

ONLINE APPENDIX:

Individual Identity and Organizational Identification: Evidence from a Field Experiment

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TABLE A1: BASELINE CORRELATIONS WITH ORGANIZATIONAL IDENTIFICATION

	(1)	(2)
	Org Ident	Org Ident
Female	-0.194 (0.127)	-0.299 (0.117)
Manager	0.437 (0.160)	0.335 (0.146)
Age	0.0301 (0.0801)	0.00250 (0.0726)
Age Squared	-0.000315 (0.00108)	-0.000132 (0.000982)
HQ	-0.0172 (0.156)	-0.0254 (0.142)
Indiv Ident --Eudaimonic		0.231 (0.0776)
Life Satisfaction		0.280 (0.0700)
No Stress		0.106 (0.0894)
Region of origin dummies	yes	yes
Observations	351	347
R-squared	0.087	0.273

Standard errors in parentheses

TABLE A2: FACTOR ANALYSIS OF II AND OI

	Factor 1 <i>ALIGNED</i>	Factor 2 <i>MISALIGNED</i>
Eigenvalue:	5.04	1.96
% Variance Explained	73%	28%

Factor Loadings*Indiv Ident- Eudaimonic:*

centered core beliefs	0.56	0.41
know who I am	0.62	0.49
know my purpose	0.65	0.51
can be my who I am	0.64	0.52
feel authentic	0.64	0.5

Org Identif:

work accomplishemnt	0.73	-0.28
stay at XXX	0.66	-0.38
sense of belonging	0.73	-0.4
achieve purpose	0.74	-0.41
add value	0.76	-0.31
Empowered	0.69	-0.34