

## Codebook

**ID number** – identification variable.

**Age** – age group of each individual.

**Gender** – *dichotomic* variable that indicates the gender of each individual. Female equals 0 and male equals 1. (1,2,3,4: Male, Female, Non binary, prefer not to say)

**Marital state** – marital status of each individual. 1 = Single; 2 = Married or domestic partnership; 3 = Divorced; 4 = Widowed.

**Education** – highest degree or level of school completed by each individual. 1 = High school degree; 2 = Bachelor's degree; 3 = Master's degree; 4 = Doctorate.

**Ethnicity** – ethnic origin of each individual. 1 = White; 2 = Asian; 3 = Hispanic or Latino; 4 = Black or African American; 5 = American Indian or Alaska Native; 6 = Native Hawaiian or Pacific Islander.

**Company sector** – sector in which the individual works.

**Country** – (main) country from where each individual is working from.

**Tenure** – Number of years (in groups) each individual has worked for their company. 1 = 0-3 years; 2 = 4-8 years; 3 = 9-15 years; 4 = 16-25 years; 5 = over 25 years.

**Collectivism** – categorical variable obtained by the aggregation of 6 items, each measuring collectivism on a 5-point Likert scale. The higher the final score, higher the level of collectivism.

**Power distance** – categorical variable obtained by the aggregation of 6 items, each measuring power distance on a 5-point Likert scale. The higher the score, higher the level of power distance.

**Growth opportunities within the company** – categorical variable obtained by the aggregation of 3 items, each measuring the perceived growth opportunities within the company on a 5-point Likert scale. The higher the score, higher the perception of the opportunity for promotion within the company.

**Achievement recognition** – categorical variable obtained by the aggregation of 3 items, each measuring the perceived achievement recognition on a 5-point Likert scale. The higher the score, higher the perception of achievement recognition.

**Trust in management** – categorical variable obtained by the aggregation of 3 items, each measuring the individual's trust in management on a 5-point Likert scale. The higher the score, higher the level of the individual's trust in management.

**Job satisfaction** – categorical variable obtained by the aggregation of 6 items, each measuring job satisfaction on a 5-point Likert scale. The higher the score, higher the level of the individual's job satisfaction.