.328	0.010	0.006	0.089	0.021	0.099		
	7	0.690	1.703	0.008	0.002	0.410	0.000	0.410	0.024	0.146	0.094	0.017		
	8	0.503	1.994	0.000	0.003	0.022	0.186	0.262	0.780	0.002	0.172	0.002		
	9	0.346	2.402	0.058	0.012	0.032	0.018	0.181	0.023	0.564	0.543	0.555		
H_1	1	3.420	1.000	0.016	0.000	0.000	0.000	0.002	0.005	0.000	0.006	0.010	0.025	0.019
	2	2.044	1.294	0.005	0.010	0.005	0.006	0.081	0.046	0.054	0.048	0.016	0.001	0.002
	3	1.378	1.575	0.000	0.002	0.212	0.066	0.018	0.048	0.091	0.010	0.001	0.002	0.005
	4	1.242	1.659	0.028	0.075	0.007	0.047	0.004	0.011	0.003	0.095	0.146	0.012	0.018
	5	1.066	1.791	0.000	0.139	0.093	0.330	0.005	0.011	0.009	0.012	0.055	0.015	0.017
	6	0.933	1.915	0.004	0.734	0.010	0.199	0.006	0.000	0.001	0.000	0.008	0.002	0.001
	7	0.800	2.068	0.004	0.003	0.373	0.073	0.126	0.010	0.153	0.012	0.035	0.001	0.026
	8	0.568	2.455	0.001	0.019	0.039	0.066	0.404	0.315	0.041	0.016	0.005	0.033	0.017
	9	0.408	2.895	0.004	0.003	0.000	0.021	0.152	0.000	0.132	0.401	0.083	0.349	0.018
	10	0.368	3.049	0.066	0.007	0.219	0.160	0.095	0.009	0.006	0.091	0.034	0.137	0.066
	11	0.312	3.312	0.031	0.007	0.003	0.000	0.104	0.076	0.129	0.302	0.050	0.392	0.345
	12	0.292	3.422	0.100	0.001	0.034	0.012	0.000	0.079	0.242	0.006	0.556	0.012	0.024
	13	0.169	4.494	0.741	0.001	0.005	0.019	0.002	0.390	0.140	0.000	0.003	0.019	0.442

Residuals vs. Predicted



Q-Q Plot Standardized Residuals



CR with 1 LM and Nr Empl CLM

Model Summary - PRelAdv

Model	R	R^2	Adjusted R^2	RMSE	R^2 Change	F Change	df1	df2	p	Durbin-Watson Autocorrelation	Durbin-Watson Statistic	Durbin-Watson p
H_0	0.819	0.671	0.654	0.325	0.671	39.833	10	195	< .001	0.160	1.676	0.017
H_1	0.821	0.674	0.650	0.327	0.003	0.372	4	191	0.829	0.150	1.695	0.023

Note. Null model includes Z Industry, Z Age, Z Country, Z SPLCH, Z OFPM, Z Empl&Soc, Z Cust, Rev X EMPL&SOC, Sq SSCM, Sq OFPM

ANOVA

Model		Sum of Squares	df	Mean Square	F	p
H_0	Regression	41.963	10	4.196	39.833	< .001
	Residual	20.543	195	0.105		
	Total	62.506	205			
H_1	Regression	42.122	14	3.009	28.192	< .001
	Residual	20.384	191	0.107		
	Total	62.506	205			

Note. Null model includes Z Industry, Z Age, Z Country, Z SPLCH, Z OFPM, Z Empl&Soc, Z Cust, Rev X EMPL&SOC, Sq SSCM, Sq OFPM

