THE EFFECTS OF PERSONALITY ELEVATION AND FUNCTIONAL HETEROGENEITY ON INNOVATION IN WORK-TEAMS

A META-ANALYSIS

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Abstract

Team composition is a well-studied subject for the past few decades, as well as innovation. The relationship between both topics has been confirmed by the majority of the studies, however there is also a relative large part who state that it is not as related as the majority thinks. This research focusses on the research from the last few decades about team composition and innovation, specifically regarding work-teams (as they are an important factor in modern day organizations). A meta-analysis is being carried out in order to come to results about this contrast in the literature, where also moderators are taken into account to see whether they have any effect on the general tested relationships.

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Foreword and acknowledgements

This thesis is written as completion to the master Organizational Studies, at the Tilburg University. The master program focuses on providing the students with a critical understanding of how people and organizations behave and is specially focused on organizational dynamics and complexity. The subject of this thesis is about teams in organizations and is based on circle number 6 in the period of September 2016 until June 2017. The title of this thesis circle was 'Teams in organizations: what really makes them work (or fail)', and the specific subject of this thesis is in line with general subject of this circle (team composition regarding innovation).

I would like to thank Roger Leenders, Nicoleta Meslec and Jesper Tijmstra for their help and feedback during the process. Also, I would like to thank my other students from my thesis circle for their contribution.

Definitions

- Innovation: A technical process towards a new product/service existing of four core processes: concept generation, product development, process innovation and technology acquisition (Chiesa, Coughlan & Voss, 1996).

- Team innovation: Innovation in teams can be seen as the application within a team of processes, products, ideas or services that are new and designed to be useful (West & Far, 1990).

- Work-teams: Work-teams are small groups of interdependent individuals who share responsibility for outcomes for their organizations. Their applications include: advice, quality control, production/service, assembly, sales and project and development (Sundstrom, De Meuse & Futrell, 1990).

- Team composition: Team composition is the configuration of member attributes in a team (Levine & Moreland, 1990).

- Personality elevation: A team its' mean level on a particular personality trait or set of personality traits (Neumann, Wagner & Christiansen, 1999).

- Functional heterogeneity: Functional heterogeneity is created by assembling people in a team from different disciplines and functions who have expertise in the proposed course of action (Earley & Mosakowski, 2000).

1. Introduction

1.1 Research problem

Innovation has been a central theme of research related to the strategy and performance of firms (Knight & Cavusgil, 2004). As cited by Anderson, Potočnik & Zhou (2014 p. 3) 'innovation and creativity in the workplace have become increasingly important determinants of organizational performance, success, and longer-term survival. As organizations seek to harness the ideas and suggestions of their employees, it is axiomatic that the process of idea generation and implementation has become a source of distinct competitive advantage (Anderson, De Dreu, & Nijstad, 2004: West 2002, Zhou & Shalley, 2003)'.

Furthermore, in regard of organizations harnessing these ideas and suggestions of their employees Lynn, Skov & Abel (1999) states that innovation can be referred to as a team effort and the question is not how total organizations learn to create innovations, but how teams do. Innovation in teams can be seen as the application within a team of processes, products, ideas or services that are new and designed to be useful (West & Far, 1990). Morgeson (2005) states that with the emergence of self-managing work-teams, these teams have become the primary unit of high-performing organizations in organizational life, as predicted by Hackman (1986).

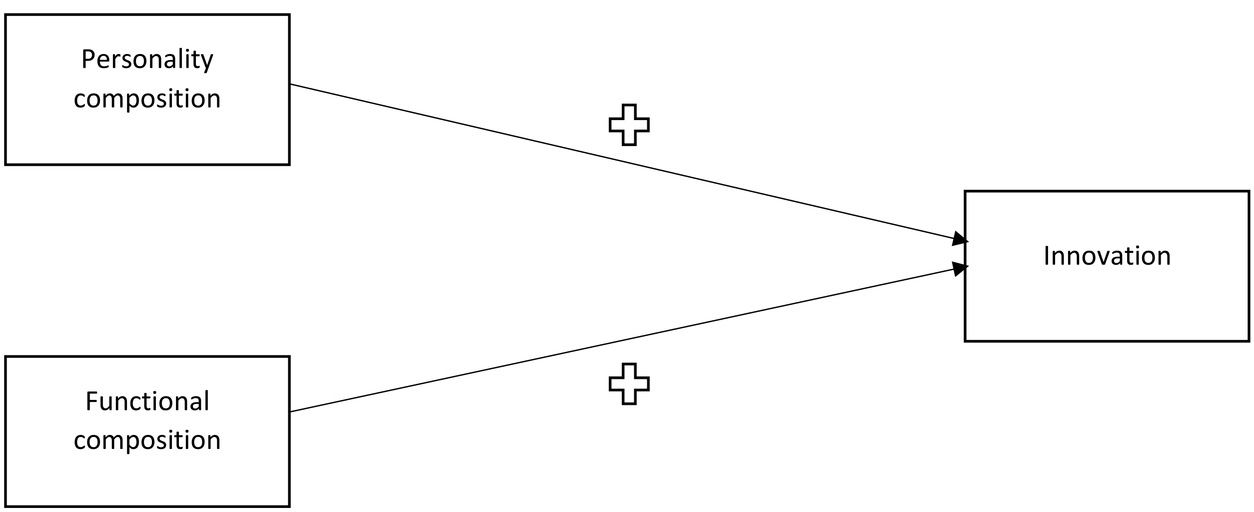
Furthermore, team composition has been found to be key regarding team innovative performance (Ilgen, Hollenbeck, Johnson & Jundt, 2005; Williams & Allen, 2008). As cited by Morgeson & Hofmann (1999) the composition of a unit can have 'a pronounced influence on collective behavior and systems of interaction, thereby influencing the phenomena that ultimately emerge' (p. 258). Additionally, the literature differentiates deep-level composition, from surface-level composition variables. Deep-level composition variables are underlying psychological characteristics such as personality values or characteristics and surface-level composition variables are demographic characteristics that can be reasonably estimated after brief exposure. Therefore, the focus is on two elements of team composition: team personality composition (deep-level) and team functional composition (surface-level).

However, a contradiction in literature exists regarding team composition and innovation. As stated by Mueller, Rosenbusch & Bausch (2013) neither collectivism nor individualism is significantly related to the performance on innovation, supported by Pulhan & Vogel (2009) who specifically name incremental innovation as being more task oriented than people oriented. This is countered by Somech & Drach-Zahavy (2013) who state that composition by introducing alternative interpretations and contrasting ways of thinking creates critical thinking which enhances team innovativeness. Explicitly taking team composition into account when referring to innovativeness. This is being supported by Ilgen, Hollenbeck, Johnson & Jundt (2005) and Willams & Allen (2008) who found team composition to be key in predicting team innovative performance.

Therefore, this research enhances a meta-analysis regarding team composition in relation to innovation in work-teams. This composition can be separated in personality composition and functional composition, linking personality composition to elevation (based on Neuman, Wagner & Christiansen, 1999) and functional composition to heterogeneity (based on Williams & O'Reilly, 1998) which is explained more in-depth in the discussion section and the theoretical section. The focus will be at work-teams because they could make a potential difference in the contradiction whether team composition is a detrimental factor in predicting team innovativeness performance.

1.2 Research question & research model

The research question is: 'To what extent are personality composition and functional composition related to innovation in work-teams?' The research model is shown below:



1.3 Research relevance

In the past there have been inconsistent results regarding the importance of personality composition and functional heterogeneity for innovation. Some studies state that innovation is more a task-oriented than a people-oriented matter and that composition therefore is not important. Whereas, other studies state that composition can lead to introducing alternative interpretations and contrasting ways of thinking which enhances team innovativeness.

Therefore, this research aims to put an end to this inconsistency by doing a meta-analysis of the relevant literature and thereby focusing at the core of organizational life, the work-teams. This could tackle the contradiction in literature and help managers, teams and organizations to invest the proper amount of effort in team composition in work-teams regarding innovation strategies.

2. Theoretical background

This meta-analysis aims to unify the innovation, work-teams and team composition literature by estimating the relationships between specified team composition variables (personality and functional) and innovation. It is important to first address the most important theories that form the foundation of this research. Therefore, this theory section will discuss the following building blocks regarding this meta-analytical study: Innovation, work-teams, personality composition and functional composition.

2.1 Innovation

In response to changing customer demands and lifestyles in general, organizations need to innovate in order to capitalize on opportunities offered by dynamics, structures, changing marketplaces and technology (Baregheh, Rowley & Sambrook, 2009). Already in the early stages of the twentieth century innovation was referred to as important. Schumpeter (1950) stated that organizations should renew the value of their asset endowment, and Schumpeter (1934) stated that processes associated technological and economical change are perceived as important (without explicitly using the term innovation or creativity).

Furthermore, to form a definition of innovation; Maranville (1992) defines innovation as the application of better options that meet unarticulated needs, existing market needs or new requirements. To concretize the definition of the term "innovation", Frankelius (2009) defines innovation as something original and more effective that breaks into the market or society. 'Innovation represents the core renewal process in any organization. Unless it changes what it offers the world and the way in which it creates and delivers those offerings it risks its survival and growth prospects' (Bessant, Lamming, Noke & Phillips, 2005 p. 1366).

Furthermore, He & Wong (2004) connects innovation to two different dimensions of innovation, namely explorative and exploitative innovation by defining a typology of technological innovation strategy along the two dimensions: '(1) an explorative innovation dimension to denote technological innovation aimed at entering new product-market domains and (2) an exploitative innovation dimension to denote technological innovation activities aimed at improving existing product-market positions' (p. 483-484). These dimensions are comparable to depth (exploitative) and breadth (explorative) perspectives on innovation as defined by Katila & Ahuja (2002). Depth refers to the degree to which internal knowledge is reused repeatedly, reflecting a deep understanding of this knowledge, and breadth is the degree to which recently internalized knowledge is used, reflecting the breadth of newly acquired knowledge available. These dimensions are added to the meta-analysis coding part to include if possible innovation into different perspectives.

Moreover, Synonyms of innovations can be found in the literature, and are added to this study because of their almost similar definition. For example creativity is defined by Zhang & Sternberg (2011) as the production of something original and worthwhile. This is strengthened by Gilmartin (1999) which states that innovation starts with creativity in conjunction with the identification of opportunities.

2.2 Work-teams & innovation

Innovation can be referred to as a team effort and the question is not how total organizations learn to create innovations but how teams do (Lynn, Skov & Abel, 1999). Team innovation can be defined as ‘the intentional introduction and application within a team, of ideas, processes, products or procedures new to the team, designed to significantly benefit the individual, the team, the organization, or wider society’ (West & Wallace, 1991, p. 303). This definition is applicable to innovations across markets and it implies that the created benefits are intentionally. Team innovation requires an application component which will imply in most occasions a social element of the innovation process (Agrell & Gustafson, 1996).

Furthermore, Baker & Salas (1997) states that teams are units of two or more people who interact interpedently to achieve a common goal. They allow for task completion which requires multiple people to achieve and they match well with the continuously technological and economic changes which place demands on organizations (Devine, Clayton, Phillips, Dunford & Melner, 1999).

Additionally, specifying the kind of team that is involved in creating innovation Morgeson (2005) states that work-teams are the primary unit of high-performing innovative organizations. They are defined as small groups of interdependent individuals who share responsibility for outcomes, exist within the context of an organization and have clearly defined membership (Hackman, 1987). Their applications include: advice, quality control, production/service, assembly, sales and project and development (Sundstrom, De Meuse & Futrell, 1990). Work-teams mainly differ from management teams by their higher degree of interdependency, degree of communication and degree of cohesion (Barrick, Bradley, Kristoff-Brown & Colbert, 2007). Work-teams are self-managing teams as they manage themselves, assign jobs, plan and schedule work, take action on problems and make service- or production-related decisions (Wellins et al., 1990). Typically, the objectives of a work-teams are specified at its inception, and the means of accomplishing those objectives are up to the team's discretion (Hackman, 1987).

Therefore, a work-team that has a high level of innovation, is a team that produces lots of intentional applications within a team regarding ideas, processes, and products new to the team, designed to benefit the individual, the team, the organization, or wider society. These innovations being technological and more than just a 'laboratory' invention or solution.

2.3 Team composition

Hackman (1987) states that studies of work-teams in all kind of organizational settings have shown that effectiveness of teams is enabled by structural features such as well-designed team task, availability of information, rewards, resources and an appropriate team composition. To further elaborate on team composition, Levin & Moreland (1990) define team composition as the configuration of member attributes in a team. These attributes can be separated in personality composition and functional composition, which is inspired by the interactional approach and recent team innovation research (e.g. Taggar, 2002; Drach-Zahavy & Somech, 2001). Personality composition can be described as a deep-level composition variable, which includes psychological characteristics. Whereas, functional composition can be described as a surface-level variable which overt demographic characteristics that can be estimated after brief exposure (Bell, 2007).

2.3.1 Personality composition

This variable is measured by the five-factor model (FFM: conscientiousness, agreeableness, extraversion, emotional stability and openness to experience) developed by McCrae & Costa (1987), and is a framework for assessing normal personality. The type of deep-level composition variable will be coded (e.g. conscientiousness) along with the correlation measure in relation with innovation.

Furthermore, in order to define a level of personality composition, Neumann, Wagner & Christiansen (1999) refer to team personality elevation as an aspect of personality composition in teams. It means that a team its' mean level on a particular personality trait or set of personality traits is measured. The types of personality as created by the five-factor model (McCrae & Costa, 1987) are conscientiousness, agreeableness, extraversion, emotional stability and openness to experience. Thereby, for example a high level of extraversion regarding elevation, would mean that members would be sociable, assertive and talkative. This does not imply at all that all of the members score high on extraversion, just that there are at least some members whose scores rise above the team average score.

Additionally, Personality elevation is thought to be an important factor in team performance and functioning (e.g. Hackman 1987) and it can enable teams to generate many alternative solutions to an open-ended problem (Barron & Harrington, 1981; Ford, 1996). It involves exposure to various knowledge, experiences and perspectives which is critical in team innovation (Taggar, 2002; Drach-Zahavy & Somech, 2001).

Furthermore, as stated by Neumann, Wagner & Christiansen (1999), the idea is that an above-average score of a personality factor present within a team member or a few team members brings up the average amount of the specific factor (or factors) in the entire work-team. This ensures that not every member needs to be a leader and the main focus is on gathering a team of people who have different personalities, but all together are above-average on certain factors. The certain factors Neumann, Wagner & Christiansen (1999) refer to as to be optimized regarding team personality elevation are conscientiousness, agreeableness and emotional stability. They deliver people who are self-disciplined and responsible (conscientiousness), good-natured & cooperative (agreeableness) and enthusiastic & calm (emotional stability) (Costa & McCrae, 1992; Hendriks, Hofstee & De Raad, 1999). More specifically, conscientious team members engage in behaviors associated with goal completion and problem solving (Stewart, Fulmer & Barrick, 2005). Further, highly agreeable individuals seek to reduce within-group tensions and maintain harmony (Graziano, Hair & Finch, 1997). Also, a team existing of emotionally stable individuals can create a relaxed working atmosphere which is positive for cooperation and also helps to lesser the disruptive behavior (Reilly, Lynn & Aronson, 2003).

Finally regarding the other two factors, team member extraversion is related to attraction toward the team (Kristof-Brown, Barrick & Stevens, 2005) and can for instance involve team members seeking help form other team members (Porter et al. 2003). Further, team members high on openness to experience are more adaptable and can change in a modern dynamic environment (LePine, 2003). Therefore, the other two factors regarding personality composition can also be seen as positive influences on the team

In summary, all factors from the FFM are hypothesized as positively related to innovation as suggested above by their beneficial impact on team personality elevation (conscientiousness, agreeableness and emotional stability) or the team itself (extraversion and openness to experience). Therefore, the following hypotheses are made:

H1:'Team conscientiousness is positively related to innovation in work-teams'.

H2:'Team agreeableness is positively related to innovation in work-teams'.

H3:'Team extraversion is positively related to innovation in work-teams'.

H4:'Team emotional stability is positively related to innovation in work-teams'.

H5:'Team openness to experience is positively related to innovation in work-teams'.

In order to include all studies that are relevant regarding personality elevation, some similar terms were taken into account and coded according to the five-factor model. Coded as team conscientiousness are goal interdependence, teamwork interdependence, vision, task interdependence, work interdependence, team goal clarity and team goal commitment. The argument to include interdependence as a similar term to team conscientiousness is created by Conway & Mitra (2015). It states that workers' behavior that is discretionary and that promotes the organizations interest (such as actively participating and helping each other to achieve goals or in this case innovations) is in a comparable way affected by both interdependence and conscientiousness. Specifically, both conscientiousness and interdependence ensure that team members engage in behaviors associated with goal completion and problem solving.

Comparable regarding definition of team agreeableness are social cohesion, psychological safety and favorable interpersonal norms. In addition, minority dissent is also taking into account, but the correlations that are applicable to this term are being mirrored. The reason for this measure is that the meaning of minority dissent is the opposite of the meaning of team agreeableness.

Regarding the coding of team extraversion are team identification, team commitment and cooperation. Looking at team emotional stability comparable terms being used are emotional conflict, participative safety and psychological stability. Finally, terms comparable to team openness to experience are reflexivity and proactive personality. For further definitions of these terms see the appendix section A.5.

2.3.2 Functional composition

In order to define a level of functional composition, heterogeneity is being linked to functional composition. Functional heterogeneity is created by assembling people in a team from different disciplines and functions who have expertise in the proposed course of action (Earley & Mosakowski, 2000). It captures the breadth of the skill sets and network resources available (Ancona & Caldwell, 1992). The type of surface-level composition variable will be coded (educational background diversity or expertise diversity), along with the correlation measure in relation with innovation.

Furthermore, a second theoretical perspective from Harrison & Klein (2007) regarding heterogeneity draws from eco logical and cognitive models of selection, variation and retention (Campbell, 1960) and the cybernetic principle of requisite variety (Ashby, 1956) to highlight the advantages of diversity in information resources. This suggests that a diversity in attributes such as functional background and expertise may benefit the supply of ideas, unique approaches etc. (Williams & O'Reilly, 1998). This form of heterogeneity is named variety (categorical) and is defined as differences in kind or category, primarily of information, knowledge, or experience among unit members (Harrison & Klein, 2007). Therefore, a high level of functional heterogeneity means that together team members bring a multiplicity of information sources to bear on the topic (representation of variety is shown in appendix section A.3).

Moreover, educational heterogeneity is 'the extent to which team members have received training within the same field and also the similarity to which they have earned equivalent levels of academic degrees' (Ensley & Hmieleski, 2005 p.1094). It is related to innovation, because it may lead to a wide range of perspectives regarding for producing creative ideas (Milliken, Bartel

& Kurtzberg, 2003). These wide ranges of perspectives involves what innovation is all about, combining unrelated things into something new, or borrowing practices, insights or ideas from one field and modifying them for a different context or field (Amabile, 1996). Therefore, educational heterogeneity can give teams cognitive resources that can be valuable for team innovation (Jackson & Alvarez, 1992; Paulus & Nijstad, 2003).

Further, functional expertise represents the degree to which team members have overlapping skill sets (Ucbasaran et al., 2003). 'The functional background of team members can be viewed as a more appropriate surrogate indicator of the heterogeneity of the human capital necessary for the venture development' (Ucbasaran et al. 2003 p. 112). This confirms the development and innovation statement by Bantel & Jackson (1989), which is that function diversity is associated with innovation as suggested by empirical research

Overall, teams with high levels of functional heterogeneity have high absorptive capacity (Anacona & Caldwell, 1992; Dahlin & Weingart, 1996; Lovelace, Shapiro & Weingart, 2001), which is important regarding innovation. Therefore, the following hypotheses are made:

H6:'Team educational heterogeneity is positively related to innovation in work-teams'.

H7:'Team functional expertise heterogeneity is positively related to innovation in work-teams'.

3. Methods

3.1 Research Design

The research design will be a meta-analysis consisting of all relevant studies considering the main variables. Therefore, the level of analysis is study-level, with a note that all the studies involved are team-level based studies. In order to answer the research question a meta-analysis will be performed. The type of meta-analysis used is from Hedges & Olkin (1985) as explained by Field & Gillet (2010). Field & Gillet (2010) describe their optimal way of performing a meta-analysis into six steps. Their first step entails a literature search, the second step exists of the inclusion and applying of criteria, the third step is about calculation of the Effect Sizes, the fourth step exists of a basic form of meta-analysis, the fifth step entails a more in-depth meta-analysis, and the final step is all about writing down the results. The steps will be explained in the following sections.

3.2 Data Collection

The first step exists of doing a literature search, this consists of gathering all relevant studies considering (some of) the main variables. To ensure a comprehensive data set different search techniques will be used. First, different search engines will be used including Worldcat Discovery, Web of Science and Google Scholar. Secondly, all synonyms displayed in the theory section and in section A.4 will be used as search terms in order to provide as many relevant papers as possible. Finally, a snowballing technique is being used as a certain wildcard, this means that by analyzing the papers in the sample, potential bridges can be found to other papers that also apply to the sample criteria.

3.3 Inclusion Criteria

The second step of the Field & Gillet (2010) method of performing a meta-analysis is deciding on the inclusion criteria and applying them. To be included, a study has to meet the following criteria: first of all, a study has to be about the innovation in work-teams. Excluding studies that assessed the relationship between the variables in work-teams that were not task independent (for instance, religious groups or idea generation groups). Furthermore, only work-teams were included that seek to innovate in business-related settings, thereby excluding sports teams and teams with children as members. Also, as stated by Mullen & Cooper (1994) there is evidence that sports teams behave differently from other teams. Additionally, as stated by Beal, Cohen, Burke & McLendon (2003) mixing different levels of analyses when calculating sample-weighted effects is inappropriate, therefore studies that report only individual level data were excluded. Fourth, only English language studies were included. Finally, if the correlations were not reported, conversion formulas were used to convert the reported results to correlations. These conversion formulas are based on the work of Arthur, Bennett & Huffcutt (2001).

3.4 Data set

These inclusion criteria and search methods lead to a search table containing the search for relevant papers which is displayed in section A.1 and includes 38 studies (first it was 40, but after reconsidering number 36 and 37 were removed due to lack of recording a proper sample size) and the numbering of the studies is also shown in the same search table. The correlations of each study were coded in excel in a manner that each study had a separate row with multiple correlations (if available) between the variables. This resulted as can be seen in table 3 of the results in 62 different correlations, 3077 included teams and an average publication year of May 2007.

3.5 Data analysis

Regarding the data analysis section it is first of all important to state why the meta-analysis is chosen and what the advantages are of such an analysis. Next to the problem statement in the introduction section of this study, it is also important to state that a meta-analysis is needed in a case like this. The goal here is to compare different studies, who all use different methods to calculate their correlations and create a sample. A meta-analysis can cover this as is more thoroughly explained in section 3.6 of the methods, as a simple ANOVA method would not be sufficient.

Additionally, as cited by Field & Gillet (2010, p. 3) ‘a meta-analysis can tell us several things: 1. The mean and variance of underlying population effects. 2. Variability in effects across studies. 3. Moderator variables’. These results give several advantages, for instance it is possible to compute confidence intervals for a population effect. Also, a meta-analysis can be used to estimate the variability between effect sizes across studies (homogeneity), this homogeneity can be used to determine whether there is a variability in effect sizes which could be explained by moderator variables (see section 3.6).

The third step of Field & Gillet (2010) way of performing meta-analysis entails the calculation of the effect sizes and the analysis of the results in general. For the purpose of data analyzing a coding scheme will be used which can be found in section A.2. This coding scheme includes general variables to identify the authors, journals etc., main variables to execute the research, side variables to learn more about the environment and the organization where the teams are working in and control variables because those variables influence the variables without being part of the main variables. The explanations of the meta-analysis is described below.

3.6 Meta-analysis

The type of meta-analysis is chosen based on the paper by Field & Gillet (2010). They name two different mainstream types of meta-analysis: The random-effects model meta-analysis and fixed-effects model meta-analysis. The type used in this research is based on Hedges & Olkin (1985) which is the random-effects model meta-analysis. The other type is based on Hunter & Schmidt (2000) and is the fixed-effects model meta-analysis.

Additionally, to better understand the random- and fixed effects models, it is helpful to compare this manner to a more well-known context: the ANOVA. The ANOVA is also known as the F-test and is used when comparing two or more groups based on mean values. For this principle, a consideration about meta-analysis has to be made in which the data from different studies are directly comparable. This is in practice most of the time not the case, because not all outcomes and groups are not comparable on the same scale and there is heterogeneity of within-group variance across studies. By thinking about the studies as directly comparable, an idea is created in a form which is understandable without great effort. In this way no generality is lost in assuming that the common within-groups variance is one, which in practice means that raw mean difference in each study is an estimate of the standardized within mean difference (Glass's, effect size) in each study. As Olkin & Sampson (1998) state it can be displayed that the relevance of the ANOVA and meta-analysis yield comparable results when used in such a situation. In this situation, a 2 (treatments) multiplied by studies (k) design can be applied, which can be done by an ordinary two-factor ANOVA to produce the analysis. Hereby, is the treatment factor fixed, and the main effect of this treatment corresponds to the mean effect size. A treatment multiplied by studies interaction shows how much variation exists across studies in the study-specific treatments effects.

Furthermore, to tests for fixed or random study factors different methods are used. For fixed effects of treatment there is only one source of uncertainty, the within-group sampling error and one variance component (the error variance). Therefore, the only error term used for testing the main effect is the within-group variance, because the only source of uncertainty in inferences about the means of the studies is the sampling of the teams/participants into the research. With random study factors there are more uncertainties to account for. The random effect of study (β), the with-group sampling error and again the treatment multiplied by study interaction. In this case the inference about treatment-effect parameters to the mean effect in a population of studies from which the observed studies are a random sample, instead of the inference about the treatment-effect parameters in the particular studies included (with fixed effect) (Hedges & Vevea, 1998).

Therefore, regarding this research the random-effects model of Hedges & Olkin (1985) suits more properly because it allows inferences that generalize beyond the studies included in the meta-analysis (unconditional inferences). Whereas, the model of Hunter & Schmidt (2000) is only applicable to the analyzed population and is not generalizable beyond this population (conditional inferences).

Furthermore, Hedges & Olkin (1985) only monitors for sample sizes and produces normal rated effect sizes. Whereas, Hunter & Schmidt (2000) includes the reliabilities of questionnaires and tends to sprout the effect sizes.

To execute the basic meta-analysis a macro from Wilson is used named MeanES created in 2001. The outcome of this macro shows distribution descriptions (N, Min ES, Max ES and Wghtd SD), fixed and random effects model (Mean ES, -95% CI, +95% CI, SE, Z and P of both fixed and random), random effects variance component (v) and a homogeneity analysis (Q, df and P). In essence these results are the core meta-analytic results and they are sufficient to answer the hypotheses from the theory section 2.3. In order to arrange the necessary variables to enhance the MeanES macro, SPSS program (used in this study is version 22) is needed and the correlations between the variables need to be computed to a Fisher Z. This can be done by using the SPSS syntax function which regarding this study can be found in the appendix section A.6

(specifically, the syntax regarding the MeanES can be found in the appendix section A.6.1). The MeanES macro uses this Fisher Z in combination with the variance and the weight.
The correct formula for Fisher Z is:

Correlation Fisher Z = 0,5*ln((1+correlation)/(1-correlation))

3.6.1 Personality elevation

This variable is measured by the five-factor model (FFM: conscientiousness, agreeableness, extraversion, emotional stability and openness to experience) developed by McCrae & Costa (1987). Furthermore, in order to define a level of personality elevation, Neumann, Wagner & Christiansen (1999) refer to team personality elevation as an aspect of personality composition in teams. It means that a team its' mean level on a particular personality trait or set of personality traits is measured. For example a high level of conscientiousness regarding elevation, would mean that members would be self-disciplined, responsible and organized. This does not imply at all that all of the members score high on conscientiousness, just that there are at least some members whose scores rise above the average score of the overall data.

By doing this, sufficient power will be created to contribute to answering the hypotheses (H1, H2, H3, H4 & H5) and the research question.

The phases for data analyzing are shown below:

Phase 1: Gather the different correlations across the papers and standardize them by using Fisher's z. Variables are now created in SPSS around the relationships between the variables, these variables are shown in the table below (there are also being standardized to Fisher's z related variables):

Table 1. Correlation names in SPSS.

Relationship	**Variable name**	**Standardized variable name**
Team conscientiousness-innovation	CORRELATIONTCIN	CORRELATIONTCIN_z
Team agreeableness-innovation	CORRELATIONTAIN	CORRELATIONTAIN_z
Team extraversion-innovation	CORRELATIONTEXIN	CORRELATIONTEXIN_z
Team emotional stability-innovation	CORRELATIONTEMIN	CORRELATIONTEMIN_z
Team openness to experience-innovation	CORRELATIONTOIN	CORRELATIONTOIN_z

Phase 2: Compute the data to their respective weight.
Phase 3: This phase contains calculating the effect sizes, in order to do this a special macro will be used in the SPSS program (MeanES).
Phase 4: Draw conclusions and prepare for a more in-depth analysis, for instance by adding predictors etc. to do a moderator analysis (MetaReg).

3.6.2 Functional (Expertise/Educational) Heterogeneity:
A theoretical perspective from Harrison & Klein (2007) regarding heterogeneity draws from eco logical and cognitive models of selection, variation and retention (Campbell, 1960) and the cybernetic principle of requisite variety (Ashby, 1956) to highlight the advantages of diversity in information resources. This suggests that a diversity in attributes such as functional background and expertise may benefit the supply of ideas, unique approaches etc. (Williams & O'Reilly, 1998). This form of heterogeneity is named variety (categorical) and is defined as differences in kind or category, primarily of information, knowledge, or experience among unit members (Harrison & Klein, 2007). Therefore, a high level of functional heterogeneity means that together team members bring a multiplicity of information sources to bear on the topic (representation of variety is shown in appendix section A.3) compared to the overall data. Whereas, a lower level of functional heterogeneity means that relatively to the overall the data there is a homogeneous level within the team.

