

Table S3. Model 3 B-SEM Estimates and statistics

	Mean	S.E.	S.D.	C.S.	Median	95% Lower bound	95% Upper bound	Skewness	Kurtosis	Min	Max	Name
<b>Regression weights</b>												
MANAG4<--Career_development	0.965	0.002	0.069	1.000	0.964	0.832	1.101	0.070	-0.085	0.705	1.236	
MANAG3<--Career_development	1.051	0.002	0.069	1.000	1.048	0.919	1.194	0.225	0.231	0.818	1.361	
MANAG2<--Career_development	1.142	0.002	0.067	1.000	1.140	1.017	1.281	0.198	0.133	0.894	1.416	
MANAG1<--Career_development	1.327	0.002	0.075	1.000	1.325	1.187	1.481	0.195	0.013	1.056	1.634	
CD8<--Career_development	1.273	0.003	0.087	1.001	1.270	1.109	1.451	0.194	0.016	0.981	1.699	
CD7<--Career_development	1.500	0.003	0.086	1.001	1.496	1.339	1.679	0.207	-0.004	1.158	1.885	
CD6<--Career_development	1.384	0.003	0.079	1.001	1.380	1.240	1.550	0.295	0.176	1.113	1.805	
CD5<--Career_development	1.458	0.003	0.087	1.000	1.456	1.297	1.639	0.225	0.260	1.169	1.927	
CD4<--Career_development	1.469	0.003	0.084	1.001	1.466	1.313	1.639	0.180	0.081	1.162	1.820	
CD3<--Career_development	0.958	0.002	0.063	1.000	0.955	0.843	1.089	0.289	0.269	0.761	1.251	
CD2<--Career_development	1.108	0.002	0.075	1.000	1.105	0.969	1.261	0.240	0.165	0.840	1.425	
CD1<--Career_development	1.048	0.002	0.077	1.000	1.045	0.906	1.208	0.237	0.078	0.788	1.383	
RS2<--Recruitment_and_selection	1.378	0.002	0.072	1.000	1.376	1.246	1.527	0.226	0.129	1.105	1.729	
RS3<--Recruitment_and_selection	1.372	0.002	0.078	1.000	1.369	1.230	1.537	0.289	0.253	1.095	1.769	
RS4<--Recruitment_and_selection	1.416	0.003	0.082	1.000	1.414	1.262	1.585	0.202	0.126	1.132	1.758	
RE4<--Recognition_and_value	1.143	0.002	0.072	1.000	1.142	1.008	1.290	0.152	0.056	0.842	1.494	
RE5<--Recognition_and_value	1.180	0.002	0.065	1.000	1.177	1.059	1.315	0.229	0.080	0.954	1.448	
RE7<--Recognition_and_value	1.037	0.001	0.059	1.000	1.036	0.927	1.158	0.142	-0.028	0.830	1.265	
RE8<--Recognition_and_value	1.116	0.002	0.062	1.000	1.115	0.999	1.243	0.149	0.015	0.889	1.391	
RE9<--Recognition_and_value	0.979	0.002	0.062	1.000	0.977	0.861	1.104	0.163	0.103	0.768	1.240	
RE10<--Recognition_and_value	1.063	0.002	0.059	1.000	1.062	0.951	1.183	0.153	0.180	0.843	1.339	

