**Appendix 1. Sample Characteristics and Test of Assumptions**

1. ***Sample Characteristics***

Survey respondents were categorized it two categories (High-Low) for each cultural dimension depending on their score for a particular cultural dimension. After correcting for outliers the final sample of survey respondents that has entered the analysis was as follows:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | ***Low Individualism***country (score) | n |  | ***High Individualism***country (score) | n |
| 1 | Vietnam (70) | 22 |  | Germany (90) | 22 |
| 2 | Italy (72) | 19 |  | Bulgaria (88) | 33 |
| 3 | Indonesia (74) | 29 |  | Bosnia (88) | 19 |
| Total |  | 70 |  |  | 74 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | ***Low Masculinity***country (score) | n |  | ***High Masculinity*** country (score) | n |
| 1 | Germany (43) | 22 |  | Italy (96) | 19 |
| 2 | Egypt (56) | 20 |  | Bosnia (93) | 19 |
| 3 | Vietnam (64) | 22 |  | Croatia (92) | 34 |
| Total |  | 64 |  |  | 72 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | ***Low Power Distance***country (score) | n |  | ***High Power Distance*** country (score) | n |
| 1 | Germany (7) | 22 |  | Indonesia (41) | 29 |
| 2 | Italy (9) | 19 |  | Bosnia (36) | 19 |
| 3 | Vietnam (13) | 22 |  | India (34) | 23 |
| 4 |  |  |  | Croatia (34) | 35 |
| Total |  | 63 |  |  | 106 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | ***Low Uncertainty Avoidance***country (score) | n |  | ***High Uncertainty Avoidance***country (score) | n |
| 1 | Bulgaria (44) | 33 |  | Italy (109) | 19 |
| 2 | Croatia (46) | 35 |  | India (106) | 21 |
| 3 | Germany (62) | 22 |  | Taiwan (103) | 30 |
| Total |  | 90 |  |  | 70 |

1. **Test of Assumptions**

For the purpose of conducting ANOVA the following assumptions have been checked before the analysis:

* Normality,
* Homogeneity of Variance,
* Outliers.

The results of the assumptions tests are as follows:

*Individualism*

The assumption of homogeneity of variance was met for all 4 dependent variables (CP: Brown-Forsythe F (1, 142) = .171, p = .680; SWE: Brown-Forsythe F (1, 142) = 2.409, p = .123; PWE: Brown-Forsythe F (1, 142) = 2.722, p = .101; FWP: Brown-Forsythe F (1, 142) = .086, p = .770) (Table 1).

The assumption of normality was met for both levels of Individualism across Creative Personality, Socio-organizational work environment and Physical work environment (Low level) (Table 1). The assumption of normality was marginally not met for Fun at work place (both levels). (Table 2).

Table 1. Homogeneity of variance test results

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Levene Statistic | df1 | df2 | p |
| Creative Personality | .171 | 1 | 142 | .680 |
| SWE  | 2.409 | 1 | 142 | .123 |
| PWE  | 2.722 | 1 | 142 | .101 |
| FWP  | .086 | 1 | 142 | .770 |

Table 2. Normality test results

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Kolmogorov-Smirnov | df | p | Shapiro-Wilk | df | p |
| Creative Personality | Low | .110 | 70 | .034 | .976 | 70 | .203 |
| High | .111 | 74 | .024 | .970 | 74 | .073 |
| SWE | Low | .099 | 70 | .089 | .971 | 70 | .099 |
| High | .076 | 74 | .200 | .986 | 74 | .565 |
| PWE | Low | .063 | 70 | .200 | .965 | 70 | .048 |
| High | .056 | 74 | .200 | .990 | 74 | .816 |
| FWP | Low | .093 | 70 | .200 | .960 | 70 | .026 |
| High | .103 | 74 | .050 | .954 | 74 | .009 |

*Masculinity*

The assumption of homogeneity of variance was met for all 4 dependent variables (CP: Brown-Forsythe F (1, 142) = .780, p = .379; SWE: Brown-Forsythe F (1, 142) = .088, p = .767; PWE: Brown-Forsythe F (1, 142) = .040, p = .841; FWP: Brown-Forsythe F (1, 142) = .000, p = .987) (Table 3).

The assumption of normality was met for both levels of Masculinity across Creative Personality, Socio-organizational work environment, Physical work environment and Fun at Work Place (Table 4).

