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Fostering creativity across countries: The moderating effect of cultural bundles on creativity

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## Appendix A Studies Included in the Analysis <sup>a</sup>

References	Country	N	K	$\alpha_{CRE}$	Correlates ( $r/\alpha$ )
Ahmetoglu et al. (2015)	UK	210	3	.85	IM (.31/.79); IM (.14/.85); PERS (.44/.87)
Al Shehri et al. (2013)	Saudi Arabia	175	1	.97	EDU (.29/1)
Alge et al. (2006)	USA	489	4	.88	EXP (.18/.79); CS (.21/.90); CS (.05/.75); PERS (.24/.89)
Amabile et al. (2005)	USA	222	7	1;.81	EDU (.03/1); EDU (.12/1); CS (.16/1); AFF (.02/1); AFF (.02/1); AFF (0.03/.79); AFF (.18/.79)
Amabile et al. (1996)	USA	141	2	1	PERS (.55/.84); IM (.45/.66)
Andrews & Smith (1996)	USA	168	7	.91	KDIV (-.13/1); KDIV (-.03/1); KDIV (.30/1); EXP (.13/1); EXP (.04/1); PERS (.33/.69); IM (.29/.60)
Baer (2010)	USA	216	3	.93	EDU (.27/1); KDIV (.18/1); PERS (.24/.85)
Baer & Oldham (2006)	USA	170	2	.98	EDU (-.05/1); PERS (.00/.72)
Baer et al. (2003)	USA	142	2	.90	EDU (.29/1); CS (.24/.84)
Baron & Tang (2011)	USA	99	3	1;.74	PERS (.27/.74); AFF (.38/.82); AFF (.21/.82)
Basadur et al. (1982)	USA	45	4	1	CS (.35/1); CS (.21/1); CS (.33/1); CS (.04/1)
Bergendhal et al. (2015)	Sweden	234	1	1	IM (.26/1)
Bergendhal & Magnusson (2015)	Sweden	234	3	1	EDU (.11/1); EDU (-.11/1); EDU (.01/1)
Binnewies & Gromer (2012)	Germany	122	1	.82	PERS (.63/.84)
Binnewies et al. (2008)	Germany	117	1	.89	EXP (.08/1)
Binyamin & Carmeli (2010)	USA	188	1	.93	PERS (.25/73)
Birdi (2007)	UK	191	2	.86	CS (.21/.79); IM (.08/.69)
Blauth et al. (2014)	Germany	219	1	.7	PERS (.02/.7)
Bolda & Naeem (2014)	Pakistan	688	1	.74	IM (.25/.74)
Bryant et al. (2011)	USA	419	6	.72; 1	EDU (.04/1); EDU (.16/1); PERS (.09/.79); PERS (.05/.83); PERS (-.18/79); PERS (.03/.83)
Buel (1965)	USA	52	2	1	EXP (.38/1); EXP (.10/1)
Buel et al. (1966)	USA	132	3	1	EXP (.52/1); EXP (.29/1); EXP (.32/1)
Buel & Bachner (1961)	USA	54	6	1	PERS (.30/1); PERS (.23/1); PERS (.14/1); CS (.29/1); CS (.29/1); CS (.24/1)
Burt (2004)	USA	455	2	1	EDU (.07/1); EDU (.03/1)
Carmeli et al. (2007)	Israel	175	1	.95	EDU (.09/1)
Carmeli et al. (2013) Sample 1	Israel	274	1	.94	EDU (.19/1)
Carmeli et al. (2013) Sample 2	Israel	130	3	.96;1;1	EDU (.13/1); EDU (.01/1); EDU (-.01/1)
Carmeli et al. (2010)	Israel	150	1	.94	PERS (.34/.74)