Thereby, by doing this sufficient power will be created to contribute to answering the hypotheses (H6 & H7) and the research question.

The phases for data analyzing are shown below:

Phase 1: Gather the different correlations across the papers and standardize them by using Fisher's z. Variables are now created in SPSS around the relationships between the variables, these variables are shown in the table below (there are also being standardized to Fisher's z related variables):

Table 2. Correlation names in SPSS.

Relationship	**Variable name**	**Standardized variable name**
Expertise diversity-innovation	CORRELATIONEDIN	CORRELATIONEDIN_z
Educational specialization-innovation	CORRELATIONESIN	CORRELATIONESIN_z

Phase 2: Compute the data to their respective weight.
Phase 3: This phase contains calculating the effect sizes, in order to do this a special macro will be used in the SPSS program (MeanES).
Phase 4: Draw conclusions and prepare for a more in-depth analysis, for instance by adding predictors etc. to do a moderator analysis (MetaReg).

3.6.3 In-Depth analysis

The follow-up to the basic meta-analysis is the more in-depth meta-analysis. This exists of a moderator-analysis, which was performed by adding moderators and predictors in the relationship in order to increase the explanatory power of the relationship. These moderators and predictors can be found in the coding scheme (appendix section A.2) as general, control and side variables.

Furthermore, if the output of the MeanES macro states that a relationship between variables is heterogeneous (by giving a significant result at the homogeneity analysis), it is interesting to go more in-depth in the meta-analysis and perform a moderator analysis. This is done in order to zoom in and see what kind of moderator creates the heterogeneous outcome. To do this another macro by Wilson created in 2001 is used namely the MetaReg, again SPSS is needed and now all the moderating variables need to be recoded in a categorical manner which can be arranged in the syntax function of SPSS. Afterwards, the macro can be used to compare all the Fisher Z, which were already calculated with the basic meta-analysis, to the new recoded categories. The output which is now created shows descriptives (Mean ES, R-Square and k), homogeneity analysis (Q, df and p), regression coefficients (B, SE, -95% CI, +95% CI, Z, P and Beta) and maximum likelihood random effects variance component (v and se (v)). Important here is to look at the significant value of again the homogeneity analysis because this will show whether the moderator involved has a significant contribution to the relationship between the variables. The syntax for this study regarding the MetaReg is shown in appendix section A.6.3.

3.7 Quality indicators

Regarding the quality indicators first of all the unpublished is being considered. Not only the well-known data bases will be searched for useful papers, but also the less known data bases like Proquest are used who possess unpublished papers to ensure that not only research that resulted in significant results is being considered. Unfortunately, only published research could be found.

Secondly, all the papers included will be analyzed and coded by two different people (one being the author) who both are studying as master students at the organization studies department at the University of Tilburg. Each coder independently coded each article, which was followed-up by a discussion session to discuss the encountered problems regarding the coding and the coding scheme. To solve the problems a consensus agreement and discussion style were used between the coders. In total there were three sessions between both coders, one for each research (they of course coded both researches) and one for discussion items which came up later in the process and needed to be solved. An example of a difference in coding was in study 2 (Post, 2012) of the research sample. Here, the secondary coder coded industry setting as high-technology, because of the argument that IRI is the prime professional organization for research directors in major industrial firms with a strong interest in improving the effectiveness of industrial technological innovation. There was a follow-up discussion about this matter and the coding was customized.

Furthermore, an important feature among the quality indicators is known as publication bias or the 'file drawer' problem (Rosenthal, 1979). As stated by Field & Gillet (2010) this bias is relevant because significant findings are eight times more likely to be published than non-significant findings (Greenwald, 1975), positive results are seven times more likely to be published than studies with results supporting the null hypothesis (Coursol & Wagner, 1986) and for instance looking into psychology journals 97% of the articles is resulting in significant outcomes (Sterling, 1959). As stated by McLeod & Weisz (2004) the effect of the publication bias is that the outcome of the meta-analysis will overestimate the population effects if they have not included unpublished studies, because those effect sizes will be smaller. They can even be half of the size compared to published research (Shadish, 1992). To check whether this is the case some estimations and calculations need to be made.

First of all a graphical funnel plot of the effect size and the precision needs to be made. To do this the precision variable needs to be computed by the following syntax in SPSS, hereby taking the square root of the weight to create the precision variable:

```
COMPUTE Precision=SQRT(weight).
Execute
```

The outcome of these funnel plots makes it possible to estimate by creating a triangle and see how the results are divided in this triangle. If there is part of the triangle where there are no results, then a publication bias becomes more realistic. To check it statistically, a linear regression analysis has been done (random effects model). This is done by comparing the effect sizes to the precision by an Egger's test. If the distribution of the effect sizes is symmetrical, the regression of the precision on the effect sizes should not be significant. To do this again the MetaReg macro will be used to run this random effect model.

Finally, some calculations are needed to be sure that you did not miss important research. A failsafe-N method can be applied to estimate the number of additional studies needed to lower the cumulative z below the desired significance level. The formula as created by Orwin ('Orwin method') is:

k0=k(ESk/ ESc-1)

k0=number of studies with value 0 needed to reduce the effect size ESk to the fictional Esc and see how accurate the mean effect size is. If you have for instance 20 studies and the fictional effect size is halve of the mean effect size with an k0 of 25 studies it is likely that such an amount of studies has not been missed (or are in the ‘file drawer’). A method to check how many studies are needed with a zero value to make the MeanES insignificant is the Stouffer method. The calculation is shown below:

k0=k(sum of the z values/1,645)^2-k

All of the results, syntax and output from the publication bias and failsafe-N tests can be found in the results section 4.3 and fully with SPSS (syntax and outcomes) in appendix A.6.5, A.6.6 and A.8.

4. Results

First of all some general results and statistics are shown in the table below to present an overview regarding this meta-analytical study, the number behind the control variables shows the number of studies involved :

Table 3. A general overview

General information		Technology	17
Number of studies	38	Other innovation type	12
Number of effect size	62	***Organization type***	
Average publication year	2007 (may)	Profit	27
Sample size (teams)	3077	Non-profit	7
Average team age	34,75	Unknown organization type	3
Average team size	6,85	Both organization types	2
Average % female	33,55	***Organization size***	
		MNC	6
Control variables (# of studies)		Domestic	19
Continent		Unknown organization size	15
Northern-America	12	***Study type***	
Europe	13	Field	37
Australia	3	Students/MBA	1
Asia	12	Existing data	2
Work-team description		***Industry setting***	
Problem-solving	6	Manufacturing	8
Functional	9	Service-oriented	12
Multidisciplinary	8	High-technology	10
Self-managing	3	Other industry setting	10
R&D	12	***Team being continuous***	
Other work-team description	2	Yes	2
Level of innovation		No	26
Team-Level	5	Unknown team being continuous	10
Organizational-Level	32	Both team being continuous	1
Other level of innovation	3		
Innovation dimension		**Relations between variables (# of studies)**	
Explorative	1	Team conscientiousness - innovation	11
Exploitative	1	Team agreeableness – innovation	5
Both	3	Team extraversion – innovation	6
Other innovation dimension	35	Team emotional stability - innovation	4
Innovation type		Team openness to experience - innovation	9
Market	1	Expertise diversity – innovation	20
Product	2	Educational specialization - innovation	11
Service	8		

The results are presented in different sections, starting off with a section about personality elevation, secondly there is a part about the functional heterogeneity and finally there is a section about the publication bias tests and fail-safe N test. The first two sections are analyzing the results for the main variables, these results are shown in table 4 and 5 of the results and in table 1-7 in appendix A.6.2, showing different parts of the relationships, their effect sizes and their homogeneity analysis (including some other values). These variables are as stated in theory, based on the FFM regarding personality elevation and regarding functional heterogeneity there are two separate types (educational heterogeneity and functional expertise) defined earlier in the theory chapter and named explicitly in the coding scheme (appendix section A.2).

Furthermore, the hypotheses will be compared to the results to see whether the general outcome of the results is in line with the theorized hypotheses and also the moderator-analyses are produced and displayed fully in appendix A.6.4 (additionally, there are also some tables in the results about the moderators, namely table 6, 7 and 8).

Thereby, the tables that are included to create an overview within the result sections are as follows: starting with table 3 (results, above) showing the general data and the number of studies per moderator, secondly table 4 and 5 (results, down) display the results from the MeanES meta-analyses and also translates the effect sizes to correlations for a more generalized interpretation, table 6, 7 and 8 (results section 4.1 and 4.2) show the moderators which affect the concerned relationship and finally table 9, table 10 and table 11 (results section 4.4) show the results from the Eggers test (p-value), Orwin method and the Stouffer method (all regarding publication bias and fail safe-N test).

Table 4. MeanES, effect size related output

Relationship	**Mean ES**	**SE**	**Z**	**P (two-sided)**	**N**	**Correlation**
Team conscientiousness-innovation	0,1046	0,0350	2,9910	0,0028	11	0,1042
Team agreeableness-innovation	0,0850	0,0963	0,8829	0,3773	5	0,7079
Team extraversion-innovation	0,3943	0,1332	2,9598	0,0031	6	0,3751
Team emotional stability-innovation	0,2696	0,1501	1,7967	0,0724	4	0,2633
Team openness to experience-innovation	0,0823	0,0584	1,4088	0,1589	9	0,0821
Expertise diversity-innovation	0,0622	0,0433	1,4373	0,1506	18	0,0621
Educational specialization-innovation	0,0071	0,0577	0,1222	0,9027	9	0,0071

Table 5. MeanES, homogeneity analysis related output

Relationship	Q	df	P
Team conscientiousness-innovation	8,6766	10	0,5630
Team agreeableness-innovation	9,5371	4	0,0490
Team extraversion-innovation	31,6350	5	0,0000
Team emotional stability-innovation	17,2261	3	0,0006
Team openness to experience-innovation	16,9348	8	0,0308
Expertise diversity-innovation	50,2224	17	0,0000
Educational specialization-innovation	17,4536	8	0,0257

4.1 Personality elevation

4.1.1 Team conscientiousness

Table 1 shown in appendix A.6.2 and table 4 and 5 shown in the results display the results considering the relationship between team conscientiousness and innovation. These results indicate an effect size of 0,1046 with an N of 11 cases and it shows that this effect size is significant (P<0,01). Also, these results indicate that there is no further need to include any moderates because of the insignificant outcome of the homogeneity analysis (indicating that this outcome is homogeneous). This analysis is in line with hypothesis 1 which states that 'team conscientiousness is positively related to innovation in work-teams', this hypothesis making the p-value one-sided and thereby even smaller. The moderators have been checked nevertheless and some significant moderators were found. This significant moderators were MNC (P<0,05), Northern-America, organizational-level, domestic and manufacturing (all with P<0,10).

4.1.2 Team agreeableness

Table 2 (appendix A.6.2) and table 4 and 5 of the results display the results of the relationship between team agreeableness and innovation. This relationship differs from the general relationship between personality elevation and innovation, because although it has a positive effect size (0,0850) this effect size is insignificant (P>0,10, with an N of 5 cases). This indicates that there is no statically evidence that there is an effect between the two variables.

Furthermore, also in line with the results of table 1 is the homogeneity analysis which is insignificant and therefore this leads to no statistical need to run moderation analyses. Nevertheless the moderation analyses were done and that leaded to moderators who are significantly related with a p-value of P<0,05, which are team-level and domestic. Also, regarding a p-value of P<0,10 the following moderators apply; multidisciplinary, organizational level, unknown organization size and technology. Furthermore, considering a p-value that is smaller than 0,01 only one moderator is produced namely functional.

Finally, the results are not supportive regarding the hypothesis (H2), 'team agreeableness is positively related to innovation in work-teams'. This is because of the insignificant p-value of the effect size.

4.1.3 Team extraversion

The results of table 3 (appendix A.6.2) and table 4 and 5 of the results regarding the relationship between team extraversion and innovation show that there is a positive and significant statistical relationship. The effect size is 0,3943 (P<0,01) with an N of 6 cases, which is in line with hypothesis 3 'team extraversion is positively related to innovation in work-teams'.

Regarding the homogeneity analysis the p-value there is smaller than 0,01 which makes it interesting for moderator analyzing. Significant moderators were found and are shown in the table below:

Table 6. Moderators significantly related to team extraversion-innovation.

Profit**	Field**
Non-profit**	Students/MBA**
High-technology**	Organizational-level*
Problem-solving**	Yes (regarding team being continuous)**
Self-managing***	No (regarding team being continuous)**
Market***	

*=P<0,10, **=P<0,05 and ***=P<0,01

4.1.4 Team emotional stability

Table 4 in the appendix (A.6.2) and table 4 and 5 of the results show the results of the relationship between team emotional stability and innovation. The reported effect size is 0,2696 with a significant p-value (P<0,05) and N of 4 cases. These results are supportive regarding hypothesis 4 'team emotional stability is positively related to innovation in work-teams'.

Moreover, the homogeneity analysis shown in table 4 displays a significant p-value (P<0,01) and therefore it gives a positive signal regarding moderation analyses. The moderation that were found with a P<0,05 are both (regarding team being continuous), technology, high-technology. Regarding a p-value of P<0,10 manufacturing and no (regarding team being continuous) were found.

4.1.5 Team openness to experience

The final table about personality elevation is table 5 of the appendix A.6.2 and it is all about the relationship between team openness to experience and innovation (results are also displayed in table 4 and 5 of the results). The hypothesis related to this relationship is hypothesis 5 'team openness to experience is positively related to innovation in work-teams'. The results from table 5 support this hypothesis with a positive and significant effect size (ES=0,0823 with a one-sided P<0,10 and an N of 9 cases).

Furthermore, the homogeneity analysis also shown in table 5 displays a significant value (P<0,05) which motivates to run moderation analyses. These analyses give the following moderators with a P-value smaller than 0,10; multidisciplinary and MNC. Regarding moderators with a P-value smaller than 0,05 the following moderators have shown up; team-level, domestic. Finally, the moderator that was significant influential on the relationship with a P-value<0,01 is Asia.

4.2 Functional heterogeneity

4.2.1 Expertise diversity

Table 6 in appendix A.6.2 and table 4 and 5 of the results show the results considering the relationship between expertise diversity and innovation. As is hypothesized in the theory section (H7:'Team functional expertise heterogeneity is positively related to innovation in work-teams') the relationship is positive and significant and this is supported by the results displayed in table 6. The effect size is 0,0622 with a P-value which is smaller than P<0,10 and an N of 18 cases.

Additionally, the homogeneity analysis displays a significant outcome (P<0,01) which indicates an interest to produce moderation analyses. The outcome of these moderation analyses is shown in the table below:

Table 7. Moderators significantly related to expertise diversity-innovation.

Northern-America**	Non-profit**
Asia**	Both organization type**
Problem-solving**	Technology**
R&D*	Domestic***

*=P<0,10, **=P<0,05 and ***=P<0,01

4.2.2 Educational specialization

Table 7 in appendix A.6.2 and table 2 and 3 of the results display the results regarding the relationship between educational specialization and innovation. In contrast to the other results this result did not lead to support regarding the appropriate hypothesis. The hypothesis states 'H6 Team educational heterogeneity is positively related to innovation in work-teams', but the results in table 7 display a non-significant effect size (effect size=0,0071, P one-sided=0,4514 with an N of 9 cases).

On the other hand, the homogeneity analysis gives a significant P-value (P<0,05) and therefore the moderation analyses were conducted although the effect size was not significant. The moderation that were significant are shown in the table below:

Table 8. Moderators significantly related to educational specialization-innovation.

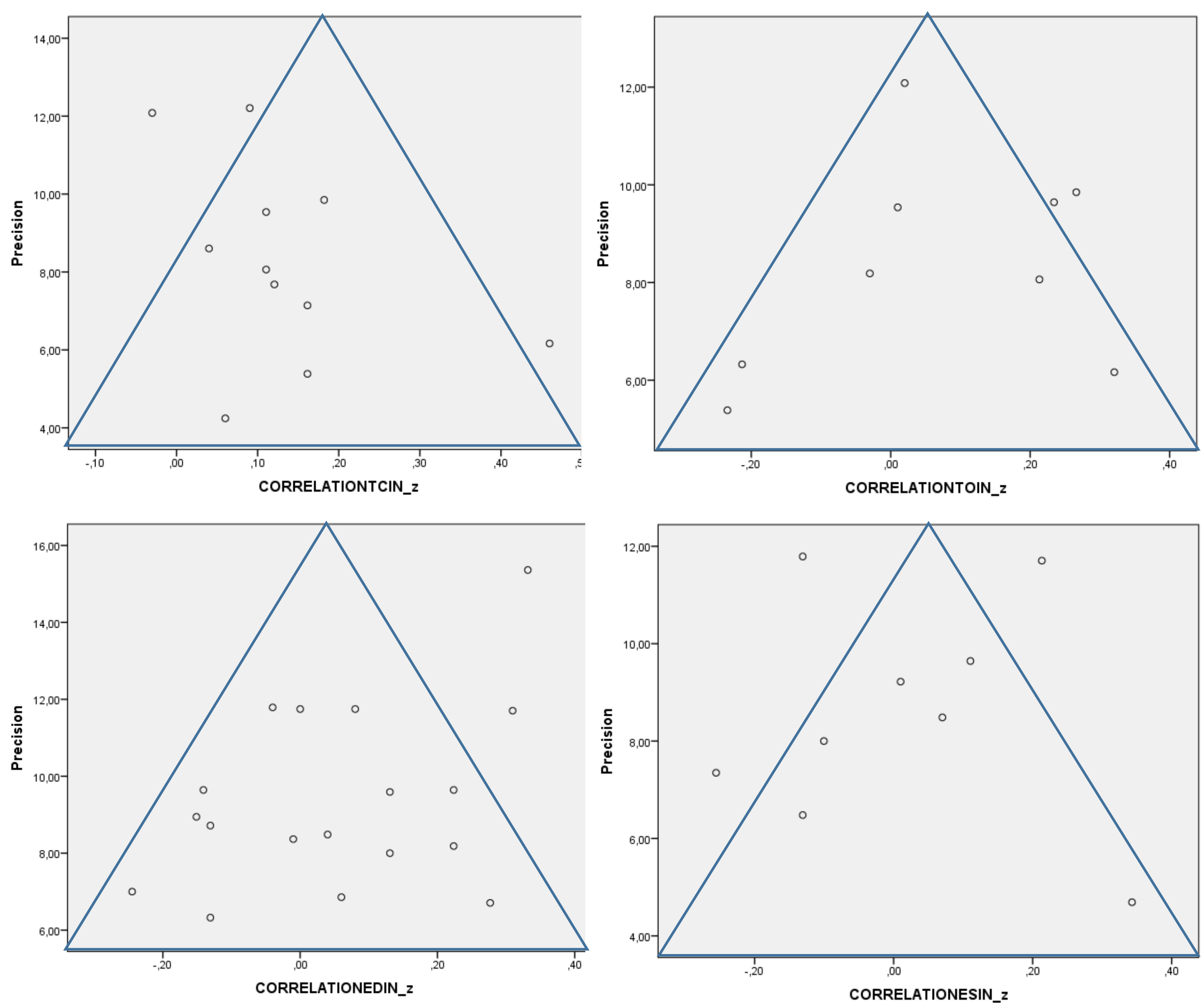
Asia**	Multidisciplinary**
Europe***	Non-Profit***
Australia*	Both innovation dimensions*
Problem-solving***	No (regarding team being continuous)*

*=P<0,10, **=P<0,05 and ***=P<0,01

4.3 Publication bias & failsafe-N

First of all, as stated in section 3.7 (quality indicators) it is important to check the SPSS results of the publication bias and the calculation results of the failsafe-N tests.

Regarding the publication bias the graphical funnel plots of the effect sizes and the precisions were checked for each relationship specifically. They are fully pictured in appendix A.6.6, but not all of them are included for the result section because some lack the number or cohesion of studies to show some kind of connection. This accounts for team agreeableness-innovation (CORRELATIONTAIN_z), team extraversion-innovation (CORRELATIONTEXIN_z) and team emotional stability-innovation (CORRELATIONTEMIN_z) (they only include a low number of 5, 6 and 4 studies). Although, regarding the last two there is a hole missing in the triangle in the lower right section, the fact that there are only 6 and 4 studies included makes it hard to make a point here regarding the publication bias. The other funnel plots that are possible are shown below, team conscientiousness-innovation (top left, CORRELATIONTCIN_z), team openness to experience-innovation (top right, CORRELATIONTOIN_z), expertise diversity-innovation (bottom left, CORRELATIONEDIN_z) and educational specialization-innovation (bottom right, CORRELATIONESIN_z):



The funnel plots about team conscientiousness-innovation (top left, CORRELATIONTCIN_z) and educational specialization-innovation (bottom right, CORRELATIONESIN_z) show us that there is a hole in the figurative triangle in lower right section, which points out that there is evidence for a publication bias. As for team openness to experience (top right, CORRELATIONTOIN_z) and expertise diversity-innovation (bottom left, CORRELATIONEDIN_z) applies that the dividing seems even and therefore there are no signal for a publication bias.

Furthermore, to test this statistically linear regressions were calculated in SPSS for each relationship to see whether they would give a significant output (again working with the precision variable as can be seen in methods section 3.7). The results are shown in the table below (the SPSS output can be found in appendix A.6.6):

Table 9. Outcome Eggers's test.

X-Y Relationships	Egger's test p-value
CORRELATIONTCIN (team conscientiousness-innovation)	0,0989*
CORRELATIONTAIN (team agreeableness-innovation)	0,9595
CORRELATIONTEXIN (team extraversion-innovation)	0,5361
CORRELATIONTEMIN (team emotional stability-innovation)	0,0685*
CORRELATIONTOIN (team openness to experience-innovation)	0,4598
CORRELATIONEDIN (expertise diversity-innovation)	0,0340**
CORRELATIONESIN (educational specialization-innovation)	0,7007

*=P<0,10, **=P<0,05 and ***=P<0,01

The results here that turned out to be significant are team conscientiousness-innovation, team emotional stability-innovation and team expertise diversity-innovation indicating that only these relationships give an indication from statistical perspective for a publication bias.

Finally, regarding the calculations of failsafe-N all of the effect sizes given by the MeanES macro output were tested with fictive effect sizes to see how many studies were needed with value 0 to reduce the original effect size to the fictional effect size. The calculations are shown in the table below, the fictive effect sizes are based on a 33,33 percent lower score than the original founded effect sizes (full calculations are shown in appendix section A.8):

Formula Orwin method: k0=k(ESk/ ESc-1)

Table 10. Orwin method outcome.

Relationship	Exact outcome	Finalized to number of studies
Team conscientiousness-innovation	5,5078	6
Team agreeableness-innovation	0,4505	1
Team extraversion-innovation	3,0023	4
Team emotional stability-innovation	2,0045	3
Team openness to experience-innovation	4,4918	5
Team expertise diversity-innovation	8,9783	9
Team educational specialization-innovation	4,5957	5

The calculations of the Orwin method regarding failsafe-N show that for team agreeableness-innovation and team emotional stability-innovation there is a realistic possibility that the number of studies needed have been missed. This is regarding an effect size of 0 to reduce the original effect size. Respectively, only needing 1 more study and 3 more studies to change the effect sizes (theoretically including the 0 value).

The calculations of the final method (the Stouffer method) are shown below, as well as the formula (full calculations can be found in appendix section A.8):

k0=k(sum of the z values/1,645)^2-k

Table 11. Stouffer method outcome.

Relationship	Exact outcome	Finalized to number of studies
Team conscientiousness-innovation	2,335	3
Team extraversion-innovation	5,832	6
Team emotional stability-innovation	2,431	3
Team openness to experience-innovation	7,842	8
Team expertise diversity-innovation	11,870	12

This means that for team conscientiousness and team emotional stability only three studies with a zero value are needed in order to make the outcome insignificant, this is a number which could be forgotten to include in the sample. Educational specialization and team agreeableness are not included because the outcome already is insignificant.

5. Conclusion

In the first part of this study the following research question was formulated: ‘To what extent are personality composition and functional composition related to innovation in work-teams?’ To properly answer this research question seven hypotheses were formed around the topics of personality composition and functional composition. A total of 38 papers have been coded and analyzed to give outcome to the hypotheses and the research question. As a result similarities as well as differences were found regarding the different forms of personality composition and functional composition related to innovation in work-teams.

5.1 Personality composition-innovation

Beginning with the relationship between the variable personality composition and the variable innovation (in work-teams). This relationship was divided into five different hypotheses formed in the theoretical section of this paper based on the FFM developed by McCrae & Costa (1987). These hypotheses were tested in a meta-analytical way which outcomes are displayed in section 4.1 of the results chapter. 4 of the 5 hypothesis regarding personality elevation were supported by the results, the only exception was team agreeableness. Team agreeableness was found to have an insignificant outcome that indicates that there is no statistical evidence for an effect from team agreeableness on innovation in work-teams. For all the other factors of personality elevation, positive and significant relationships were found.

Furthermore, differences can be found in the homogeneity analysis, thereby dividing the effect of moderators in the personality elevation-innovation relationship. Regarding conscientiousness and agreeableness the homogeneity analyses were insignificant, whereas extraversion, team emotional stability and openness to experience had a significant result. This gives differences and similarities in moderators. Regarding moderators that are significant and supported by a significant homogeneity analysis and MeanES outcome the following apply: organization size is positively related regarding MNC and domestic to openness to experience, continent is positively connected to openness to experience (Asia), level of innovation is related to extraversion (organizational-level) and openness to experience (team-level), industry setting is connected to emotional stability (manufacturing) and emotional stability/extraversion (hightechnology), work-team description has an effect on extraversion (self-managing) and openness to experience (multidisciplinary),innovation type has an effect on extraversion (market) and emotional stability (technology), regarding team being continuous no is related to extraversion and emotional stability, yes is related to extraversion and both is connected to emotional stability, organization type is related to extraversion (profit and non-profit) and this also applies for study type (field/students-MBA).

In addition this shows specifically for each coding category involved which aspects of the relationship between personality elevation and innovation it affects. Meaning that innovation in this matter can be positively influenced by continent, level of innovation, industry setting, work-team description, innovation type, team being continuous, organization type and study type.

Furthermore, however conscientiousness and agreeableness did not give inducement for a moderator analysis based on the insignificant result from the homogeneity analysis, the moderator analyses were done anyway. This gave some interesting and significant moderation results: organization size (MNC and domestic), continent (Northern-America), level of innovation (organizational-level) and industry setting (manufacturing) were significantly related to conscientiousness, and continent (Europe and Northern-America), level of innovation (team-level), industry setting (service-oriented), work-team description (functional) and team being continuous (no) were significantly connected to agreeableness.

5.2 Functional heterogeneity-innovation

The relationship between functional heterogeneity and innovation (in work-teams) was divided into expertise diversity and educational specialization as is discussed in section 2.3 of the theory chapter. Two hypotheses were created and they were tested by the meta-analysis which resulted in an outcome presented in section 4.2 of the results chapter. The hypothesis about the relationship between expertise diversity and innovation was supported, however the hypothesis about educational specialization and innovation was not supported. Interesting here is that the contrasting result regarding the relationship with innovation for both of the subtypes of functional heterogeneity is the fact that the homogeneity for both of them was significant which leads towards an interest for the moderation analyses.

Furthermore, the moderation analyses led to following findings: Continents were related to both of the functional heterogeneity types, Northern-America to expertise diversity, Europe and Australia to educational specialization and Asia to both of them. Work-team description is also related to both types, R&D to expertise diversity, multidisciplinary to educational specialization and problem-solving to both types. Additionally, organization type is related to the functional heterogeneity-innovation relationship, non-profit is related to both types and both organization types are related to expertise diversity. Finally, innovation type (technology) and organization size (domestic) are connected to expertise diversity and innovation dimensions (both innovation dimensions) and team being continuous (no) are related to educational specialization.

5.3 Overall conclusion

First of all regarding the hypotheses, the results of this research confirms hypotheses 1, 3, 4, 5 and 6. All of these relationships have positive and significant relationships. In contrary, for hypotheses 2 and 7 there are no significant relationship present.

Answering the research question: ‘To what extent are personality composition and functional composition related to innovation in work-teams?’ To a large extent, personality composition is on four of its’ five dimensions significantly and positively related to innovation in work-teams. Therefore, this relationship means that a high level of personality elevation regarding the factors of the FFM among team members in work-teams involves teams having overall above-average mean scores regarding conscientiousness, extraversion, emotional stability and openness to experience. These above-average scores are amplifying the level of innovation of the work-team. However, regarding agreeableness in relation to innovation this is not the case and the results show us that there is no statistical indication of an effect between these variables.

Furthermore, regarding functional heterogeneity, it is only significant related to innovation in work-teams for the expertise diversity dimension, meaning that a high level of expertise diversity involves that together team members of a work-team bring a multiplicity of skill sets to bear on the topic (=attributes, representation of variety is shown in section A.3) and that is also reinforcing the level of innovation in work-teams. However, educational specialization turned out to be insignificantly related to the level of innovation in work-teams, therefore making functional heterogeneity only partially related to innovation in work-teams.

Therefore, this research its’ overall conclusion with regard to the research question is that personality composition and functional composition are important regarding innovation in work-teams. As an organization or a manager it is possible to combine individuals into a work-team in such a manner that innovation will be amplified. This is done by making sure to have a high mean level of conscientiousness, extraversion, emotional stability and openness to experience (personality elevation) and also put effort in creating heterogeneity with regard to expertise (functional heterogeneity).

6. Limitations, discussion & recommendations

In the conclusion the research question was answered and the similarity and differences in moderators between the dimensions of personality elevation and functional heterogeneity were accounted for. For the discussion section first of all the answer of the research question will be discussed with the help of boundary conditions like publication bias, sample size etc. and furthermore the different moderators will be put into perspective. Also, a general discussion section for all other relevant topics is processed into this chapter.

Additionally, this research has also been done to arouse interest and enhance future research among this topic, more than only giving an answer regarding the specific research question. Therefore, this discussion chapter is ending with a recommendations section.

