

Supplementary material 2. Spearman's r -correlation coefficients between the six types of organizational change.

	Merger	Demerger	Relocation	Change of management	Employee layoff	Budget cuts
Merger		0.28	0.33	0.23	0.15	0.14
Demerger	0.28		0.18	0.17	0.09	*-0.01
Relocation	0.33	0.18		0.14	0.07	*0.01
Change management	0.23	0.17	0.14		0.09	0.09
Employee layoff	0.15	0.09	0.07	0.09		0.25
Budget cuts	0.14	*-0.01	*0.01	0.09	0.25	

$p < 0.001$, * $p \geq 0.21$