Carmeli et al. (2014)	Israel	202	3	.89	EDU (.15/1); CS (.32/.86); IM (.56/.91)
Carmeli et al. (2014)	Israel	302	2	.86	EDU (.11/1); CS (.26/7)
Carmeli & Spreitzer (2009)	Israel	172	2	.92	EDU (.14/1); CS (.66/.94)
Carnabuci & Dioszegi (2015)	Italy	67	2	1	EDU (.24/1); CS (.24/1)
Cattani & Ferriani (2008)	USA	22115	1	1	CS (.15/1)
Çekmecelioglu & Özbağ (2016)	Turkey	181	3	.91	IM (.26/.83); IM (.17/.9); IM (.42/.87)
Černe et al. (2017)	Slovenia	240	2	.93	EDU (.06/1); IM (.34/.83)
Chandler et al. (2000)	USA	429	1	.88	EDU (.10/1)
Chang et al. (2014)	China	1059	2	.9	EDU (.06/1); PERS (.04/.81)

Chen et al. (2015)	Taiwan	337	4	.87	EXP (-.06/1); PERS (.46/.66); PERS (.18/.61); PERS (.49/.7)
Chen & Gable (2013)	China	93	1	1	EDU (.00/1)
Chen & Hou (2016)	Taiwan	291	1	1	EDU (.08/1)
Cheng (2014)	Taiwan	353	2	.81	CS (.03/.90); IM (.14/.83)
Chiang et al. (2017)	Taiwan	224	4	.79	EXP (.27/.92); PERS (.66/.9); PERS (.47/.87); SEF (.41/.9)
Choi et al. (2009)	Canada	123	1	.95	CS (.18/.83)
Chua (2018)	USA	72	1	.98	EXP (-.22/1)
Chua et al. (2012) Sample 1	USA	43	3	.78	EXP (-.11/1); KDIV (-.07/1); CS (.09/.88)
Chua et al. (2012) Sample 2	USA	1127	3	1	KDIV (.01/1); AFF (.58/.81); CS (-.03/.78)
Coelho et al. (2011)	Portugal	460	1	.84	IM (.32/.85)
Cohen-Meitar et al. (2009)	Romania	201	3	.94	EDU (-.13/1); PERS (.36/.92); PERS (.36/.90)
Dahl & Moreau (2002)	USA	19	1	.70	CS (.42/1)
De Clerq et al. (2017)	Mexico	707	1	.94	CS (.05/.78)
De Spiegelaere et al. (2014)	Belgium	927	2	.91	IM (.19/.81); IM (.26/.85)
De Stobbeleir et al. (2011)	USA	456	1	.84	CS (.23/.83)
Dewett (2006)	USA	287	3	.96	PERS (.17/.86); PERS (-.02/70); PERS (.21/90)
Ding et al. (2010)	USA	3114	2	1	EXP (.05/1); EXP (.04/1)
Dong et al. (2015)	Taiwan	380	1	.94	IM (.19/.84)
Dougan et al. (1949)	USA	33	1	1	CS (.21/1)
Eisenberger & Aselage (2009)	USA	180	2	.94	PERS (.22/.72); IM (.20/.85)
Eisenberger & Rhoades (2001) Sample 1	USA	239	1	.88	PERS (.15/77)
Eisenberger & Rhoades (2001) Sample 2	USA	313	1	.88	IM (.13/.78)
Ettlie & O'Keefe (1982)	USA	123	5	.84	EDU (.13/1); PERS (.20/.74); PERS (.66/.98); PERS (.40/.98); CS (.31/.85)
Fagan (2004)	USA	60	1	.80	CS (.28/.88)
Farmer et al. (2003)	Taiwan	166	4	.92	EDU (.43/1); PERS (.29/.80); PERS (.30/.91); CS (.47/.95)
Fleming et al. (2007)	USA	53570	1	1	KDIV (.04/1)
Ford & Gioia (2000)	USA	153	1	1	CS (.24/.61);
Ganjali & Rezaee (2016)	Iran	302	1	.81	IM (.7/.89)
George & Zhou (2001)	USA	149	2	.96	PERS (-.03; .81); PERS (-.02/69)