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MANAG5	4.032	0.002	0.062	1.000	4.031	3.913	4.155	0.047	-0.067	3.786	4.253	
MANAG4	3.931	0.002	0.067	1.000	3.931	3.798	4.061	-0.007	0.088	3.686	4.207	
MANAG3	3.957	0.002	0.067	1.000	3.956	3.826	4.090	0.020	0.004	3.714	4.234	
MANAG2	3.781	0.002	0.066	1.000	3.780	3.655	3.912	0.065	-0.051	3.529	4.027	
MANAG1	2.963	0.002	0.074	1.000	2.962	2.820	3.110	0.056	-0.024	2.656	3.256	
CD8	2.852	0.002	0.084	1.000	2.852	2.688	3.019	0.033	-0.042	2.523	3.143	
CD7	3.020	0.002	0.082	1.000	3.020	2.859	3.180	-0.009	-0.010	2.703	3.361	
CD6	3.374	0.002	0.076	1.000	3.374	3.229	3.521	0.044	-0.109	3.086	3.694	
CD5	2.563	0.002	0.083	1.000	2.563	2.402	2.726	0.021	-0.134	2.245	2.862	
CD4	3.147	0.002	0.080	1.000	3.146	2.991	3.305	0.058	-0.023	2.865	3.525	
CD3	4.022	0.002	0.061	1.000	4.022	3.905	4.142	-0.006	-0.106	3.767	4.303	
CD2	3.775	0.002	0.073	1.000	3.775	3.630	3.916	-0.032	-0.062	3.516	4.066	
CD1	3.974	0.002	0.077	1.000	3.974	3.824	4.123	0.022	-0.145	3.712	4.285	
RS1	2.064	0.003	0.102	1.000	2.065	1.863	2.257	-0.053	0.038	1.614	2.506	
RS2	2.482	0.003	0.115	1.000	2.481	2.256	2.711	0.021	0.115	1.986	2.956	
RS3	2.658	0.003	0.113	1.000	2.658	2.436	2.880	0.009	0.027	2.213	3.117	
RS4	2.921	0.003	0.118	1.000	2.922	2.690	3.151	0.010	-0.069	2.441	3.361	
RE3	3.929	0.002	0.070	1.000	3.929	3.792	4.069	0.004	0.104	3.645	4.177	
RE4	2.501	0.002	0.087	1.000	2.500	2.329	2.670	-0.027	0.042	2.162	2.831	
RE5	3.004	0.002	0.077	1.000	3.004	2.855	3.157	0.047	-0.028	2.721	3.314	
RE7	3.539	0.002	0.072	1.000	3.538	3.399	3.683	0.044	0.111	3.248	3.814	
RE8	3.116	0.002	0.073	1.000	3.116	2.974	3.261	0.028	0.073	2.826	3.424	
RE9	2.995	0.002	0.074	1.000	2.994	2.852	3.140	-0.010	0.124	2.694	3.304	
RE10	3.757	0.002	0.073	1.000	3.755	3.616	3.903	0.078	0.052	3.460	4.060	
RE11	2.632	0.002	0.083	1.000	2.632	2.470	2.793	-0.030	-0.043	2.309	2.944	
RE12	3.001	0.002	0.077	1.000	3.001	2.853	3.154	0.032	-0.006	2.675	3.326	
RE17	2.833	0.002	0.072	1.000	2.832	2.690	2.975	0.013	0.006	2.502	3.111	

RE20	3.056	0.002	0.087	1.000	3.056	2.884	3.227	0.016	0.056	2.750	3.422	
RE19	3.334	0.002	0.081	1.000	3.334	3.175	3.491	-0.008	0.012	3.018	3.680	
RE18	3.099	0.002	0.085	1.000	3.099	2.935	3.268	0.012	0.059	2.757	3.419	
RE15	3.484	0.002	0.083	1.000	3.484	3.322	3.644	-0.032	0.010	3.145	3.816	
RE14	3.757	0.002	0.067	1.000	3.756	3.624	3.891	0.053	0.090	3.512	4.080	
RE13	3.576	0.002	0.087	1.000	3.575	3.408	3.752	0.096	0.075	3.223	3.923	
RE6	3.662	0.002	0.075	1.000	3.662	3.515	3.809	0.025	-0.058	3.385	3.937	
SAL1	3.780	0.002	0.092	1.000	3.780	3.598	3.958	-0.021	0.037	3.412	4.129	
SAL2	3.247	0.002	0.092	1.000	3.247	3.067	3.428	0.011	-0.016	2.889	3.600	
WI1	3.367	0.002	0.076	1.000	3.367	3.215	3.514	-0.050	0.054	3.056	3.668	
WI2	2.679	0.003	0.102	1.000	2.679	2.481	2.879	0.049	-0.089	2.314	3.105	
WI3	2.666	0.003	0.101	1.000	2.666	2.469	2.865	0.014	-0.088	2.199	3.082	
WI4	3.079	0.002	0.090	1.000	3.079	2.902	3.255	-0.016	0.063	2.714	3.448	
WI5	3.679	0.002	0.074	1.000	3.680	3.536	3.826	0.001	0.028	3.382	3.988	
<b>Covariances</b>												
e57<->e58	1.420	0.005	0.171	1.000	1.415	1.096	1.767	0.155	0.078	0.747	2.259	
<b>Variances</b>												
Research_performance	1.546	0.004	0.143	1.000	1.540	1.283	1.848	0.287	0.189	1.013	2.304	
e42	2.170	0.006	0.241	1.000	2.159	1.722	2.667	0.198	-0.005	1.255	3.046	
e47	0.422	0.001	0.051	1.000	0.420	0.329	0.531	0.291	0.053	0.243	0.633	
e53	0.482	0.002	0.057	1.000	0.479	0.376	0.601	0.268	0.189	0.301	0.731	
e61	2.226	0.008	0.236	1.001	2.215	1.795	2.728	0.319	0.189	1.477	3.284	
e62	0.489	0.002	0.073	1.000	0.486	0.355	0.638	0.205	-0.016	0.248	0.852	

