

## Annex 1: Data Tables

**Table A1. Statistical results describing the differences between the factors used in the clustering (mean, standard deviation, ANOVA and post hoc analyses).**

	ACC (0.035, 0.998)					RULE (0.037, 1.003)				
	C1	C2	C3	C4	C5	C1	C2	C3	C4	C5
Mean order and ANOVA (post hocs)	-1.845 (0.679)	-0.796 (0.557)	-0.021 (0.436)	0.377 (0.318)	1.058 (0.341)	-1.912 (1.005)	-0.557 (0.615)	0.129 (0.524)	0.275 (0.508)	0.953 (0.144)
	(937.056*, 0.000) <sup>a</sup> C1 <* C2 <* C3 <* C4 <* C5					(526.169.056*, 0.000) <sup>a</sup> C1 <* C2 <* C3 < C4 <* C5				
	LOY (0.039, 1.002)					NETW (-0.003, 0.994)				
	C1	C2	C3	C4	C5	C1	C2	C3	C4	C5
Mean order and ANOVA (post hocs)	-1.745 (0.783)	-0.605 (0.600)	-0.038 (0.542)	0.302 (0.449)	0.998 (0.619)	-1.698 (0.622)	-0.860 (0.594)	-0.206 (0.508)	0.327 (0.341)	1.066 (0.411)
	(456.315*, 0.000) <sup>a</sup> C1 <* C2 <* C3 <* C4 <* C5					(780.966*, 0.000) <sup>a</sup> C1 <* C2 <* C3 <* C4 <* C5				
	TASK (0.018, 0.990)					RELT (0.007, 0.998)				
	C1	C2	C3	C4	C5	C1	C2	C3	C4	C5
Mean order and ANOVA (post hocs)	-1.935 (0.546)	-0.797 (0.515)	-0.010 (0.406)	0.338 (0.307)	1.067 (0.203)	-1.749 (0.543)	-0.997 (0.575)	-0.046 (0.459)	0.389 (0.332)	1.044 (0.244)
	(1317.227*, 0.000) <sup>a</sup> C1 <* C2 <* C3 <* C4 <* C5					(1088.817*, 0.000) <sup>a</sup> C1 <* C2 <* C3 <* C4 <* C5				
	DVST (0.006, 0.996)					CHNG (0.004, 0.999)				
	C1	C2	C3	C4	C5	C1	C2	C3	C4	C5
Mean order and ANOVA (post hocs)	-1.840 (0.563)	-0.860 (0.636)	-0.089 (0.456)	0.365 (0.302)	1.044 (0.252)	-1.822 (0.444)	-0.864 (0.556)	-0.232 (0.464)	0.405 (0.344)	1.073 (0.249)
	(1.10.788*, 0.000) <sup>a</sup> C1 <* C2 <* C3 <* C4 <* C5					(1178.383*, 0.000) <sup>a</sup> C1 <* C2 <* C3 <* C4 <* C5				

Notes: Superscripts (h) denote post hoc significance levels based on h, Bonferroni; \* p ≤ 0.05; + p ≤ 0.10; - p > 0.10 (two-tailed tests).

<sup>a</sup> The bracketed values (x, y) denote F-statistic and significance based on one-way ANOVA

**Table A2. Statistical results describing the differences between the Job Satisfaction and Self-perceived Performance (mean, standard deviation, ANOVA and post hoc analyses).**

		<b>Job Satisfaction (4.42, 1.283)</b>				
<b>Mean order and ANOVA (post hocs)</b>		C1	C2	C3	C4	C5
		2.85 (1.453)	3.66 (1.185)	4.40 (1.001)	4.72 (0.861)	5.29 (0.882)
		(124.174*, 0.000) <sup>a</sup> <b>C1 &lt; * C2 &lt; * C3 &lt; + C4 &lt; * C5</b>				
		<b>Self-perceived Performance (4.278, 0.756)</b>				
<b>Mean order and ANOVA (post hocs)</b>		C1	C2	C3	C4	C5
		3.611 (1.222)	4.011 (0.774)	4.289 (0.664)	4.324 (0.503)	4.699 (0.467)
		(49.848*, 0.000) <sup>a</sup> <b>C1 &lt; * C2 &lt; * C3 &lt; C4 &lt; * C5</b>				

Notes: Superscripts (h) denote post hoc significance levels based on h, Bonferroni; \* p ≤ 0.05; + p ≤ 0.10; - p > 0.10 (two-tailed tests).  
<sup>a</sup> The bracketed values (x, y) denote F-statistic and significance based on one-way ANOVA