George & Zhou (2002)	USA	67	5	.98	CS (.20/.80); AFF (-.03/.80); AFF (.23/.91) PERS (.16/.93); PERS (.14/.83)
George & Zhou (2007)	USA	161	3	.94	EDU (-.12/1); AFF (.11/.82); AFF (.25/.87)
Gilson & Shalley (2004)	UK	137	1	.80	CS (.24/.87)
Goldenberg et al. (2001)	Israel	127	3	1	CS (-.29/1); CS (-.01/1); CS (.36/1)
Gong et al. (2009)	Taiwan	178	3	.93	EDU (-.10/1); CS (.20/.87); SEF (.24/.91)
González et al. (2013)	Mexico	1704	4	1	EXP (.65/1); EXP (.55/1); EXP (.52/1); EXP (.65/1)
González-Gómez & Richter (2015) Sample 1	Colombia	286	4	.94;.96	AFF (.55/.94); AFF (.53/.95); AFF (-.04/.94); AFF (-.09/.95)
González-Gómez & Richter (2015) Sample 2	Colombia	185	1	.95	AFF (-.11/.89)
Grant & Berry (2011) Sample 1	South Korea	90	4	.97	PERS (.07/.97); PERS (.06/.75); PERS (.07/.77); IM (.32/.97)

Grant & Berry (2011) Sample 2	South Korea	111	8	.97	KDIV (.15/.91); PERS (.19/.87); PERS (.17/.79); PERS (.13/.78); CS (.02/.80); IM (.16/.80); IM (.21/.91); IM (-.04/.90)
Grosser et al. (2017)	USA	144	3	.71	EDU (.09/1); EXP (.01/1); SEF (.25/.73)
Groza et al. (2016)	USA	262	4	.87	EXP (.38/.86); EXP (.59/.83); CS (.61/.83); CS (.52/.81)
Gu et al. (2015)	China	160	1	.97	EDU (.41/1);
Gu et al. (2016)	China	207	1	.84	EDU (.01/1)
Gumusluoglu & Ilsev (2009)	Turkey	163	3	.95	EDU (.12/.88); PERS (.24/.82); IM (.24/.77)
Guo et al. (2017)	China	142	2	.90	PERS (.62/.79); PERS (.41/.81)
Hall & MacKinnin (1969)	USA	124	6	1	PERS (.36/1); PERS (.24/1); PERS (.24/1); PERS (.43/1); PERS (.19/1); CS (.45/1)
Harrison & Wagner (2016)	Singapore	108	1	.91	PERS (.15/.87)
He et al. (2016)	China	345	8	.87;.94	EDU (-.01/1); EDU (.21/1); CS (.00/.76); CS (.14/.76); CS (-.04/.76); CS (.1/.76); PERS (.19/.82); PERS (.16/.82);
Hirst et al. (2011)	Taiwan	330	2	.84	EDU (.09/1); CS (.11/.89)
Hon et al. (2014)	China	452	2	.94	EDU (.06/1); PERS (.34/.85)
Hon & Leung (2011)	China	250	2	.94	EDU (.06/1); IM (.40/.79)
Hood & Koberg (1991)	USA	122	2	1	AFF (.00/.79); IM (.00/.76)
Hornig & Hu (2009)	Singapore	669	3	.94	CS (.24/.94); CS (.19/.85); CS (.21/.99)
Houghton & DiLiello (2010)	USA	693	1	.84	SEF (.12/.84)
Hsu & Fan (2010) Sample 1	Taiwan	1703	1	.80	EDU (.06/1)
Hsu & Fan (2010) Sample 2	Taiwan	306	1	.86	EDU (.02/1)
Hsu et al. (2011)	Taiwan	120	5	.91	PERS (.37/.71); PERS (.25/.70); PERS (.45/.89); PERS (.18/.70) SEF (.42/.80)
Huang et al. (2014) Sample 1	China	200	1	.77	KDIV (.09/1)