6.1 Limitations

6.1.1 Putting the conclusion in perspective

The research question (‘to what extent are personality composition and functional composition related to innovation in work-teams?’) was in summary answered with to a large extent, meaning that most of the dimensions of personality elevation and functional heterogeneity are significantly related to the level of innovation in work-teams (all, except for agreeableness and educational specialization). However, two of the four dimensions of personality elevation (that turned out to be significantly related to innovation) are only supported by a small number of studies. This applies for extraversion (6 studies) and emotional stability (4 studies), making the contribution of these positive results somewhat negligible comparing to the other dimensions.

Furthermore, regarding the publication bias some interesting findings have come up. The relationship between conscientiousness and innovation, and of educational specialization and innovation was found to be sensitive for a publication bias by the funnel plots displayed in appendix section A.6.6 and section 4.3 of the results. Also, the statistics determined that CORRELATIONTCIN (team conscientiousness-innovation), CORRELATIONTEMIN (team emotional stability-innovation) and CORRELATIONEDIN (expertise diversity-innovation) are after statistically testing all relationships regarding the publication bias as is shown in appendix A.6.6 and section 4.3 of the results are indicated as sensitive for the publication bias. Therefore, putting the results in a kind of perspective which can be explained as potentially being overestimating regarding the population effects (also because there is a lack of unpublished studies in this research), because those effect sizes of the potentially unpublished studies will be smaller. Additionally, an important side note here is that agreeableness, extraversion and emotional stability were not suitable for a funnel plot because of the small number of studies supporting their relationship. Thereby, the publication biases for these relationships are only tested statistically.

Moreover, agreeableness, extraversion and emotional stability also do not perform that well on the failsafe-N Orwin method. Agreeableness only needing 1 more study to change the effect size to the fictive effect size (theoretically including the 0 value as the effect size), emotional stability only needing 3 more studies to change the effect size to the fictive effect size and extraversion theoretically needing 4 extra studies to do so (but only if you look at that outcome in 4 decimals behind the comma, being 3.0023). Regarding the Stouffer test team conscientiousness-innovation and team emotional stability-innovation do not perform well, only needing 3 extra studies with a 0 value to become insignificant. The outcomes of these tests can be found in appendix section A.6.6 and section 4.3 of the results.

Therefore, the results and conclusions of extraversion and emotional stability are suffering from limitations regarding the generalization to the entire population of work-teams regarding innovation. They have a small sample of studies to support them, have a relatively weak outcome regarding the failsafe-N Orwin method and have no funnel plot to back them up concerning a possible publication bias (regarding emotional stability there is statistical evidence to back this up, as is produced by Egger's test), also taking the Stouffer method in mind here.

However, the weight of the studies that back-up the meta-analysis about extraversion and emotional stability is relatively strong which indicates that effect sizes for these relationships are not overestimated, most of the correlations are ranked by weight in the upper half of sample. This is shown in appendix section A.7.

Also, the results and conclusions about conscientiousness, educational specialization and expertise diversity are possibly overestimated, because of the inducement to a publication bias by either the funnel plots or the statistical tests.

Furthermore, the decision was made to connect elevation to personality composition and heterogeneity to functional composition. Regarding personality composition this was done because according to Neuman, Wagner & Christiansen (1999) the answer to a successful cohesive unit is team personality elevation, as some members score above-average on a specific factor it raises the average score of the entire team. This ensures that not everyone in the team needs to be extrovert or a leader. This gives room to organizations and managers to build a team of members who have a variety of personalities, but all together are above-average on certain factors.

In addition, heterogeneity was linked to functional composition as is stated by Williams & O'Reilly (1998); a diversity in attributes such as functional background and expertise may benefit the supply of unique approaches, ideas etc. This makes heterogeneity (or diversity) suitable in this research regarding functional composition, because innovation is all about unique approaches and ideas.

Moreover, no superordinate variables were created in the form of overall personality and functional variables to perform meta-analyses with because of the lack of applicability. It would be impossible to know what factors of personality composition and functional composition would be important for the general effect on innovation as well as with regard to the moderators. Also, comparability is lacking between both variables because one is about elevation and one is about heterogeneity.

Finally, the synonyms used for the personality traits presented by the five-factor model in theory section 2.3.1 are not all similar in strength. Regarding conscientiousness and interdependence a link was found in the literature by Conway & Mitra (2015). They found similar mechanically based effects for conscientiousness and interdependence regarding the behavior of individuals. This is in regard to positively affecting the organization's interests (such as innovation). However, a weak point is that the research of Conway & Mitra (2015) was mainly based on the sales sector.

6.1.2 Putting the moderators in perspective

In order to see what relationships between the variables were moderated by other variables homogeneity analyses were performed which resulted in some relationships having significant results. Although not all relationships turned out to be significant the moderation analyses were performed anyway. This led to multiple moderators being significantly related to the relationships.

In essence, these moderators influence the relationships and they can therefore be useful to take into account for future research and for managers/organizations that are trying to build a team. Regarding future research it is for example interesting to take into account moderators like continents or industry type, because then the geographical location or the type of industry taken into account can influence the results of the research. When looking for important moderators when building a team (thereby, interesting for managers or organizations), moderators like team being continuous and type of work-team can be important. These are moderators that can be adjusted by managers or organizations in order to get better performances regarding innovation in work-teams.

However, some moderators are based on a small number of papers to back them up, which makes the chance to have an accurate estimation of the real impact smaller. These moderators are market, students-MBA, both (team being continuous) (all three of them are only based on one study), yes (team being continuous, only based on two studies) and self-managing (only based on three studies). Important here is to note that the results regarding these moderators are not necessarily statistical well substantiated and they should not be as strongly considered as the rest of them.

6.2 General discussion

In the introduction a problem was identified (section 1.1) concerning a contradiction existing in literature regarding team composition and innovation. As stated in the introduction teams and their composition were recognized as being important for innovation and they were also at the core of organizational life making them appropriate for research. In contrary there was also a stream stating that innovation was more a task-related than people-related concept, thereby making composition less important.

The general thought was that by doing a meta-analysis, this contradiction in literature could be tackled. Arguments supporting this are: results from a meta-analysis can be generalized to a bigger population, precision and accuracy from estimations become higher because more data is being used for the statistical tests and most importantly, mixed results (like the contrary results as described in the research problem, section 1.1) can be analyzed and clarified.

Partially this is what happened, because this research shows that by dividing composition into personality elevation and functional heterogeneity differences are found. When taking into account the limitations described above in the limitations section, the following interpretations can be made; personality elevation is significantly and positively related to innovation in work-teams on four of the five dimensions (all except for agreeableness). Additionally, functional heterogeneity is partially significantly and positively related to innovation in work-teams. Expertise diversity is related in a positive and significant manner and educational specialization is not related in such a manner.

Comparing these results to the theory some extraordinary results were found. Hypotheses 2 and 7 were countered by the results of this study. A possible reason for hypothesis 2 to not be in line with the theory could be that agreeableness is all about individuals getting along with others (Rothmann & Coetzer, 2003), while work-teams are considered to be less innovative at a low level of task conflict than at a moderate level (De Dreu, 2006). This being said, the hypothesis is formed the other way around because highly agreeable individuals seek to reduce within-group tensions and maintain harmony (Graziano, Hair & Finch, 1997) as well as do well on cooperation (Costa & McCrae, 1992; Hendriks, Hofstee & De Raad, 1999). The mixtures of these theories could lead to this result indicating that agreeableness possible has a small addition to innovation but that it is not decisive.

Furthermore, considering hypothesis 7 about educational specialization a possible reason for this result could be that educational specialization heterogeneity enhance the information use, but can also reduce the ability to diffuse information between employees (Dahlin, Weingart & Hinds, 2005). Therefore, this mixture of theories can lead to this result indicating that educational specialization possible has a small addition but that it is not decisive.

Moreover, wat also happened was that some moderating variables and some general variables (for instance emotional stability) were not properly present in the sample and therefore were not included or could not be used, analytical wise, to their full potential. Therefore, making this meta-analysis as more of a starting point for future research considering team composition in work-teams regarding innovation.

Furthermore, this is strengthened by the fact that the sample of this research is covered up by published research, based on existing literature, based on a few data bases and is based on business related issues. Thereby, these points are not limitations in itself, but more practical in order to ensure that it is possible to do the research.

More specifically, it was very difficult to find unpublished and useful research about work-teams. Reasons could be that this turned out to not be significant (see publication bias, section 3.7), this research just does not exist or for instance that people who produced such research just lacked the proper resources to acquire a substantial sample of work-teams in order to be relevant.

Moreover, the existing literature that was used in the sample to execute this meta-analysis has of course existing limitations. Thereby, making the overall analysis sensitive for limitations from the original studies in an indirect manner.

Finally, the restrictions regarding the including criteria and limitations regarding time and access to search through databases makes it almost inescapable to not miss at least some existing literature which could be interesting regarding this meta-analysis.

6.3 Recommendations

The general goal of this meta-analysis was to analyze whether team composition had an effect on team innovation. This question was answered but the answer brought some follow-up questions regarding future research.

First of all, it is useful to further look at the publication bias. In question form this could be whether the publication bias tendency for some relationships is justifiable? What also is recommended for future research is the lack of foundation in the sample with some (moderating) variables to use them to their full statistical potential. Both issues could be solved by doing more research about these topics and not be holding back insignificant and negative outcomes of research.

To conclude this research, the statement needs to be made that this meta-analysis covers up most of the important work of the recent years about team composition (regarding function and personality) in work-teams in relation to innovation, but that there is still work to be done in order to understand everything there is to know about these topics. Therefore, this meta-analytical research can be seen as an essential step towards a full and prospering research field about team composition, innovation and making an organization thrive in the modern day business-related markets.

7. References

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8. Appendix

A.1 Search table (with # studies)

Search terms	Database	Number of papers	Selected papers	Selected through snowballing
Worldcat	KW: team composition TI: innovation FORMAT: article	1,157	(1) Somech & Drach-Zahavy (2013) (2) Post (2012)	(3) Somech (2006) (16) De Dreu & West (2001) (19) George & Zhou (2001) (31) Taggar (2002) (24) Kostopoulos & Bozionelos (2011) (29) Shin, Kim, Lee & Brian (2012)
Worldcat	KW: team composition TI: work teams FORMAT: article	164	(4) Williams, Parker & Turner (2010)	-
Worldcat	KW: team innovation TI: value FORMAT: article	1,278	(5) Mitchell et al. (2012)	-

Worldcat	KW: team innovation TI: diversity FORMAT: article	968	(6) Cady & Valentine (1999) (7) Cheung et al. (2016) (8) Mitchell & Boyle (2015) (9) Chi, Huang & Lin (2009) (10) Valls, Gonzáles-Romá & Tomás (2016)	(25) Lovelace, Shapiro & Weingart (2001)
Worldcat	KW: group diversity TI: innovation FORMAT: article	3,779	(11) Van der Vegt & Janssen (2003) (12) Cabrales et al. (2008)	-
Worldcat	KW: team composition TI: team innovation FORMAT: article	126	(13) Peralta, Lopes, Gilson, Lourenco & Pais (2015)	-
Worldcat	KW: personality heterogeneity TI: team innovation FORMAT: article YEAR:1990-2017	74	(34) Kessel, Kratzer & Schultz (2012) (35) Desivilya, Somech & Lidgoster (2010)	-
Worldcat	KW: personality diversity TI: team innovation FORMAT: article YEAR: 1990-2017	125	(39) Tang, Shang, Naumann & Zedtwitz (2014)	(38) Pelled, Eisenhardt & Xin (1999)

				(40) Janssen & Huang (2008)
Google scholar	Team composition ~ team innovation	647,000	(32) Tsjosvold, Tang & West (2004) (17) Drach-Zahavy & Somech (2001) (22) Huang & Wang (2002)	-
Google scholar	Group heterogeneity ~ team innovation	82,100	(30) Shin & Zhou (2007)	-
Google scholar	Group heterogeneity ~ team creativity	65,100	(15) Chowdhury (2005)	-
Google scholar	Team composition ~ work teams ~ newness	500,000	(26) Pirola-Merlo & Mann (2004) (27) Sethi (2000) (20) Gong, Kim, lee & Zhu (2013)	-
Google Scholar	Team diversity ~ ambidexterity ~ work groups	9,680	(23) Jehn, Chadwick & Thatcher (1997) (28) Sethi, Smith & Park (2001) (21) Hirst, Knippenberg & Zhou (2009)	-

Google Scholar	Team innovation ~ value	2,410,000	(18) Dreu (2002)	-
Web of Science	(team innovation) AND TOPIC: (diversity)	456	(14) Açıkgöz, Günsel, Kuzey, & Seçgin (2015)	-
Web of Science	TOPIC: (group diversity) AND TOPIC: (innovation)	803	(33) Wang, Kim & Lee (2016)	-

A.2 Coding scheme

A.2.1 General variables

1. # Study

   Open

2. Continent

   1= Northern America 2=Europe 3=Australia 4=Asia 5=South America 6=Other

A.2.2 Main variables

A.2.2.1 Team

3. Work-team description

   1= Problem solving 2=Functional 3=Multidisciplinary 4=Self-managing 5=Virtual 6=R&D 7=Other

A.2.2.1 Innovation

4. Level of innovation
   1=team level 2=organization level 3=other
5. Innovation dimension

   1=explorative 2=exploitative 3=both 4=other

6. Innovation type
   1=market 2=product 3=service 4=technology 5=other

A.2.2.2 Heterogeneity

7. CORRELATIONTCIN (correlation team conscientiousness-innovation)
   Open
8. CORRELTIONTAIN (correlation team agreeableness-innovation)
   Open
9. CORRELATIONTEXIN (correlation team extraversion-innovation)
   Open
10. CORRELATIONTEMIN (correlation team emotional stability-innovation)
    Open
11. CORRELATIONTOIN (correlation team openness to experience-innovation)
    Open
12. CORRELATIONEDIN (correlation expertise diversity-innovation)

Open

13. CORRELATIONESIN (correlation educational specialization-innovation)

    Open

A.2.3 Side variables

14. Organization type

    1=profit 2=non-profit 3=unknown

15. Organization size

    1=MNC 2=domestic 3=unknown

16. Study type

    1=field 2=laboratory 3=literature 4=students/MBA 5=existing data 6=other

17. Industry setting

    1=manufacturing 2=service-oriented 3=high-technology 4=other

18. Sample size

    Open

A.2.4 Control variables

19. Team being continuous (fixed end point yes/no)

    1=yes 2=no

20. Mean team size

    Open

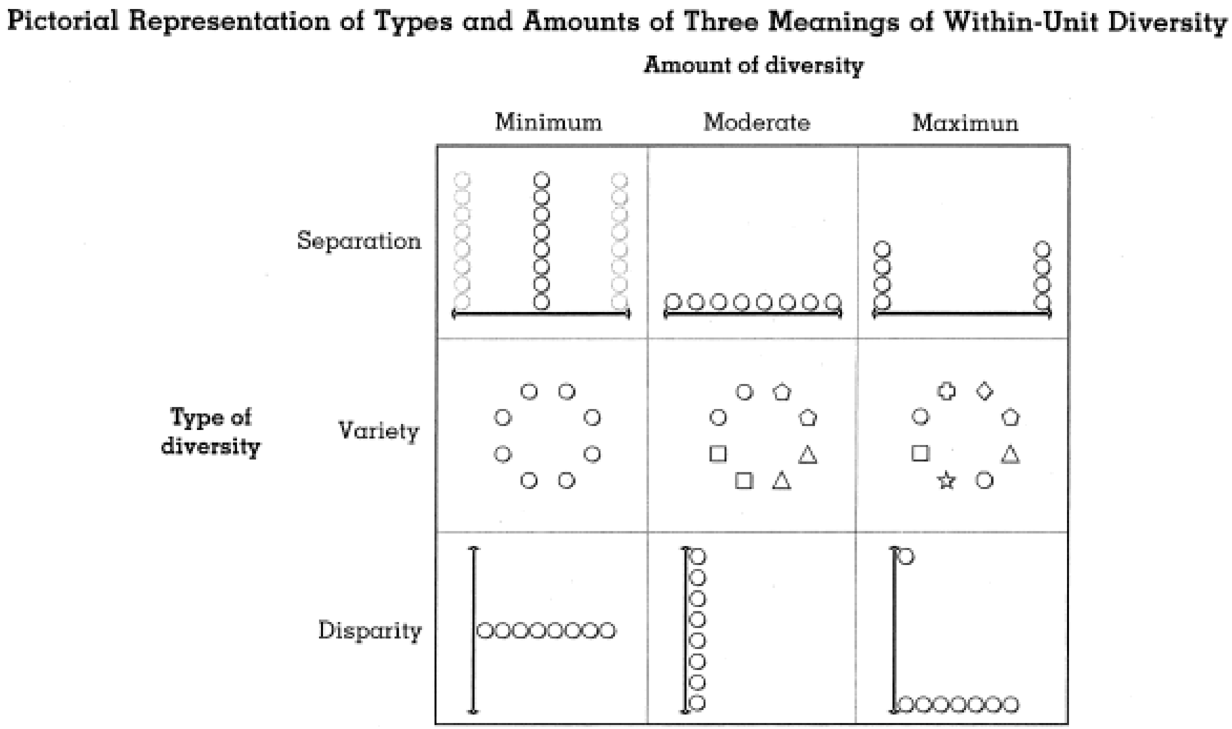
21. Mean age team members

    Open

22. %females

    Open

A.3 Harrison & Klein (2007) pictorial representation of diversity



A.4 Variable synonyms taken into account

Possible search terms (synonyms shown vertically)

Innovation	**Personal Heterogeneity**	**Functional Heterogeneity**	**Work-teams**
Creativity	Personal Diversity	Functional Diversity	Work-Groups
Newness	Personal Composition	Functional Diversity	Production-team
Ambidexterity	Team Personal Heterogeneity	Educational Background heterogeneity	Work-Shift
Explorative	Team Personal Diversity	Educational Background Diversity	Project Team
Exploitative	Team Personal Composition	Educational Background Composition	Project Group
Radical	Group Personal Heterogeneity	Functional Expertise Heterogeneity	Work-Unit
Incremental	Group Personal Diversity	Functional Expertise Diversity	
	Group Personal Composition	Functional Expertise Composition	

A.5 Variable definitions

Terms	***Definitions***
Team conscientiousness	Conscientious team members engage in behaviors associated with goal completion and problem solving (Stewart, Fulmer & Barrick, 2005).
Goal interdependence	The degree to which personal and group goals are related (Campion, Medsker & Higgs, 1993).
Teamwork interdependence	No individual has sufficient information and all group members must share and synthesize their information to answer the problem (Knabb, 2000).
Vision	Refers to the existence of a clear set of goals, priorities, trade-offs and a good understanding of the overall goals of the firm and of the project itself (Revilla & Rodríquez, 2011).
Task interdependence	The degree to which an individual’s task performance depends upon the efforts or skills of others (Wageman & Baker, 1997).
Work interdependence	Refers to the extent to which people rely on each other to perform their jobs (Jehn, Northcraft & Neale, 1999).
Team goal clarity	A team's shared understanding of its goals and objectives (De Dreu, De Vries, Fransson & Altink, 2000).
Team goal commitment	Team members feel an attachment to the team goals and that they are determined to reach these goals (Weldon & Weingart, 1993).
Team agreeableness	Highly agreeable individuals seek to reduce within-group tensions and maintain harmony (Graziano, Hair & Finch, 1997).
Minority dissent	Occurs when a minority in a group publicly opposes the beliefs, attitudes, ideas, procedures, and policies assumed by the majority of the group (De Dreu & West, 2001). This is the opposite of team agreeableness, therefore the results are being mirrored.
Social cohesion	A cohesive group that works towards the well-being of all its members, fights

	exclusion and marginalization, creates a sense of belonging, promotes trust and offers its members the opportunity of upward mobility (Laiglesia, 2011).
Psychological safety	A shared belief that the team is safe for interpersonal risk taking (Edmondson, 1999).
Favorable interpersonal norms	Favorable interpersonal behavior shown by team members which can be labeled as reliable and helpful (Schwartz, 1968).
Team extraversion	Team member extraversion is related to attraction toward the team (Kristof-Brown, Barrick & Stevens, 2005) and can for instance involve team members seeking help form other team members (Porter et al. 2003).
Team identification	The emotional significance that team members of a given group attach to their membership in the team (Van Der Vegt & Bunderson, 2005).
Team commitment	The psychological attachment that the members feel toward the team. It is analogous to organizational commitment except that the target of the attachment is the team rather than the larger organization, of which the team is a part (Pearce & Herbik, 2004).
Cooperation	The process of groups of organisms working or acting together for common or mutual benefit, as opposed to working in competition for selfish benefit (Kohn, 1992).
Team emotional stability	A team existing of emotionally stable individuals can create a relaxed working atmosphere which is positive for cooperation and also helps to lesser the disruptive behavior (Reilly, Lynn & Aronson, 2003).
Emotional conflict	The presence of different and opposing emotions relating to a situation that has recently taken place or is in the process of being unfolded (Fenichel, 1946).
Participative safety	Refers to a feeling that the team is interpersonally nonthreatening and encouraging of involvement. This relates to

	feelings of safety or, conversely, lack of fear, and hence has a strong affective component (West, 1990).
Psychological stability	A level of psychological well-being, or an absence of mental illness. It is the psychological state of someone who is functioning at a satisfactory level of emotional and behavioral adjustment (WordNet Search, 2014).
Team openness to experience	Team members high on openness to experience are more adaptable and can change in a modern dynamic environment (LePine, 2003).
Reflexivity	The extent to which team members collectively reflect on and adapt their team's objectives, strategies, and processes (West 1996, 2000, 2002)
Proactive personality	One who is relatively unconstrained by situational forces and who effects environmental change. Proactive personalities identify opportunities and act on them (Bateman & Grant, 1993).

A.6 Meta analytic results

A.6.1 MeanES syntax

```
DATASET ACTIVATE DataSet1.
INCLUDE 'C:\Users\u1251219.CAMPUS\Downloads\MeanES.sps'.
EXECUTE.
COMPUTE CORRELATIONTCIN_z=0.5*ln((1+CORRELATIONTCIN)/(1-CORRELATIONTCIN)).
VARIABLE LABELS CORRELATIONTCIN_z 'CORRELATIONTCIN_z'.
EXECUTE.
COMPUTE CORRELATIONTAIN_z=0.5*ln((1+CORRELATIONTAIN)/(1-CORRELATIONTAIN)).
VARIABLE LABELS CORRELATIONTAIN_z 'CORRELATIONTAIN_z'.
EXECUTE.
COMPUTE CORRELATIONTEXIN_z=0.5*ln((1+CORRELATIONTEXIN)/(1-CORRELATIONTEXIN)).
VARIABLE LABELS CORRELATIONTEXIN_z 'CORRELATIONTEXIN_z'.
EXECUTE.
COMPUTE CORRELATIONTEMIN_z=0.5*ln((1+CORRELATIONTEMIN)/(1-CORRELATIONTEMIN)).
VARIABLE LABELS CORRELATIONTEMIN_z 'CORRELATIONTEMIN_z'.
EXECUTE.
COMPUTE CORRELATIONTOIN_z=0.5*ln((1+CORRELATIONTOIN)/(1-CORRELATIONTOIN)).
VARIABLE LABELS CORRELATIONTOIN_z 'CORRELATIONTOIN_z'.
EXECUTE.
COMPUTE CORRELATIONEDIN_z=0.5*ln((1+CORRELATIONEDIN)/(1-CORRELATIONEDIN)).
VARIABLE LABELS CORRELATIONEDIN_z 'CORRELATIONEDIN_z'.
EXECUTE.
COMPUTE CORRELATIONESIN_z=0.5*ln((1+CORRELATIONESIN)/(1-CORRELATIONESIN)).
VARIABLE LABELS CORRELATIONESIN_z 'CORRELATIONESIN_z'.
EXECUTE.
COMPUTE Variance=1/(SAMPLESIZE-3).
EXECUTE.
COMPUTE weight=1/variance.
EXECUTE.
MEANES ES = CORRELATIONTCIN_z/W=weight /option=IVRZ.
MEANES ES = CORRELATIONTAIN_z/W=weight /option=IVRZ.
MEANES ES = CORRELATIONTEXIN_z/W=weight /option=IVRZ.
MEANES ES = CORRELATIONTEMIN_z/W=weight /option=IVRZ.
```

MEANES ES = CORRELATIONTOIN_z/W=weight /option=IVRZ.

MEANES ES = CORRELATIONEDIN_z/W=weight /option=IVRZ.

MEANES ES = CORRELATIONESIN_z/W=weight /option=IVRZ.

A.6.2 MeanES output (tables)

```
DATASET ACTIVATE DataSet1.

INCLUDE 'C:\Users\u1251219\Downloads\MeanES.sps'.
 908  0  *--------------------------------------------------------------
 909  0  *' Macro for SPSS/Win Version 6.1 or Higher
 910  0  *' Written by David B. Wilson (dwilson@crim.umd.edu)
 911  0  *' Meta-Analyzes Any Type of Effect Size
 912  0  *' To use, initialize macro with the include statement:
 914  0  *' INCLUDE "[drive][path]MEANES.SPS" .
 915  0  *' Syntax for macro:
 917  0  *' MEANES ES=varname /W=varname /PRINT=option .
 919  0  *' E.g., MEANES ES = D /W = IVWEIGHT .
 920  0  *' In this example, D is the name of the effect size variable
 921  0  *' and IVWEIGHT is the name of the inverse variance weight
 922  0  *' variable.  Replace D and INVWEIGHT with the appropriate
 924  0  *' variable names for your data set.
 925  0  *' /PRINT has the options "EXP" and "IVZR".  The former
 926  0  *' prints the exponent of the results (odds-ratios) and
 927  0  *' the latter prints the inverse Zr transform of the
 928  0  *' results.  If the /PRINT statement is ommitted, the
 930  0  *' results are printed in their raw form.
 931  0  *'
 932  0  *' Version 2005.05.23
 933  0  *'
 934  0  *--------------------------------------------------------------
 935  0  preserve
 936  0  set printback=off
1173  0
1175  0  * End of INSERT and INCLUDE nesting level 01.
EXECUTE.
COMPUTE CORRELATIONTCIN_z=0.5*ln((1+CORRELATIONTCIN)/(1-CORRELATIONTCIN)).
VARIABLE LABELS CORRELATIONTCIN_z 'CORRELATIONTCIN_z'.
EXECUTE.
COMPUTE CORRELATIONTAIN_z=0.5*ln((1+CORRELATIONTAIN)/(1-CORRELATIONTAIN)).
VARIABLE LABELS CORRELATIONTAIN_z 'CORRELATIONTAIN_z'.
EXECUTE.
COMPUTE CORRELATIONTEXIN_z=0.5*ln((1+CORRELATIONTEXIN)/(1-CORRELATIONTEXIN)).
VARIABLE LABELS CORRELATIONTEXIN_z 'CORRELATIONTEXIN_z'.
EXECUTE.
COMPUTE CORRELATIONTEMIN_z=0.5*ln((1+CORRELATIONTEMIN)/(1-CORRELATIONTEMIN)).
VARIABLE LABELS CORRELATIONTEMIN_z 'CORRELATIONTEMIN_z'.
EXECUTE.
COMPUTE CORRELATIONTOIN_z=0.5*ln((1+CORRELATIONTOIN)/(1-CORRELATIONTOIN)).
VARIABLE LABELS CORRELATIONTOIN_z 'CORRELATIONTOIN_z'.
EXECUTE.
COMPUTE CORRELATIONEDIN_z=0.5*ln((1+CORRELATIONEDIN)/(1-CORRELATIONEDIN)).
VARIABLE LABELS CORRELATIONEDIN_z 'CORRELATIONEDIN_z'.
EXECUTE.
COMPUTE CORRELATIONESIN_z=0.5*ln((1+CORRELATIONESIN)/(1-CORRELATIONESIN)).
VARIABLE LABELS CORRELATIONESIN_z 'CORRELATIONESIN_z'.
EXECUTE.
```

```
COMPUTE Variance=1/(SAMPLESIZE-3).
EXECUTE.
COMPUTE weight=1/variance.
EXECUTE.
```

Table 1.

```
MEANES ES = CORRELATIONTCIN_z/W=weight /option=IVRZ.
Run MATRIX procedure:
Version 2005.05.23
*****  Meta-Analytic Results  *****
------- Distribution Description ---------------------------------
          N      Min ES      Max ES    Wghtd SD
     11,000       -,030        ,460        ,103
------- Fixed & Random Effects Model -----------------------------
        Mean ES    -95%CI    +95%CI         SE          Z          P
Fixed     ,1046     ,0361     ,1732      ,0350     2,9910      ,0028
Random    ,1046     ,0361     ,1732      ,0350     2,9910      ,0028
------- Random Effects Variance Component ------------------------
v    =    ,000000
------- Homogeneity Analysis -------------------------------------
          Q          df           p
     8,6766     10,0000       ,5630
Random effects v estimated via noniterative method of moments.
------ END MATRIX -----
```

Table 2.

```
MEANES ES = CORRELATIONTAIN_z/W=weight /option=IVRZ.
Run MATRIX procedure:
Version 2005.05.23
*****  Meta-Analytic Results  *****
------- Distribution Description ---------------------------------
          N      Min ES      Max ES    Wghtd SD
      5,000       -,224        ,485        ,174
------- Fixed & Random Effects Model -----------------------------
        Mean ES    -95%CI    +95%CI         SE          Z          P
Fixed     ,0817    -,0285     ,1920      ,0563     1,4529      ,1462
Random    ,0850    -,1037     ,2738      ,0963      ,8829      ,3773
------- Random Effects Variance Component ------------------------
v    =    ,025080
------- Homogeneity Analysis -------------------------------------
          Q          df           p
     9,5371      4,0000       ,0490
Random effects v estimated via noniterative method of moments.
------ END MATRIX -----
```

Table 3.

```
MEANES ES = CORRELATIONTEXIN_z/W=weight /option=IVRZ.
Run MATRIX procedure:
Version 2005.05.23
*****  Meta-Analytic Results  *****
------- Distribution Description ---------------------------------
          N      Min ES      Max ES    Wghtd SD
      6,000        ,040        ,829        ,290
------- Fixed & Random Effects Model -----------------------------
        Mean ES    -95%CI    +95%CI         SE          Z          P
Fixed     ,4143     ,3133     ,5152      ,0515     8,0439      ,0000
Random    ,3943     ,1332     ,6554      ,1332     2,9598      ,0031
------- Random Effects Variance Component ------------------------
v    =    ,087470
------- Homogeneity Analysis -------------------------------------
          Q          df           p
    31,6350      5,0000       ,0000
Random effects v estimated via noniterative method of moments.
------ END MATRIX -----
```

Table 4.

```
MEANES ES = CORRELATIONTEMIN_z/W=weight /option=IVRZ.
Run MATRIX procedure:
Version 2005.05.23
*****  Meta-Analytic Results  *****
------- Distribution Description ---------------------------------
          N      Min ES      Max ES    Wghtd SD
      4,000       -,070        ,662        ,254
------- Fixed & Random Effects Model -----------------------------
        Mean ES    -95%CI    +95%CI        SE         Z         P
Fixed      ,3159     ,1957     ,4361     ,0613    5,1523     ,0000
Random     ,2696    -,0245     ,5637     ,1501    1,7967     ,0724
------- Random Effects Variance Component ------------------------
v    =    ,073704
------- Homogeneity Analysis -------------------------------------
          Q          df          p
    17,2261      3,0000       ,0006
Random effects v estimated via noniterative method of moments.
------ END MATRIX -----
Table 5.
MEANES ES = CORRELATIONTOIN_z/W=weight /option=IVRZ.
Run MATRIX procedure:
Version 2005.05.23
*****  Meta-Analytic Results  *****
------- Distribution Description ---------------------------------
          N      Min ES      Max ES    Wghtd SD
      9,000       -,234        ,321        ,159
------- Fixed & Random Effects Model -----------------------------
        Mean ES    -95%CI    +95%CI        SE         Z         P
Fixed      ,0903     ,0143     ,1662     ,0387    2,3300     ,0198
Random     ,0823    -,0322     ,1968     ,0584    1,4088     ,1589
------- Random Effects Variance Component ------------------------
v    =    ,015524
------- Homogeneity Analysis -------------------------------------
          Q          df          p
    16,9348      8,0000       ,0308
Random effects v estimated via noniterative method of moments.
------ END MATRIX -----
Table 6.
MEANES ES = CORRELATIONEDIN_z/W=weight /option=IVRZ.
Run MATRIX procedure:
Version 2005.05.23
*****  Meta-Analytic Results  *****
------- Distribution Description ---------------------------------
          N      Min ES      Max ES    Wghtd SD
     18,000       -,245        ,332        ,173
------- Fixed & Random Effects Model -----------------------------
        Mean ES    -95%CI    +95%CI        SE         Z         P
Fixed      ,0880     ,0401     ,1359     ,0244    3,6020     ,0003
Random     ,0622    -,0226     ,1470     ,0433    1,4373     ,1506
------- Random Effects Variance Component ------------------------
v    =    ,021315
------- Homogeneity Analysis -------------------------------------
          Q          df          p
    50,2224     17,0000       ,0000
Random effects v estimated via noniterative method of moments.
------ END MATRIX -----
Table 7.
MEANES ES = CORRELATIONESIN_z/W=weight /option=IVRZ.
Run MATRIX procedure:
Version 2005.05.23
*****  Meta-Analytic Results  *****
------- Distribution Description ---------------------------------
          N      Min ES      Max ES    Wghtd SD
```

```
       9,000       -,255        ,343        ,157
------- Fixed & Random Effects Model -----------------------------
         Mean ES    -95%CI    +95%CI        SE         Z         P
Fixed      ,0128    -,0609     ,0864     ,0376     ,3397     ,7341
Random     ,0071    -,1060     ,1201     ,0577     ,1222     ,9027
------- Random Effects Variance Component ------------------------
v    =    ,015463
------- Homogeneity Analysis -------------------------------------
           Q          df          p
     17,4536      8,0000       ,0257
Random effects v estimated via noniterative method of moments.
------ END MATRIX -----
```

A.6.3 MetaReg syntax

DATASET ACTIVATE DataSet1.