Coefficients

Model		Unstandardized	Standard Error	Standardized	t	p	95% CI Lower	95% CI Upper	Collinearity Statistics Tolerance	Collinearity Statistics VIF
H_0	(Intercept)	3.739	0.035		105.415	< .001	3.669	3.809		
	Z Industry	−0.002	0.023	−0.004	−0.102	0.919	−0.048	0.043	0.969	1.032
	Z Age	0.029	0.024	0.052	1.186	0.237	−0.019	0.077	0.868	1.152
	Z Country	−0.014	0.024	−0.025	−0.584	0.560	−0.061	0.033	0.899	1.112
	Z SPLCH	0.157	0.027	0.285	5.775	< .001	0.104	0.211	0.693	1.443
	Z OFPM	0.112	0.031	0.202	3.639	< .001	0.051	0.172	0.546	1.833
	Z Empl&Soc	0.266	0.028	0.482	9.599	< .001	0.212	0.321	0.668	1.497
	Z Cust	0.145	0.029	0.262	4.996	< .001	0.088	0.202	0.614	1.630
	Rev X EMPL&SOC	0.064	0.030	0.101	2.121	0.035	0.004	0.123	0.742	1.347
	Sq SSCM	−0.054	0.021	−0.117	−2.596	0.010	−0.095	−0.013	0.832	1.202
	Sq OFPM	−0.052	0.023	−0.117	−2.235	0.027	−0.097	−0.006	0.617	1.622
H_1	(Intercept)	3.725	0.038		97.436	< .001	3.649	3.800		
	Z Industry	−0.001	0.023	−0.003	−0.060	0.953	−0.047	0.044	0.966	1.035
	Z Age	0.033	0.025	0.059	1.316	0.190	−0.016	0.081	0.849	1.178
	Z Country	−0.014	0.024	−0.026	−0.578	0.564	−0.062	0.034	0.877	1.141
	Z SPLCH	0.165	0.029	0.299	5.637	< .001	0.107	0.223	0.608	1.645
	Z OFPM	0.107	0.032	0.193	3.373	< .001	0.044	0.169	0.521	1.919
	Z Empl&Soc	0.269	0.030	0.487	8.902	< .001	0.210	0.329	0.570	1.756
	Z Cust	0.145	0.029	0.262	4.933	< .001	0.087	0.203	0.605	1.652
	Rev X EMPL&SOC	0.059	0.037	0.094	1.618	0.107	−0.013	0.132	0.505	1.982
	Sq SSCM	−0.050	0.021	−0.109	−2.377	0.018	−0.092	−0.009	0.809	1.236
	Sq OFPM	−0.047	0.024	−0.106	−1.991	0.048	−0.094	-4.464×10^{-4}	0.597	1.674
	Nr Empl X Sq SSCM	0.012	0.024	0.023	0.499	0.618	−0.036	0.060	0.779	1.284
	Nr Empl X Sq OFPM	0.021	0.024	0.036	0.854	0.394	−0.027	0.068	0.935	1.070
	Nr Empl X Sq EMPL&SOC	−0.023	0.034	−0.045	−0.681	0.497	−0.090	0.044	0.388	2.578
	Nr Empl X Sq CUST	0.005	0.011	0.035	0.460	0.646	−0.016	0.026	0.301	3.327

Bootstrap Coefficients

Model		Unstandardized	Bias	Standard Error	95% bca* CI Lower	95% bca* CI Upper
H_0	(Intercept)	3.738	−0.001	0.040	3.664	3.823
	Z Industry	−0.002	9.473×10^{-5}	0.017	−0.037	0.028
	Z Age	0.029	-3.501×10^{-4}	0.021	−0.012	0.071
	Z Country	−0.013	5.996×10^{-4}	0.022	−0.063	0.026
	Z SPLCH	0.159	0.002	0.027	0.096	0.206
	Z OFPM	0.109	−0.001	0.035	0.051	0.193
	Z Empl&Soc	0.266	3.350×10^{-4}	0.030	0.213	0.329
	Z Cust	0.147	0.002	0.035	0.069	0.205
	Rev X EMPL&SOC	0.063	0.002	0.038	0.004	0.164
	Sq SSCM	−0.052	0.001	0.025	−0.111	−0.013
	Sq OFPM	−0.051	6.393×10^{-5}	0.027	−0.107	−0.002
H_1	(Intercept)	3.723	−0.002	0.040	3.650	3.807
	Z Industry	-2.974×10^{-4}	7.041×10^{-4}	0.017	−0.036	0.029
	Z Age	0.032	−0.001	0.022	−0.010	0.077
	Z Country	−0.011	0.002	0.022	−0.063	0.026
	Z SPLCH	0.167	0.001	0.028	0.103	0.215
	Z OFPM	0.104	−0.002	0.035	0.046	0.184
	Z Empl&Soc	0.273	0.004	0.034	0.205	0.337
	Z Cust	0.149	0.004	0.035	0.073	0.207
	Rev X EMPL&SOC	0.066	0.010	0.050	−0.021	0.172
	Sq SSCM	−0.048	0.003	0.023	−0.103	−0.010
	Sq OFPM	−0.048	-5.891×10^{-4}	0.026	−0.100	0.004
	Nr Empl X Sq SSCM	0.013	8.163×10^{-4}	0.024	−0.032	0.065
	Nr Empl X Sq OFPM	0.018	−0.001	0.030	−0.031	0.092
	Nr Empl X Sq EMPL&SOC	−0.020	0.003	0.034	−0.089	0.039
	Nr Empl X Sq CUST	0.008	0.009	0.026	−0.038	0.062

* Bias corrected accelerated

Note. Bootstrapping based on 5000 replicates.

Note. Coefficient estimate is based on the median of the bootstrap distribution.