Huang et al. (2014) Sample 2	China	82	1	.95	KDIV (-.13/1)
Ibarra (1993)	USA	79	4	1	EXP (.30/1); EDU (.07/1); EXP (.31/1); EDU (.33/1)
Isaksen & Lauer (2002)	USA	154	2	1	AFF (-.93/1); PERS (.65/1)
Jafri et al. (2016)	Bhutan	250	2	1	CS (.35/1); PERS (.42/1)
Jaiswal & Dhar (2016)	India	424	3	.81	EDU (.20/1); EXP (.15/1); SEF (.79/72)
Janssen & Huang (2008)	Netherlands	157	1	.94	CS (.34/.90)
Jaskyte & Kisieliene (2006)	Lithuania	122	2	.95	CS (.34/.85); IM (.48/.78)
Jaussi et al. (2017)	USA	129	6	.71; .87	EXP (-.08/.8); EXP (-.13/.08); AFF (.24/.79); AFF (.27/.9); AFF (.26/.79); AFF (.31/.9)
Jaussi et al. (2007)	USA	179	4	.92	CS (.17/.71); PERS (.26/.89); PERS (.07/.65); SEF (.15/.62)
Jaussi & Randel (2014)	USA	368	8	.74;.8	EXP (.04/1); EXP (.05/1); KDIV (.12/.71); KDIV (.06/.81); KDIV (.15/.71); KDIV (.15/.81); SEF (.06/.77); SEF (.17/.77)
Jiang et al. (2017)	China	253	2	.86	EDU (-.04/1); SEF (.31/.83)
Jo & Lee (2012)	South Korea	365	1	.95	IM (.66/.87)
Jones (1964)	USA	88	2	1	CS (.35/1); PERS (.24/1)
Kalyar (2011)	Pakistan	180	1	.81	EDU (.76/1)
Kang et al. (2015)	USA	105	1	.81	EDU (.16/1)
Keller & Holland (1978)	USA	256	6	1	EDU (.22/1); EDU (.06/1); PERS (-.18/80); PERS (-.13/.80); PERS (.17/.86); PERS (-.04/.86)
Khazanachi & Masterson (2011)	India	223	2	.80	CS (.58/.35); PERS (.16/.72)

Kim et al. (2009)	Hong Kong	146	2	.94	PERS (.36/.81); IM (.38/.88)
Kim et al. (2010)	South Korea	157	2	.94	EDU (-.04/1); PERS (.28/.88)
Lapierre & Giroux (2003)	Canada	122	1	1	CS (.18/1)
Li et al (2017)	China	196	2	.90	EDU (.14/1); IM (.13/.83)
Li et al (2018)	China	200	3	.76; .81; .87	EDU (.08/1); EDU (.02/1); EDU (.14/1)
Liao et al. (2010)	China	828	4	1	EXP (-.20/1); EDU (.03/1); SEF (.31/.96); SEF (.32/.90)
Lindskog et al. (2017)	Sweden	281	1	1	EDU (.19/1)
Litchfield et al. (2015)	USA	146	1	.95	CS (.17/.85)
Liu et al. (2010)	China	551	1	1	KDIV (.36/1)
Liu et al. (2011) Study 1	China	525	4	.91	EDU (.01/1); PERS (.23/.84); IM (.36/.85); IM (.16/.88)
Liu et al. (2011) Study 2	China	856	3	.90	EDU (-.02/1); PERS (.44/.86); IM (.40/.91)
Liu et al. (2017)	China	352	4	.90	EDU (.12/1); EXP (.39/.80); IM (.24/.84); SEF (.15/.77)
Liu & Lin (2012)	Taiwan	77	2	1	EXP (-.11/1); EXP (-.11/1)
Lomberg et al. (2017)	Denmark	191	8	.85/.89	CS (.22/1); CS (.07/1); CS (.13/1); CS (.21/1); CS (.16/1); CS (.08/1); CS (.12/1); CS (.26/1)
Lu et al. (2017)	USA	141	3	1	EDU (.06/1); PERS (-.01/1); PERS (.04/1)
