

Table S1. Measurement Model 2 results. Posterior estimates

	Mean	S.E.	S.D.	C.S.	Median	95% Lower bound	95% Upper bound	Skewness	Kurtosis	Min	Max
Career_development<->Recruitment_selection	0.6502	0.0020	0.0957	1.0002	0.6461	0.4721	0.8497	0.2324	0.1022	0.3226	1.0868
Recognition_value<->Participation_research	1.3629	0.0032	0.1344	1.0003	1.3565	1.1154	1.6432	0.2336	-0.0078	0.9001	2.0188
Work_incentives<->Recognition_value	1.2098	0.0026	0.1204	1.0002	1.2037	0.9906	1.4615	0.2710	0.1270	0.7878	1.7952
Career_development<->Participation_research	0.9874	0.0025	0.1024	1.0003	0.9824	0.8025	1.2047	0.3287	0.1539	0.5630	1.4371
Career_development<->Recognition_value	0.7496	0.0017	0.0797	1.0002	0.7462	0.6044	0.9171	0.2928	0.1980	0.4295	1.1371
Work_incentives<->Career_development	0.9675	0.0021	0.0969	1.0002	0.9619	0.7911	1.1728	0.2816	0.0928	0.5587	1.3862
Work_incentives<->Recruitment_selection	0.8485	0.0027	0.1319	1.0002	0.8445	0.6028	1.1217	0.2113	0.0964	0.4003	1.4560
Work_incentives<->Participation_research	1.4761	0.0037	0.1495	1.0003	1.4696	1.2030	1.7850	0.2566	0.0181	0.9705	2.1737
Recruitment_selection<->Recognition_value	0.8232	0.0022	0.1143	1.0002	0.8184	0.6136	1.0624	0.2569	0.1823	0.3831	1.3741
Career_development<->Job_payment	1.2936	0.0029	0.1277	1.0003	1.2887	1.0553	1.5605	0.2330	0.1330	0.8250	1.9221
Job_payment<->Recognition_value	0.8936	0.0026	0.1302	1.0002	0.8889	0.6495	1.1600	0.1516	0.0412	0.3484	1.4405
Job_payment<->Participation_research	1.4188	0.0036	0.1651	1.0002	1.4117	1.1127	1.7619	0.2364	0.1724	0.8427	2.2743
Work_incentives<->Job_payment	1.4017	0.0037	0.1633	1.0002	1.3977	1.0946	1.7333	0.1319	0.0029	0.7017	2.0485
Job_payment<->Recruitment_selection	0.9572	0.0038	0.1787	1.0002	0.9537	0.6193	1.3211	0.1423	0.0619	0.2560	1.6597
Recruitment_selection<->Participation_research	0.9451	0.0030	0.1356	1.0002	0.9395	0.6941	1.2252	0.2418	0.1523	0.4625	1.5540