Collinearity Diagnostics

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions (Intercept)	Z Industry	Z Age	Z Country	Z SPLCH	Z OFPM	Z Empl&Soc	Z Cust	Rev X EMPL&SOC	Sq SSCM	Sq OFPM
H_0	1	2.592	1.000	0.026	0.001	0.000	0.001	0.021	0.027	0.005	0.021	0.006	0.041	0.040
	2	1.866	1.179	0.030	0.012	0.011	0.018	0.067	0.030	0.064	0.042	0.034	0.021	0.004
	3	1.309	1.407	0.017	0.026	0.140	0.146	0.005	0.057	0.100	0.003	0.059	0.011	0.000
	4	1.147	1.503	0.012	0.121	0.211	0.000	0.015	0.000	0.015	0.129	0.142	0.000	0.009
	5	0.995	1.614	0.000	0.269	0.020	0.250	0.005	0.011	0.051	0.017	0.200	0.001	0.005
	6	0.906	1.692	0.010	0.546	0.078	0.331	0.019	0.002	0.009	0.001	0.001	0.002	0.001
	7	0.729	1.886	0.027	0.000	0.413	0.013	0.224	0.022	0.167	0.076	0.003	0.006	0.022
	8	0.539	2.193	0.003	0.007	0.002	0.148	0.402	0.375	0.019	0.085	0.012	0.049	0.046
	9	0.383	2.602	0.092	0.001	0.000	0.081	0.169	0.031	0.334	0.190	0.336	0.336	0.012
	10	0.318	2.855	0.099	0.013	0.019	0.012	0.057	0.046	0.174	0.437	0.164	0.516	0.162
	11	0.218	3.451	0.683	0.003	0.105	0.000	0.014	0.398	0.061	0.000	0.043	0.017	0.699
H_1	1	2.685	1.000	0.015	0.000	0.000	0.001	0.012	0.022	0.006	0.028	0.011	0.031	0.028
	2	2.320	1.076	0.008	0.002	0.010	0.002	0.015	0.002	0.002	0.005	0.018	0.007	0.012
	3	1.961	1.170	0.027	0.009	0.009	0.015	0.054	0.022	0.046	0.033	0.021	0.019	0.004
	4	1.321	1.425	0.012	0.022	0.168	0.150	0.003	0.052	0.079	0.000	0.016	0.008	0.000
	5	1.113	1.553	0.001	0.022	0.004	0.061	0.037	0.001	0.067	0.003	0.083	0.004	0.000
	6	0.991	1.646	0.002	0.650	0.102	0.020	0.006	0.009	0.002	0.009	0.003	0.001	0.001
	7	0.930	1.699	0.000	0.167	0.004	0.258	0.001	0.020	0.013	0.001	0.018	0.000	0.001
	8	0.862	1.765	0.022	0.054	0.228	0.191	0.009	0.004	0.010	0.021	0.000	0.006	0.001
	9	0.722	1.928	0.023	0.051	0.336	0.038	0.001	0.061	0.050	0.053	0.037	0.002	0.000
	10	0.592	2.130	0.001	0.002	0.019	0.123	0.018	0.116	0.009	0.441	0.010	0.053	0.083
	11	0.480	2.365	0.008	0.004	0.004	0.016	0.639	0.200	0.062	0.001	0.015	0.007	0.006
	12	0.344	2.796	0.140	0.000	0.017	0.122	0.059	0.027	0.203	0.006	0.180	0.559	0.005
	13	0.306	2.963	0.011	0.010	0.002	0.000	0.104	0.073	0.239	0.377	0.180	0.271	0.290
	14	0.212	3.558	0.259	0.000	0.044	0.000	0.012	0.169	0.190	0.021	0.380	0.013	0.309
	15	0.162	4.068	0.471	0.007	0.054	0.003	0.033	0.222	0.023	0.001	0.027	0.018	0.259

Linear Regression with Revenue LM

Model Summary - PRelAdv

Model	R	R^2	Adjusted R^2	RMSE	R^2 Change	F Change	df1	df2	p	Durbin-Watson Autocorrelation	Durbin-Watson Statistic	Durbin-Watson p
H_0	0.798	0.637	0.625	0.338	0.637	49.721	7	198	< .001	0.146	1.704	0.030
H_1	0.808	0.654	0.634	0.334	0.016	2.278	4	194	0.062	0.139	1.720	0.039

Note. Null model includes Z Industry, Z Age, Z Country, Z SPLCH, Z OFPM, Z Empl&Soc, Z Cust

ANOVA

Model		Sum of Squares	df	Mean Square	F	p
H_0	Regression	39.841	7	5.692	49.721	< .001
	Residual	22.665	198	0.114		
	Total	62.506	205			
H_1	Regression	40.858	11	3.714	33.286	< .001
	Residual	21.648	194	0.112		
	Total	62.506	205			

Note. Null model includes Z Industry, Z Age, Z Country, Z SPLCH, Z OFPM, Z Empl&Soc, Z Cust