Madjar et al. (2002)	USA	265	3	1	EDU (-.01/1); PERS (.14/.82); AFF (.20/.71)
Madjar et al. (2011)	Taiwan	152	3	.92	EDU (.06/1); PERS (.40/.84); IM (.36/.88)
Madjar & Ortiz-Walters (2008)	USA	136	3	.71; .88; .94	EDU (-.04/1); EDU (-.06/1); EDU (.01/1)
Madrid & Patterson (2016)	Chile	220	4	.83	EDU (.15/1); PERS (.23/.85); PERS (.49/.73); PERS (.32/.72)
Mannucci & Yong (2018)	USA	2070	2	1	EXP (.14/1); KDIV (.09/1)
McDermid (1965)	Bulgaria	58	9	1	EXP (.19/1); PERS (.37/1); PERS (.01/1); PERS (.19/1); PERS (.06/1); PERS (.27/1); CS (.14/1); CS (.23/1); CS (.10/1)
McFadyen & Cannella (2004)	USA	1038	1	1	EDU (.20/1)
Menon et al. (1999)	USA	212	2	1	CS (.25/1); CS (.29/1)
Miron-Spektor et al. (2018)	USA	135	3	.87	EDU (-.03/1); EXP (-.08/1); CS (.33/.80)
Moghadam et al. (2012)	Iran	204	1	1	PERS (.37/1)
Montani et al. (2017)	Italy	442	2	.92	EDU (.15/1); IM (.46/.94)
Mueller & Kamdar (2011)	India	291	3	.91	EDU (-.06/1); PERS (.11/1); IM (.35/.87)
Mumford et al. (2010)	USA	258	5	.71	CS (.30/.91); CS (.26/.91); CS (.28/.91); CS (.36/.91); IM (.31/.91)
Muñoz-Doyague et al. (2008)	Spain	53	3	.80	EXP (.17/.89); PERS (.16/.92); PERS (.31/.93)
Mussner et al. (2017)	Austria	256	2	.77	PERS (.25/.79); IM (.19/.81)
Neubert et al. (2008)	Spain	250	3	.93	CS (.00/.92); AFF (.52/1); PERS (.51/.91)
Nisula & Kianto (2016)	Finland	103	1	.81	SEF (.60/.78)
Ng & Feldman (2009)	Hong Kong	162	2	.93	EDU (.05/1); AFF (.21/.87)
Noefer et al. (2009)	Germany	81	1	.93	CS (.03/1)
Obstfeld (2005)	USA	152	3	1	EDU (.05/1); EXP (.36/.88); EXP (.23/1)
Ohly & Fritz (2010)	Germany	136	2	.96	CS (.51/.88); IM (.48/.84)
Oldham & Cummings (1996)	USA	171	3	.90;1;1	PERS (.12/.70); PERS (.27/.70); PERS (.00/.70)
Othman (2011)	Malaysia	167	4	.91	AFF (.18/.90); AFF (.22/.89); AFF (.20/.92); AFF (.20/.89)
Parke et al. (2015)	USA	129	5	.96	AFF (.1/.78); CS (-.01/.74); CS (-.03/.59); PERS (.04/.88); PERS (-.08/.79)
Peng et al. (2013)	Taiwan	34	2	1	PERS (.28/1); CS (.40/1)

Perry-Smith (2006)	USA	97	4	.91; 1	KDIV (.31/1); EDU (.21/1); KDIV (.10/1); IM (.20/.71)
Radaelli et al. (2014)	Italy	150	2	.90	KDIV (.22 /.84); IM (.32/.83)
Rahimi & Allameh (2011)	Iran	85	3	1	KDIV (.65/1); EXP (.70/1); CS (.17/1)
Rego et al. (2009)	Portugal	125	9	.92	EDU (.21/1); EDU (.15/1); AFF (.26/1); AFF (.19/1); AFF (.26/1); AFF (.20/1); AFF (.14/1); AFF (.31/1); AFF (.25/1)
Rice (2006)	Egypt	202	2	.71	KDIV (.44/1); IM (.27/1)