	Mean	S.E.	S.D.	C.S.	Median	95% Lower bound	95% Upper bound	Skewness	Kurtosis	Min	Max
Regression weights											
MANAG4<--Career_development	0.9571	0.0014	0.0672	1.0002	0.9549	0.8320	1.0957	0.2051	0.1806	0.6857	1.2906
MANAG3<--Career_development	1.0381	0.0015	0.0698	1.0002	1.0354	0.9094	1.1843	0.2849	0.2936	0.8015	1.3756
MANAG2<--Career_development	1.1238	0.0014	0.0665	1.0002	1.1219	0.9980	1.2596	0.1470	0.0580	0.8882	1.4006
MANAG1<--Career_development	1.3152	0.0017	0.0758	1.0002	1.3121	1.1742	1.4721	0.2329	0.1836	1.0462	1.6456
CD8<--Career_development	1.2578	0.0017	0.0852	1.0002	1.2544	1.1003	1.4368	0.2243	0.0972	0.9410	1.6024
CD7<--Career_development	1.4823	0.0021	0.0846	1.0003	1.4798	1.3225	1.6561	0.1959	0.1815	1.1764	1.9142
CD6<--Career_development	1.3688	0.0017	0.0775	1.0002	1.3657	1.2253	1.5277	0.2114	0.1558	1.0668	1.7973
CD5<--Career_development	1.4463	0.0021	0.0853	1.0003	1.4444	1.2847	1.6192	0.1552	0.0232	1.1606	1.8250
CD4<--Career_development	1.4569	0.0019	0.0832	1.0003	1.4535	1.3019	1.6283	0.2037	0.0571	1.1601	1.8349
CD3<--Career_development	0.9448	0.0012	0.0612	1.0002	0.9433	0.8309	1.0702	0.1821	0.0180	0.7265	1.2189
CD2<--Career_development	1.0985	0.0017	0.0722	1.0003	1.0962	0.9632	1.2461	0.1870	0.0763	0.7889	1.4228
CD1<--Career_development	1.0429	0.0016	0.0774	1.0002	1.0412	0.8966	1.2007	0.1322	0.0214	0.7577	1.3927
SAL1<--Job_payment	0.8779	0.0011	0.0515	1.0002	0.8772	0.7780	0.9812	0.0761	0.0283	0.6836	1.0958
RS2<--Recruitment_selection	1.3654	0.0016	0.0735	1.0002	1.3613	1.2320	1.5194	0.3038	0.2077	1.0759	1.7289
RS3<--Recruitment_selection	1.3565	0.0020	0.0789	1.0003	1.3526	1.2125	1.5239	0.2814	0.0639	1.1014	1.7193
RS4<--Recruitment_selection	1.4026	0.0020	0.0839	1.0003	1.3986	1.2492	1.5764	0.2391	-0.0256	1.0972	1.8023
RE4<--Recognition_value	1.1244	0.0015	0.0711	1.0002	1.1232	0.9894	1.2680	0.1393	0.0476	0.8434	1.4803
RE5<--Recognition_value	1.1583	0.0015	0.0661	1.0002	1.1557	1.0362	1.2953	0.2202	0.0511	0.9306	1.4668
RE7<--Recognition_value	1.0297	0.0012	0.0582	1.0002	1.0277	0.9210	1.1505	0.2095	0.1131	0.8118	1.2923
RE8<--Recognition_value	1.0980	0.0013	0.0602	1.0002	1.0961	0.9850	1.2192	0.1779	0.0510	0.8505	1.3794
RE9<--Recognition_value	0.9635	0.0013	0.0614	1.0002	0.9612	0.8489	1.0922	0.2436	0.2561	0.7472	1.2493
RE10<--Recognition_value	1.0517	0.0013	0.0597	1.0002	1.0490	0.9402	1.1748	0.2079	0.0573	0.8414	1.3285

RE11<--Recognition_value	1.1253	0.0015	0.0697	1.0002	1.1228	0.9964	1.2688	0.2209	0.0658	0.8946	1.4246
RE12<--Recognition_value	1.1978	0.0015	0.0640	1.0003	1.1958	1.0788	1.3290	0.1948	-0.0181	0.9980	1.4706
RE17<--Recognition_value	0.9610	0.0014	0.0624	1.0003	0.9593	0.8431	1.0889	0.1611	0.0104	0.7235	1.2508
RE19<--Participation_research	0.9433	0.0013	0.0622	1.0002	0.9414	0.8265	1.0712	0.1858	0.0208	0.7238	1.2103
RE18<--Participation_research	1.0101	0.0014	0.0653	1.0002	1.0077	0.8878	1.1463	0.2268	0.2001	0.7834	1.3333
RE15<--Participation_research	1.0835	0.0016	0.0660	1.0003	1.0807	0.9626	1.2195	0.2322	0.1195	0.8450	1.3670
RE14<--Participation_research	0.8382	0.0011	0.0520	1.0002	0.8363	0.7405	0.9437	0.1869	0.1071	0.6548	1.0839
RE13<--Participation_research	1.1364	0.0016	0.0679	1.0003	1.1337	1.0084	1.2761	0.1857	0.0351	0.8603	1.4255
RE6<--Participation_research	0.9763	0.0012	0.0584	1.0002	0.9741	0.8677	1.0969	0.2182	0.1785	0.7708	1.2213
WI2<--Work_incentives	1.2241	0.0017	0.0747	1.0003	1.2218	1.0833	1.3760	0.1975	0.1282	0.9560	1.5839
WI3<--Work_incentives	1.2851	0.0018	0.0753	1.0003	1.2829	1.1465	1.4393	0.2153	0.0888	0.9976	1.6274
WI4<--Work_incentives	1.1779	0.0015	0.0665	1.0002	1.1755	1.0522	1.3137	0.1581	0.0492	0.9166	1.4708
WI5<--Work_incentives	0.9240	0.0010	0.0518	1.0002	0.9230	0.8249	1.0292	0.1061	0.0338	0.7247	1.1283
Intercepts											
MANAG5	4.0304	0.0010	0.0629	1.0001	4.0306	3.9068	4.1522	-0.0146	-0.0325	3.7859	4.3104
MANAG4	3.9289	0.0015	0.0676	1.0002	3.9286	3.7972	4.0625	0.0513	0.0621	3.6525	4.2330
MANAG3	3.9542	0.0014	0.0692	1.0002	3.9543	3.8158	4.0881	-0.0401	0.0252	3.6891	4.2438
MANAG2	3.7819	0.0012	0.0660	1.0002	3.7825	3.6516	3.9102	-0.0442	-0.0113	3.5157	4.0168
MANAG1	2.9619	0.0014	0.0740	1.0002	2.9624	2.8163	3.1079	-0.0069	0.0313	2.6538	3.2668
CD8	2.8535	0.0016	0.0840	1.0002	2.8548	2.6864	3.0154	-0.0484	-0.0129	2.5202	3.1814
CD7	3.0212	0.0018	0.0816	1.0002	3.0216	2.8591	3.1793	-0.0379	0.0265	2.6902	3.3435
CD6	3.3710	0.0014	0.0761	1.0002	3.3716	3.2196	3.5177	-0.0536	0.0416	3.0502	3.6722
CD5	2.5632	0.0015	0.0836	1.0002	2.5627	2.4013	2.7276	0.0394	0.0876	2.2057	2.9462
CD4	3.1475	0.0015	0.0810	1.0002	3.1468	2.9892	3.3077	0.0201	-0.1018	2.8287	3.4574
CD3	4.0205	0.0011	0.0617	1.0002	4.0206	3.8972	4.1405	-0.0512	0.0295	3.7854	4.2522