Coefficients

Model		Unstandardized	Standard Error	Standardized	t	p	95% CI Lower	95% CI Upper	Collinearity Statistics Tolerance	Collinearity Statistics VIF
H_0	(Intercept)	3.644	0.024		154.602	< .001	3.598	3.691		
	Z Industry	0.003	0.024	0.005	0.106	0.916	−0.045	0.050	0.973	1.028
	Z Age	0.045	0.025	0.081	1.821	0.070	−0.004	0.093	0.927	1.079
	Z Country	−0.025	0.025	−0.045	−1.008	0.315	−0.074	0.024	0.916	1.092
	Z SPLCH	0.130	0.027	0.236	4.774	< .001	0.077	0.184	0.748	1.337
	Z OFPM	0.075	0.028	0.135	2.652	0.009	0.019	0.130	0.704	1.420
	Z Empl&Soc	0.249	0.026	0.451	9.550	< .001	0.198	0.301	0.820	1.219
	Z Cust	0.159	0.028	0.287	5.741	< .001	0.104	0.213	0.731	1.369
H_1	(Intercept)	3.629	0.024		149.684	< .001	3.582	3.677		
	Z Industry	0.001	0.024	0.003	0.062	0.950	−0.045	0.048	0.971	1.030
	Z Age	0.052	0.025	0.095	2.131	0.034	0.004	0.101	0.901	1.110
	Z Country	−0.026	0.025	−0.046	−1.027	0.306	−0.075	0.023	0.881	1.135
	Z SPLCH	0.138	0.028	0.249	4.946	< .001	0.083	0.193	0.703	1.423
	Z OFPM	0.072	0.028	0.131	2.588	0.010	0.017	0.127	0.698	1.433
	Z Empl&Soc	0.298	0.033	0.539	9.062	< .001	0.233	0.363	0.504	1.984
	Z Cust	0.127	0.030	0.229	4.242	< .001	0.068	0.186	0.611	1.637
	Rev X SSCM	−0.031	0.024	−0.065	−1.301	0.195	−0.079	0.016	0.721	1.386
	Rev X OFPM	0.023	0.028	0.044	0.823	0.411	−0.032	0.078	0.617	1.622
	Rev X EMPL&SOC	0.118	0.047	0.187	2.535	0.012	0.026	0.210	0.327	3.056
	Rev X CUST	−0.054	0.029	−0.128	−1.870	0.063	−0.111	0.003	0.378	2.643

Bootstrap Coefficients

Model		Unstandardized	Bias	Standard Error	95% bca* CI Lower	95% bca* CI Upper
H_0	(Intercept)	3.646	9.245×10^{-4}	0.023	3.595	3.688
	Z Industry	0.002	-2.589×10^{-4}	0.017	−0.031	0.038
	Z Age	0.044	-2.096×10^{-4}	0.023	0.007	0.098
	Z Country	−0.025	-1.263×10^{-4}	0.024	−0.075	0.019
	Z SPLCH	0.133	0.001	0.032	0.055	0.184
	Z OFPM	0.075	0.001	0.037	0.008	0.154
	Z Empl&Soc	0.248	-7.755×10^{-4}	0.026	0.198	0.301
	Z Cust	0.159	1.965×10^{-4}	0.032	0.091	0.217
H_1	(Intercept)	3.634	0.004	0.027	3.568	3.676
	Z Industry	0.003	7.293×10^{-4}	0.018	−0.037	0.034
	Z Age	0.050	−0.002	0.022	0.013	0.100
	Z Country	−0.023	0.002	0.024	−0.078	0.015
	Z SPLCH	0.142	0.004	0.031	0.063	0.188
	Z OFPM	0.072	2.868×10^{-4}	0.035	0.008	0.145
	Z Empl&Soc	0.291	−0.004	0.040	0.235	0.399
	Z Cust	0.130	0.004	0.040	0.039	0.198
	Rev X SSCM	−0.028	0.002	0.033	−0.112	0.022
	Rev X OFPM	0.024	0.002	0.037	−0.043	0.108
	Rev X EMPL&SOC	0.108	−0.007	0.065	0.018	0.297
	Rev X CUST	−0.048	0.005	0.045	−0.167	0.018

* Bias corrected accelerated

Note. Bootstrapping based on 5000 replicates.

Note. Coefficient estimate is based on the median of the bootstrap distribution.

Collinearity Diagnostics

				Variance Proportions										
Model	Dimension	Eigenvalue	Condition Index	(Intercept)	Z Industry	Z Age	Z Country	Z SPLCH	Z OFPM	Z Empl&Soc	Z Cust	Rev X SSCM	Rev X OFPM	Rev X EMPL&
H_0	1	1.994	1.000	0.000	0.009	0.010	0.004	0.099	0.091	0.063	0.102			
	2	1.265	1.256	0.000	0.017	0.226	0.225	0.006	0.068	0.140	0.006			
	3	1.077	1.361	0.000	0.417	0.182	0.143	0.022	0.015	0.024	0.049			
	4	1.000	1.412	1.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000			
	5	0.901	1.488	0.000	0.507	0.105	0.379	0.023	0.005	0.020	0.000			
	6	0.706	1.681	0.000	0.003	0.450	0.009	0.314	0.018	0.374	0.012			
	7	0.556	1.894	0.000	0.038	0.001	0.019	0.148	0.026	0.365	0.773			
	8	0.500	1.997	0.000	0.009	0.027	0.221	0.387	0.778	0.014	0.058			
H_1	1	2.141	1.000	0.003	0.000	0.002	0.003	0.006	0.030	0.005	0.048	0.000	0.044	0.03
	2	1.971	1.042	0.002	0.014	0.016	0.013	0.091	0.056	0.040	0.040	0.001	0.009	0.01
	3	1.426	1.225	0.036	0.002	0.042	0.019	0.016	0.011	0.017	0.015	0.238	0.085	0.00
	4	1.283	1.292	0.043	0.012	0.193	0.100	0.006	0.051	0.080	0.000	0.031	0.042	0.01
	5	1.069	1.415	0.225	0.281	0.028	0.196	0.010	0.017	0.009	0.006	0.024	0.001	0.01
	6	0.933	1.515	0.259	0.565	0.013	0.067	0.019	0.000	0.000	0.000	0.045	0.002	0.00
	7	0.896	1.546	0.327	0.077	0.069	0.350	0.005	0.007	0.046	0.011	0.003	0.006	0.01
	8	0.743	1.698	0.008	0.023	0.566	0.002	0.167	0.014	0.156	0.002	0.003	0.004	0.00
	9	0.516	2.036	0.004	0.000	0.047	0.110	0.105	0.709	0.003	0.262	0.011	0.048	0.00
	10	0.481	2.110	0.002	0.017	0.010	0.003	0.498	0.030	0.022	0.478	0.162	0.034	0.00
	11	0.377	2.382	0.025	0.007	0.010	0.120	0.076	0.074	0.029	0.000	0.482	0.721	0.00
	12	0.164	3.609	0.065	0.001	0.003	0.019	0.000	0.002	0.592	0.136	0.001	0.003	0.88