Table 3. Homogeneity of variance test results

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Levene Statistic | df1 | df2 | p |
| Creative Personality | .780 | 1 | 142 | .379 |
| SWE  | .088 | 1 | 142 | .767 |
| PWE  | .040 | 1 | 142 | .841 |
| FWP  | .000 | 1 | 142 | .987 |

Table 4. Normality test results

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Kolmogorov-Smirnov | df | p | Shapiro-Wilk | df | p |
| Creative Personality | Low | .117 | 71 | .017 | .973 | 71 | .136 |
| High | .123 | 72 | .009 | .962 | 72 | .027 |
| SWE  | Low | .077 | 71 | .200 | .974 | 71 | .148 |
| High | .072 | 72 | .200 | .980 | 72 | .320 |
| PWE  | Low | .060 | 71 | .200 | .978 | 71 | .250 |
| High | .075 | 72 | .200 | .979 | 72 | .279 |
| FWP  | Low | .070 | 71 | .200 | .955 | 71 | .013 |
| High | .076 | 72 | .200 | .956 | 72 | .013 |

*Power Distance*

The assumption of homogeneity of variance was met for all 4 dependent variables (CP: Brown-Forsythe F (1, 167) = 2.313, p = .130; SWE: Brown-Forsythe F (1, 167) = .408, p = .524; PWE: Brown-Forsythe F (1, 167) = .178, p = .674; FWP: Brown-Forsythe F (1, 167) = .889, p = .347) (Table 5).

The assumption of normality was met for both levels of Power Distance across Creative Personality, Socio-organizational work environment, Physical work environment and Fun at Work Place (Table 6).

Table 5. Homogeneity of variance test results

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Levene Statistic | df1 | df2 | p |
| Creative Personality | 2.313 | 1 | 167 | .130 |
| SWE CT | .408 | 1 | 167 | .524 |
| PWE CT | .178 | 1 | 167 | .674 |
| FWP CT | .889 | 1 | 167 | .347 |

Table 6. Normality test results

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Kolmogorov-Smirnov | df | p | Shapiro-Wilk | df | p |
| Creative Personality | Low | .119 | 63 | .028 | .977 | 63 | .278 |
| High | .074 | 106 | .191 | .972 | 106 | .025 |
| SWE | Low | .111 | 63 | .053 | .963 | 63 | .055 |
| High | .087 | 106 | .045 | .982 | 106 | .150 |
| PWE | Low | .088 | 63 | .200 | .971 | 63 | .143 |
| High | .075 | 106 | .170 | .978 | 106 | .077 |
| FWP | Low | .084 | 63 | .200 | .959 | 63 | .033 |
| High | .066 | 106 | .200 | .987 | 106 | .380 |

*Uncertainty Avoidance*

The assumption of homogeneity of variance was met for all 4 dependent variables (CP: Brown-Forsythe F (1, 158) = 3.377, p = .068; SWE: Brown-Forsythe F (1, 158) = 1.528, p = .218; PWE: Brown-Forsythe F (1, 158) = .847, p = .359; FWP: Brown-Forsythe F (1, 158) = .404, p = .532) (Table 7).

The assumption of normality was met for both levels of Uncertainty Avoidance across Socio-organizational work environment and Physical work environment. The assumption of normality was marginally not met for Creative personality (High level) and Fun at work place (High level) (Table 8).

Table 7. Homogeneity of variance test results

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  | Levene Statistic | df1 | df2 | p |
| Creative Personality |  | 3.377 | 1 | 158 | .068 |
| SWE CT |  | 1.528 | 1 | 158 | .218 |
| PWE CT |  | .847 | 1 | 158 | .359 |
| FWP CT |  | .404 | 1 | 158 | .532 |

Table 8. Normality test results

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Kolmogorov-Smirnov | df | p | Shapiro-Wilk | df | p |
| Creative Personality | Low | .083 | 90 | .169 | .970 | 90 | .033 |
| High | .112 | 70 | .029 | .943 | 70 | .003 |
| SWE CT | Low | .058 | 90 | .200 | .991 | 90 | .804 |
| High | .099 | 70 | .086 | .967 | 70 | .064 |
| PWE CT | Low | .059 | 90 | .200 | .981 | 90 | .222 |
| High | .051 | 70 | .200 | .987 | 70 | .710 |
| FWP CT | Low | .080 | 90 | .200 | .973 | 90 | .062 |
| High | .083 | 70 | .200 | .952 | 70 | .009 |