Rodan (2002)	France	106	2	1	KDIV (.26/1); KDIV (.40/1)
Rotolo et al. (2013)	Italy	826	3	1	EXP (.13/1); EXP (-.24/1); CS (.10/1)
Sacramento et al. (2013) Sample 1	Portugal	123	2	.90	EDU (-.01/1); PERS (.14/1)
Sauermann & Cohen (2010)	USA	1707	3	1	IM (.03/1); IM (.06/1); IM (.05/1)
Schemmann et al. (2017)	Germany	72	1	1	EXP (.19/1)
Schultz & Schreyogg (2013)	USA	287	1	1	EXP (.14/.78)
Schweisfurth (2017)	Germany	1103	6	.75; .1	EDU (.04/1); EDU (.1/1); CS (.06/.80); CS (-.01/.80); PERS (-.03/.63); PERS (.21/.63)
Schweisfurth & Herstatt (2015)	Germany	54	2	.91	EXP (.54/1); CS (.58/.88)
Scott & Bruce (1994)	USA	172	3	.89	EDU (.26/1); CS (.18/.91); CS (-.29/.90)
Scratchley & Hakstian (2001)	Canada	212	3	.86	CS (.26/.83); CS (.26/.85); PERS (.26/.81)
Sethi et al. (2001)	USA	141	1	.80	KDIV (.08/1)
Shalley et al. (2000)	USA	2200	1	1	EDU (.44/1)
Shalley et al. (2009)	USA	1430	4	.78	CS (-.23; .83); PERS (.16/.79); IM (.28/.88); IM (.30.70)
Shin et al. (2012)	China	68	3	.91	CS (.13/1); PERS (.21/1); SEF (.16/.86)
Shin & Zhou (2003)	South Korea	290	1	.95	IM (.19/.84)
Simmons et al. (2014)	USA	128	2	.75	EDU (.17/1); SEF (.57/.89)
Singh & Fleming (2010)	USA	515816	2	1	KDIV (.06/1); EXP (-.01/1)
Smith et al. (1961)	USA	331	2	1	EXP (.52/1); EXP (.52/1)
Smith & White (1965)	Germany	156	1	1	PERS (.17/1)
Son et al. (2017)	South Korea	163	1	.98	EDU (-.13/1)
Sosa (2011)	USA	609	2	1	KDIV (.07/1); KDIV (.01/1)
Spanjol et al. (2015)	Australia	90	1	.95	AFF (.71/.85)
Stea & Pedersen (2017)	Denmark	74	1	.83	IM (.47/.88)
Stetler & Magnusson (2015)	Sweden	409	3	1	IM (.26/1); IM (.26/1); IM (.40/1)
Swales (2000)	UK	633	3	1	PERS (.23/1); IM (-.12/1); IM (.14/1)
Tai & Mai (2016)	Vietnam	309	2	1	PERS (.61/1); PERS (.75/1)
Thatcher & Brown (2010)	USA	172	2	1	KDIV (.40/1); PERS (.38/1)
Tierney & Farmer (2002) Sample 1	USA	194	4	.95	EDU (.03/1); EDU (.12/1); SEF (.24/.87); SEF (.01/.85)
Tierney & Farmer (2002) Sample 2	USA	502	2	.96	SEF (.17/.83); SEF (.13/.77)
Tierney & Farmer (2004)	USA	140	3	.96	EDU (.97/1); EXP (-.02/1); SEF (.23/.76)
Tierney & Farmer (2011)	USA	237	8	.93	PERS (.21/.80); PERS (.20/.86); PERS (.12/.80); PERS (.13/.86); SEF (.26/.74); SEF (.23/.81); SEF (.11/.74); SEF (.29/.81)
Tierney et al. (1999)	USA	191	9	.95; 1; 1	EDU (.40/1); EDU (.17/1); EDU (.39/1); CS (.35/.86); CS (.01/.86); CS (.17/.86); IM (.28/.74); IM (.13/.74); IM

					(.10/.74)
To et al. (2015)	Australia	68	2	.93	AFF (.42/.88); CS (.32/.74)