e63	0.405	0.002	0.069	1.000	0.402	0.281	0.547	0.301	0.057	0.184	0.724	
e1	1.027	0.002	0.068	1.000	1.024	0.903	1.170	0.265	0.060	0.800	1.332	
e2	1.485	0.003	0.097	1.000	1.480	1.309	1.687	0.290	0.069	1.174	1.957	
e3	1.378	0.003	0.089	1.000	1.373	1.215	1.565	0.272	0.118	1.072	1.743	
e4	1.016	0.002	0.069	1.000	1.014	0.890	1.161	0.234	0.010	0.770	1.309	
e5	1.226	0.002	0.081	1.000	1.223	1.076	1.395	0.229	0.059	0.930	1.561	
e6	2.171	0.004	0.137	1.000	2.165	1.916	2.453	0.207	-0.007	1.667	2.713	
e7	1.336	0.002	0.092	1.000	1.332	1.166	1.526	0.217	-0.001	1.045	1.703	
e8	1.159	0.002	0.078	1.000	1.157	1.014	1.322	0.215	0.059	0.896	1.498	
e9	1.662	0.003	0.109	1.000	1.657	1.461	1.888	0.279	0.232	1.288	2.197	
e10	1.356	0.002	0.091	1.000	1.354	1.184	1.542	0.150	-0.007	1.018	1.712	
e11	1.099	0.002	0.071	1.000	1.095	0.969	1.246	0.289	0.230	0.870	1.417	
e12	1.639	0.003	0.105	1.000	1.635	1.446	1.854	0.207	-0.116	1.299	2.043	
e13	2.030	0.003	0.128	1.000	2.024	1.793	2.290	0.241	0.120	1.608	2.669	
e16	2.840	0.007	0.204	1.001	2.830	2.457	3.263	0.220	0.046	2.144	3.870	
e17	1.913	0.005	0.182	1.000	1.912	1.566	2.278	0.163	0.175	1.272	2.716	
e18	1.738	0.005	0.172	1.000	1.732	1.420	2.097	0.251	0.241	1.109	2.585	
e19	2.053	0.006	0.193	1.001	2.048	1.692	2.447	0.270	0.544	1.299	3.187	
e20	1.247	0.002	0.083	1.000	1.245	1.094	1.417	0.189	0.040	0.965	1.641	
e21	2.206	0.004	0.144	1.000	2.199	1.938	2.501	0.213	0.046	1.720	2.823	
e22	1.302	0.002	0.091	1.000	1.299	1.132	1.483	0.175	0.000	0.984	1.688	
e23	1.235	0.002	0.083	1.000	1.232	1.082	1.404	0.231	0.058	0.957	1.612	
e24	1.085	0.002	0.077	1.000	1.081	0.945	1.247	0.280	0.155	0.845	1.461	
e25	1.520	0.002	0.099	1.000	1.516	1.343	1.732	0.361	0.313	1.193	1.989	
e26	1.300	0.002	0.088	1.000	1.298	1.139	1.482	0.196	0.024	0.960	1.678	
e27	1.975	0.004	0.132	1.000	1.968	1.734	2.251	0.267	0.074	1.537	2.521	
e28	1.030	0.002	0.074	1.000	1.027	0.892	1.183	0.234	0.115	0.763	1.353	