Final CR with 1 LM

Model Summary - PRelAdv

Model	R	R^2	Adjusted R^2	RMSE	R^2 Change	F Change	df1	df2	p	Durbin-Watson Autocorrelation	Durbin-Watson Statistic	Durbin-Watson p
H_0	0.803	0.645	0.631	0.336	0.645	44.754	8	197	< .001	0.146	1.705	0.030
H_1	0.819	0.671	0.654	0.325	0.026	7.796	2	195	< .001	0.160	1.676	0.017

Note. Null model includes Z Industry, Z Age, Z Country, Z SPLCH, Z OFPM, Z Empl&Soc, Z Cust, Rev X EMPL&SOC

ANOVA

Model		Sum of Squares	df	Mean Square	F	p
H_0	Regression	40.321	8	5.040	44.754	< .001
	Residual	22.186	197	0.113		
	Total	62.506	205			
H_1	Regression	41.963	10	4.196	39.833	< .001
	Residual	20.543	195	0.105		
	Total	62.506	205			

Note. Null model includes Z Industry, Z Age, Z Country, Z SPLCH, Z OFPM, Z Empl&Soc, Z Cust, Rev X EMPL&SOC

Coefficients

Model		Unstandardized	Standard Error	Standardized	t	p	95% CI Lower	95% CI Upper	Collinearity Statistics Tolerance	Collinearity Statistics VIF
H_0	(Intercept)	3.634	0.024		151.897	< .001	3.587	3.681		
	Z Industry	0.003	0.024	0.005	0.112	0.911	−0.044	0.050	0.973	1.028
	Z Age	0.050	0.025	0.091	2.059	0.041	0.002	0.099	0.915	1.093
	Z Country	−0.025	0.024	−0.046	−1.026	0.306	−0.073	0.023	0.916	1.092
	Z SPLCH	0.141	0.028	0.256	5.117	< .001	0.087	0.196	0.721	1.386
	Z OFPM	0.070	0.028	0.127	2.500	0.013	0.015	0.125	0.700	1.430
	Z Empl&Soc	0.274	0.029	0.497	9.596	< .001	0.218	0.331	0.673	1.486
	Z Cust	0.136	0.030	0.246	4.601	< .001	0.078	0.194	0.629	1.590
	Rev X EMPL&SOC	0.064	0.031	0.102	2.063	0.040	0.003	0.125	0.744	1.344
H_1	(Intercept)	3.739	0.035		105.415	< .001	3.669	3.809		
	Z Industry	−0.002	0.023	−0.004	−0.102	0.919	−0.048	0.043	0.969	1.032
	Z Age	0.029	0.024	0.052	1.186	0.237	−0.019	0.077	0.868	1.152
	Z Country	−0.014	0.024	−0.025	−0.584	0.560	−0.061	0.033	0.899	1.112
	Z SPLCH	0.157	0.027	0.285	5.775	< .001	0.104	0.211	0.693	1.443
	Z OFPM	0.112	0.031	0.202	3.639	< .001	0.051	0.172	0.546	1.833
	Z Empl&Soc	0.266	0.028	0.482	9.599	< .001	0.212	0.321	0.668	1.497
	Z Cust	0.145	0.029	0.262	4.996	< .001	0.088	0.202	0.614	1.630
	Rev X EMPL&SOC	0.064	0.030	0.101	2.121	0.035	0.004	0.123	0.742	1.347
	Sq SSCM	−0.054	0.021	−0.117	−2.596	0.010	−0.095	−0.013	0.832	1.202
	Sq OFPM	−0.052	0.023	−0.117	−2.235	0.027	−0.097	−0.006	0.617	1.622