Tongchaiprasit & Ariyabuddhiphongs (2016)	Thailand	145	2	.94	EDU (-.12/1); AFF (.38/.88)
Tse et al. (2018)	China	240	2	.95	EDU (.02/1); PERS (.06/.7)
Tucker et al. (1967)	USA	78	10	1	CS (.33/1); CS (.59/1); CS (.71/1); CS (-.05/1); CS (.07/1); CS (.45/1); CS (.26/1); CS (.71/1); CS (.05/1); CS (.06/1)
Venkataramani et al. (2014)	Spain	214	3	.8	EDU (.34/1); PERS (.21/.76); IM (.29/.88)
Wang et al. (2014)	USA	844	1	1	KDIV (.22/1)
Wang & Casimir (2007)	China	219	1	1	EDU (.01/1)
Wang & Cheng (2010)	Taiwan	159	2	.97	EDU (.05/1); PERS (.20/.81)
Williams (2004)	USA	208	24	.78;.80;.89;.75;.81;.89;.88;.91	PERS (.33/.82); CS (.29/.75); CS (.08/.82); CS (.23/.93); PERS (.27/.82); CS (.26/.75); CS (.09/.82); CS (.13/.93); PERS (.23/.82); CS (.19/.75); CS (.05/.82); CS (.09/.93); PERS (.25/.82); CS (.24/.75); CS (.10/.82); CS (.17/.93); PERS (.17/.82); CS (.19/.75); CS (.02/.82); CS (.13/.93); PERS (.11/.82); CS (.15/.75); CS (-.03/.82); CS (.12/.93)
Wong & Latkin (2008)	Hong Kong	983	1	.81	IM (.31/.81)
Wright & Walton (2003)	USA	41	3	1	AFF (.53/.86); AFF (.61/.92); PERS (.48/.07)
Wu et al. (2008)	China	70	1	.78	PERS (.04/.56)
Wu et al. (2012)	Taiwan	250	4	.89	EXP (.37/.91); KDIV (-.03/.93); CS (.09/.89); SEF (.14/.91)
Yoon et al. (2015)	South Korea	271	1	.93	IM (.09/.94)
Zacher et al. (2016)	USA	388	3	.87	AFF (.42/.88); CS (.6/.85); PERS (.44/.85)
Zhang & Bartol (2010a)	China	367	9	.88;.91	EDU (.05/1); EDU (.04/1); IM (.70/.88); PERS (.24/.77); PERS (.23/.77); PERS (.37/.82); PERS (.37/.82); IM (.65/.82); IM (.66/.82)
Zhang & Bartol (2010b)	China	367	3	.91	IM (.70/.88); PERS (.64/.86); IM (.66/.82)
Zhang & Zhou (2014) Sample 1	China	322	3	.94	EDU (.19/1); PERS (-.20/.80); SEF (.61/.79)
Zhang & Zhou (2014) Sample 2	China	199	3	.96	EDU (.27/1); PERS (-.06/.84); SEF (.39/.87)
Zhang et al. (2016)	China	311	3	.90	EDU (.17/1); AFF (.66/.87); PERS (.92/1)
Zhao et al. (2014)	China	358	1	.90	EDU (.14/1)
Zhou (2003)	USA	123	2	.97	EDU (.30/1); PERS (.07/.97)
Zhou & George (2001)	USA	149	2	.96	IM (-.24/.78); IM (-.11/.86)
Zhou et al. (2009)	China	151	1	.95	EDU (.05/1)
Zou & Ingram (2013)	USA	318	4	1	KDIV (.10/1); KDIV (-.13/1); CS (.10/1); CS (.44/1)

<sup>a</sup> EDU= Education, EXP=Expertise, KDIV= Knowledge diversity, CS=Cognitive style, PERS=Personality, AFF=Affect, IM=Intrinsic Motivation, SEF= Self-efficacy.

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