

Supplementary Materials:

The *'Integrated Implementation model'*. The focus areas addressed in the article are highlighted in red.

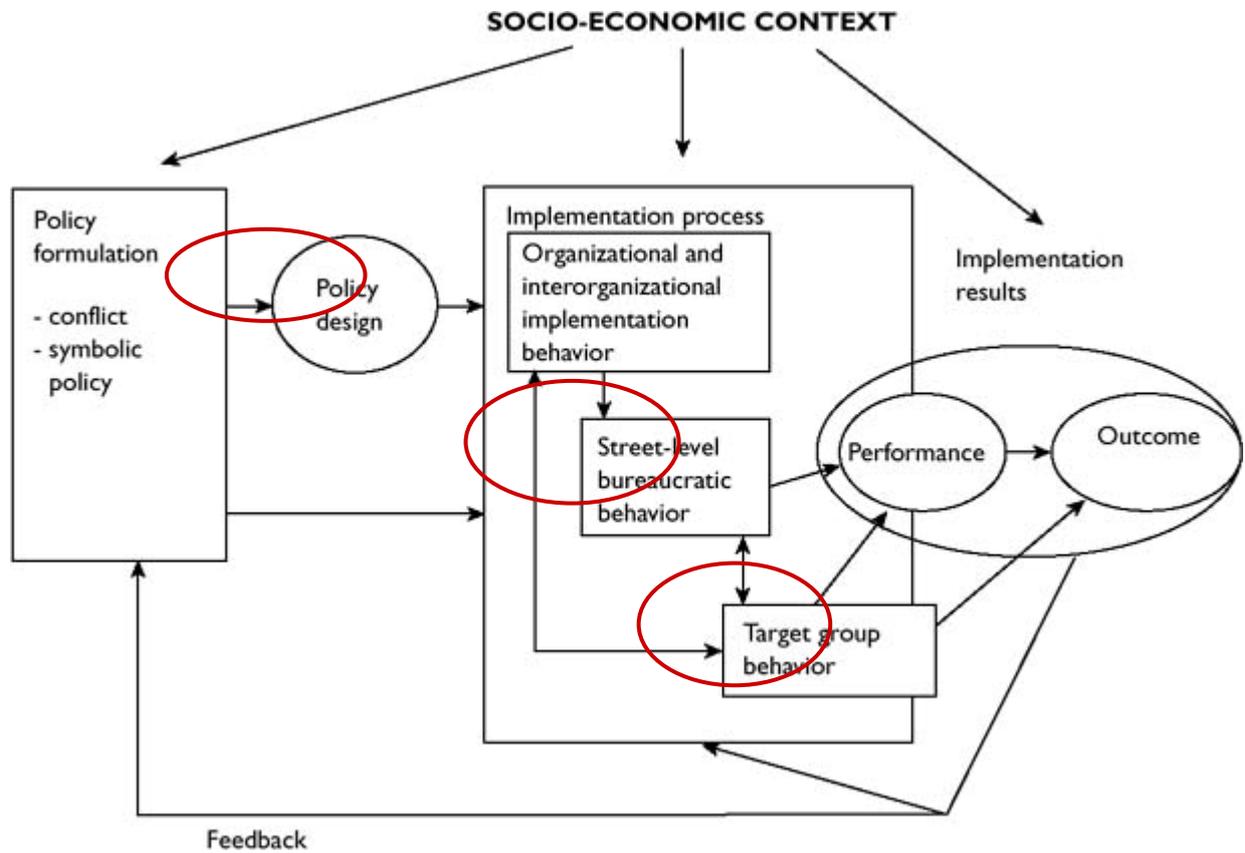


Figure S1. The Integrated Implementation model of Winter and Nielsen. Handbook of Public Administration (2003). See Chapter 5: Innovations and Global Trends in Human Resource Management Practices, doi:10.4135/9781848608214.