CD2	3.7738	0.0015	0.0741	1.0002	3.7746	3.6271	3.9178	-0.0269	-0.0337	3.4946	4.0813
CD1	3.9728	0.0014	0.0763	1.0002	3.9729	3.8232	4.1204	-0.0137	0.0425	3.6782	4.3039
SAL2	3.2478	0.0016	0.0943	1.0001	3.2478	3.0635	3.4341	0.0040	-0.0417	2.8899	3.6287
SAL1	3.7809	0.0017	0.0930	1.0002	3.7820	3.5980	3.9617	-0.0199	-0.0274	3.4027	4.1456
RS1	2.0601	0.0019	0.1017	1.0002	2.0612	1.8603	2.2591	-0.0390	0.0015	1.6491	2.4927
RS2	2.4734	0.0022	0.1128	1.0002	2.4735	2.2506	2.6937	-0.0345	0.0660	1.9420	2.9170
RS3	2.6527	0.0021	0.1130	1.0002	2.6523	2.4336	2.8747	0.0245	0.0427	2.1264	3.1900
RS4	2.9158	0.0023	0.1161	1.0002	2.9162	2.6889	3.1437	0.0095	0.0538	2.3724	3.4269
RE3	3.9288	0.0014	0.0711	1.0002	3.9288	3.7887	4.0687	-0.0019	0.0455	3.6558	4.2285
RE4	2.4999	0.0018	0.0870	1.0002	2.5007	2.3268	2.6681	-0.0409	-0.0203	2.1623	2.8602
RE5	3.0035	0.0014	0.0779	1.0002	3.0030	2.8521	3.1602	0.0308	0.0531	2.6051	3.3376
RE7	3.5366	0.0014	0.0722	1.0002	3.5365	3.3973	3.6787	0.0200	0.0450	3.2015	3.8435
RE8	3.1161	0.0015	0.0730	1.0002	3.1159	2.9723	3.2592	0.0013	-0.0029	2.7816	3.4158
RE9	2.9941	0.0014	0.0721	1.0002	2.9937	2.8545	3.1343	0.0090	-0.0676	2.6797	3.2648
RE10	3.7576	0.0014	0.0731	1.0002	3.7569	3.6140	3.9013	0.0002	0.0128	3.4398	4.0552
RE11	2.6333	0.0016	0.0821	1.0002	2.6327	2.4716	2.7944	0.0056	0.0413	2.2488	2.9693
RE12	3.0012	0.0015	0.0763	1.0002	3.0013	2.8528	3.1525	0.0146	0.0287	2.6836	3.3206
RE17	2.8340	0.0015	0.0724	1.0002	2.8349	2.6886	2.9726	-0.0681	0.0265	2.5329	3.1060
RE20	3.0544	0.0018	0.0891	1.0002	3.0546	2.8816	3.2316	0.0356	-0.0684	2.7013	3.3987
RE19	3.3335	0.0014	0.0805	1.0002	3.3345	3.1736	3.4919	-0.0330	0.0489	3.0198	3.6472
RE18	3.0997	0.0019	0.0869	1.0002	3.0989	2.9306	3.2714	0.0039	-0.0199	2.7068	3.4582
RE15	3.4823	0.0018	0.0844	1.0002	3.4817	3.3165	3.6484	0.0277	0.0064	3.1433	3.8441
RE14	3.7572	0.0012	0.0674	1.0002	3.7567	3.6258	3.8882	0.0006	-0.0747	3.4733	4.0620
RE13	3.5761	0.0018	0.0869	1.0002	3.5758	3.4088	3.7472	0.0323	-0.0904	3.2333	3.9107
RE6	3.6617	0.0015	0.0747	1.0002	3.6620	3.5162	3.8087	0.0191	-0.0192	3.3916	3.9452
WI1	3.3656	0.0016	0.0760	1.0002	3.3664	3.2146	3.5128	-0.0617	-0.0616	3.0455	3.6422
WI2	2.6800	0.0018	0.0999	1.0002	2.6804	2.4840	2.8767	0.0081	-0.0218	2.2954	3.0759

