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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