RECODE CONTINENT (1=1) (ELSE=0) INTO NorthernAmerica.

VARIABLE LABELS NorthernAmerica 'NorthernAmerica'.

EXECUTE.

RECODE CONTINENT (2=1) (ELSE=0) INTO Europe.

VARIABLE LABELS Europe 'Europe'.

EXECUTE.

RECODE CONTINENT (3=1) (ELSE=0) INTO Australia.

VARIABLE LABELS Australia 'Australia'.

EXECUTE.

RECODE CONTINENT (4=1) (ELSE=0) INTO Asia.

VARIABLE LABELS Asia 'Asia'.

EXECUTE.

RECODE WORKTEAMDESCRIPTION (1=1) (ELSE=0) INTO Problemsolving.

VARIABLE LABELS Problemsolving 'Problemsolving'.

EXECUTE.

RECODE WORKTEAMDESCRIPTION (2=1) (ELSE=0) INTO Functional.

VARIABLE LABELS Functional 'Functional'.

EXECUTE.

RECODE WORKTEAMDESCRIPTION (3=1) (ELSE=0) INTO Multidisciplinary.

VARIABLE LABELS Multidisciplinary 'Multidisciplinary'.

EXECUTE.

RECODE WORKTEAMDESCRIPTION (4=1) (ELSE=0) INTO Selfmanaging.

VARIABLE LABELS Selfmanaging 'Selfmanaging'.

EXECUTE.

RECODE WORKTEAMDESCRIPTION (6=1) (ELSE=0) INTO RD.

VARIABLE LABELS RD 'RD'.

EXECUTE.

RECODE WORKTEAMDESCRIPTION (7=1) (ELSE=0) INTO OtherWorkteamdescription.

VARIABLE LABELS OtherWorkteamdescription 'OtherWorkteamdescription'.

EXECUTE.

RECODE LEVELOFINNOVATION (1=1) (ELSE=0) INTO Teamlevel.

VARIABLE LABELS Teamlevel 'Teamlevel'.

EXECUTE.

RECODE LEVELOFINNOVATION (2=1) (ELSE=0) INTO Organizationallevel.

VARIABLE LABELS Organizationallevel 'Organizationallevel'.

EXECUTE.

RECODE LEVELOFINNOVATION (3=1) (ELSE=0) INTO OtherLevelofinnovation.

VARIABLE LABELS Otherlevelofinnovation 'Otherlevelofinnovaiton'.

EXECUTE.

RECODE INNOVATIONDIMENSION (1=1) (ELSE=0) INTO Explorative.

VARIABLE LABELS Explorative 'Explorative'.

EXECUTE.

RECODE INNOVATIONDIMENSION (2=1) (ELSE=0) INTO Exploitative.

VARIABLE LABELS Exploitative 'Exploitative'.

EXECUTE.

RECODE INNOVATIONDIMENSION (3=1) (ELSE=0) INTO BothInnovationdimension.

VARIABLE LABELS BothInnovationdimension 'BothInnovationdimension'.

EXECUTE.

RECODE INNOVATIONDIMENSION (4=1) (ELSE=0) INTO OtherInnovationdimension.

VARIABLE LABELS OtherInnovationdimension 'OtherInnovationdimension'.

EXECUTE.

RECODE INNOVATIONTYPE (1=1) (ELSE=0) INTO Market.

VARIABLE LABELS Market 'Market'.

EXECUTE.

RECODE INNOVATIONTYPE (2=1) (ELSE=0) INTO Product.

VARIABLE LABELS Product 'Product'.

EXECUTE.

RECODE INNOVATIONTYPE (3=1) (ELSE=0) INTO Service.

VARIABLE LABELS Service 'Service'.

EXECUTE.

```
RECODE INNOVATIONTYPE (4=1) (ELSE=0) INTO Technology.
VARIABLE LABELS Technology 'Technology'.
EXECUTE.
RECODE INNOVATIONTYPE (5=1) (ELSE=0) INTO OtherInnovationtype.
VARIABLE LABELS OtherInnovationtype 'OtherInnovationtype'.
EXECUTE.
RECODE ORGANIZATIONTYPE (1=1) (ELSE=0) INTO Profit.
VARIABLE LABELS Profit 'Profit'.
EXECUTE.
RECODE ORGANIZATIONTYPE (2=1) (ELSE=0) INTO Nonprofit.
VARIABLE LABELS Nonprofit 'Nonprofit'.
EXECUTE.
RECODE ORGANIZATIONTYPE (3=1) (ELSE=0) INTO UnknownOrganizationtype.
VARIABLE LABELS UnknownOrganizationtype 'UnknownOrganizationtype'.
EXECUTE.
RECODE ORGANIZATIONTYPE (4=1) (ELSE=0) INTO BothOrganizationtype.
VARIABLE LABELS BothOrganizationtype 'BothOrganizationtype'.
EXECUTE.
RECODE ORGANIZATIONSIZE (1=1) (ELSE=0) INTO MNC.
VARIABLE LABELS MNC 'MNC'.
EXECUTE.
RECODE ORGANIZATIONSIZE (2=1) (ELSE=0) INTO Domestic.
VARIABLE LABELS Domestic 'Domestic'.
EXECUTE.
RECODE ORGANIZATIONSIZE (3=1) (ELSE=0) INTO UnknownOrganizationsize.
VARIABLE LABELS UnknownOrganizationsize 'UnknownOrganizationsize'.
EXECUTE.
RECODE STUDYTYPE (1=1) (ELSE=0) INTO Field.
VARIABLE LABELS Field 'Field'.
EXECUTE.
RECODE STUDYTYPE (4=1) (ELSE=0) INTO StudentsMBA.
VARIABLE LABELS StudentsMBA 'StudentsMBA'.
EXECUTE.
RECODE STUDYTYPE (5=1) (ELSE=0) INTO Existingdata.
VARIABLE LABELS Existingdata 'Existingdata'.
EXECUTE.
```

```
RECODE INDUSTRYSETTING (1=1) (ELSE=0) INTO Manufacturing.
VARIABLE LABELS Manufacturing 'Manufacturing'.
EXECUTE.
RECODE INDUSTRYSETTING (2=1) (ELSE=0) INTO Serviceoriented.
VARIABLE LABELS Serviceoriented 'Serviceoriented'.
EXECUTE.
RECODE INDUSTRYSETTING (3=1) (ELSE=0) INTO Hightechnology.
VARIABLE LABELS Hightechnology 'Hightechnology'.
EXECUTE.
RECODE INDUSTRYSETTING (4=1) (ELSE=0) INTO Otherindustrysetting.
VARIABLE LABELS Otherindustrysetting 'Otherindustrysetting'.
EXECUTE.
RECODE TEAMBEINGCONTINUOUS (1=1) (ELSE=0) INTO Yes.
VARIABLE LABELS Yes 'Yes'.
EXECUTE.
RECODE TEAMBEINGCONTINUOUS (2=1) (ELSE=0) INTO No.
VARIABLE LABELS No 'No'.
EXECUTE.
RECODE TEAMBEINGCONTINUOUS (3=1) (ELSE=0) INTO UnknownTeambeingcontinuous.
VARIABLE LABELS UnknownTeambeingcontinuous 'UnknownTeambeingcontinuous'.
EXECUTE.
RECODE TEAMBEINGCONTINUOUS (4=1) (ELSE=0) INTO BothTeambeingcontinuous.
VARIABLE LABELS BothTeambeingcontinuous 'BothTeambeingcontinuous'.
EXECUTE.
INCLUDE 'C:\Users\u1251219.CAMPUS\Downloads\MetaReg.sps'.
EXECUTE.
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = NorthernAmerica /Model = ML.
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = NorthernAmerica /Model = ML.
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = NorthernAmerica /Model = ML.
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = NorthernAmerica /Model = ML.
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = NorthernAmerica /Model = ML.
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = NorthernAmerica /Model = ML.
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Europe /Model = ML.
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Europe /Model = ML.
```

```
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Europe /Model = ML.
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Europe /Model = ML.
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Europe /Model = ML.
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Australia /Model = ML.
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = Australia /Model = ML.
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Australia /Model = ML.
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Australia /Model = ML.
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Australia /Model = ML.
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Asia /Model = ML.
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Asia /Model = ML.
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = Asia /Model = ML.
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Asia /Model = ML.
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Asia /Model = ML.
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Asia /Model = ML.
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Problemsolving /Model = ML.
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Problemsolving /Model = ML.
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Problemsolving /Model = ML.
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Problemsolving /Model = ML.
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Problemsolving /Model = ML.
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Problemsolving /Model = ML.
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Functional /Model = ML.
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Functional /Model = ML.
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Functional /Model = ML.
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Functional /Model = ML.
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Functional /Model = ML.
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Functional /Model = ML.
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Multidisciplinary /Model = ML.
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Multidisciplinary /Model = ML.
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Multidisciplinary /Model = ML.
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = Multidisciplinary /Model = ML.
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Multidisciplinary /Model = ML.
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Multidisciplinary /Model = ML.
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Multidisciplinary /Model = ML.
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Selfmanaging /Model = ML.
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Selfmanaging /Model = ML.
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Selfmanaging /Model = ML.
```

METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Selfmanaging /Model = ML.

METAREG ES = CORRELATIONTCIN_z/W=weight /IVS = RD /Model = ML.

METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = RD /Model = ML.

METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = RD /Model = ML.

METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = RD /Model = ML.

METAREG ES = CORRELATIONESIN_z/W=weight /IVS = RD /Model = ML.

METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = OtherWorkteamdescription /Model = ML.

METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = OtherWorkteamdescription /Model = ML.

METAREG ES = CORRELATIONTCIN_z/W=weight /IVS = Teamlevel /Model = ML.

METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Teamlevel /Model = ML.

METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Teamlevel /Model = ML.

METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Teamlevel /Model = ML.

METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Teamlevel /Model = ML.

METAREG ES = CORRELATIONTCIN_z/W=weight /IVS = Organizationallevel /Model = ML.

METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Organizationallevel /Model = ML.

METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Organizationallevel /Model = ML.

METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Organizationallevel /Model = ML.

METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Organizationallevel /Model = ML.

METAREG ES = CORRELATIONTCIN_z/W=weight /IVS = OtherLevelofinnovation /Model = ML.

METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = OtherLevelofinnovation /Model = ML.

METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = OtherLevelofinnovation /Model = ML.

METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = OtherLevelofinnovation /Model = ML.

METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Explorative /Model = ML.

METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = BothInnovationdimension /Model = ML.

METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = BothInnovationdimension /Model = ML.

METAREG ES = CORRELATIONESIN_z/W=weight /IVS = BothInnovationdimension /Model = ML.

METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = OtherInnovationdimension /Model = ML.

METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = OtherInnovationdimension /Model = ML.

METAREG ES = CORRELATIONESIN_z/W=weight /IVS = OtherInnovationdimension /Model = ML.

METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Market /Model = ML.

METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Market /Model = ML.

METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Product /Model = ML.

METAREG ES = CORRELATIONTCIN_z/W=weight /IVS = Service /Model = ML.

METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Service /Model = ML.

```
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Service /Model = ML.
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Service /Model = ML.
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Service /Model = ML.
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Technology /Model = ML.
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Technology /Model = ML.
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Technology /Model = ML.
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = Technology /Model = ML.
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Technology /Model = ML.
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Technology /Model = ML.
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Technology /Model = ML.
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = OtherInnovationtype /Model = ML.
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = OtherInnovationtype /Model = ML.
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = OtherInnovationtype /Model = ML.
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = OtherInnovationtype /Model = ML.
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = OtherInnovationtype /Model = ML.
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = OtherInnovationtype /Model = ML.
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = OtherInnovationtype /Model = ML.
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Profit /Model = ML.
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Profit /Model = ML.
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Profit /Model = ML.
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = Profit /Model = ML.
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Profit /Model = ML.
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Profit /Model = ML.
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Profit /Model = ML.
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Nonprofit /Model = ML.
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Nonprofit /Model = ML.
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Nonprofit /Model = ML.
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Nonprofit /Model = ML.
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Nonprofit /Model = ML.
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Nonprofit /Model = ML.
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = UnknownOrganizationtype /Model = ML.
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = UnknownOrganizationtype /Model = ML.
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = BothOrganizationtype /Model = ML.
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = BothOrganizationtype /Model = ML.
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = BothOrganizationtype /Model = ML.
```

```
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = MNC /Model = ML.
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = MNC /Model = ML.
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = MNC /Model = ML.
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = MNC /Model = ML.
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = MNC /Model = ML.
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = MNC /Model = ML.
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = MNC /Model = ML.
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Domestic /Model = ML.
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Domestic /Model = ML.
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Domestic /Model = ML.
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = Domestic /Model = ML.
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Domestic /Model = ML.
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Domestic /Model = ML.
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Domestic /Model = ML.
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = UnknownOrganizationsize /Model = ML.
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = UnknownOrganizationsize /Model = ML.
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = UnknownOrganizationsize /Model = ML.
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = UnknownOrganizationsize /Model = ML.
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = UnknownOrganizationsize /Model = ML.
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = UnknownOrganizationsize /Model = ML.
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Field /Model = ML.
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Field /Model = ML.
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Field /Model = ML.
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Field /Model = ML.
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = StudentsMBA /Model = ML.
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = StudentsMBA /Model = ML.
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = StudentsMBA /Model = ML.
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = StudentsMBA /Model = ML.
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Manufacturing /Model = ML.
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Manufacturing /Model = ML.
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Manufacturing /Model = ML.
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = Manufacturing /Model = ML.
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Manufacturing /Model = ML.
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Manufacturing /Model = ML.
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Manufacturing /Model = ML.
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Serviceoriented /Model = ML.
```

```
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Serviceoriented /Model = ML.
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = Serviceoriented /Model = ML.
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Serviceoriented /Model = ML.
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Serviceoriented /Model = ML.
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Serviceoriented /Model = ML.
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Hightechnology /Model = ML.
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Hightechnology /Model = ML.
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = Hightechnology /Model = ML.
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Hightechnology /Model = ML.
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Hightechnology /Model = ML.
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Hightechnology /Model = ML.
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Otherindustrysetting /Model = ML.
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Otherindustrysetting /Model = ML.
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Otherindustrysetting /Model = ML.
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Otherindustrysetting /Model = ML.
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Otherindustrysetting /Model = ML.
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Otherindustrysetting /Model = ML.
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Yes /Model = ML.
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Yes /Model = ML.
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Yes /Model = ML.
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Yes /Model = ML.
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Yes /Model = ML.
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Yes /Model = ML.
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = No /Model = ML.
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = No /Model = ML.
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = No /Model = ML.
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = No /Model = ML.
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = No /Model = ML.
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = No /Model = ML.
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = UnknownTeambeingcontinuous /Model = ML.
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = UnknownTeambeingcontinuous /Model = ML.
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = UnknownTeambeingcontinuous /Model = ML.
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = UnknownTeambeingcontinuous /Model = ML.
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = UnknownTeambeingcontinuous /Model = ML.
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = UnknownTeambeingcontinuous /Model = ML.
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = BothTeambeingcontinuous /Model = ML.
```

METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = BothTeambeingcontinuous /Model = ML.