WI3	2.6666	0.0022	0.0996	1.0002	2.6662	2.4727	2.8615	-0.0049	-0.0113	2.2083	3.0446
WI4	3.0755	0.0016	0.0877	1.0002	3.0755	2.9057	3.2469	-0.0099	-0.0562	2.6963	3.3998
WI5	3.6779	0.0015	0.0744	1.0002	3.6786	3.5318	3.8221	-0.0323	0.0357	3.3396	3.9742
Covariances											
Career_development<->Recruitment_selection	0.6502	0.0020	0.0957	1.0002	0.6461	0.4721	0.8497	0.2324	0.1022	0.3226	1.0868
Recognition_value<->Participation_research	1.3629	0.0032	0.1344	1.0003	1.3565	1.1154	1.6432	0.2336	-0.0078	0.9001	2.0188
Work_incentives<->Recognition_value	1.2098	0.0026	0.1204	1.0002	1.2037	0.9906	1.4615	0.2710	0.1270	0.7878	1.7952
Career_development<->Participation_research	0.9874	0.0025	0.1024	1.0003	0.9824	0.8025	1.2047	0.3287	0.1539	0.5630	1.4371
Career_development<->Recognition_value	0.7496	0.0017	0.0797	1.0002	0.7462	0.6044	0.9171	0.2928	0.1980	0.4295	1.1371
Work_incentives<->Career_development	0.9675	0.0021	0.0969	1.0002	0.9619	0.7911	1.1728	0.2816	0.0928	0.5587	1.3862
Work_incentives<->Recruitment_selection	0.8485	0.0027	0.1319	1.0002	0.8445	0.6028	1.1217	0.2113	0.0964	0.4003	1.4560
Work_incentives<->Participation_research	1.4761	0.0037	0.1495	1.0003	1.4696	1.2030	1.7850	0.2566	0.0181	0.9705	2.1737
Recruitment_selection<->Recognition_value	0.8232	0.0022	0.1143	1.0002	0.8184	0.6136	1.0624	0.2569	0.1823	0.3831	1.3741
Career_development<->Job_payment	1.2936	0.0029	0.1277	1.0003	1.2887	1.0553	1.5605	0.2330	0.1330	0.8250	1.9221
Job_payment<->Recognition_value	0.8936	0.0026	0.1302	1.0002	0.8889	0.6495	1.1600	0.1516	0.0412	0.3484	1.4405
Job_payment<->Participation_research	1.4188	0.0036	0.1651	1.0002	1.4117	1.1127	1.7619	0.2364	0.1724	0.8427	2.2743
Work_incentives<->Job_payment	1.4017	0.0037	0.1633	1.0002	1.3977	1.0946	1.7333	0.1319	0.0029	0.7017	2.0485