Bootstrap Coefficients

Model		Unstandardized	Bias	Standard Error	95% bca* CI Lower	95% bca* CI Upper
H_0	(Intercept)	3.636	0.002	0.026	3.579	3.681
	Z Industry	0.003	1.603×10^{-5}	0.017	−0.032	0.036
	Z Age	0.050	-5.782×10^{-4}	0.023	0.009	0.100
	Z Country	−0.023	0.001	0.024	−0.077	0.016
	Z SPLCH	0.144	0.001	0.031	0.068	0.193
	Z OFPM	0.070	4.449×10^{-5}	0.035	0.004	0.141
	Z Empl&Soc	0.274	8.971×10^{-4}	0.030	0.222	0.342
	Z Cust	0.137	0.002	0.037	0.060	0.203
	Rev X EMPL&SOC	0.064	0.003	0.039	0.005	0.166
H_1	(Intercept)	3.738	−0.001	0.040	3.663	3.820
	Z Industry	−0.002	-5.032×10^{-5}	0.017	−0.039	0.028
	Z Age	0.030	4.382×10^{-4}	0.021	−0.012	0.069
	Z Country	−0.013	3.069×10^{-4}	0.023	−0.062	0.026
	Z SPLCH	0.159	8.148×10^{-4}	0.028	0.095	0.206
	Z OFPM	0.110	-9.320×10^{-4}	0.035	0.050	0.190
	Z Empl&Soc	0.268	0.002	0.030	0.208	0.328
	Z Cust	0.146	0.002	0.033	0.075	0.206
	Rev X EMPL&SOC	0.064	0.003	0.039	0.004	0.162
	Sq SSCM	−0.052	0.001	0.025	−0.110	−0.012
	Sq OFPM	−0.052	-2.013×10^{-4}	0.026	−0.105	−0.002

* Bias corrected accelerated

Note. Bootstrapping based on 5000 replicates.

Note. Coefficient estimate is based on the median of the bootstrap distribution.

Collinearity Diagnostics

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions										
				(Intercept)	Z Industry	Z Age	Z Country	Z SPLCH	Z OFPM	Z Empl&Soc	Z Cust	Rev X EMPL&SOC	Sq SSCM	Sq OFPM
H_0	1	1.999	1.000	0.000	0.009	0.009	0.005	0.096	0.087	0.056	0.083	0.002		
	2	1.416	1.188	0.053	0.028	0.020	0.103	0.000	0.046	0.076	0.017	0.203		
	3	1.195	1.293	0.088	0.011	0.324	0.065	0.016	0.018	0.048	0.053	0.075		
	4	1.053	1.378	0.246	0.334	0.073	0.149	0.011	0.015	0.019	0.012	0.016		
	5	0.903	1.488	0.145	0.592	0.104	0.146	0.013	0.001	0.000	0.006	0.031		
	6	0.895	1.495	0.401	0.008	0.005	0.328	0.010	0.006	0.089	0.021	0.099		
	7	0.690	1.703	0.008	0.002	0.410	0.000	0.410	0.024	0.146	0.094	0.017		
	8	0.503	1.994	0.000	0.003	0.022	0.186	0.262	0.780	0.002	0.172	0.002		
	9	0.346	2.402	0.058	0.012	0.032	0.018	0.181	0.023	0.564	0.543	0.555		
H_1	1	2.592	1.000	0.026	0.001	0.000	0.001	0.021	0.027	0.005	0.021	0.006	0.041	0.040
	2	1.866	1.179	0.030	0.012	0.011	0.018	0.067	0.030	0.064	0.042	0.034	0.021	0.004
	3	1.309	1.407	0.017	0.026	0.140	0.146	0.005	0.057	0.100	0.003	0.059	0.011	0.000
	4	1.147	1.503	0.012	0.121	0.211	0.000	0.015	0.000	0.015	0.129	0.142	0.000	0.009
	5	0.995	1.614	0.000	0.269	0.020	0.250	0.005	0.011	0.051	0.017	0.200	0.001	0.005
	6	0.906	1.692	0.010	0.546	0.078	0.331	0.019	0.002	0.009	0.001	0.001	0.002	0.001
	7	0.729	1.886	0.027	0.000	0.413	0.013	0.224	0.022	0.167	0.076	0.003	0.006	0.022
	8	0.539	2.193	0.003	0.007	0.002	0.148	0.402	0.375	0.019	0.085	0.012	0.049	0.046
	9	0.383	2.602	0.092	0.001	0.000	0.081	0.169	0.031	0.334	0.190	0.336	0.336	0.012
	10	0.318	2.855	0.099	0.013	0.019	0.012	0.057	0.046	0.174	0.437	0.164	0.516	0.162
	11	0.218	3.451	0.683	0.003	0.105	0.000	0.014	0.398	0.061	0.000	0.043	0.017	0.699

CR with 1 LM and Rev CLM

Model Summary - PRelAdv

Model	R	R^2	Adjusted R^2	RMSE	R^2 Change	F Change	df1	df2	p	Durbin-Watson Autocorrelation	Durbin-Watson Statistic	Durbin-Watson p
H_0	0.819	0.671	0.654	0.325	0.671	39.833	10	195	< .001	0.160	1.676	0.017
H_1	0.823	0.677	0.653	0.325	0.006	0.855	4	191	0.492	0.130	1.735	0.050

Note. Null model includes Z Industry, Z Age, Z Country, Z SPLCH, Z OFPM, Z Empl&Soc, Z Cust, Rev X EMPL&SOC, Sq SSCM, Sq OFPM

ANOVA

Model		Sum of Squares	df	Mean Square	F	p
H_0	Regression	41.963	10	4.196	39.833	< .001
	Residual	20.543	195	0.105		
	Total	62.506	205			
H_1	Regression	42.325	14	3.023	28.612	< .001
	Residual	20.182	191	0.106		
	Total	62.506	205			