A.6.4 MetaReg output (tables)

```
INCLUDE 'C:\Users\u1251219\Downloads\MetaReg.sps'.
  23  0  *-------------------------------------------------------------
  24  0  *' SPSS/Win 6.1 or Higher Macro -- Written by David B. Wilson
  25  0  *' Meta-Analysis Modified Weighted Multiple Regression for
  26  0  *' any type of effect size
  27  0  *' To use, initialize macro with the include statement:
  28  0  *' INCLUDE "[drive][path]METAREG.SPS" .
  29  0  *' Syntax for macro:
  30  0  *' METAREG ES=varname /W=varname /IVS=varlist
  31  0  *'   /MODEL=option /PRINT=option .
  32  0  *' Where ES is the effect size variable, W is the inverse
  33  0  *' variance weight, IVS is the list of independent variables
  34  0  *' and MODEL is either FE for a fixed effects model, MM for
  35  0  *' a random effects model estimated via the method of moments,
  36  0  *' and ML is a random effects model estimated via iterative
  37  0  *' maximum likelihood.  If /MODEL is omitted, FE is the
  38  0  *' default.  The /PRINT subcommand has the option EXP and
  39  0  *' if specified will print the exponent of the B coefficient
  40  0  *' (the odds-ratio) rather than beta.  If /PRINT is omitted,
  41  0  *' beta is printed.
  42  0  *' Example:
  43  0  *'
  44  0  *' metareg es = effct /w = invweght /ivs = txvar1 txvar2
  45  0  *'    /model = fe .
  46  0  *'
  47  0  *' Version 2005.05.23
  48  0  *'
  49  0  *-------------------------------------------------------------
  50  0  preserve
  51  0  set printback=off
 388  0
 390  0  * End of INSERT and INCLUDE nesting level 01.
EXECUTE.

METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = NorthernAmerica /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,2129     11,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model          1,8474       1,0000       ,1741
Residual       6,8293       9,0000       ,6549
Total          8,6766      10,0000       ,5630
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1411    ,0441    ,0547    ,2274   3,2010    ,0014    ,0000
Northern   -,0985    ,0725   -,2406    ,0435  -1,3592    ,1741   -,4614
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = NorthernAmerica /Model = ML.
```

```
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,3977        ,1250      6,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model          ,7895      1,0000        ,3743
Residual      5,5241      4,0000        ,2376
Total         6,3135      5,0000        ,2769
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,2898    ,1640   -,0316    ,6112   1,7671    ,0772    ,0000
Northern    ,1968    ,2215   -,2373    ,6308    ,8885    ,3743    ,3536
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,05425
se(v)  =   ,04173
------ END MATRIX -----
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = NorthernAmerica /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,2740        ,0388      4,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model          ,1662      1,0000        ,6835
Residual      4,1126      2,0000        ,1279
Total         4,2788      3,0000        ,2329
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,2231    ,1784   -,1266    ,5728   1,2506    ,2111    ,0000
Northern    ,1040    ,2551   -,3960    ,6039    ,4077    ,6835    ,1971
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,04879
se(v)  =   ,04584
------ END MATRIX -----
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = NorthernAmerica /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0848        ,0061      9,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model          ,0655      1,0000        ,7979
Residual     10,7615      7,0000        ,1494
Total        10,8270      8,0000        ,2117
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0959    ,0677   -,0369    ,2286   1,4156    ,1569    ,0000
Northern   -,0273    ,1065   -,2360    ,1815   -,2560    ,7979   -,0778
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00977
se(v)  =   ,01114
------ END MATRIX -----
```

```
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = NorthernAmerica /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0657        ,1760     18,0000
------- Homogeneity Analysis -------
                     Q          df           p
Model          3,6535      1,0000       ,0560
Residual      17,1001     16,0000       ,3791
Total         20,7536     17,0000       ,2375
------- Regression Coefficients -------
                 B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1148    ,0452    ,0262    ,2034   2,5390    ,0111    ,0000
Northern   -,1520    ,0795   -,3079    ,0039  -1,9114    ,0560   -,4196
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01282
se(v)  =   ,00812
------ END MATRIX -----
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = NorthernAmerica /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0075        ,0025      9,0000
------- Homogeneity Analysis -------
                     Q          df           p
Model           ,0236      1,0000       ,8780
Residual       9,2564      7,0000       ,2348
Total          9,2800      8,0000       ,3192
------- Regression Coefficients -------
                 B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0130    ,0641   -,1126    ,1387    ,2034    ,8388    ,0000
Northern   -,0175    ,1141   -,2411    ,2061   -,1536    ,8780   -,0504
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01113
se(v)  =   ,01148
------ END MATRIX -----
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Europe /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,1027     11,0000
------- Homogeneity Analysis -------
                     Q          df           p
Model           ,8911      1,0000       ,3452
Residual       7,7856      9,0000       ,5559
Total          8,6766     10,0000       ,5630
------- Regression Coefficients -------
                 B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0837    ,0414    ,0025    ,1649   2,0214    ,0432    ,0000
Europe      ,0731    ,0774   -,0786    ,2247    ,9440    ,3452    ,3205
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
```

```
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Europe /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,3974        ,0894       6,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,5482      1,0000        ,4590
Residual       5,5848      4,0000        ,2324
Total          6,1331      5,0000        ,2935
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,4540    ,1354    ,1886    ,7195   3,3524    ,0008    ,0000
Europe     -,1775    ,2398   -,6475    ,2924   -,7404    ,4590   -,2990
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,05628
se(v)  =   ,04293
------ END MATRIX -----
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Europe /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0858        ,1252       9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          1,4503      1,0000        ,2285
Residual      10,1307      7,0000        ,1813
Total         11,5810      8,0000        ,1709
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1168    ,0563    ,0064    ,2271   2,0742    ,0381    ,0000
Europe     -,1484    ,1233   -,3900    ,0931  -1,2043    ,2285   -,3539
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00792
se(v)  =   ,01017
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Europe /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0637        ,0130      18,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,2293      1,0000        ,6320
Residual      17,4148     16,0000        ,3593
Total         17,6441     17,0000        ,4116
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0742    ,0459   -,0158    ,1642   1,6160    ,1061    ,0000
Europe     -,0459    ,0958   -,2335    ,1418   -,4789    ,6320   -,1140
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01698
se(v)  =   ,00958
------ END MATRIX -----
```

```
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Europe /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0128        ,4838       9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          8,4435      1,0000       ,0037
Residual       9,0101      7,0000       ,2519
Total         17,4536      8,0000       ,0257
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0796    ,0441   -,0067    ,1660   1,8069    ,0708    ,0000
Europe     -,2452    ,0844   -,4107   -,0798  -2,9058    ,0037   -,6955
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00541
------ END MATRIX -----
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Australia /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,0202      11,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,1752      1,0000       ,6756
Residual       8,5015      9,0000       ,4845
Total          8,6766     10,0000       ,5630
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1009    ,0361    ,0300    ,1717   2,7915    ,0052    ,0000
Australi    ,0605    ,1446   -,2229    ,3440    ,4185    ,6756    ,1421
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = Australia /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,2742        ,0570       4,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,2467      1,0000       ,6194
Residual       4,0822      2,0000       ,1299
Total          4,3289      3,0000       ,2281
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,3093    ,1452    ,0248    ,5939   2,1308    ,0331    ,0000
Australi   -,1479    ,2978   -,7317    ,4358   -,4967    ,6194   -,2387
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,04803
se(v)  =   ,04530
------ END MATRIX -----
```

```
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Australia /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0856        ,0566      9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,6459      1,0000       ,4216
Residual      10,7653      7,0000       ,1492
Total         11,4112      8,0000       ,1795
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0999    ,0536   -,0052    ,2049   1,8638    ,0623    ,0000
Australi   -,1299    ,1616   -,4466    ,1869   -,8037    ,4216   -,2379
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00832
se(v)  =   ,01038
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Australia /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0638        ,0478     18,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,8520      1,0000       ,3560
Residual      16,9864     16,0000       ,3865
Total         17,8384     17,0000       ,3991
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0552    ,0411   -,0254    ,1359   1,3424    ,1795    ,0000
Australi    ,1684    ,1825   -,1892    ,5261    ,9230    ,3560    ,2185
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01668
se(v)  =   ,00948
------ END MATRIX -----
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Australia /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0078        ,2157      9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          2,1497      1,0000       ,1426
Residual       7,8183      7,0000       ,3489
Total          9,9680      8,0000       ,2673
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant   -,0088    ,0522   -,1112    ,0935   -,1691    ,8657    ,0000
Australi    ,3517    ,2398   -,1184    ,8218   1,4662    ,1426    ,4644
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00935
se(v)  =   ,01055
------ END MATRIX -----
```

```
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Asia /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,0093     11,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model          ,0811      1,0000       ,7758
Residual      8,5955      9,0000       ,4754
Total         8,6766     10,0000       ,5630
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0984    ,0413    ,0175    ,1793   2,3841    ,0171    ,0000
Asia        ,0222    ,0778   -,1303    ,1746    ,2848    ,7758    ,0967
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Asia /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,3968        ,0119      6,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model          ,0688      1,0000       ,7931
Residual      5,7013      4,0000       ,2226
Total         5,7701      5,0000       ,3292
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,4088    ,1238    ,1662    ,6514   3,3024    ,0010    ,0000
Asia       -,0882    ,3363   -,7474    ,5710   -,2623    ,7931   -,1092
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,06075
se(v)  =   ,04556
------ END MATRIX -----
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = Asia /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,2731        ,0001      4,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model          ,0003      1,0000       ,9859
Residual      4,0227      2,0000       ,1338
Total         4,0230      3,0000       ,2590
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,2716    ,1541   -,0305    ,5737   1,7622    ,0780    ,0000
Asia        ,0052    ,2957   -,5744    ,5849    ,0177    ,9859    ,0088
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,05295
se(v)  =   ,04881
------ END MATRIX -----
```

```
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Asia /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0903        ,4029      9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          6,8224      1,0000       ,0090
Residual      10,1123      7,0000       ,1823
Total         16,9348      8,0000       ,0308
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0263    ,0458   -,0635    ,1162    ,5747    ,5655    ,0000
Asia        ,2241    ,0858    ,0559    ,3923   2,6120    ,0090    ,6347
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00576
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Asia /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0665        ,1724     18,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          3,7952      1,0000       ,0514
Residual      18,2155     16,0000       ,3114
Total         22,0108     17,0000       ,1843
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0093    ,0466   -,0820    ,1006    ,1996    ,8418    ,0000
Asia        ,1438    ,0738   -,0009    ,2885   1,9481    ,0514    ,4152
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01149
se(v)  =   ,00764
------ END MATRIX -----
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Asia /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0109        ,2529      9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          3,7517      1,0000       ,0528
Residual      11,0803      7,0000       ,1352
Total         14,8320      8,0000       ,0625
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant   -,0549    ,0532   -,1592    ,0495  -1,0308    ,3026    ,0000
Asia        ,1616    ,0834   -,0019    ,3250   1,9369    ,0528    ,5029
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00200
se(v)  =   ,00657
------ END MATRIX -----
```

```
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Problemsolving /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,0004     11,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,0035      1,0000       ,9531
Residual       8,6732      9,0000       ,4680
Total          8,6766     10,0000       ,5630
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1039    ,0371    ,0312    ,1767   2,7999    ,0051    ,0000
Problems    ,0065    ,1112   -,2114    ,2245    ,0588    ,9531    ,0199
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Problemsolving /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0859        ,0021      5,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,0130      1,0000       ,9094
Residual       6,1022      3,0000       ,1067
Total          6,1152      4,0000       ,1907
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0916    ,0982   -,1007    ,2840    ,9337    ,3505    ,0000
Problems   -,0215    ,1892   -,3923    ,3493   -,1138    ,9094   -,0460
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01517
se(v)  =   ,02068
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Problemsolving /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,4036        ,4156      6,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          4,4935      1,0000       ,0340
Residual       6,3178      4,0000       ,1766
Total         10,8113      5,0000       ,0553
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,4933    ,0952    ,3068    ,6799   5,1836    ,0000    ,0000
Problems   -,4533    ,2139   -,8725   -,0342  -2,1198    ,0340   -,6447
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,02569
se(v)  =   ,02468
------ END MATRIX -----
```

```
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Problemsolving /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0844        ,0010      9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,0101      1,0000       ,9201
Residual      10,4767      7,0000       ,1631
Total         10,4868      8,0000       ,2325
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0885    ,0674   -,0436    ,2207   1,3132    ,1891    ,0000
Problems   -,0111    ,1102   -,2270    ,2049   -,1004    ,9201   -,0310
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01071
se(v)  =   ,01162
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Problemsolving /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0652        ,1579     18,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          3,1585      1,0000       ,0755
Residual      16,8397     16,0000       ,3960
Total         19,9982     17,0000       ,2743
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0243    ,0443   -,0625    ,1112    ,5485    ,5834    ,0000
Problems    ,1518    ,0854   -,0156    ,3191   1,7772    ,0755    ,3974
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01371
se(v)  =   ,00843
------ END MATRIX -----
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Problemsolving /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0128        ,4926      9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          8,5982      1,0000       ,0034
Residual       8,8554      7,0000       ,2632
Total         17,4536      8,0000       ,0257
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant   -,0637    ,0457   -,1533    ,0260  -1,3922    ,1639    ,0000
Problems    ,2353    ,0802    ,0780    ,3926   2,9323    ,0034    ,7019
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00541
------ END MATRIX -----
```

```
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Functional /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,0355     11,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model         ,3078      1,0000       ,5790
Residual     8,3688      9,0000       ,4974
Total        8,6766     10,0000       ,5630
------- Regression Coefficients -------
             B       SE  -95% CI  +95% CI        Z        P     Beta
Constant   ,1236    ,0489    ,0278    ,2193   2,5292    ,0114    ,0000
Function  -,0388    ,0700   -,1760    ,0984   -,5548    ,5790   -,1884
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Functional /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0817        ,7798      5,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model        7,4366      1,0000       ,0064
Residual     2,1005      3,0000       ,5518
Total        9,5371      4,0000       ,0490
------- Regression Coefficients -------
             B       SE  -95% CI  +95% CI        Z        P     Beta
Constant   ,0233    ,0602   -,0946    ,1413    ,3876    ,6983    ,0000
Function   ,4614    ,1692    ,1298    ,7930   2,7270    ,0064    ,8830
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00815
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Functional /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,3967        ,0000      6,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model         ,0002      1,0000       ,9893
Residual     5,7046      4,0000       ,2223
Total        5,7048      5,0000       ,3360
------- Regression Coefficients -------
             B       SE  -95% CI  +95% CI        Z        P     Beta
Constant   ,3960    ,1276    ,1459    ,6461   3,1036    ,0019    ,0000
Function   ,0041    ,3030   -,5897    ,5979    ,0134    ,9893    ,0056
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,06161
se(v)  =   ,04607
------ END MATRIX -----
```

```
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Functional /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0844        ,0005      9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,0057      1,0000       ,9398
Residual      10,5182      7,0000       ,1611
Total         10,5239      8,0000       ,2302
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0879    ,0703   -,0499    ,2257   1,2504    ,2111    ,0000
Function   -,0081    ,1075   -,2189    ,2027   -,0755    ,9398   -,0233
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01060
se(v)  =   ,01157
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Functional /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0634        ,0026     18,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,0442      1,0000       ,8334
Residual      17,2354     16,0000       ,3705
Total         17,2796     17,0000       ,4356
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0604    ,0432   -,0242    ,1450   1,3989    ,1619    ,0000
Function    ,0273    ,1296   -,2268    ,2813    ,2103    ,8334    ,0506
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01758
se(v)  =   ,00979
------ END MATRIX -----
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Functional /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0079        ,1336      9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          1,3574      1,0000       ,2440
Residual       8,7999      7,0000       ,2673
Total         10,1573      8,0000       ,2542
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0388    ,0569   -,0729    ,1504    ,6806    ,4961    ,0000
Function   -,1428    ,1226   -,3831    ,0974  -1,1651    ,2440   -,3656
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00890
se(v)  =   ,01032
------ END MATRIX -----
```

```
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Multidisciplinary /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,0112      11,0000
------- Homogeneity Analysis -------
                   Q          df           p
Model           ,0968      1,0000        ,7557
Residual       8,5798      9,0000        ,4769
Total          8,6766     10,0000        ,5630
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1026    ,0356    ,0327    ,1724   2,8788    ,0040    ,0000
Multidis    ,0588    ,1891   -,3118    ,4294    ,3112    ,7557    ,1056
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Multidisciplinary /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0848        ,2565       5,0000
------- Homogeneity Analysis -------
                   Q          df           p
Model          2,0908      1,0000        ,1482
Residual       6,0617      3,0000        ,1086
Total          8,1526      4,0000        ,0861
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1792    ,0933   -,0036    ,3620   1,9212    ,0547    ,0000
Multidis   -,1926    ,1332   -,4538    ,0685  -1,4460    ,1482   -,5064
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00453
se(v)  =   ,01220
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Multidisciplinary /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,3978        ,1236       6,0000
------- Homogeneity Analysis -------
                   Q          df           p
Model           ,7948      1,0000        ,3727
Residual       5,6361      4,0000        ,2280
Total          6,4308      5,0000        ,2665
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,3519    ,1208    ,1151    ,5886   2,9130    ,0036    ,0000
Multidis    ,2523    ,2830   -,3024    ,8070    ,8915    ,3727    ,3515
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,05299
se(v)  =   ,04099
------ END MATRIX -----
```

```
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = Multidisciplinary /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,2740        ,0388      4,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,1662      1,0000       ,6835
Residual       4,1126      2,0000       ,1279
Total          4,2788      3,0000       ,2329
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,2231    ,1784   -,1266    ,5728   1,2506    ,2111    ,0000
Multidis    ,1040    ,2551   -,3960    ,6039    ,4077    ,6835    ,1971
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,04879
se(v)  =   ,04584
------ END MATRIX -----
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Multidisciplinary /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0866        ,2172      9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          2,6668      1,0000       ,1025
Residual       9,6114      7,0000       ,2117
Total         12,2782      8,0000       ,1392
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1059    ,0497    ,0086    ,2033   2,1337    ,0329    ,0000
Multidis   -,3401    ,2083   -,7484    ,0681  -1,6330    ,1025   -,4660
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00643
se(v)  =   ,00938
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Multidisciplinary /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0634        ,0122     18,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,2116      1,0000       ,6456
Residual      17,0823     16,0000       ,3803
Total         17,2938     17,0000       ,4346
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0778    ,0513   -,0227    ,1783   1,5167    ,1294    ,0000
Multidis   -,0388    ,0843   -,2039    ,1264   -,4600    ,6456   -,1106
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01755
se(v)  =   ,00978
------ END MATRIX -----
```

```
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Multidisciplinary /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0099        ,2531      9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          3,3672      1,0000       ,0665
Residual       9,9387      7,0000       ,1921
Total         13,3058      8,0000       ,1018
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0551    ,0500   -,0428    ,1531   1,1031    ,2700    ,0000
Multidis   -,1859    ,1013   -,3844    ,0127  -1,8350    ,0665   -,5030
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00363
se(v)  =   ,00749
------ END MATRIX -----
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Selfmanaging /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,0042     11,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,0366      1,0000       ,8484
Residual       8,6401      9,0000       ,4711
Total          8,6766     10,0000       ,5630
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1056    ,0354    ,0363    ,1750   2,9862    ,0028    ,0000
Selfmana   -,0456    ,2383   -,5127    ,4216   -,1912    ,8484   -,0649
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Selfmanaging /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0859        ,0285      5,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,1777      1,0000       ,6734
Residual       6,0494      3,0000       ,1092
Total          6,2271      4,0000       ,1828
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0974    ,0872   -,0736    ,2684   1,1166    ,2642    ,0000
Selfmana   -,1174    ,2785   -,6632    ,4284   -,4215    ,6734   -,1689
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01440
se(v)  =   ,02009
------ END MATRIX -----
```

```
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Selfmanaging /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,4042        ,5300      6,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model          6,0532      1,0000        ,0139
Residual       5,3685      4,0000        ,2515
Total         11,4217      5,0000        ,0436
------- Regression Coefficients -------
             B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,3060    ,0921    ,1254    ,4866   3,3211    ,0009    ,0000
Selfmana    ,5231    ,2126    ,1064    ,9399   2,4603    ,0139    ,7280
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,02356
se(v)  =   ,02339
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Selfmanaging /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0635        ,0010     18,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model           ,0178      1,0000        ,8939
Residual      17,3292     16,0000        ,3646
Total         17,3470     17,0000        ,4311
------- Regression Coefficients -------
             B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0652    ,0427   -,0185    ,1490   1,5267    ,1268    ,0000
Selfmana   -,0184    ,1382   -,2894    ,2525   -,1334    ,8939   -,0320
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01746
se(v)  =   ,00975
------ END MATRIX -----
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = RD /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,0269     11,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model           ,2331      1,0000        ,6293
Residual       8,4436      9,0000        ,4901
Total          8,6766     10,0000        ,5630
------- Regression Coefficients -------
             B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0924    ,0432    ,0078    ,1771   2,1395    ,0324    ,0000
RD          ,0356    ,0737   -,1088    ,1799    ,4828    ,6293    ,1639
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
```

```
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = RD /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,3968        ,0119      6,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,0688      1,0000       ,7931
Residual       5,7013      4,0000       ,2226
Total          5,7701      5,0000       ,3292
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,4088    ,1238    ,1662    ,6514   3,3024    ,0010    ,0000
RD        -,0882    ,3363   -,7474    ,5710   -,2623    ,7931   -,1092
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,06075
se(v)  =   ,04556
------ END MATRIX -----
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = RD /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,2740        ,0388      4,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,1662      1,0000       ,6835
Residual       4,1126      2,0000       ,1279
Total          4,2788      3,0000       ,2329
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,3271    ,1823   -,0302    ,6844   1,7944    ,0728    ,0000
RD        -,1040    ,2551   -,6039    ,3960   -,4077    ,6835   -,1971
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,04879
se(v)  =   ,04584
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = RD /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0649        ,1316     18,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          2,5833      1,0000       ,1080
Residual      17,0500     16,0000       ,3824
Total         19,6332     17,0000       ,2934
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0907    ,0415    ,0095    ,1720   2,1887    ,0286    ,0000
RD        -,1721    ,1071   -,3819    ,0378  -1,6073    ,1080   -,3627
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01416
se(v)  =   ,00859
------ END MATRIX -----
```

```
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = RD /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0075        ,0305      9,0000
------- Homogeneity Analysis -------
                   Q          df           p
Model          ,2795      1,0000        ,5970
Residual      8,8809      7,0000        ,2613
Total         9,1604      8,0000        ,3289
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant   -,0096    ,0624   -,1320    ,1127   -,1542    ,8775    ,0000
RD          ,0638    ,1206   -,1726    ,3002    ,5287    ,5970    ,1747
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01147
se(v)  =   ,01165
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = OtherWorkteamdescription /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,3980        ,1625      6,0000
------- Homogeneity Analysis -------
                   Q          df           p
Model         1,0652      1,0000        ,3020
Residual      5,4892      4,0000        ,2407
Total         6,5545      5,0000        ,2559
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,4430    ,1167    ,2143    ,6717   3,7965    ,0001    ,0000
OtherWor   -,3224    ,3124   -,9347    ,2899  -1,0321    ,3020   -,4031
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,05172
se(v)  =   ,04023
------ END MATRIX -----
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = OtherWorkteamdescription /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0889        ,1941      9,0000
------- Homogeneity Analysis -------
                   Q          df           p
Model         2,8320      1,0000        ,0924
Residual     11,7598      7,0000        ,1087
Total        14,5918      8,0000        ,0676
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0593    ,0464   -,0317    ,1503   1,2775    ,2014    ,0000
OtherWor    ,2068    ,1229   -,0341    ,4476   1,6829    ,0924    ,4405
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00263
se(v)  =   ,00729
------ END MATRIX -----
```

```
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Teamlevel /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,0075     11,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,0654      1,0000       ,7982
Residual       8,6113      9,0000       ,4739
Total          8,6766     10,0000       ,5630
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1092    ,0392    ,0323    ,1861   2,7834    ,0054    ,0000
Teamleve   -,0222    ,0868   -,1922    ,1479   -,2557    ,7982   -,0868
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Teamlevel /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0817        ,4520      5,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          4,3107      1,0000       ,0379
Residual       5,2264      3,0000       ,1559
Total          9,5371      4,0000       ,0490
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0264    ,0623   -,0957    ,1484    ,4234    ,6720    ,0000
Teamleve    ,3017    ,1453    ,0169    ,5865   2,0762    ,0379    ,6723
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00815
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Teamlevel /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,3967        ,0000      6,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,0002      1,0000       ,9893
Residual       5,7046      4,0000       ,2223
Total          5,7048      5,0000       ,3360
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,3960    ,1276    ,1459    ,6461   3,1036    ,0019    ,0000
Teamleve    ,0041    ,3030   -,5897    ,5979    ,0134    ,9893    ,0056
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,06161
se(v)  =   ,04607
------ END MATRIX -----
```

```
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Teamlevel /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0876        ,2481      9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          3,2757      1,0000       ,0703
Residual       9,9268      7,0000       ,1928
Total         13,2026      8,0000       ,1051
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1106    ,0477    ,0171    ,2041   2,3188    ,0204    ,0000
Teamleve   -,3238    ,1789   -,6745    ,0269  -1,8099    ,0703   -,4981
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00473
se(v)  =   ,00846
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Teamlevel /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0635        ,0239     18,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,4145      1,0000       ,5197
Residual      16,9547     16,0000       ,3885
Total         17,3692     17,0000       ,4296
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0551    ,0427   -,0286    ,1387   1,2901    ,1970    ,0000
Teamleve    ,0895    ,1390   -,1829    ,3619    ,6438    ,5197    ,1545
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01743
se(v)  =   ,00974
------ END MATRIX -----
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Organizationallevel /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,2751     11,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          2,3867      1,0000       ,1224
Residual       6,2899      9,0000       ,7106
Total          8,6766     10,0000       ,5630
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0500    ,0498   -,0475    ,1475   1,0048    ,3150    ,0000
Organiza    ,1081    ,0700   -,0290    ,2453   1,5449    ,1224    ,5245
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
```

```
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Organizationallevel /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0848        ,2565      5,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          2,0908      1,0000       ,1482
Residual       6,0617      3,0000       ,1086
Total          8,1526      4,0000       ,0861
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1792    ,0933   -,0036    ,3620   1,9212    ,0547    ,0000
Organiza   -,1926    ,1332   -,4538    ,0685  -1,4460    ,1482   -,5064
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00453
se(v)  =   ,01220
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Organizationallevel /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,4007        ,2648      6,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          2,2288      1,0000       ,1355
Residual       6,1896      4,0000       ,1854
Total          8,4185      5,0000       ,1346
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,2148    ,1572   -,0934    ,5229   1,3659    ,1720    ,0000
Organiza    ,2964    ,1985   -,0927    ,6856   1,4929    ,1355    ,5145
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,03705
se(v)  =   ,03152
------ END MATRIX -----
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Organizationallevel /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0853        ,0504      9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,5630      1,0000       ,4531
Residual      10,6010      7,0000       ,1570
Total         11,1640      8,0000       ,1926
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0478    ,0716   -,0925    ,1881    ,6678    ,5043    ,0000
Organiza    ,0769    ,1026   -,1241    ,2780    ,7503    ,4531    ,2246
```

```
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00891
se(v)  =   ,01069
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Organizationallevel /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0635        ,0239     18,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,4145      1,0000        ,5197
Residual      16,9547     16,0000        ,3885
Total         17,3692     17,0000        ,4296
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1445    ,1323   -,1147    ,4038   1,0927    ,2745    ,0000
Organiza   -,0895    ,1390   -,3619    ,1829   -,6438    ,5197   -,1545
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01743
se(v)  =   ,00974
------ END MATRIX -----
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = OtherLevelofinnovation /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,2507     11,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          2,1752      1,0000        ,1403
Residual       6,5015      9,0000        ,6889
Total          8,6766     10,0000        ,5630
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1376    ,0415    ,0562    ,2190   3,3144    ,0009    ,0000
OtherLev   -,1137    ,0771   -,2648    ,0374  -1,4748    ,1403   -,5007
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = OtherLevelofinnovation /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0859        ,0021      5,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,0130      1,0000        ,9094
Residual       6,1022      3,0000        ,1067
Total          6,1152      4,0000        ,1907
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0916    ,0982   -,1007    ,2840    ,9337    ,3505    ,0000
```

```
OtherLev   -,0215    ,1892   -,3923    ,3493   -,1138    ,9094   -,0460
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01517
se(v)  =   ,02068
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = OtherLevelofinnovation /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,4036        ,4156       6,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model          4,4935       1,0000        ,0340
Residual       6,3178       4,0000        ,1766
Total         10,8113       5,0000        ,0553
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,4933    ,0952    ,3068    ,6799   5,1836    ,0000    ,0000
OtherLev   -,4533    ,2139   -,8725   -,0342  -2,1198    ,0340   -,6447
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,02569
se(v)  =   ,02468
------ END MATRIX -----
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = OtherLevelofinnovation /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0842        ,0028       9,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model           ,0286       1,0000        ,8657
Residual      10,3526       7,0000        ,1695
Total         10,3812       8,0000        ,2393
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0764    ,0709   -,0625    ,2154   1,0778    ,2811    ,0000
OtherLev    ,0183    ,1085   -,1943    ,2309    ,1691    ,8657    ,0525
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01101
se(v)  =   ,01178
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Explorative /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0635        ,0098      18,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model           ,1698       1,0000        ,6803
Residual      17,2063      16,0000        ,3724
Total         17,3760      17,0000        ,4292
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0593    ,0418   -,0227    ,1413   1,4180    ,1562    ,0000
```

```
Explorat    ,0714    ,1733   -,2683    ,4111    ,4120    ,6803    ,0988
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01742
se(v)  =   ,00973
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = BothInnovationdimension /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,3968        ,0119      6,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,0688      1,0000       ,7931
Residual       5,7013      4,0000       ,2226
Total          5,7701      5,0000       ,3292
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,4088    ,1238    ,1662    ,6514   3,3024    ,0010    ,0000
BothInno   -,0882    ,3363   -,7474    ,5710   -,2623    ,7931   -,1092
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,06075
se(v)  =   ,04556
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = BothInnovationdimension /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0638        ,0272     18,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,4859      1,0000       ,4858
Residual      17,4045     16,0000       ,3599
Total         17,8903     17,0000       ,3958
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0713    ,0414   -,0099    ,1525   1,7209    ,0853    ,0000
BothInno   -,1113    ,1597   -,4244    ,2017   -,6970    ,4858   -,1648
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01660
se(v)  =   ,00945
------ END MATRIX -----
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = BothInnovationdimension /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0089        ,1537      9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          1,8213      1,0000       ,1772
Residual      10,0284      7,0000       ,1870
Total         11,8497      8,0000       ,1580
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0369    ,0507   -,0626    ,1363    ,7271    ,4671    ,0000
```

```
BothInno   -,1676    ,1242   -,4111    ,0758  -1,3496    ,1772   -,3920
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00566
se(v)  =   ,00859
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = OtherInnovationdimension /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,3968        ,0119       6,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,0688       1,0000        ,7931
Residual       5,7013       4,0000        ,2226
Total          5,7701       5,0000        ,3292
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,3205    ,3127   -,2924    ,9335   1,0251    ,3053    ,0000
OtherInn    ,0882    ,3363   -,5710    ,7474    ,2623    ,7931    ,1092
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,06075
se(v)  =   ,04556
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = OtherInnovationdimension /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0635        ,0029      18,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,0504       1,0000        ,8224
Residual      17,3377      16,0000        ,3641
Total         17,3881      17,0000        ,4284
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0394    ,1147   -,1853    ,2642    ,3438    ,7310    ,0000
OtherInn    ,0275    ,1226   -,2128    ,2678    ,2245    ,8224    ,0538
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01740
se(v)  =   ,00973
------ END MATRIX -----
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = OtherInnovationdimension /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0089        ,1537       9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          1,8213       1,0000        ,1772
Residual      10,0284       7,0000        ,1870
Total         11,8497       8,0000        ,1580
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant   -,1307    ,1134   -,3530    ,0915  -1,1531    ,2489    ,0000
```

```
OtherInn    ,1676    ,1242   -,0758    ,4111   1,3496    ,1772    ,3920
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00566
se(v)  =   ,00859
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Market /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,4042        ,5300       6,0000
------- Homogeneity Analysis -------
                     Q          df           p
Model          6,0532       1,0000        ,0139
Residual       5,3685       4,0000        ,2515
Total         11,4217       5,0000        ,0436
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,3060    ,0921    ,1254    ,4866   3,3211    ,0009    ,0000
Market      ,5231    ,2126    ,1064    ,9399   2,4603    ,0139    ,7280
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,02356
se(v)  =   ,02339
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Market /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0643        ,0753      18,0000
------- Homogeneity Analysis -------
                     Q          df           p
Model          1,4002       1,0000        ,2367
Residual      17,2037      16,0000        ,3725
Total         18,6039      17,0000        ,3517
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0753    ,0404   -,0038    ,1544   1,8670    ,0619    ,0000
Market     -,2061    ,1742   -,5474    ,1353  -1,1833    ,2367   -,2743
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01554
se(v)  =   ,00908
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Product /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0651        ,0659      18,0000
------- Homogeneity Analysis -------
                     Q          df           p
Model          1,3069       1,0000        ,2530
Residual      18,5267      16,0000        ,2940
Total         19,8336      17,0000        ,2828
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0493    ,0405   -,0301    ,1286   1,2169    ,2236    ,0000
```

```
Product     ,1353    ,1184   -,0967    ,3674   1,1432    ,2530    ,2567
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01391
se(v)  =   ,00850
------ END MATRIX -----
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Service /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,0961     11,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model           ,8342      1,0000        ,3611
Residual       7,8424      9,0000        ,5501
Total          8,6766     10,0000        ,5630
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0804    ,0439   -,0058    ,1665   1,8290    ,0674    ,0000
Service     ,0663    ,0726   -,0760    ,2087    ,9133    ,3611    ,3101
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Service /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0844        ,3270      5,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model          2,7440      1,0000        ,0976
Residual       5,6473      3,0000        ,1301
Total          8,3912      4,0000        ,0783
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1348    ,0716   -,0055    ,2751   1,8838    ,0596    ,0000
Service    -,2787    ,1683   -,6085    ,0511  -1,6565    ,0976   -,5718
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00364
se(v)  =   ,01143
------ END MATRIX -----
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Service /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0843        ,0000      9,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model           ,0005      1,0000        ,9826
Residual      10,4545      7,0000        ,1642
Total         10,4550      8,0000        ,2345
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0852    ,0668   -,0457    ,2161   1,2763    ,2019    ,0000
```

```
Service    -,0024    ,1113   -,2206    ,2157   -,0218    ,9826   -,0067
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01080
se(v)  =   ,01167
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Service /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0638        ,0478      18,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model          ,8520      1,0000        ,3560
Residual     16,9864     16,0000        ,3865
Total        17,8384     17,0000        ,3991
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0552    ,0411   -,0254    ,1359   1,3424    ,1795    ,0000
Service     ,1684    ,1825   -,1892    ,5261    ,9230    ,3560    ,2185
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01668
se(v)  =   ,00948
------ END MATRIX -----
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Service /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0079        ,1336       9,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model         1,3574      1,0000        ,2440
Residual      8,7999      7,0000        ,2673
Total        10,1573      8,0000        ,2542
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0388    ,0569   -,0729    ,1504    ,6806    ,4961    ,0000
Service    -,1428    ,1226   -,3831    ,0974  -1,1651    ,2440   -,3656
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00890
se(v)  =   ,01032
------ END MATRIX -----
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Technology /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,0269      11,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model          ,2331      1,0000        ,6293
Residual      8,4436      9,0000        ,4901
Total         8,6766     10,0000        ,5630
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0924    ,0432    ,0078    ,1771   2,1395    ,0324    ,0000
```

```
Technolo    ,0356    ,0737   -,1088    ,1799    ,4828    ,6293    ,1639
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Technology /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0859        ,2984       5,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          2,0107       1,0000        ,1562
Residual       4,7286       3,0000        ,1928
Total          6,7393       4,0000        ,1503
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant   -,0248    ,1105   -,2414    ,1917   -,2249    ,8220    ,0000
Technolo    ,2216    ,1563   -,0847    ,5280   1,4180    ,1562    ,5462
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01120
se(v)  =   ,01763
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Technology /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,3972        ,0448       6,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,2685       1,0000        ,6043
Residual       5,7217       4,0000        ,2209
Total          5,9902       5,0000        ,3072
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,3574    ,1366    ,0895    ,6252   2,6153    ,0089    ,0000
Technolo    ,1260    ,2432   -,3506    ,6026    ,5182    ,6043    ,2117
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,05797
se(v)  =   ,04393
------ END MATRIX -----
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = Technology /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,2849        ,4778       4,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          3,4869       1,0000        ,0619
Residual       3,8110       2,0000        ,1488
Total          7,2979       3,0000        ,0630
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant   -,0701    ,2135   -,4885    ,3483   -,3285    ,7426    ,0000
```

```
Technolo    ,4476    ,2397   -,0222    ,9174   1,8673    ,0619    ,6912
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,02176
se(v)  =   ,02642
------ END MATRIX -----
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Technology /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0876        ,2481       9,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model          3,2757       1,0000        ,0703
Residual       9,9268       7,0000        ,1928
Total         13,2026       8,0000        ,1051
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1106    ,0477    ,0171    ,2041   2,3188    ,0204    ,0000
Technolo   -,3238    ,1789   -,6745    ,0269  -1,8099    ,0703   -,4981
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00473
se(v)  =   ,00846
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Technology /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0657        ,1624      18,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model          3,3662       1,0000        ,0665
Residual      17,3579      16,0000        ,3628
Total         20,7241      17,0000        ,2389
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1214    ,0480    ,0272    ,2155   2,5266    ,0115    ,0000
Technolo   -,1394    ,0760   -,2883    ,0095  -1,8347    ,0665   -,4030
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01285
se(v)  =   ,00813
------ END MATRIX -----
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Technology /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0075        ,0305       9,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model           ,2795       1,0000        ,5970
Residual       8,8809       7,0000        ,2613
Total          9,1604       8,0000        ,3289
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant   -,0096    ,0624   -,1320    ,1127   -,1542    ,8775    ,0000
```

```
Technolo    ,0638    ,1206   -,1726    ,3002    ,5287    ,5970    ,1747
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01147
se(v)  =   ,01165
------ END MATRIX -----
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = OtherInnovationtype /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,2507      11,0000
------- Homogeneity Analysis -------
                   Q          df           p
Model          2,1752       1,0000        ,1403
Residual       6,5015       9,0000        ,6889
Total          8,6766      10,0000        ,5630
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1376    ,0415    ,0562    ,2190   3,3144    ,0009    ,0000
OtherInn   -,1137    ,0771   -,2648    ,0374  -1,4748    ,1403   -,5007
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = OtherInnovationtype /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0859        ,0021       5,0000
------- Homogeneity Analysis -------
                   Q          df           p
Model           ,0130       1,0000        ,9094
Residual       6,1022       3,0000        ,1067
Total          6,1152       4,0000        ,1907
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0916    ,0982   -,1007    ,2840    ,9337    ,3505    ,0000
OtherInn   -,0215    ,1892   -,3923    ,3493   -,1138    ,9094   -,0460
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01517
se(v)  =   ,02068
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = OtherInnovationtype /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,4083        ,6141       6,0000
------- Homogeneity Analysis -------
                   Q          df           p
Model          9,7583       1,0000        ,0018
Residual       6,1310       4,0000        ,1896
Total         15,8893       5,0000        ,0072
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,6342    ,1014    ,4355    ,8329   6,2556    ,0000    ,0000
```

```
OtherInn   -,4439    ,1421   -,7225   -,1654  -3,1238    ,0018   -,7837
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01304
se(v)  =   ,01692
------ END MATRIX -----
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = OtherInnovationtype /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,2849        ,4778       4,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model          3,4869      1,0000        ,0619
Residual       3,8110      2,0000        ,1488
Total          7,2979      3,0000        ,0630
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,3775    ,1090    ,1638    ,5912   3,4622    ,0005    ,0000
OtherInn   -,4476    ,2397   -,9174    ,0222  -1,8673    ,0619   -,6912
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,02176
se(v)  =   ,02642
------ END MATRIX -----
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = OtherInnovationtype /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0852        ,0788       9,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model           ,8758      1,0000        ,3493
Residual      10,2355      7,0000        ,1756
Total         11,1113      8,0000        ,1955
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0300    ,0783   -,1234    ,1834    ,3833    ,7015    ,0000
OtherInn    ,0971    ,1038   -,1063    ,3006    ,9359    ,3493    ,2808
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00904
se(v)  =   ,01076
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = OtherInnovationtype /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0639        ,0740      18,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model          1,3314      1,0000        ,2485
Residual      16,6537     16,0000        ,4083
Total         17,9851     17,0000        ,3898
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0278    ,0507   -,0717    ,1272    ,5473    ,5842    ,0000
```

```
OtherInn    ,0949    ,0822   -,0663    ,2560   1,1539    ,2485    ,2721
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01645
se(v)  =   ,00940
------ END MATRIX -----
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = OtherInnovationtype /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0077        ,0242       9,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model           ,2346       1,0000        ,6281
Residual       9,4617       7,0000        ,2212
Total          9,6964       8,0000        ,2870
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant   -,0183    ,0746   -,1645    ,1279   -,2455    ,8061    ,0000
OtherInn    ,0502    ,1036   -,1528    ,2532    ,4844    ,6281    ,1556
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01001
se(v)  =   ,01090
------ END MATRIX -----
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Profit /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,0115      11,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model           ,0998       1,0000        ,7520
Residual       8,5768       9,0000        ,4772
Total          8,6766      10,0000        ,5630
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1287    ,0839   -,0357    ,2932   1,5341    ,1250    ,0000
Profit     -,0292    ,0923   -,2101    ,1518   -,3160    ,7520   -,1073
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Profit /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0859        ,0021       5,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model           ,0130       1,0000        ,9094
Residual       6,1022       3,0000        ,1067
Total          6,1152       4,0000        ,1907
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0701    ,1617   -,2469    ,3871    ,4335    ,6646    ,0000
```

```
Profit      ,0215    ,1892   -,3493    ,3923    ,1138    ,9094    ,0460
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01517
se(v)  =   ,02068
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Profit /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,4020        ,3333       6,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          3,1575       1,0000        ,0756
Residual       6,3162       4,0000        ,1767
Total          9,4737       5,0000        ,0916
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,2399    ,1287   -,0124    ,4921   1,8640    ,0623    ,0000
Profit      ,3225    ,1815   -,0332    ,6783   1,7769    ,0756    ,5773
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,03132
se(v)  =   ,02809
------ END MATRIX -----
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = Profit /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,2742        ,0570       4,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,2467       1,0000        ,6194
Residual       4,0822       2,0000        ,1299
Total          4,3289       3,0000        ,2281
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1614    ,2601   -,3484    ,6711    ,6205    ,5349    ,0000
Profit      ,1479    ,2978   -,4358    ,7317    ,4967    ,6194    ,2387
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,04803
se(v)  =   ,04530
------ END MATRIX -----
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Profit /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0857        ,0664       9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,7627       1,0000        ,3825
Residual      10,7301       7,0000        ,1508
Total         11,4928       8,0000        ,1753
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1284    ,0702   -,0092    ,2660   1,8295    ,0673    ,0000
```

```
Profit     -,0879    ,1007   -,2853    ,1094   -,8733    ,3825   -,2576
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00813
se(v)  =   ,01028
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Profit /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0637        ,0427      18,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,7580      1,0000        ,3840
Residual      16,9770     16,0000        ,3871
Total         17,7350     17,0000        ,4057
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1038    ,0611   -,0160    ,2235   1,6986    ,0894    ,0000
Profit     -,0706    ,0811   -,2296    ,0884   -,8706    ,3840   -,2067
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01684
se(v)  =   ,00953
------ END MATRIX -----
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Profit /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0080        ,0898       9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,9231      1,0000        ,3367
Residual       9,3559      7,0000        ,2281
Total         10,2790      8,0000        ,2460
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0499    ,0664   -,0803    ,1801    ,7513    ,4525    ,0000
Profit     -,0972    ,1012   -,2955    ,1011   -,9608    ,3367   -,2997
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00863
se(v)  =   ,01017
------ END MATRIX -----
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Nonprofit /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,0004      11,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,0035      1,0000        ,9531
Residual       8,6732      9,0000        ,4680
Total          8,6766     10,0000        ,5630
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1039    ,0371    ,0312    ,1767   2,7999    ,0051    ,0000
```

```
Nonprofi    ,0065    ,1112   -,2114    ,2245    ,0588    ,9531    ,0199
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Nonprofit /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0859        ,0021       5,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,0130       1,0000        ,9094
Residual       6,1022       3,0000        ,1067
Total          6,1152       4,0000        ,1907
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0916    ,0982   -,1007    ,2840    ,9337    ,3505    ,0000
Nonprofi   -,0215    ,1892   -,3923    ,3493   -,1138    ,9094   -,0460
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01517
se(v)  =   ,02068
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Nonprofit /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,4020        ,3333       6,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          3,1575       1,0000        ,0756
Residual       6,3162       4,0000        ,1767
Total          9,4737       5,0000        ,0916
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,5624    ,1280    ,3115    ,8133   4,3936    ,0000    ,0000
Nonprofi   -,3225    ,1815   -,6783    ,0332  -1,7769    ,0756   -,5773
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,03132
se(v)  =   ,02809
------ END MATRIX -----
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Nonprofit /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0844        ,0010       9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,0101       1,0000        ,9201
Residual      10,4767       7,0000        ,1631
Total         10,4868       8,0000        ,2325
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0885    ,0674   -,0436    ,2207   1,3132    ,1891    ,0000
```

```
Nonprofi   -,0111    ,1102   -,2270    ,2049   -,1004    ,9201   -,0310
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01071
se(v)  =   ,01162
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Nonprofit /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0655        ,2206      18,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          4,5220       1,0000        ,0335
Residual      15,9773      16,0000        ,4545
Total         20,4993      17,0000        ,2495
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0109    ,0454   -,0780    ,0999    ,2412    ,8094    ,0000
Nonprofi    ,1706    ,0802    ,0134    ,3279   2,1265    ,0335    ,4697
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01311
se(v)  =   ,00822
------ END MATRIX -----
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Nonprofit /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0128        ,4926       9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          8,5982       1,0000        ,0034
Residual       8,8554       7,0000        ,2632
Total         17,4536       8,0000        ,0257
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant   -,0637    ,0457   -,1533    ,0260  -1,3922    ,1639    ,0000
Nonprofi    ,2353    ,0802    ,0780    ,3926   2,9323    ,0034    ,7019
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00541
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = UnknownOrganizationtype /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0649        ,1455      18,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          2,8560       1,0000        ,0910
Residual      16,7684      16,0000        ,4007
Total         19,6243      17,0000        ,2939
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0877    ,0405    ,0083    ,1672   2,1638    ,0305    ,0000
```

```
UnknownO   -,2059    ,1219   -,4448    ,0329  -1,6900    ,0910   -,3815
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01417
se(v)  =   ,00859
------ END MATRIX -----
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = UnknownOrganizationtype /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0084        ,0956      9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          1,0472      1,0000        ,3062
Residual       9,9017      7,0000        ,1942
Total         10,9489      8,0000        ,2046
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0396    ,0572   -,0725    ,1518    ,6929    ,4884    ,0000
UnknownO   -,1096    ,1071   -,3196    ,1004  -1,0233    ,3062   -,3093
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00724
se(v)  =   ,00944
------ END MATRIX -----
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = BothOrganizationtype /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,0202     11,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,1752      1,0000        ,6756
Residual       8,5015      9,0000        ,4845
Total          8,6766     10,0000        ,5630
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1009    ,0361    ,0300    ,1717   2,7915    ,0052    ,0000
BothOrga    ,0605    ,1446   -,2229    ,3440    ,4185    ,6756    ,1421
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = BothOrganizationtype /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,2742        ,0570      4,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,2467      1,0000        ,6194
Residual       4,0822      2,0000        ,1299
Total          4,3289      3,0000        ,2281
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,3093    ,1452    ,0248    ,5939   2,1308    ,0331    ,0000
```

```
BothOrga   -,1479    ,2978   -,7317    ,4358   -,4967    ,6194   -,2387

------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,04803
se(v)  =   ,04530
------ END MATRIX -----
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = BothOrganizationtype /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0889        ,1941       9,0000
------- Homogeneity Analysis -------
                 Q           df           p
Model          2,8320       1,0000        ,0924
Residual      11,7598       7,0000        ,1087
Total         14,5918       8,0000        ,0676
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0593    ,0464   -,0317    ,1503   1,2775    ,2014    ,0000
BothOrga    ,2068    ,1229   -,0341    ,4476   1,6829    ,0924    ,4405
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00263
se(v)  =   ,00729
------ END MATRIX -----
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = MNC /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,3562      11,0000
------- Homogeneity Analysis -------
                 Q           df           p
Model          3,0909       1,0000        ,0787
Residual       5,5857       9,0000        ,7806
Total          8,6766      10,0000        ,5630
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0880    ,0362    ,0169    ,1590   2,4264    ,0153    ,0000
MNC         ,2434    ,1385   -,0280    ,5148   1,7581    ,0787    ,5969
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = MNC /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0859        ,0285       5,0000
------- Homogeneity Analysis -------
                 Q           df           p
Model           ,1777       1,0000        ,6734
Residual       6,0494       3,0000        ,1092
Total          6,2271       4,0000        ,1828
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
```

```
Constant    ,0974    ,0872   -,0736    ,2684   1,1166    ,2642    ,0000
MNC        -,1174    ,2785   -,6632    ,4284   -,4215    ,6734   -,1689
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01440
se(v)  =   ,02009
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = MNC /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,3978        ,1236       6,0000
------- Homogeneity Analysis -------
                     Q          df           p
Model           ,7948       1,0000        ,3727
Residual       5,6361       4,0000        ,2280
Total          6,4308       5,0000        ,2665
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,3519    ,1208    ,1151    ,5886   2,9130    ,0036    ,0000
MNC         ,2523    ,2830   -,3024    ,8070    ,8915    ,3727    ,3515
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,05299
se(v)  =   ,04099
------ END MATRIX -----
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = MNC /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,2740        ,0388       4,0000
------- Homogeneity Analysis -------
                     Q          df           p
Model           ,1662       1,0000        ,6835
Residual       4,1126       2,0000        ,1279
Total          4,2788       3,0000        ,2329
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,2231    ,1784   -,1266    ,5728   1,2506    ,2111    ,0000
MNC         ,1040    ,2551   -,3960    ,6039    ,4077    ,6835    ,1971
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,04879
se(v)  =   ,04584
------ END MATRIX -----
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = MNC /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0858        ,1499       9,0000
------- Homogeneity Analysis -------
                     Q          df           p
Model          1,7370       1,0000        ,1875
Residual       9,8481       7,0000        ,1973
Total         11,5851       8,0000        ,1707
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
```

```
Constant    ,0673    ,0520   -,0347    ,1692   1,2932    ,1959    ,0000
MNC         ,2533    ,1922   -,1234    ,6300   1,3180    ,1875    ,3872
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00791
se(v)  =   ,01016
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = MNC /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0642        ,0575     18,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model          1,0600      1,0000        ,3032
Residual      17,3855     16,0000        ,3611
Total         18,4456     17,0000        ,3613
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0775    ,0415   -,0038    ,1588   1,8675    ,0618    ,0000
MNC        -,1372    ,1332   -,3984    ,1240  -1,0296    ,3032   -,2397
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01577
se(v)  =   ,00916
------ END MATRIX -----
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = MNC /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0075        ,0106      9,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model           ,0974      1,0000        ,7550
Residual       9,0904      7,0000        ,2462
Total          9,1878      8,0000        ,3267
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0010    ,0572   -,1111    ,1131    ,0178    ,9858    ,0000
MNC         ,0493    ,1581   -,2606    ,3593    ,3120    ,7550    ,1029
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01139
se(v)  =   ,01161
------ END MATRIX -----
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Domestic /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,2562     11,0000
------- Homogeneity Analysis -------
                 Q          df           p
Model          2,2229      1,0000        ,1360
Residual       6,4538      9,0000        ,6938
Total          8,6766     10,0000        ,5630
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
```

```
Constant    ,1540    ,0482    ,0596    ,2484   3,1972    ,0014    ,0000
Domestic   -,1045    ,0701   -,2418    ,0329  -1,4909    ,1360   -,5062
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Domestic /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0849        ,3540       5,0000
------- Homogeneity Analysis -------
                   Q          df           p
Model          2,8502       1,0000        ,0914
Residual       5,2010       3,0000        ,1577
Total          8,0512       4,0000        ,0897
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant   -,0153    ,0898   -,1913    ,1607   -,1703    ,8648    ,0000
Domestic    ,2294    ,1359   -,0369    ,4956   1,6882    ,0914    ,5950
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00493
se(v)  =   ,01254
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Domestic /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,3978        ,1236       6,0000
------- Homogeneity Analysis -------
                   Q          df           p
Model           ,7948       1,0000        ,3727
Residual       5,6361       4,0000        ,2280
Total          6,4308       5,0000        ,2665
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,6042    ,2559    ,1026   1,1058   2,3607    ,0182    ,0000
Domestic   -,2523    ,2830   -,8070    ,3024   -,8915    ,3727   -,3515
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,05299
se(v)  =   ,04099
------ END MATRIX -----
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = Domestic /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,2731        ,0001       4,0000
------- Homogeneity Analysis -------
                   Q          df           p
Model           ,0003       1,0000        ,9859
Residual       4,0227       2,0000        ,1338
Total          4,0230       3,0000        ,2590
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
```

```
Constant    ,2716    ,1541   -,0305    ,5737   1,7622    ,0780    ,0000
Domestic    ,0052    ,2957   -,5744    ,5849    ,0177    ,9859    ,0088
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,05295
se(v)  =   ,04881
------ END MATRIX -----
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Domestic /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0898        ,2265       9,0000
------- Homogeneity Analysis -------
                  Q          df           p
Model          3,5955       1,0000        ,0579
Residual      12,2820       7,0000        ,0917
Total         15,8775       8,0000        ,0442
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1944    ,0685    ,0602    ,3286   2,8386    ,0045    ,0000
Domestic   -,1611    ,0850   -,3277    ,0054  -1,8962    ,0579   -,4759
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00107
se(v)  =   ,00640
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Domestic /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0672        ,2734      18,0000
------- Homogeneity Analysis -------
                  Q          df           p
Model          6,2994       1,0000        ,0121
Residual      16,7394      16,0000        ,4026
Total         23,0389      17,0000        ,1480
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
Constant   -,0460    ,0573   -,1584    ,0663   -,8035    ,4217    ,0000
Domestic    ,1827    ,0728    ,0400    ,3254   2,5099    ,0121    ,5229
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01051
se(v)  =   ,00729
------ END MATRIX -----
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Domestic /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0082        ,0493       9,0000
------- Homogeneity Analysis -------
                  Q          df           p
Model           ,5236       1,0000        ,4693
Residual      10,0937       7,0000        ,1833
Total         10,6173       8,0000        ,2243
------- Regression Coefficients -------
               B       SE  -95% CI  +95% CI        Z        P     Beta
```

```
Constant   -,0350    ,0773   -,1865    ,1166   -,4521    ,6512    ,0000
Domestic    ,0725    ,1002   -,1239    ,2690    ,7236    ,4693    ,2221
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00790
se(v)  =   ,00979
------ END MATRIX -----
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = UnknownOrganizationsize /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,0418      11,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,3627       1,0000        ,5470
Residual       8,3140       9,0000        ,5028
Total          8,6766      10,0000        ,5630
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0852    ,0476   -,0080    ,1785   1,7919    ,0731    ,0000
UnknownO    ,0423    ,0702   -,0953    ,1799    ,6022    ,5470    ,2045

------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501

------ END MATRIX -----
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = UnknownOrganizationsize /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0848        ,2565       5,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          2,0908       1,0000        ,1482
Residual       6,0617       3,0000        ,1086
Total          8,1526       4,0000        ,0861
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1792    ,0933   -,0036    ,3620   1,9212    ,0547    ,0000
UnknownO   -,1926    ,1332   -,4538    ,0685  -1,4460    ,1482   -,5064
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00453
se(v)  =   ,01220
------ END MATRIX -----
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = UnknownOrganizationsize /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,2742        ,0570       4,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,2467       1,0000        ,6194
Residual       4,0822       2,0000        ,1299
Total          4,3289       3,0000        ,2281
```

```
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,3093    ,1452    ,0248    ,5939   2,1308    ,0331    ,0000
UnknownO   -,1479    ,2978   -,7317    ,4358   -,4967    ,6194   -,2387
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,04803
se(v)  =   ,04530
------ END MATRIX -----
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = UnknownOrganizationsize /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0871        ,0714      9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,9104      1,0000       ,3400
Residual      11,8472      7,0000       ,1057
Total         12,7576      8,0000       ,1205
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0577    ,0563   -,0526    ,1680   1,0257    ,3050    ,0000
UnknownO    ,0978    ,1025   -,1031    ,2988    ,9542    ,3400    ,2671
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00552
se(v)  =   ,00888
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = UnknownOrganizationsize /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0652        ,1639     18,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          3,2894      1,0000       ,0697
Residual      16,7761     16,0000       ,4002
Total         20,0656     17,0000       ,2709
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1085    ,0447    ,0209    ,1961   2,4264    ,0152    ,0000
UnknownO   -,1520    ,0838   -,3162    ,0123  -1,8137    ,0697   -,4049
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01363
se(v)  =   ,00840
------ END MATRIX -----
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = UnknownOrganizationsize /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0084        ,0956      9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          1,0472      1,0000       ,3062
Residual       9,9017      7,0000       ,1942
```