Job_payment<->Recruitment_selection	0.9572	0.0038	0.1787	1.0002	0.9537	0.6193	1.3211	0.1423	0.0619	0.2560	1.6597
Recruitment_selection<->Participation_research	0.9451	0.0030	0.1356	1.0002	0.9395	0.6941	1.2252	0.2418	0.1523	0.4625	1.5540
Variances											
Career_development	1.0788	0.0027	0.1163	1.0003	1.0726	0.8679	1.3254	0.3359	0.3432	0.6429	1.7150
Job_payment	4.1589	0.0078	0.3544	1.0002	4.1469	3.4938	4.8859	0.1942	0.0206	2.9506	5.6326
Recruitment_selection	2.8509	0.0070	0.3201	1.0002	2.8439	2.2503	3.5026	0.1475	0.0217	1.5193	4.2099
Recognition_value	1.5177	0.0035	0.1558	1.0002	1.5118	1.2311	1.8390	0.2366	0.1595	0.9874	2.2851
Participation_research	2.0496	0.0059	0.2341	1.0003	2.0396	1.6235	2.5441	0.3160	0.2373	1.3262	3.1217
Work_incentives	1.9557	0.0048	0.1939	1.0003	1.9478	1.5937	2.3524	0.2041	-0.0250	1.3347	2.8371
e1	1.0281	0.0014	0.0667	1.0002	1.0252	0.9057	1.1679	0.2549	0.0552	0.7971	1.3078
e2	1.4878	0.0019	0.0949	1.0002	1.4833	1.3144	1.6880	0.2704	0.0608	1.1824	1.9094
e3	1.3794	0.0018	0.0878	1.0002	1.3752	1.2150	1.5615	0.2413	0.1005	1.0802	1.8062
e4	1.0237	0.0014	0.0682	1.0002	1.0214	0.8975	1.1654	0.2266	0.0860	0.7885	1.3139
e5	1.2321	0.0015	0.0826	1.0002	1.2298	1.0764	1.4019	0.1907	0.0731	0.9344	1.6220
e6	2.1720	0.0032	0.1408	1.0003	2.1652	1.9149	2.4641	0.2774	0.2234	1.6918	2.8457
e7	1.3421	0.0021	0.0926	1.0002	1.3398	1.1691	1.5306	0.1960	0.0907	1.0063	1.8384
e8	1.1575	0.0015	0.0774	1.0002	1.1538	1.0145	1.3188	0.2660	0.2170	0.8657	1.5694
e9	1.6531	0.0023	0.1106	1.0002	1.6500	1.4463	1.8795	0.2032	0.1770	1.2495	2.2365
e10	1.3465	0.0020	0.0927	1.0002	1.3413	1.1781	1.5397	0.2825	0.1625	1.0199	1.7983
e11	1.1048	0.0014	0.0713	1.0002	1.1017	0.9740	1.2537	0.2485	0.0878	0.8509	1.4255
e12	1.6262	0.0022	0.1018	1.0002	1.6219	1.4365	1.8363	0.1998	0.0357	1.2369	2.0619
e13	2.0065	0.0028	0.1299	1.0002	2.0006	1.7690	2.2740	0.3071	0.3283	1.5717	2.7056
e14	0.7535	0.0049	0.2031	1.0003	0.7569	0.3375	1.1382	-0.1161	0.0832	0.0023	1.5492

