

Disaggregating the liberal market economies: institutions and HRM

Article

Supplemental Material

Table 1

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Table 1: Descriptive Statistics

| | USA | | | UK | | | Australia | | | Germany | | | Sweden | | | Total | | |
|-------------------------|------|-------|--------|------|-------|--------|-----------|-------|--------|---------|-------|--------|--------|-------|--------|-------|-------|--------|
| | Obs. | Mean | St Dev | Obs. | Mean | St Dev | Obs. | Mean | St Dev | Obs. | Mean | St Dev | Obs. | Mean | St Dev | Obs. | Mean | St Dev |
| Assignment Scale | 405 | 28.33 | 31.45 | 167 | 34.77 | 34.29 | 314 | 35.39 | 33.70 | 221 | 46.41 | 33.57 | 232 | 53.18 | 30.61 | 1339 | 38.36 | 33.80 |
| Delegation Scale | 405 | 36.35 | 34.12 | 167 | 49.34 | 36.26 | 314 | 42.12 | 36.37 | 221 | 62.08 | 31.45 | 232 | 78.95 | 26.78 | 1339 | 50.94 | 36.75 |
| Annual Staff Turnover | 405 | 18.48 | 16.81 | 167 | 15.64 | 10.70 | 314 | 15.68 | 12.74 | 221 | 6.01 | 6.23 | 232 | 7.71 | 6.43 | 1339 | 12.84 | 12.73 |
| Compulsory Redundancies | 405 | 0.09 | 0.28 | 167 | 0.13 | 0.34 | 314 | 0.12 | 0.32 | 221 | 0.09 | 0.28 | 232 | 0.09 | 0.28 | 1339 | 0.10 | 0.30 |
| Log (Total Employees) | 405 | 6.73 | 2.03 | 167 | 6.17 | 1.88 | 314 | 5.99 | 1.85 | 221 | 6.49 | 1.52 | 232 | 6.65 | 1.13 | 1339 | 6.44 | 1.78 |
| Public Sector | 405 | 0.38 | 0.48 | 167 | 0.07 | 0.25 | 314 | 0.25 | 0.44 | 221 | 0.08 | 0.27 | 232 | 0.43 | 0.49 | 1339 | 0.26 | 0.44 |
| Primary | 405 | 0.03 | 0.18 | | | | 314 | 0.05 | 0.21 | | | | 232 | 0.01 | 0.08 | 1339 | 0.02 | 0.14 |
| Secondary | 405 | 0.22 | 0.41 | 167 | 0.18 | 0.38 | 314 | 0.15 | 0.36 | 221 | 0.46 | 0.50 | 232 | 0.28 | 0.45 | 1339 | 0.26 | 0.44 |
| Financial Services | 405 | 0.06 | 0.24 | 167 | 0.09 | 0.29 | 314 | 0.11 | 0.31 | 221 | 0.11 | 0.31 | 232 | 0.03 | 0.17 | 1339 | 0.08 | 0.27 |
| Tertiary | 405 | 0.69 | 0.46 | 167 | 0.73 | 0.44 | 314 | 0.69 | 0.46 | 221 | 0.43 | 0.49 | 232 | 0.69 | 0.46 | 1339 | 0.65 | 0.48 |
| Listed Company | 405 | 0.08 | 0.27 | 167 | 0.23 | 0.42 | 314 | 0.17 | 0.37 | 221 | 0.18 | 0.39 | 232 | 0.22 | 0.42 | 1339 | 0.16 | 0.37 |
| Domestically-owned | 405 | 0.93 | 0.27 | 167 | 0.81 | 0.39 | 314 | 0.82 | 0.38 | 221 | 0.82 | 0.38 | 232 | 0.83 | 0.38 | 1339 | 0.85 | 0.35 |
| Foreign-owned | 405 | 0.07 | 0.26 | 167 | 0.10 | 0.31 | 314 | 0.13 | 0.33 | 221 | 0.11 | 0.31 | 232 | 0.13 | 0.34 | 1339 | 0.11 | 0.31 |
| US-owned MNE | | | | 167 | 0.08 | 0.26 | 314 | 0.05 | 0.22 | 221 | 0.07 | 0.25 | 232 | 0.04 | 0.19 | 1339 | 0.04 | 0.20 |
| Germany | | | | | | | | | | | | | | | | 1339 | 0.17 | 0.37 |
| Sweden | | | | | | | | | | | | | | | | 1339 | 0.17 | 0.38 |
| Australia | | | | | | | | | | | | | | | | 1339 | 0.23 | 0.42 |
| UK | | | | | | | | | | | | | | | | 1339 | 0.12 | 0.33 |
| USA | | | | | | | | | | | | | | | | 1339 | 0.30 | 0.46 |