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Total         10,9489       8,0000        ,2046
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0396    ,0572   -,0725    ,1518    ,6929    ,4884    ,0000
UnknownO   -,1096    ,1071   -,3196    ,1004  -1,0233    ,3062   -,3093
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00724
se(v)  =   ,00944
------ END MATRIX -----
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Field /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,0004      11,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model           ,0035       1,0000        ,9531
Residual       8,6732       9,0000        ,4680
Total          8,6766      10,0000        ,5630
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1104    ,1048   -,0950    ,3159   1,0536    ,2921    ,0000
Field      -,0065    ,1112   -,2245    ,2114   -,0588    ,9531   -,0199
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Field /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0859        ,0021       5,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model           ,0130       1,0000        ,9094
Residual       6,1022       3,0000        ,1067
Total          6,1152       4,0000        ,1907
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0701    ,1617   -,2469    ,3871    ,4335    ,6646    ,0000
Field       ,0215    ,1892   -,3493    ,3923    ,1138    ,9094    ,0460
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01517
se(v)  =   ,02068
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Field /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,4036        ,4156       6,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model          4,4935       1,0000        ,0340
Residual       6,3178       4,0000        ,1766
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Total         10,8113       5,0000        ,0553
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0400    ,1915   -,3353    ,4154    ,2090    ,8345    ,0000
Field       ,4533    ,2139    ,0342    ,8725   2,1198    ,0340    ,6447
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,02569
se(v)  =   ,02468
------ END MATRIX -----
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Field /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0852        ,0292       9,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model           ,3231       1,0000        ,5697
Residual      10,7466       7,0000        ,1501
Total         11,0697       8,0000        ,1978
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0100    ,1419   -,2681    ,2881    ,0705    ,9438    ,0000
Field       ,0866    ,1523   -,2119    ,3851    ,5684    ,5697    ,1708
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00915
se(v)  =   ,01081
------ END MATRIX -----
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = StudentsMBA /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,0004      11,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model           ,0035       1,0000        ,9531
Residual       8,6732       9,0000        ,4680
Total          8,6766      10,0000        ,5630
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1039    ,0371    ,0312    ,1767   2,7999    ,0051    ,0000
Students    ,0065    ,1112   -,2114    ,2245    ,0588    ,9531    ,0199
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = StudentsMBA /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0859        ,0021       5,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model           ,0130       1,0000        ,9094
Residual       6,1022       3,0000        ,1067
```

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Total          6,1152       4,0000        ,1907
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0916    ,0982   -,1007    ,2840    ,9337    ,3505    ,0000
Students   -,0215    ,1892   -,3923    ,3493   -,1138    ,9094   -,0460
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01517
se(v)  =   ,02068
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = StudentsMBA /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,4036        ,4156       6,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          4,4935       1,0000        ,0340
Residual       6,3178       4,0000        ,1766
Total         10,8113       5,0000        ,0553
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,4933    ,0952    ,3068    ,6799   5,1836    ,0000    ,0000
Students   -,4533    ,2139   -,8725   -,0342  -2,1198    ,0340   -,6447
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,02569
se(v)  =   ,02468
------ END MATRIX -----
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = StudentsMBA /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0852        ,0292       9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,3231       1,0000        ,5697
Residual      10,7466       7,0000        ,1501
Total         11,0697       8,0000        ,1978
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0966    ,0553   -,0118    ,2050   1,7460    ,0808    ,0000
Students   -,0866    ,1523   -,3851    ,2119   -,5684    ,5697   -,1708
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00915
se(v)  =   ,01081
------ END MATRIX -----
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Manufacturing /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,2167      11,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          1,8800       1,0000        ,1703
Residual       6,7966       9,0000        ,6583
```

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Total          8,6766      10,0000        ,5630
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1317    ,0402    ,0530    ,2104   3,2788    ,0010    ,0000
Manufact   -,1121    ,0818   -,2724    ,0482  -1,3711    ,1703   -,4655
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Manufacturing /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0859        ,0145       5,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,0931       1,0000        ,7603
Residual       6,3255       3,0000        ,0968
Total          6,4185       4,0000        ,1700
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1030    ,0984   -,0900    ,2959   1,0459    ,2956    ,0000
Manufact   -,0529    ,1734   -,3928    ,2870   -,3051    ,7603   -,1204
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01314
se(v)  =   ,01913
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Manufacturing /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,3978        ,1236       6,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,7948       1,0000        ,3727
Residual       5,6361       4,0000        ,2280
Total          6,4308       5,0000        ,2665
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,3519    ,1208    ,1151    ,5886   2,9130    ,0036    ,0000
Manufact    ,2523    ,2830   -,3024    ,8070    ,8915    ,3727    ,3515
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,05299
se(v)  =   ,04099
------ END MATRIX -----
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = Manufacturing /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,2805        ,3339       4,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          2,0210       1,0000        ,1551
Residual       4,0319       2,0000        ,1332
```

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Total          6,0529       3,0000        ,1091
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1275    ,1516   -,1697    ,4248    ,8409    ,4004    ,0000
Manufact    ,3039    ,2138   -,1151    ,7229   1,4216    ,1551    ,5778
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,02962
se(v)  =   ,03211
------ END MATRIX -----
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Manufacturing /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0854        ,0294       9,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model           ,3312       1,0000        ,5650
Residual      10,9345       7,0000        ,1415
Total         11,2657       8,0000        ,1871
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0986    ,0559   -,0109    ,2080   1,7645    ,0776    ,0000
Manufact   -,0786    ,1365   -,3461    ,1890   -,5755    ,5650   -,1715
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00866
se(v)  =   ,01056
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Manufacturing /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0638        ,0231      18,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model           ,4115       1,0000        ,5212
Residual      17,4011      16,0000        ,3601
Total         17,8126      17,0000        ,4008
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0785    ,0462   -,0121    ,1691   1,6983    ,0894    ,0000
Manufact   -,0596    ,0929   -,2417    ,1225   -,6415    ,5212   -,1520
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01672
se(v)  =   ,00949
------ END MATRIX -----
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Manufacturing /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0077        ,1543       9,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model          1,4870       1,0000        ,2227
Residual       8,1519       7,0000        ,3194
```

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Total          9,6389       8,0000        ,2913
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant   -,0200    ,0567   -,1311    ,0911   -,3532    ,7239    ,0000
Manufact    ,1725    ,1414   -,1047    ,4497   1,2194    ,2227    ,3928
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01016
se(v)  =   ,01098
------ END MATRIX -----
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Serviceoriented /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,1027      11,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model           ,8911       1,0000        ,3452
Residual       7,7856       9,0000        ,5559
Total          8,6766      10,0000        ,5630
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0837    ,0414    ,0025    ,1649   2,0214    ,0432    ,0000
Serviceo    ,0731    ,0774   -,0786    ,2247    ,9440    ,3452    ,3205
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Serviceoriented /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,3980        ,1578       6,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model          1,0294       1,0000        ,3103
Residual       5,4949       4,0000        ,2402
Total          6,5243       5,0000        ,2585
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,4652    ,1271    ,2161    ,7144   3,6596    ,0003    ,0000
Serviceo   -,2474    ,2439   -,7254    ,2305  -1,0146    ,3103   -,3972
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,05202
se(v)  =   ,04042
------ END MATRIX -----
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = Serviceoriented /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,2731        ,0001       4,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model           ,0003       1,0000        ,9859
Residual       4,0227       2,0000        ,1338
```

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Total          4,0230       3,0000        ,2590
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,2716    ,1541   -,0305    ,5737   1,7622    ,0780    ,0000
Serviceo    ,0052    ,2957   -,5744    ,5849    ,0177    ,9859    ,0088
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,05295
se(v)  =   ,04881
------ END MATRIX -----
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Serviceoriented /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square            k
        ,0858        ,1252       9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          1,4503       1,0000        ,2285
Residual      10,1307       7,0000        ,1813
Total         11,5810       8,0000        ,1709
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1168    ,0563    ,0064    ,2271   2,0742    ,0381    ,0000
Serviceo   -,1484    ,1233   -,3900    ,0931  -1,2043    ,2285   -,3539
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00792
se(v)  =   ,01017
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Serviceoriented /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square            k
        ,0645        ,0859      18,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          1,6238       1,0000        ,2026
Residual      17,2782      16,0000        ,3678
Total         18,9019      17,0000        ,3342
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0376    ,0443   -,0492    ,1244    ,8484    ,3962    ,0000
Serviceo    ,1185    ,0930   -,0638    ,3008   1,2743    ,2026    ,2931
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01513
se(v)  =   ,00893
------ END MATRIX -----
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Serviceoriented /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square            k
        ,0076        ,0265       9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,2520       1,0000        ,6156
Residual       9,2545       7,0000        ,2349
```