e15	1.5862	0.0042	0.1812	1.0003	1.5850	1.2395	1.9506	0.0967	0.0352	0.8387	2.3465
e16	2.8126	0.0048	0.2033	1.0003	2.8057	2.4335	3.2321	0.2483	0.1719	2.0555	3.6889
e17	1.8996	0.0044	0.1861	1.0003	1.8922	1.5477	2.2863	0.2150	0.2823	1.1869	2.8941
e18	1.7470	0.0041	0.1690	1.0003	1.7385	1.4386	2.0931	0.2304	0.0349	1.1419	2.6006
e19	2.0579	0.0046	0.1918	1.0003	2.0506	1.7035	2.4601	0.2936	0.3188	1.3942	2.9744
e20	1.2247	0.0018	0.0830	1.0002	1.2214	1.0681	1.3939	0.1744	0.0350	0.9461	1.6066
e21	2.2152	0.0031	0.1423	1.0002	2.2092	1.9512	2.5114	0.2433	0.0988	1.7375	2.8534
e22	1.3229	0.0019	0.0907	1.0002	1.3186	1.1547	1.5143	0.2671	0.1788	0.9988	1.7448
e23	1.2165	0.0016	0.0830	1.0002	1.2133	1.0618	1.3877	0.1909	0.0070	0.8728	1.5572
e24	1.1004	0.0019	0.0771	1.0003	1.0971	0.9582	1.2616	0.2618	0.1099	0.8557	1.4598
e25	1.5265	0.0019	0.0999	1.0002	1.5223	1.3446	1.7314	0.2530	0.0216	1.1949	2.0434
e26	1.2875	0.0019	0.0859	1.0002	1.2852	1.1267	1.4634	0.1864	0.0122	0.9691	1.6612
e27	1.9797	0.0028	0.1290	1.0002	1.9732	1.7453	2.2542	0.2977	0.1879	1.5359	2.6112
e28	1.0440	0.0016	0.0744	1.0002	1.0406	0.9064	1.2002	0.3039	0.2705	0.7816	1.4095
e29	1.5675	0.0019	0.1007	1.0002	1.5636	1.3826	1.7746	0.2075	-0.0001	1.1991	1.9971
e30	2.1960	0.0027	0.1450	1.0002	2.1896	1.9276	2.4982	0.2271	0.0021	1.6669	2.7778
e31	1.8428	0.0028	0.1221	1.0003	1.8380	1.6167	2.0954	0.2029	0.0537	1.3983	2.4843
e32	2.0541	0.0030	0.1365	1.0002	2.0473	1.8074	2.3413	0.2691	0.0332	1.5743	2.7145
e33	1.5559	0.0023	0.1104	1.0002	1.5526	1.3495	1.7797	0.1587	0.0259	1.1247	2.0123
e34	1.0535	0.0014	0.0722	1.0002	1.0512	0.9190	1.2012	0.1772	-0.0217	0.8007	1.3604
e35	1.6261	0.0022	0.1156	1.0002	1.6230	1.4081	1.8631	0.1845	0.0727	1.1906	2.1712
e36	1.2204	0.0017	0.0862	1.0002	1.2171	1.0613	1.3984	0.2372	0.0876	0.9344	1.6479
e37	1.2939	0.0026	0.1016	1.0003	1.2898	1.1054	1.5041	0.2371	0.0809	0.9437	1.7079
e38	2.7275	0.0043	0.1986	1.0002	2.7188	2.3608	3.1409	0.2281	0.0650	2.0348	3.6176
e39	2.3652	0.0044	0.1823	1.0003	2.3577	2.0298	2.7404	0.2119	-0.0625	1.7496	3.1997
e40	1.7063	0.0027	0.1311	1.0002	1.7012	1.4633	1.9761	0.2160	0.0641	1.2427	2.2934
e41	1.4427	0.0022	0.1056	1.0002	1.4391	1.2482	1.6612	0.2530	0.1684	1.0334	1.9517

Table S2. Comparison of Regression Weights Unstandardized Parameter Estimates – Maximum Likelihood versus Bayesian in Model 2

Parameter	Bayesian	ML
MANAG4<--Career_development	0.9571	.936
MANAG3<--Career_development	1.0381	1.017
MANAG2<--Career_development	1.1238	1.098
MANAG1<--Career_development	1.3152	1.261
CD8<--Career_development	1.2578	1.127
CD7<--Career_development	1.4823	1.344
CD6<--Career_development	1.3688	1.326
CD5<--Career_development	1.4463	1.353
CD4<--Career_development	1.4569	1.387
CD3<--Career_development	0.9448	.887
CD2<--Career_development	1.0985	1.136
CD1<--Career_development	1.0429	1.139
SAL1<--Job_payment	0.8779	.952
RS2<--Recruitment_selection	1.3654	1.391
RS3<--Recruitment_selection	1.3565	1.298
RS4<--Recruitment_selection	1.4026	1.309
RE4<--Recognition_value	1.1244	1.047
RE5<--Recognition_value	1.1583	1.046
RE7<--Recognition_value	1.0297	1.017
RE8<--Recognition_value	1.0980	.977
RE9<--Recognition_value	0.9635	.901
RE10<--Recognition_value	1.0517	.985



RE11<--Recognition_value	1.1253	1.034
RE12<--Recognition_value	1.1978	1.116
RE17<--Recognition_value	0.9610	.880
RE19<--Participation_research	0.9433	1.047
RE18<--Participation_research	1.0101	1.046
RE15<--Participation_research	1.0835	1.017
RE14<--Participation_research	0.8382	.977
RE13<--Participation_research	1.1364	.901
RE6<--Participation_research	0.9763	.985
WI2<--Work_incentives	1.2241	1.170
WI3<--Work_incentives	1.2851	1.300
WI4<--Work_incentives	1.1779	1.242
WI5<--Work_incentives	0.9240	.896