Note. Null model includes Z Industry, Z Age, Z Country, Z SPLCH, Z OFPM, Z Empl&Soc, Z Cust, Rev X EMPL&SOC, Sq SSCM, Sq OFPM

Coefficients

Model		Unstandardized	Standard Error	Standardized	t	p	95% CI Lower	95% CI Upper	Collinearity Statistics Tolerance	Collinearity Statistics VIF
H_0	(Intercept)	3.739	0.035		105.415	< .001	3.669	3.809		
	Z Industry	−0.002	0.023	−0.004	−0.102	0.919	−0.048	0.043	0.969	1.032
	Z Age	0.029	0.024	0.052	1.186	0.237	−0.019	0.077	0.868	1.152
	Z Country	−0.014	0.024	−0.025	−0.584	0.560	−0.061	0.033	0.899	1.112
	Z SPLCH	0.157	0.027	0.285	5.775	< .001	0.104	0.211	0.693	1.443
	Z OFPM	0.112	0.031	0.202	3.639	< .001	0.051	0.172	0.546	1.833
	Z Empl&Soc	0.266	0.028	0.482	9.599	< .001	0.212	0.321	0.668	1.497
	Z Cust	0.145	0.029	0.262	4.996	< .001	0.088	0.202	0.614	1.630
	Rev X EMPL&SOC	0.064	0.030	0.101	2.121	0.035	0.004	0.123	0.742	1.347
	Sq SSCM	−0.054	0.021	−0.117	−2.596	0.010	−0.095	−0.013	0.832	1.202
	Sq OFPM	−0.052	0.023	−0.117	−2.235	0.027	−0.097	−0.006	0.617	1.622
H_1	(Intercept)	3.741	0.037		102.439	< .001	3.669	3.813		
	Z Industry	-2.392×10^{-4}	0.023	-4.332×10^{-4}	−0.010	0.992	−0.046	0.045	0.964	1.037
	Z Age	0.019	0.025	0.035	0.764	0.446	−0.030	0.069	0.815	1.228
	Z Country	−0.007	0.025	−0.012	−0.274	0.784	−0.055	0.042	0.858	1.166
	Z SPLCH	0.156	0.028	0.283	5.560	< .001	0.101	0.212	0.651	1.535
	Z OFPM	0.118	0.031	0.213	3.774	< .001	0.056	0.179	0.531	1.883
	Z Empl&Soc	0.269	0.030	0.487	8.859	< .001	0.209	0.329	0.559	1.788
	Z Cust	0.147	0.029	0.266	5.041	< .001	0.089	0.205	0.606	1.650
	Rev X EMPL&SOC	0.063	0.037	0.100	1.705	0.090	−0.010	0.136	0.491	2.035
	Sq SSCM	−0.053	0.021	−0.115	−2.513	0.013	−0.095	−0.011	0.812	1.231
	Sq OFPM	−0.055	0.023	−0.125	−2.373	0.019	−0.101	−0.009	0.606	1.651
	Rev X Sq SSCM	−0.030	0.022	−0.065	−1.371	0.172	−0.074	0.013	0.761	1.314
	Rev X Sq OFPM	−0.023	0.022	−0.045	−1.027	0.306	−0.066	0.021	0.899	1.113
	Rev X Sq EMPL&SOC	−0.012	0.036	−0.025	−0.344	0.731	−0.083	0.059	0.316	3.164
	Rev X Sq CUST	0.005	0.011	0.037	0.442	0.659	−0.016	0.026	0.244	4.105

Bootstrap Coefficients

Model		Unstandardized	Bias	Standard Error	95% bca* CI Lower	95% bca* CI Upper
H_0	(Intercept)	3.738	-9.316×10^{-4}	0.040	3.663	3.822
	Z Industry	−0.002	1.854×10^{-4}	0.017	−0.038	0.028
	Z Age	0.029	-5.804×10^{-4}	0.021	−0.012	0.070
	Z Country	−0.013	7.396×10^{-4}	0.023	−0.060	0.028
	Z SPLCH	0.159	8.946×10^{-4}	0.027	0.096	0.206
	Z OFPM	0.110	-4.848×10^{-4}	0.035	0.049	0.190
	Z Empl&Soc	0.266	9.646×10^{-4}	0.030	0.211	0.332
	Z Cust	0.146	0.002	0.035	0.075	0.211
	Rev X EMPL&SOC	0.064	0.003	0.039	0.002	0.162
	Sq SSCM	−0.052	0.001	0.025	−0.112	−0.012
	Sq OFPM	−0.051	-1.330×10^{-4}	0.026	−0.106	−0.003
H_1	(Intercept)	3.734	−0.007	0.042	3.668	3.835
	Z Industry	3.953×10^{-4}	3.444×10^{-4}	0.016	−0.033	0.030
	Z Age	0.022	0.003	0.022	−0.028	0.059
	Z Country	−0.007	-6.166×10^{-4}	0.022	−0.054	0.033
	Z SPLCH	0.163	0.007	0.029	0.089	0.204
	Z OFPM	0.111	−0.006	0.035	0.060	0.197
	Z Empl&Soc	0.270	0.002	0.033	0.207	0.338
	Z Cust	0.153	0.006	0.035	0.071	0.209
	Rev X EMPL&SOC	0.065	0.006	0.050	−0.014	0.182
	Sq SSCM	−0.047	0.006	0.024	−0.110	−0.015
	Sq OFPM	−0.054	7.628×10^{-4}	0.028	−0.116	−0.004
	Rev X Sq SSCM	−0.020	0.013	0.035	−0.102	0.030
	Rev X Sq OFPM	−0.019	0.002	0.038	−0.134	0.035
	Rev X Sq EMPL&SOC	−0.010	0.003	0.038	−0.085	0.064
	Rev X Sq CUST	0.010	0.013	0.030	−0.048	0.064