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Total          9,5066       8,0000        ,3014
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0219    ,0595   -,0948    ,1386    ,3674    ,7133    ,0000
Serviceo   -,0626    ,1248   -,3072    ,1819   -,5020    ,6156   -,1628
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01051
se(v)  =   ,01116
------ END MATRIX -----
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Hightechnology /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,0392     11,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,3398       1,0000        ,5600
Residual       8,3369       9,0000        ,5006
Total          8,6766      10,0000        ,5630
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1111    ,0367    ,0392    ,1830   3,0277    ,0025    ,0000
Hightech   -,0711    ,1219   -,3100    ,1679   -,5829    ,5600   -,1979
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Hightechnology /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,4006        ,3434      6,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          2,8695       1,0000        ,0903
Residual       5,4861       4,0000        ,2410
Total          8,3557       5,0000        ,1377
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,2770    ,1209    ,0401    ,5139   2,2916    ,0219    ,0000
Hightech    ,3392    ,2002   -,0533    ,7316   1,6940    ,0903    ,5860
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,03743
se(v)  =   ,03175
------ END MATRIX -----
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = Hightechnology /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,2849        ,4778      4,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          3,4869       1,0000        ,0619
Residual       3,8110       2,0000        ,1488
```

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Total          7,2979       3,0000        ,0630
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,3775    ,1090    ,1638    ,5912   3,4622    ,0005    ,0000
Hightech   -,4476    ,2397   -,9174    ,0222  -1,8673    ,0619   -,6912
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,02176
se(v)  =   ,02642
------ END MATRIX -----
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Hightechnology /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0845        ,0094       9,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model           ,0992       1,0000        ,7528
Residual      10,4964       7,0000        ,1621
Total         10,5956       8,0000        ,2257
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0751    ,0609   -,0443    ,1944   1,2324    ,2178    ,0000
Hightech    ,0389    ,1234   -,2030    ,2808    ,3150    ,7528    ,0968
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01040
se(v)  =   ,01147
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Hightechnology /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0635        ,0037      18,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model           ,0640       1,0000        ,8002
Residual      17,3133      16,0000        ,3656
Total         17,3773      17,0000        ,4291
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0555    ,0515   -,0455    ,1564   1,0773    ,2813    ,0000
Hightech    ,0212    ,0837   -,1429    ,1853    ,2530    ,8002    ,0607
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01741
se(v)  =   ,00973
------ END MATRIX -----
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Hightechnology /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0078        ,0151       9,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model           ,1497       1,0000        ,6988
Residual       9,7840       7,0000        ,2011
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Total          9,9337       8,0000        ,2697
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant   -,0103    ,0693   -,1461    ,1255   -,1486    ,8819    ,0000
Hightech    ,0397    ,1025   -,1612    ,2406    ,3869    ,6988    ,1227
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00943
se(v)  =   ,01059
------ END MATRIX -----
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Otherindustrysetting /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,0522      11,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model           ,4532       1,0000        ,5008
Residual       8,2235       9,0000        ,5118
Total          8,6766      10,0000        ,5630
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0861    ,0445   -,0011    ,1733   1,9355    ,0529    ,0000
Otherind    ,0485    ,0720   -,0927    ,1896    ,6732    ,5008    ,2285
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Otherindustrysetting /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0859        ,0021       5,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model           ,0130       1,0000        ,9094
Residual       6,1022       3,0000        ,1067
Total          6,1152       4,0000        ,1907
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0916    ,0982   -,1007    ,2840    ,9337    ,3505    ,0000
Otherind   -,0215    ,1892   -,3923    ,3493   -,1138    ,9094   -,0460
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01517
se(v)  =   ,02068
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Otherindustrysetting /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,4036        ,4156       6,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model          4,4935       1,0000        ,0340
Residual       6,3178       4,0000        ,1766
```

```
Total         10,8113       5,0000        ,0553
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,4933    ,0952    ,3068    ,6799   5,1836    ,0000    ,0000
Otherind   -,4533    ,2139   -,8725   -,0342  -2,1198    ,0340   -,6447
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,02569
se(v)  =   ,02468
------ END MATRIX -----
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Otherindustrysetting /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square            k
        ,0862        ,1185       9,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model          1,4073       1,0000        ,2355
Residual      10,4732       7,0000        ,1633
Total         11,8805       8,0000        ,1566
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0406    ,0625   -,0819    ,1630    ,6494    ,5161    ,0000
Otherind    ,1205    ,1016   -,0786    ,3196   1,1863    ,2355    ,3442
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00726
se(v)  =   ,00982
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Otherindustrysetting /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square            k
        ,0641        ,0595      18,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model          1,0934       1,0000        ,2957
Residual      17,2959      16,0000        ,3667
Total         18,3893      17,0000        ,3647
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0813    ,0428   -,0025    ,1651   1,9017    ,0572    ,0000
Otherind   -,1163    ,1113   -,3344    ,1017  -1,0457    ,2957   -,2438
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01585
se(v)  =   ,00919
------ END MATRIX -----
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Otherindustrysetting /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square            k
        ,0089        ,1537       9,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model          1,8213       1,0000        ,1772
Residual      10,0284       7,0000        ,1870
```

```
Total         11,8497       8,0000        ,1580
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0369    ,0507   -,0626    ,1363    ,7271    ,4671    ,0000
Otherind   -,1676    ,1242   -,4111    ,0758  -1,3496    ,1772   -,3920
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00566
se(v)  =   ,00859
------ END MATRIX -----
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = Yes /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,0004      11,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,0035       1,0000        ,9531
Residual       8,6732       9,0000        ,4680
Total          8,6766      10,0000        ,5630
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1039    ,0371    ,0312    ,1767   2,7999    ,0051    ,0000
Yes         ,0065    ,1112   -,2114    ,2245    ,0588    ,9531    ,0199
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = Yes /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0859        ,0021       5,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,0130       1,0000        ,9094
Residual       6,1022       3,0000        ,1067
Total          6,1152       4,0000        ,1907
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0916    ,0982   -,1007    ,2840    ,9337    ,3505    ,0000
Yes        -,0215    ,1892   -,3923    ,3493   -,1138    ,9094   -,0460
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01517
se(v)  =   ,02068
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = Yes /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,4036        ,4156       6,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          4,4935       1,0000        ,0340
Residual       6,3178       4,0000        ,1766
```

```
Total         10,8113       5,0000        ,0553
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,4933    ,0952    ,3068    ,6799   5,1836    ,0000    ,0000
Yes        -,4533    ,2139   -,8725   -,0342  -2,1198    ,0340   -,6447
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,02569
se(v)  =   ,02468
------ END MATRIX -----
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = Yes /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0852        ,0292      9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,3231       1,0000        ,5697
Residual      10,7466       7,0000        ,1501
Total         11,0697       8,0000        ,1978
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0966    ,0553   -,0118    ,2050   1,7460    ,0808    ,0000
Yes        -,0866    ,1523   -,3851    ,2119   -,5684    ,5697   -,1708
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00915
se(v)  =   ,01081
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = Yes /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0638        ,0272     18,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,4859       1,0000        ,4858
Residual      17,4045      16,0000        ,3599
Total         17,8903      17,0000        ,3958
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0713    ,0414   -,0099    ,1525   1,7209    ,0853    ,0000
Yes        -,1113    ,1597   -,4244    ,2017   -,6970    ,4858   -,1648
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01660
se(v)  =   ,00945
------ END MATRIX -----
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = Yes /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0089        ,1537      9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          1,8213       1,0000        ,1772
Residual      10,0284       7,0000        ,1870
```

```
Total         11,8497       8,0000        ,1580
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0369    ,0507   -,0626    ,1363    ,7271    ,4671    ,0000
Yes        -,1676    ,1242   -,4111    ,0758  -1,3496    ,1772   -,3920
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00566
se(v)  =   ,00859
------ END MATRIX -----
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = No /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,0001      11,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model           ,0010       1,0000        ,9753
Residual       8,6757       9,0000        ,4677
Total          8,6766      10,0000        ,5630
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1031    ,0603   -,0151    ,2213   1,7100    ,0873    ,0000
No          ,0023    ,0740   -,1428    ,1474    ,0310    ,9753    ,0105
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = No /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,4006        ,3434       6,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model          2,8695       1,0000        ,0903
Residual       5,4861       4,0000        ,2410
Total          8,3557       5,0000        ,1377
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,2770    ,1209    ,0401    ,5139   2,2916    ,0219    ,0000
No          ,3392    ,2002   -,0533    ,7316   1,6940    ,0903    ,5860
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,03743
se(v)  =   ,03175
------ END MATRIX -----
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = No /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,2805        ,3339       4,0000
------- Homogeneity Analysis -------
                    Q           df           p
Model          2,0210       1,0000        ,1551
Residual       4,0319       2,0000        ,1332
```

```
Total          6,0529      3,0000        ,1091
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,4314    ,1507    ,1361    ,7267   2,8634    ,0042    ,0000
No         -,3039    ,2138   -,7229    ,1151  -1,4216    ,1551   -,5778
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,02962
se(v)  =   ,03211
------ END MATRIX -----
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = No /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0850        ,0378      9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,4133      1,0000        ,5203
Residual      10,5061      7,0000        ,1617
Total         10,9194      8,0000        ,2063
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1402    ,1004   -,0566    ,3371   1,3960    ,1627    ,0000
No         -,0755    ,1174   -,3055    ,1546   -,6429    ,5203   -,1946
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00953
se(v)  =   ,01101
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = No /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0647        ,0842     18,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          1,6292      1,0000        ,2018
Residual      17,7094     16,0000        ,3412
Total         19,3386     17,0000        ,3094
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant   -,0102    ,0702   -,1479    ,1274   -,1457    ,8842    ,0000
No          ,1072    ,0840   -,0574    ,2718   1,2764    ,2018    ,2903
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01454
se(v)  =   ,00872
------ END MATRIX -----
METAREG ES = CORRELATIONESIN_z/W=weight /IVS = No /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0089        ,1537      9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          1,8213      1,0000        ,1772
Residual      10,0284      7,0000        ,1870
```

```
Total         11,8497       8,0000        ,1580
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant   -,1307    ,1134   -,3530    ,0915  -1,1531    ,2489    ,0000
No          ,1676    ,1242   -,0758    ,4111   1,3496    ,1772    ,3920
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00566
se(v)  =   ,00859
------ END MATRIX -----
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = UnknownTeambeingcontinuous /Model =
ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,0153     11,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,1325       1,0000        ,7158
Residual       8,5441       9,0000        ,4804
Total          8,6766      10,0000        ,5630
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1103    ,0382    ,0353    ,1852   2,8836    ,0039    ,0000
UnknownT   -,0345    ,0948   -,2202    ,1512   -,3640    ,7158   -,1236
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTAIN_z/W=weight /IVS = UnknownTeambeingcontinuous /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0859        ,0145      5,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,0931       1,0000        ,7603
Residual       6,3255       3,0000        ,0968
Total          6,4185       4,0000        ,1700
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1030    ,0984   -,0900    ,2959   1,0459    ,2956    ,0000
UnknownT   -,0529    ,1734   -,3928    ,2870   -,3051    ,7603   -,1204
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01314
se(v)  =   ,01913
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z/W=weight /IVS = UnknownTeambeingcontinuous /Model =
ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,3967        ,0079      6,0000
------- Homogeneity Analysis -------
                    Q          df           p
```

```
Model           ,0451       1,0000        ,8318
Residual       5,6587       4,0000        ,2261
Total          5,7038       5,0000        ,3361
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,4194    ,1574    ,1109    ,7278   2,6649    ,0077    ,0000
UnknownT   -,0493    ,2322   -,5045    ,4059   -,2124    ,8318   -,0889
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,06163
se(v)  =   ,04608
------ END MATRIX -----
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = UnknownTeambeingcontinuous /Model =
ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,3159        ,7977       4,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model         13,7406       1,0000        ,0002
Residual       3,4855       2,0000        ,1750
Total         17,2261       3,0000        ,0006
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1669    ,0733    ,0231    ,3106   2,2755    ,0229    ,0000
UnknownT    ,4956    ,1337    ,2336    ,7577   3,7068    ,0002    ,8931
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,01015
------ END MATRIX -----
METAREG ES = CORRELATIONTOIN_z/W=weight /IVS = UnknownTeambeingcontinuous /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0889        ,1941       9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          2,8320       1,0000        ,0924
Residual      11,7598       7,0000        ,1087
Total         14,5918       8,0000        ,0676
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0593    ,0464   -,0317    ,1503   1,2775    ,2014    ,0000
UnknownT    ,2068    ,1229   -,0341    ,4476   1,6829    ,0924    ,4405
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00263
se(v)  =   ,00729
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z/W=weight /IVS = UnknownTeambeingcontinuous /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0641        ,0455      18,0000
------- Homogeneity Analysis -------
```

```
                    Q          df           p
Model           ,8307      1,0000       ,3621
Residual      17,4411     16,0000       ,3576
Total         18,2718     17,0000       ,3719
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0839    ,0452   -,0047    ,1725   1,8565    ,0634    ,0000
UnknownT   -,0855    ,0938   -,2695    ,0984   -,9114    ,3621   -,2132
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01602
se(v)  =   ,00925
------ END MATRIX -----
METAREG ES =  CORRELATIONTCIN_z/W=weight /IVS = BothTeambeingcontinuous /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,0202     11,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,1752      1,0000       ,6756
Residual       8,5015      9,0000       ,4845
Total          8,6766     10,0000       ,5630
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,1009    ,0361    ,0300    ,1717   2,7915    ,0052    ,0000
BothTeam    ,0605    ,1446   -,2229    ,3440    ,4185    ,6756    ,1421
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTEMIN_z/W=weight /IVS = BothTeambeingcontinuous /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,2742        ,0570      4,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,2467      1,0000       ,6194
Residual       4,0822      2,0000       ,1299
Total          4,3289      3,0000       ,2281
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,3093    ,1452    ,0248    ,5939   2,1308    ,0331    ,0000
BothTeam   -,1479    ,2978   -,7317    ,4358   -,4967    ,6194   -,2387
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,04803
se(v)  =   ,04530
------ END MATRIX -----
```

A.6.5 Publication bias syntax

DATASET ACTIVATE DataSet1.

COMPUTE Precision=SQRT(weight).

EXECUTE.

```
GRAPH
  /SCATTERPLOT(BIVAR)=CORRELATIONTCIN_z WITH Precision
  /MISSING=LISTWISE.
GRAPH
  /SCATTERPLOT(BIVAR)=CORRELATIONTAIN_z WITH Precision
  /MISSING=LISTWISE.
GRAPH
  /SCATTERPLOT(BIVAR)=CORRELATIONTEXIN_z WITH Precision
  /MISSING=LISTWISE.
GRAPH
  /SCATTERPLOT(BIVAR)=CORRELATIONTEMIN_z WITH Precision
  /MISSING=LISTWISE.
GRAPH
  /SCATTERPLOT(BIVAR)=CORRELATIONTOIN_z WITH Precision
  /MISSING=LISTWISE.
GRAPH
  /SCATTERPLOT(BIVAR)=CORRELATIONEDIN_z WITH Precision
  /MISSING=LISTWISE.
GRAPH
  /SCATTERPLOT(BIVAR)=CORRELATIONESIN_z WITH Precision
  /MISSING=LISTWISE.
INCLUDE 'C:\Users\u1251219.CAMPUS\Downloads\MetaReg.sps'.
METAREG ES = CORRELATIONTCIN_z /W = weight /IVS = Precision /Model = ML.
METAREG ES = CORRELATIONTAIN_z /W = weight /IVS = Precision /Model = ML.
METAREG ES = CORRELATIONTEXIN_z /W = weight /IVS = Precision /Model = ML.
METAREG ES = CORRELATIONTEMIN_z /W = weight /IVS = Precision /Model = ML.
METAREG ES = CORRELATIONTOIN_z /W = weight /IVS = Precision /Model = ML.
METAREG ES = CORRELATIONEDIN_z /W = weight /IVS = Precision /Model = ML.
METAREG ES = CORRELATIONESIN_z /W = weight /IVS = Precision /Model = ML.
DATASET ACTIVATE DataSet1.
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT CORRELATIONTCIN_z
```

```
  /METHOD=ENTER Precision.
* Chart Builder.
GGRAPH
  /GRAPHDATASET NAME="graphdataset" VARIABLES=Precision CORRELATIONTCIN_z MISSING=LISTWISE
    REPORTMISSING=NO
  /GRAPHSPEC SOURCE=INLINE.
BEGIN GPL
  SOURCE: s=userSource(id("graphdataset"))
  DATA: Precision=col(source(s), name("Precision"))
  DATA: CORRELATIONTCIN_z=col(source(s), name("CORRELATIONTCIN_z"))
  GUIDE: axis(dim(1), label("Precision"))
  GUIDE: axis(dim(2), label("CORRELATIONTCIN_z"))
  ELEMENT: point(position(Precision*CORRELATIONTCIN_z))
END GPL.
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT CORRELATIONTAIN_z
  /METHOD=ENTER Precision.
* Chart Builder.
GGRAPH
  /GRAPHDATASET NAME="graphdataset" VARIABLES=Precision CORRELATIONTAIN_z MISSING=LISTWISE
    REPORTMISSING=NO
  /GRAPHSPEC SOURCE=INLINE.
BEGIN GPL
  SOURCE: s=userSource(id("graphdataset"))
  DATA: Precision=col(source(s), name("Precision"))
  DATA: CORRELATIONTAIN_z=col(source(s), name("CORRELATIONTAIN_z"))
  GUIDE: axis(dim(1), label("Precision"))
  GUIDE: axis(dim(2), label("CORRELATIONTAIN_z"))
  ELEMENT: point(position(Precision*CORRELATIONTAIN_z))
END GPL.
REGRESSION
  /MISSING LISTWISE
```

```
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT CORRELATIONTEXIN_z
  /METHOD=ENTER Precision.
* Chart Builder.
GGRAPH
  /GRAPHDATASET NAME="graphdataset" VARIABLES=Precision CORRELATIONTEXIN_z MISSING=LISTWISE
    REPORTMISSING=NO
  /GRAPHSPEC SOURCE=INLINE.
BEGIN GPL
  SOURCE: s=userSource(id("graphdataset"))
  DATA: Precision=col(source(s), name("Precision"))
  DATA: CORRELATIONTEXIN_z=col(source(s), name("CORRELATIONTEXIN_z"))
  GUIDE: axis(dim(1), label("Precision"))
  GUIDE: axis(dim(2), label("CORRELATIONTEXIN_z"))
  ELEMENT: point(position(Precision*CORRELATIONTEXIN_z))
END GPL.
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT CORRELATIONTEMIN_z
  /METHOD=ENTER Precision.
* Chart Builder.
GGRAPH
  /GRAPHDATASET NAME="graphdataset" VARIABLES=Precision CORRELATIONTEMIN_z MISSING=LISTWISE
    REPORTMISSING=NO
  /GRAPHSPEC SOURCE=INLINE.
BEGIN GPL
  SOURCE: s=userSource(id("graphdataset"))
  DATA: Precision=col(source(s), name("Precision"))
  DATA: CORRELATIONTEMIN_z=col(source(s), name("CORRELATIONTEMIN_z"))
  GUIDE: axis(dim(1), label("Precision"))
  GUIDE: axis(dim(2), label("CORRELATIONTEMIN_z"))
```

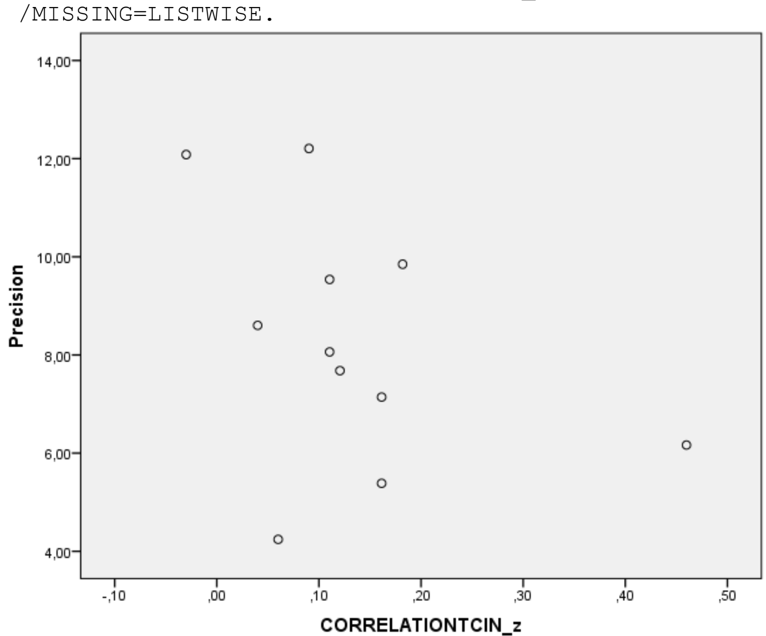
```
  ELEMENT: point(position(Precision*CORRELATIONTEMIN_z))
END GPL.
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT CORRELATIONTOIN_z
  /METHOD=ENTER Precision.
* Chart Builder.
GGRAPH
  /GRAPHDATASET NAME="graphdataset" VARIABLES=Precision CORRELATIONTOIN_z MISSING=LISTWISE
    REPORTMISSING=NO
  /GRAPHSPEC SOURCE=INLINE.
BEGIN GPL
  SOURCE: s=userSource(id("graphdataset"))
  DATA: Precision=col(source(s), name("Precision"))
  DATA: CORRELATIONTOIN_z=col(source(s), name("CORRELATIONTOIN_z"))
  GUIDE: axis(dim(1), label("Precision"))
  GUIDE: axis(dim(2), label("CORRELATIONTOIN_z"))
  ELEMENT: point(position(Precision*CORRELATIONTOIN_z))
END GPL.
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT CORRELATIONEDIN_z
  /METHOD=ENTER Precision.
* Chart Builder.
GGRAPH
  /GRAPHDATASET NAME="graphdataset" VARIABLES=Precision CORRELATIONEDIN_z MISSING=LISTWISE
    REPORTMISSING=NO
  /GRAPHSPEC SOURCE=INLINE.
BEGIN GPL
  SOURCE: s=userSource(id("graphdataset"))
```

```
  DATA: Precision=col(source(s), name("Precision"))
  DATA: CORRELATIONEDIN_z=col(source(s), name("CORRELATIONEDIN_z"))
  GUIDE: axis(dim(1), label("Precision"))
  GUIDE: axis(dim(2), label("CORRELATIONEDIN_z"))
  ELEMENT: point(position(Precision*CORRELATIONEDIN_z))
END GPL.
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT CORRELATIONESIN_z
  /METHOD=ENTER Precision.
* Chart Builder.
GGRAPH
  /GRAPHDATASET NAME="graphdataset" VARIABLES=Precision CORRELATIONESIN_z MISSING=LISTWISE
    REPORTMISSING=NO
  /GRAPHSPEC SOURCE=INLINE.
BEGIN GPL
  SOURCE: s=userSource(id("graphdataset"))
  DATA: Precision=col(source(s), name("Precision"))
  DATA: CORRELATIONESIN_z=col(source(s), name("CORRELATIONESIN_z"))
  GUIDE: axis(dim(1), label("Precision"))
  GUIDE: axis(dim(2), label("CORRELATIONESIN_z"))
  ELEMENT: point(position(Precision*CORRELATIONESIN_z))
END GPL.
```

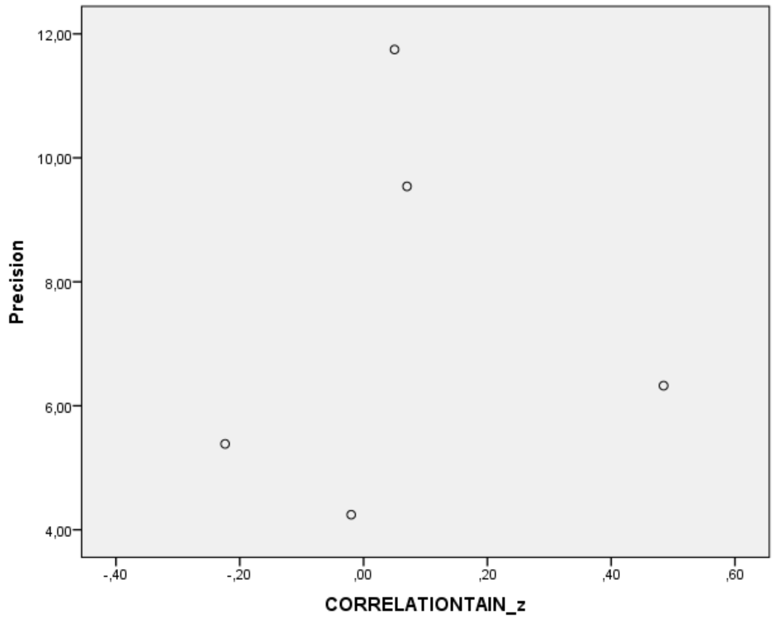
A.6.6 Publication bias output

```
DATASET ACTIVATE DataSet1.
INCLUDE 'C:\Users\u1251219\Downloads\MetaReg.sps'.
1693  0  *---------------------------------------------------------------
1694  0  *' SPSS/Win 6.1 or Higher Macro -- Written by David B. Wilson
1695  0  *' Meta-Analysis Modified Weighted Multiple Regression for
1696  0  *' any type of effect size
1697  0  *' To use, initialize macro with the include statement:
1699  0  *' INCLUDE "[drive][path]METAREG.SPS" .
1700  0  *' Syntax for macro:
1701  0  *' METAREG ES=varname /W=varname /IVS=varlist
1703  0  *'   /MODEL=option /PRINT=option .
```

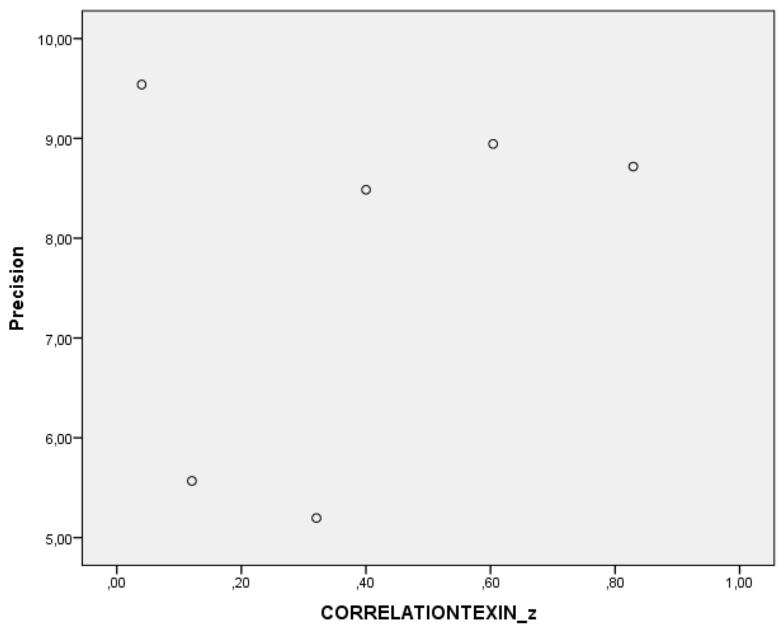
```
1704  0  *' Where ES is the effect size variable, W is the inverse
1705  0  *' variance weight, IVS is the list of independent variables
1706  0  *' and MODEL is either FE for a fixed effects model, MM for
1707  0  *' a random effects model estimated via the method of moments,
1708  0  *' and ML is a random effects model estimated via iterative
1709  0  *' maximum likelihood.  If /MODEL is omitted, FE is the
1710  0  *' default.  The /PRINT subcommand has the option EXP and
1711  0  *' if specified will print the exponent of the B coefficient
1712  0  *' (the odds-ratio) rather than beta.  If /PRINT is omitted,
1714  0  *' beta is printed.
1715  0  *' Example:
1716  0  *'
1717  0  *' metareg es = effct /w = invweght /ivs = txvar1 txvar2
1719  0  *'    /model = fe .
1720  0  *'
1721  0  *' Version 2005.05.23
1722  0  *'
1723  0  *-------------------------------------------------------------
1724  0  preserve
1725  0  set printback=off
2063  0
2065  0  * End of INSERT and INCLUDE nesting level 01.
EXECUTE.
GRAPH
  /SCATTERPLOT(BIVAR)=CORRELATIONTCIN_z WITH Precision
  /MISSING=LISTWISE.
```



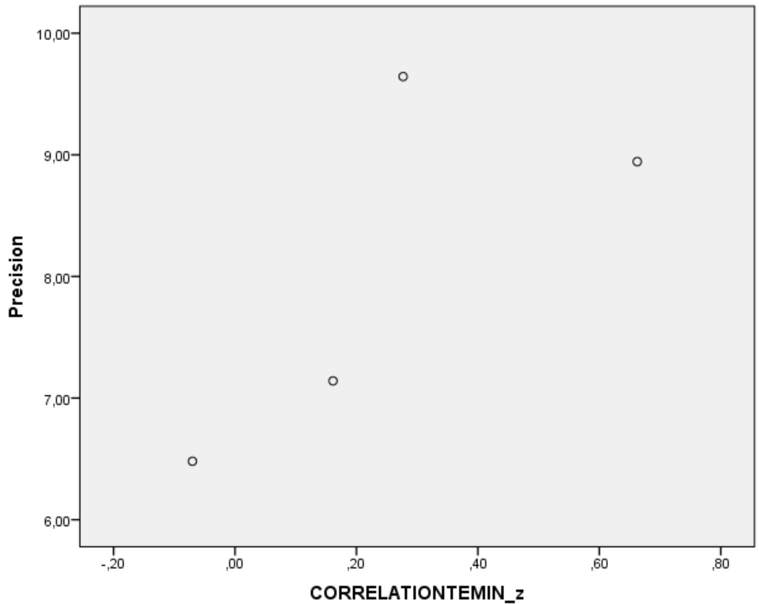

```
GRAPH
  /SCATTERPLOT(BIVAR)=CORRELATIONTAIN_z WITH Precision
  /MISSING=LISTWISE.
```



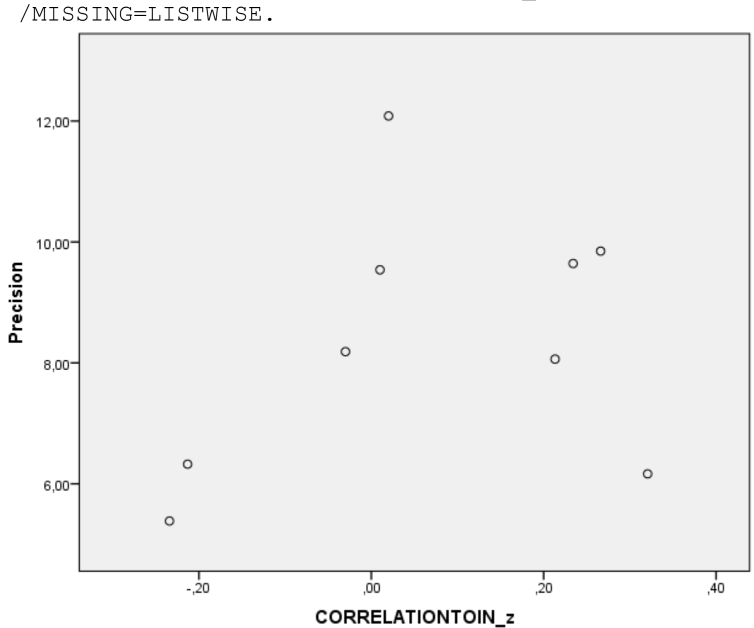

```
GRAPH
  /SCATTERPLOT(BIVAR)=CORRELATIONTEXIN_z WITH Precision
  /MISSING=LISTWISE.
```



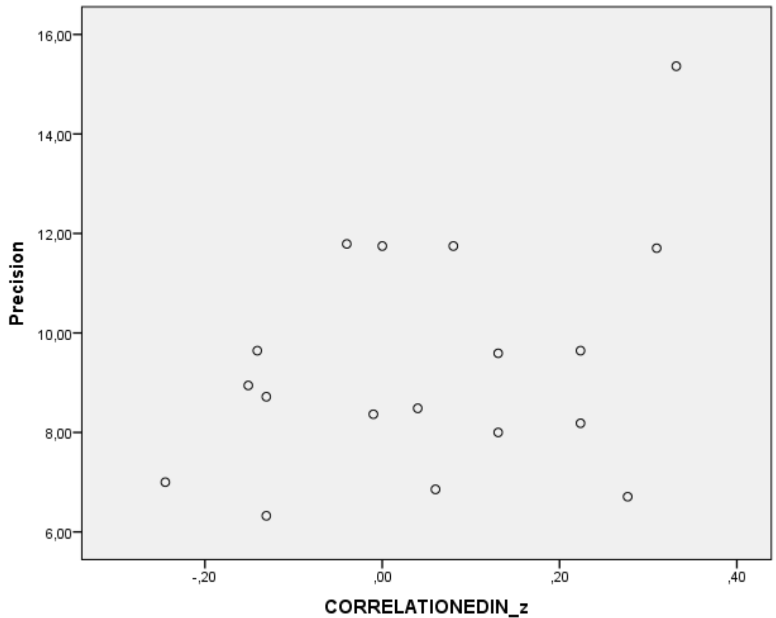

```
GRAPH
  /SCATTERPLOT(BIVAR)=CORRELATIONTEMIN_z WITH Precision
  /MISSING=LISTWISE.
```