e29	1.565	0.003	0.102	1.000	1.562	1.374	1.775	0.219	0.124	1.221	2.016	
e30	2.209	0.004	0.147	1.000	2.202	1.936	2.513	0.223	0.038	1.736	2.826	
e31	1.862	0.003	0.123	1.000	1.860	1.628	2.111	0.116	-0.040	1.445	2.362	
e32	2.051	0.004	0.138	1.000	2.045	1.796	2.330	0.201	-0.070	1.567	2.616	
e33	1.543	0.003	0.113	1.000	1.538	1.335	1.777	0.240	0.087	1.139	2.015	
e34	1.049	0.002	0.073	1.000	1.047	0.912	1.201	0.169	-0.006	0.794	1.334	
e35	1.618	0.003	0.117	1.000	1.614	1.401	1.857	0.212	0.118	1.159	2.128	
e36	1.219	0.002	0.085	1.000	1.216	1.060	1.395	0.230	0.108	0.952	1.561	
e54	1.357	0.006	0.210	1.000	1.353	0.952	1.780	0.070	0.114	0.523	2.128	
e55	1.027	0.006	0.223	1.000	1.033	0.574	1.452	-0.158	0.127	0.030	1.886	
e56	1.135	0.002	0.095	1.000	1.130	0.963	1.334	0.290	0.183	0.804	1.598	
e57	3.279	0.007	0.223	1.000	3.270	2.868	3.748	0.268	0.150	2.450	4.314	
e58	2.900	0.006	0.198	1.000	2.893	2.530	3.306	0.155	-0.112	2.234	3.664	
e59	1.881	0.004	0.143	1.000	1.874	1.611	2.172	0.174	-0.029	1.336	2.464	
e60	1.292	0.003	0.097	1.000	1.289	1.113	1.491	0.172	-0.083	0.976	1.684	

Table S4. Comparison of Regression Weights Unstandardized Parameter Estimates – Maximum Likelihood versus Bayesian

	Bayesian	ML
MANAG5<--- Career_development	1.000	1.000
MANAG4<---Career_development	0.965	.943
MANAG3<---Career_development	1.051	1.023
MANAG2<---Career_development	1.142	1.111
MANAG1<---Career_development	1.327	1.296
CD8<---Career_development	1.273	1.240
CD7<---Career_development	1.500	1.463
CD6<---Career_development	1.384	1.349

CD5<--Career_development	1.458	1.423
CD4<--Career_development	1.469	1.432
CD3<--Career_development	0.958	.934
CD2<--Career_development	1.108	1.080
CD1<--Career_development	1.048	1.020
RS1 <---Recruitment_and_selection	1.000	1.000
RS2<--Recruitment_and_selection	1.378	1.258
RS3<--Recruitment_and_selection	1.372	1.231
RS4<--Recruitment_and_selection	1.416	1.273
RE4<--Recognition_and_value	1.143	1.064
RE5<--Recognition_and_value	1.180	1.093
RE7<--Recognition_and_value	1.037	.968
RE8<--Recognition_and_value	1.116	1.036
RE9<--Recognition_and_value	0.979	.910
RE10<--Recognition_and_value	1.063	.993
RE11<--Recognition_and_value	1.141	1.063
RE12<--Recognition_and_value	1.217	1.130
RE17<--Recognition_and_value	0.974	.905
RE19<--Participation_in_research_teams_and_projects	0.948	1.041
RE18<--Participation_in_research_teams_and_projects	1.025	1.127
RE15<--Participation_in_research_teams_and_projects	1.102	1.214
RE14<--Participation_in_research_teams_and_projects	0.850	.934
RE13<--Participation_in_research_teams_and_projects	1.153	1.270
RE6<--Participation_in_research_teams_and_projects	0.990	1.089
Recognition_and_value<--Research_performance	0.792	0.801
Career_development<--Research_performance	0.632	0.731
Job_payment <--- Research_performance	0.938	0.987

Recruitment_and_selection<--Research_performance	0.609	0.728
Work_incentives <--- Research_performance	0.877	0.902
Participation_in_research_teams_and_projects <--- Research_performance	0.966	0.989
SAL1 <--- Job_payment	1.000	1.000
SAL2<--Job_payment	1.063	1.048
Job_payment<--Research_performance	0.862	1.000
WI2<--Work_incentives	1.070	1.156
WI3<--Work_incentives	1.135	1.229
WI4<--Work_incentives	1.105	1.195
WI5<--Work_incentives	0.936	.999