* Bias corrected accelerated

Note. Bootstrapping based on 5000 replicates.

Note. Coefficient estimate is based on the median of the bootstrap distribution.

Collinearity Diagnostics

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions (Intercept)	Z Industry	Z Age	Z Country	Z SPLCH	Z OFPM	Z Empl&Soc	Z Cust	Rev X EMPL&SOC	Sq SSCM	Sq OFPM
H_0	1	2.592	1.000	0.026	0.001	0.000	0.001	0.021	0.027	0.005	0.021	0.006	0.041	0.040
	2	1.866	1.179	0.030	0.012	0.011	0.018	0.067	0.030	0.064	0.042	0.034	0.021	0.004
	3	1.309	1.407	0.017	0.026	0.140	0.146	0.005	0.057	0.100	0.003	0.059	0.011	0.000
	4	1.147	1.503	0.012	0.121	0.211	0.000	0.015	0.000	0.015	0.129	0.142	0.000	0.009
	5	0.995	1.614	0.000	0.269	0.020	0.250	0.005	0.011	0.051	0.017	0.200	0.001	0.005
	6	0.906	1.692	0.010	0.546	0.078	0.331	0.019	0.002	0.009	0.001	0.001	0.002	0.001
	7	0.729	1.886	0.027	0.000	0.413	0.013	0.224	0.022	0.167	0.076	0.003	0.006	0.022
	8	0.539	2.193	0.003	0.007	0.002	0.148	0.402	0.375	0.019	0.085	0.012	0.049	0.046
	9	0.383	2.602	0.092	0.001	0.000	0.081	0.169	0.031	0.334	0.190	0.336	0.336	0.012
	10	0.318	2.855	0.099	0.013	0.019	0.012	0.057	0.046	0.174	0.437	0.164	0.516	0.162
	11	0.218	3.451	0.683	0.003	0.105	0.000	0.014	0.398	0.061	0.000	0.043	0.017	0.699
H_1	1	2.760	1.000	0.014	0.000	0.002	0.002	0.006	0.018	0.005	0.026	0.014	0.027	0.021
	2	2.285	1.099	0.019	0.003	0.011	0.000	0.015	0.004	0.002	0.003	0.010	0.016	0.023
	3	1.969	1.184	0.017	0.012	0.015	0.016	0.066	0.030	0.047	0.038	0.019	0.011	0.001
	4	1.331	1.440	0.006	0.012	0.185	0.094	0.002	0.036	0.088	0.000	0.035	0.005	0.000
	5	1.201	1.516	0.018	0.053	0.013	0.126	0.005	0.037	0.000	0.001	0.011	0.007	0.000
	6	0.989	1.671	0.004	0.146	0.001	0.113	0.041	0.000	0.073	0.009	0.091	0.011	0.001
	7	0.948	1.706	0.000	0.719	0.006	0.162	0.010	0.000	0.004	0.021	0.010	0.002	0.000
	8	0.754	1.913	0.010	0.001	0.313	0.176	0.032	0.001	0.009	0.008	0.000	0.000	0.016
	9	0.680	2.014	0.034	0.027	0.318	0.018	0.008	0.018	0.049	0.016	0.007	0.006	0.001
	10	0.586	2.169	0.001	0.001	0.002	0.146	0.011	0.123	0.005	0.492	0.011	0.040	0.061
	11	0.517	2.310	0.003	0.009	0.009	0.019	0.644	0.246	0.028	0.028	0.015	0.024	0.014
	12	0.340	2.849	0.174	0.001	0.028	0.101	0.061	0.028	0.156	0.001	0.151	0.631	0.015
	13	0.293	3.070	0.017	0.011	0.001	0.004	0.048	0.064	0.387	0.347	0.328	0.211	0.222
	14	0.206	3.657	0.641	0.002	0.096	0.000	0.007	0.390	0.146	0.003	0.119	0.009	0.622
	15	0.142	4.415	0.041	0.003	0.001	0.023	0.044	0.005	0.001	0.007	0.179	0.000	0.002

Unidimensional Reliability

Frequentist Scale Reliability Statistics

Estimate	McDonald's ω	Cronbach's α	mean	sd
Point estimate	0.899	0.901	3.672	0.336
95% CI lower bound	0.878	0.879		
95% CI upper bound	0.920	0.920		