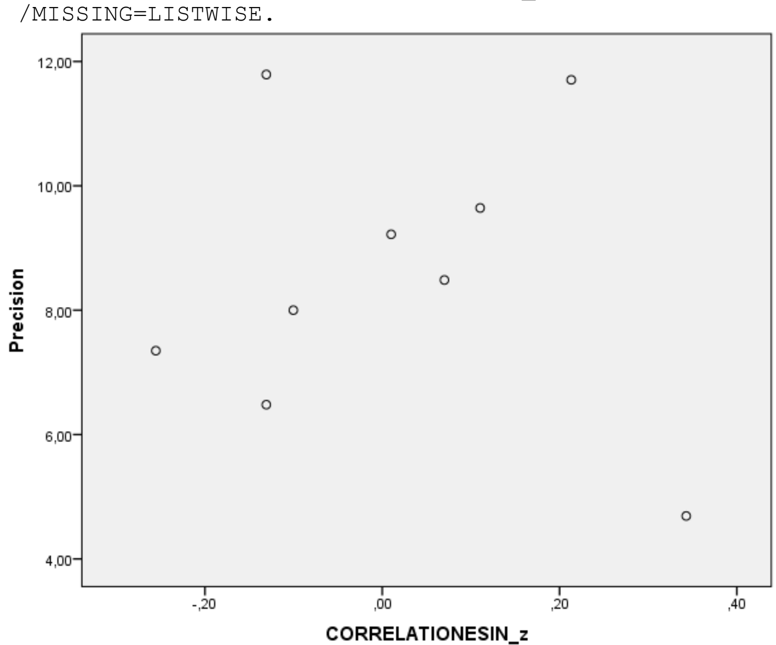

```
GRAPH
  /SCATTERPLOT(BIVAR)=CORRELATIONTOIN_z WITH Precision
  /MISSING=LISTWISE.
```




```
GRAPH
  /SCATTERPLOT(BIVAR)=CORRELATIONEDIN_z WITH Precision
  /MISSING=LISTWISE.
```




```
GRAPH
  /SCATTERPLOT(BIVAR)=CORRELATIONESIN_z WITH Precision
  /MISSING=LISTWISE.
```




```
METAREG ES = CORRELATIONTCIN_z /W = weight /IVS = Precision /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,1046        ,3138      11,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          2,7224      1,0000       ,0989
Residual       5,9542      9,0000       ,7445
Total          8,6766     10,0000       ,5630
```

```
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,3507    ,1532    ,0505    ,6510   2,2895    ,0221    ,0000
Precisio   -,0256    ,0155   -,0560    ,0048  -1,6500    ,0989   -,5601
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,00000
se(v)  =   ,00501
------ END MATRIX -----
METAREG ES = CORRELATIONTAIN_z /W = weight /IVS = Precision /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0859        ,0004       5,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,0026       1,0000        ,9595
Residual       6,1331       3,0000        ,1053
Total          6,1357       4,0000        ,1892
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0990    ,2729   -,4358    ,6339    ,3629    ,7167    ,0000
Precisio   -,0015    ,0303   -,0610    ,0579   -,0507    ,9595   -,0205
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01502
se(v)  =   ,02057
------ END MATRIX -----
METAREG ES = CORRELATIONTEXIN_z /W = weight /IVS = Precision /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,3971        ,0644       6,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,3829       1,0000        ,5361
Residual       5,5598       4,0000        ,2345
Total          5,9427       5,0000        ,3118
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant    ,0529    ,5677  -1,0597   1,1655    ,0932    ,9257    ,0000
Precisio    ,0433    ,0700   -,0939    ,1804    ,6188    ,5361    ,2538
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,05856
se(v)  =   ,04427
------ END MATRIX -----
METAREG ES = CORRELATIONTEMIN_z /W = weight /IVS = Precision /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,2837        ,4767       4,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          3,3195       1,0000        ,0685
Residual       3,6438       2,0000        ,1617
Total          6,9633       3,0000        ,0731
```

```
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant   -,8845    ,6489  -2,1563    ,3872  -1,3632    ,1728    ,0000
Precisio    ,1421    ,0780   -,0108    ,2951   1,8219    ,0685    ,6904
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,02359
se(v)  =   ,02776
------ END MATRIX -----
METAREG ES = CORRELATIONTOIN_z /W = weight /IVS = Precision /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0843        ,0525      9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,5464      1,0000        ,4598
Residual       9,8592      7,0000        ,1967
Total         10,4056      8,0000        ,2377
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant   -,0944    ,2476   -,5797    ,3909   -,3813    ,7030    ,0000
Precisio    ,0200    ,0271   -,0331    ,0732    ,7392    ,4598    ,2291
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01094
se(v)  =   ,01174
------ END MATRIX -----
METAREG ES = CORRELATIONEDIN_z /W = weight /IVS = Precision /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0670        ,1980     18,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model          4,4937      1,0000        ,0340
Residual      18,2030     16,0000        ,3121
Total         22,6967     17,0000        ,1594
------- Regression Coefficients -------
                B       SE  -95% CI  +95% CI        Z        P     Beta
Constant   -,2462    ,1520   -,5441    ,0516  -1,6203    ,1052    ,0000
Precisio    ,0316    ,0149    ,0024    ,0609   2,1198    ,0340    ,4450
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01083
se(v)  =   ,00740
------ END MATRIX -----
METAREG ES = CORRELATIONESIN_z /W = weight /IVS = Precision /Model = ML.
Run MATRIX procedure:
Version 2005.05.23
 *****  Inverse Variance Weighted Regression  *****
 *****  Random Intercept, Fixed Slopes Model  *****
------- Descriptives -------
      Mean ES     R-Square           k
        ,0077        ,0153      9,0000
------- Homogeneity Analysis -------
                    Q          df           p
Model           ,1477      1,0000        ,7007
Residual       9,4870      7,0000        ,2196
Total          9,6347      8,0000        ,2916
```

```
------- Regression Coefficients -------
                B        SE  -95% CI  +95% CI        Z        P     Beta
Constant   -,0829    ,2414   -,5561    ,3903   -,3435    ,7312    ,0000
Precisio    ,0098    ,0255   -,0402    ,0599    ,3843    ,7007    ,1238
------- Maximum Likelihood Random Effects Variance Component -------
v      =   ,01017
se(v)  =   ,01098
------ END MATRIX -----
DATASET ACTIVATE DataSet1.
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT CORRELATIONTCIN_z
  /METHOD=ENTER Precision.
```

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Precision[b]	.	Enter

a. Dependent Variable: CORRELATIONTCIN_z

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,401[a]	,161	,067	,12000

a. Predictors: (Constant), Precision

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,025	1	,025	1,722	,222[b]
	Residual	,130	9	,014		
	Total	,154	10			

a. Dependent Variable: CORRELATIONTCIN_z

b. Predictors: (Constant), Precision

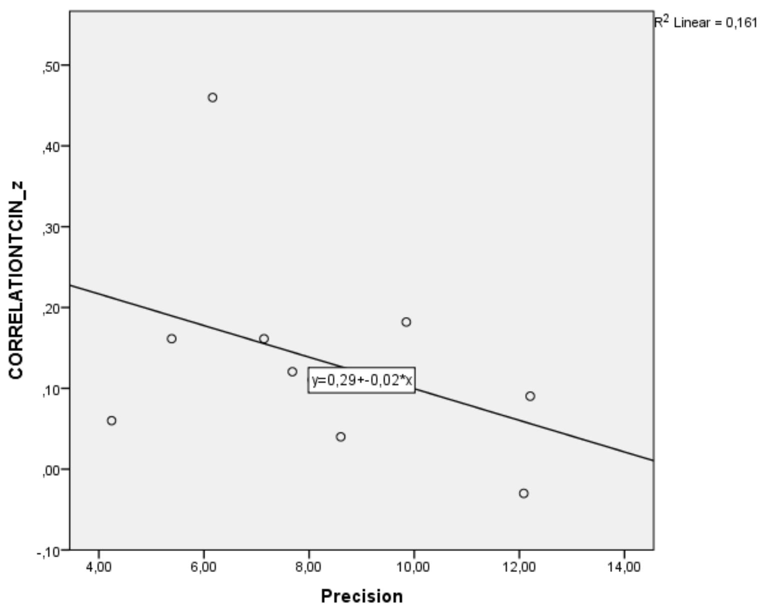
Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		

1	(Constant)	,295	,128		2,298	,047
	Precision	-,020	,015	-,401	-1,312	,222

a. Dependent Variable: CORRELATIONTCIN_z

```
* Chart Builder.
GGRAPH
  /GRAPHDATASET NAME="graphdataset" VARIABLES=Precision CORRELATIONTCIN_z
MISSING=LISTWISE
    REPORTMISSING=NO
  /GRAPHSPEC SOURCE=INLINE.
BEGIN GPL
  SOURCE: s=userSource(id("graphdataset"))
  DATA: Precision=col(source(s), name("Precision"))
  DATA: CORRELATIONTCIN_z=col(source(s), name("CORRELATIONTCIN_z"))
  GUIDE: axis(dim(1), label("Precision"))
  GUIDE: axis(dim(2), label("CORRELATIONTCIN_z"))
  ELEMENT: point(position(Precision*CORRELATIONTCIN_z))
END GPL.
```




```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT CORRELATIONTAIN_z
  /METHOD=ENTER Precision.
```

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Precision[b]	.	Enter

a. Dependent Variable: CORRELATIONTAIN_z

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,107[a]	,011	-,318	,29645

a. Predictors: (Constant), Precision

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,003	1	,003	,035	,864[b]
	Residual	,264	3	,088		
	Total	,267	4			

a. Dependent Variable: CORRELATIONTAIN_z

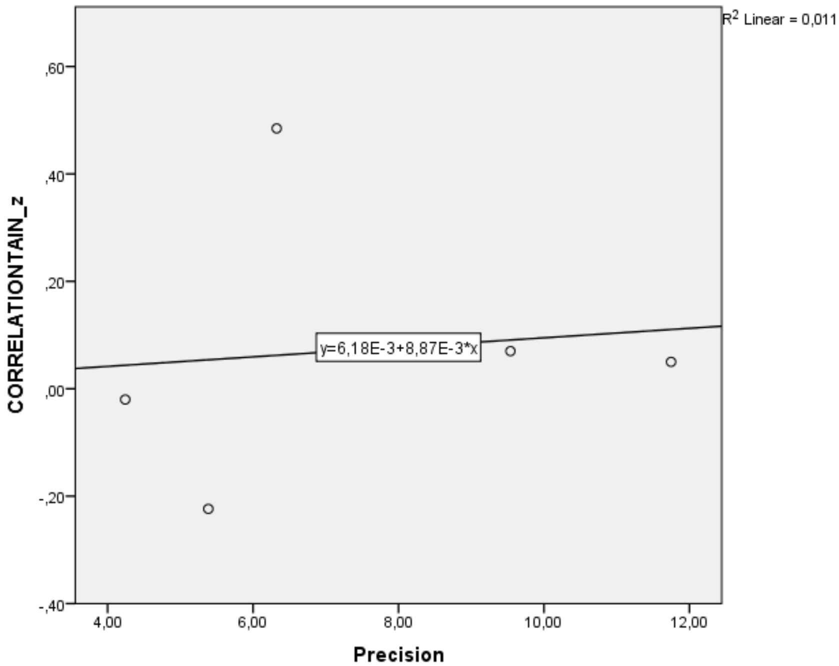
b. Predictors: (Constant), Precision

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,006	,379		,016	,988
	Precision	,009	,048	,107	,186	,864

a. Dependent Variable: CORRELATIONTAIN_z

```
* Chart Builder.
GGRAPH
  /GRAPHDATASET NAME="graphdataset" VARIABLES=Precision CORRELATIONTAIN_z
MISSING=LISTWISE
    REPORTMISSING=NO
  /GRAPHSPEC SOURCE=INLINE.
BEGIN GPL
  SOURCE: s=userSource(id("graphdataset"))
  DATA: Precision=col(source(s), name("Precision"))
  DATA: CORRELATIONTAIN_z=col(source(s), name("CORRELATIONTAIN_z"))
  GUIDE: axis(dim(1), label("Precision"))
  GUIDE: axis(dim(2), label("CORRELATIONTAIN_z"))
  ELEMENT: point(position(Precision*CORRELATIONTAIN_z))
END GPL.
```




```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT CORRELATIONTEXIN_z
  /METHOD=ENTER Precision.
```

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Precision[b]	.	Enter

a. Dependent Variable: CORRELATIONTEXIN_z

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,299[a]	,090	-,138	,31593

a. Predictors: (Constant), Precision

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,039	1	,039	,394	,564[b]

	Residual	,399	4	,100		
	Total	,439	5			

a. Dependent Variable: CORRELATIONTEXIN_z

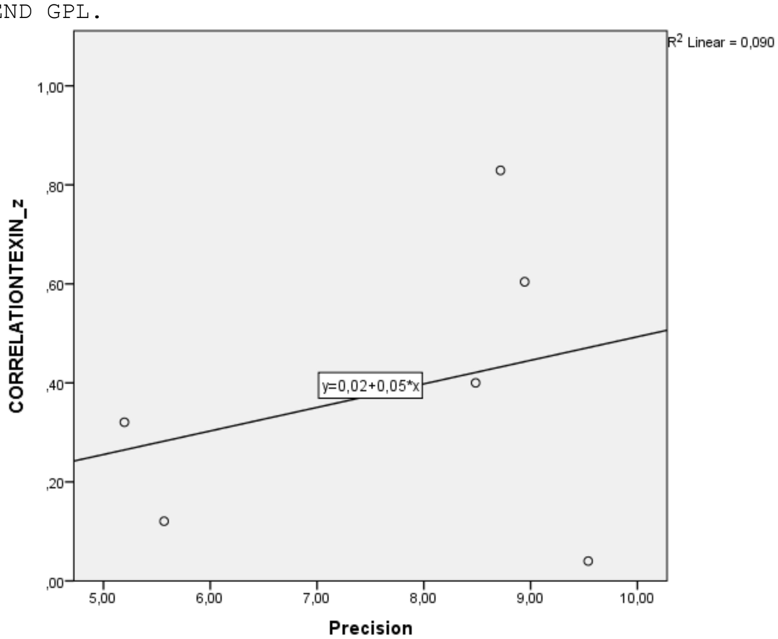
b. Predictors: (Constant), Precision

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,018	,601		,029	,978
	Precision	,048	,076	,299	,628	,564

a. Dependent Variable: CORRELATIONTEXIN_z

```
* Chart Builder.
GGRAPH
  /GRAPHDATASET NAME="graphdataset" VARIABLES=Precision CORRELATIONTEXIN_z
MISSING=LISTWISE
    REPORTMISSING=NO
  /GRAPHSPEC SOURCE=INLINE.
BEGIN GPL
  SOURCE: s=userSource(id("graphdataset"))
  DATA: Precision=col(source(s), name("Precision"))
  DATA: CORRELATIONTEXIN_z=col(source(s), name("CORRELATIONTEXIN_z"))
  GUIDE: axis(dim(1), label("Precision"))
  GUIDE: axis(dim(2), label("CORRELATIONTEXIN_z"))
  ELEMENT: point(position(Precision*CORRELATIONTEXIN_z))
END GPL.
```




```
REGRESSION
  /MISSING LISTWISE
```

```
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT CORRELATIONTEMIN_z
  /METHOD=ENTER Precision.
```

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Precision[b]	.	Enter

a. Dependent Variable: CORRELATIONTEMIN_z

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,729[a]	,531	,297	,25664

a. Predictors: (Constant), Precision

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,149	1	,149	2,266	,271[b]
	Residual	,132	2	,066		
	Total	,281	3			

a. Dependent Variable: CORRELATIONTEMIN_z

b. Predictors: (Constant), Precision

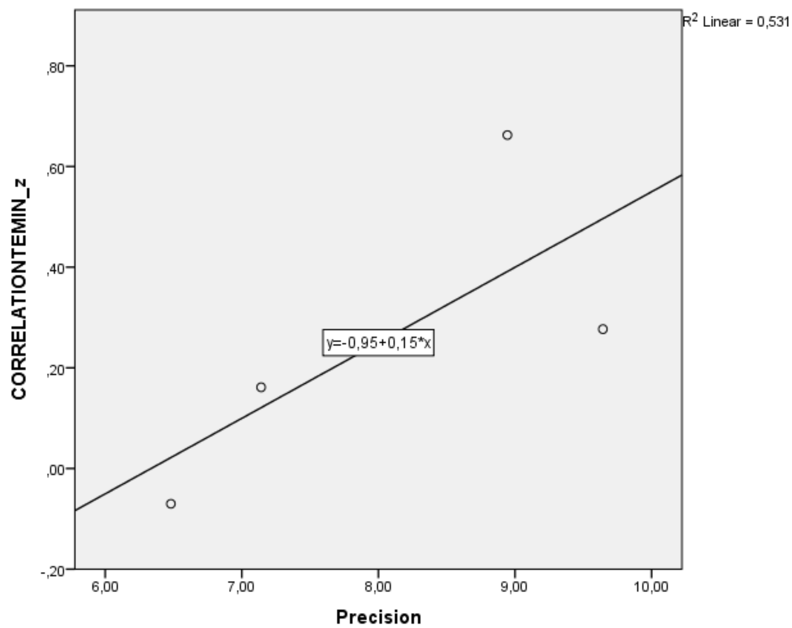
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-,951	,813		-1,169	,363
	Precision	,150	,100	,729	1,505	,271

a. Dependent Variable: CORRELATIONTEMIN_z

```
* Chart Builder.
GGRAPH
  /GRAPHDATASET NAME="graphdataset" VARIABLES=Precision CORRELATIONTEMIN_z
MISSING=LISTWISE
```

```
    REPORTMISSING=NO
  /GRAPHSPEC SOURCE=INLINE.
BEGIN GPL
  SOURCE: s=userSource(id("graphdataset"))
  DATA: Precision=col(source(s), name("Precision"))
  DATA: CORRELATIONTEMIN_z=col(source(s), name("CORRELATIONTEMIN_z"))
  GUIDE: axis(dim(1), label("Precision"))
  GUIDE: axis(dim(2), label("CORRELATIONTEMIN_z"))
  ELEMENT: point(position(Precision*CORRELATIONTEMIN_z))
END GPL.
```




```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT CORRELATIONTOIN_z
  /METHOD=ENTER Precision.
```

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Precision[b]	.	Enter

a. Dependent Variable: CORRELATIONTOIN_z

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,326[a]	,106	-,022	,20753

a. Predictors: (Constant), Precision

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,036	1	,036	,831	,392[b]
	Residual	,301	7	,043		
	Total	,337	8			

a. Dependent Variable: CORRELATIONTOIN_z

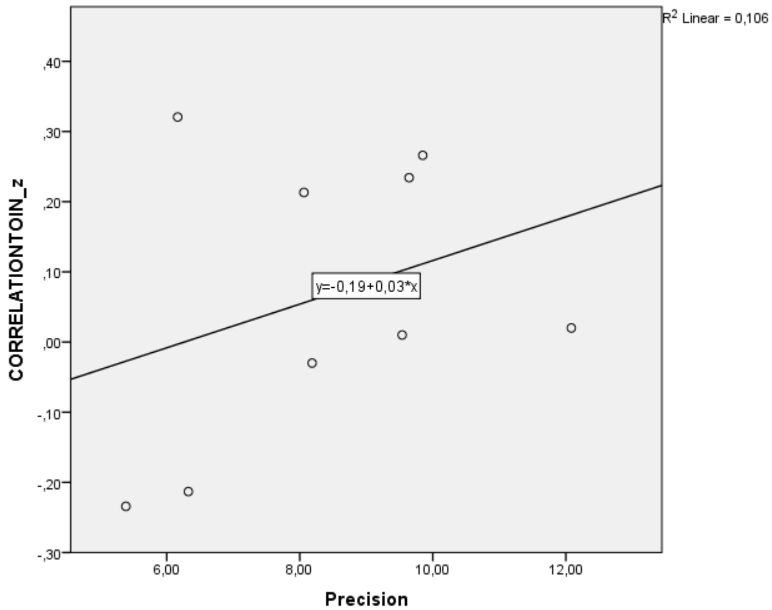
b. Predictors: (Constant), Precision

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-,195	,293		-,664	,528
	Precision	,031	,034	,326	,912	,392

a. Dependent Variable: CORRELATIONTOIN_z

```
* Chart Builder.
GGRAPH
  /GRAPHDATASET NAME="graphdataset" VARIABLES=Precision CORRELATIONTOIN_z
MISSING=LISTWISE
    REPORTMISSING=NO
  /GRAPHSPEC SOURCE=INLINE.
BEGIN GPL
  SOURCE: s=userSource(id("graphdataset"))
  DATA: Precision=col(source(s), name("Precision"))
  DATA: CORRELATIONTOIN_z=col(source(s), name("CORRELATIONTOIN_z"))
  GUIDE: axis(dim(1), label("Precision"))
  GUIDE: axis(dim(2), label("CORRELATIONTOIN_z"))
  ELEMENT: point(position(Precision*CORRELATIONTOIN_z))
END GPL.
```




```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT CORRELATIONEDIN_z
  /METHOD=ENTER Precision.
```

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Precision[b]	.	Enter

a. Dependent Variable: CORRELATIONEDIN_z

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,379[a]	,143	,090	,16618

a. Predictors: (Constant), Precision

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,074	1	,074	2,676	,121[b]
	Residual	,442	16	,028		

Total	,516	17			

a. Dependent Variable: CORRELATIONEDIN_z

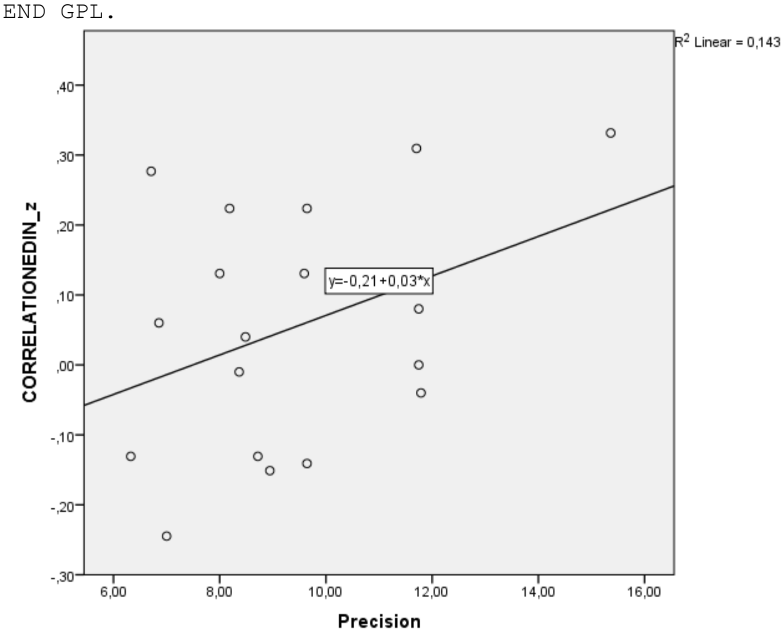
b. Predictors: (Constant), Precision

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-,212	,167		-1,270	,222
	Precision	,028	,017	,379	1,636	,121

a. Dependent Variable: CORRELATIONEDIN_z

```
* Chart Builder.
GGRAPH
  /GRAPHDATASET NAME="graphdataset" VARIABLES=Precision CORRELATIONEDIN_z
MISSING=LISTWISE
    REPORTMISSING=NO
  /GRAPHSPEC SOURCE=INLINE.
BEGIN GPL
  SOURCE: s=userSource(id("graphdataset"))
  DATA: Precision=col(source(s), name("Precision"))
  DATA: CORRELATIONEDIN_z=col(source(s), name("CORRELATIONEDIN_z"))
  GUIDE: axis(dim(1), label("Precision"))
  GUIDE: axis(dim(2), label("CORRELATIONEDIN_z"))
  ELEMENT: point(position(Precision*CORRELATIONEDIN_z))
END GPL.
```




```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
```

```
  /DEPENDENT CORRELATIONESIN_z
  /METHOD=ENTER Precision.
```

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Precision[b]	.	Enter

a. Dependent Variable: CORRELATIONESIN_z

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,092[a]	,009	-,133	,20191

a. Predictors: (Constant), Precision

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,002	1	,002	,060	,813[b]
	Residual	,285	7	,041		
	Total	,288	8			

a. Dependent Variable: CORRELATIONESIN_z

b. Predictors: (Constant), Precision

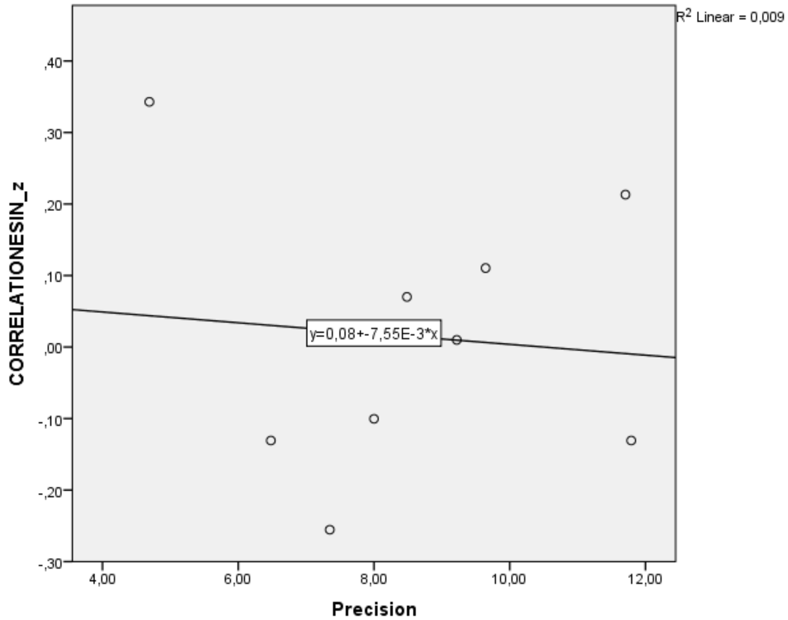
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,079	,273		,290	,780
	Precision	-,008	,031	-,092	-,245	,813

a. Dependent Variable: CORRELATIONESIN_z

```
* Chart Builder.
GGRAPH
  /GRAPHDATASET NAME="graphdataset" VARIABLES=Precision CORRELATIONESIN_z
MISSING=LISTWISE
    REPORTMISSING=NO
  /GRAPHSPEC SOURCE=INLINE.
BEGIN GPL
```

```
  SOURCE: s=userSource(id("graphdataset"))
  DATA: Precision=col(source(s), name("Precision"))
  DATA: CORRELATIONESIN_z=col(source(s), name("CORRELATIONESIN_z"))
  GUIDE: axis(dim(1), label("Precision"))
  GUIDE: axis(dim(2), label("CORRELATIONESIN_z"))
  ELEMENT: point(position(Precision*CORRELATIONESIN_z))
END GPL.
```



A.7 Sample weight

#study	Conscien tiousness	Agreeabl eness	Extraver sion	Emotion al	Opennes s to	Expertise diversity	Educatio nal	Weight
16	0,06	0,02	-	-	-	-	-	18
21	-	-	-	-	-	-	0,33	22
39	-	-	0,3	-	-	-	-	27
18	0,16	0,22	-	-	-0,23	-	-	29
40	-	-	0,1	-	-	-	-	31
11	0,43	-	-	-	0,31	-	-	38
4	-	0,45	-	-	-0,21	-	-	40
25	-	-	-	-	-	-0,13	-	40
38	-	-	-	-0,07	-	-	-0,13	42
17	-	-	-	-	-	0,27	-	45
6	-	-	-	-	-	0,06	-	47
22	-	-	-	-	-	-0,24	-	49
26	0,16	-	-	0,16	-	-	-	51
10	-	-	-	-	-	-	-0,25	54
33	0,12	-	-	-	-	-	-	59
9	-	-	-	-	-	0,13	-0,10	64
29	0,11	-	-	-	0,21	0	-	65
8	-	-	-	-	-0,03	0,22	-	67
34	-	-	-	-	-	-0,01	-	70
5	-	-	0,4	-	-	0,04	-	72
30	-	-	-	-	-	-	0,07	72
35	0,04	-	-	-	-	-	-	74
15	-	-	0,7	-	-	-0,13	-	76
2	-	-	0,5	0,58	-	-0,15	-	80
23	-	-	-	-	-	-	0,01	85

31	0,11	0,07	0	-	0,1	-	-	91
12	-	-	-	-	-	0,13	-	92
1	-	-	-	-	0,23	0,22	0,11	93
7	-	-	-	0,27	-	-0,14	-	93
20	18	-	-	-	-	-	-	97
32	-	-	-	-	0,26	-	-	97
3	-	-	-	-	-	0,3	0,21	137
27	-	-	-	-	-	0	-	138
28	-	0,05	-	-	-	0,08	-	138
24	-	-	-	-	-	-0,04	-0,13	139
19	-0,03	-	-	-	0,2	-	-	146
13	0,09	-	-	-	-	-	-	149
14	-	-	-	-	-	0,32	-	236

A.8 Orwin method & Stouffer method

Formula Orwin method: k0=k(ESk/ ESc-1)

Team conscientiousness-innovation: 11(0,1046/0,0697-1)=5,5078 (6 studies)

Team agreeableness-innovation: 5(0,0850/0,0567-1)=0,4505 (1 study)

Team extraversion-innovation: 6(0,3943/0,2628-1)=3,0023 (4 studies)

Team emotional stability-innovation: 4(0,2696/0,1796-1)=2,0045 (3 studies)

Team openness to experience-innovation: 9(0,0823/0,0549-1)= 4,4918 (5 studies)

Team expertise diversity-innovation: 18(0,0622/0,0415-1)=8,9783 (9 studies)

Team educational specialization-innovation:9(0,0071/0,0047-1)=4,5957 (5 studies)

Formula Stouffer method:

k0=k(sum of the z values/1,645)^2-k

Team conscientiousness-innovation: 11(1,46/1,645)^2-11=-2,335

Team extraversion-innovation: 6(2,31/1,645)^2-6=5,832

Team emotional stability-innovation: 4(1,03/1,645)^2-4=2,431

Team openness to experience-innovation: 9(0,59/1,645)^2-9=7,842

Team expertise diversity-innovation: 18(0,96/1,645)^2-18=11,870