Appendix

Table 6 and Table 7 in this Appendix reports results using alternative succession preparation periods: t1: KIS to KJI (1980-1994); t2: KJI to KJU (2002-2011). For more details, please see footnote 7 in the manuscript.

*Table 6 H1. Intra-institutional position advancements, while holding organization ranks constant*

|  |  |  |  |
| --- | --- | --- | --- |
| t1 rate | 0.30 | Nt1 | 82 |
| t2 rate | 0.28 | Nt2 | 73 |
| z-statistic | 0.64 | p-value | 0.26 |

*Note: \*p < 0.10, \*\*p < 0.05, \*\*\*p < 0.01*

*Table 7 H2. Inbound and outbound appointments, military*

|  |  |  |  |
| --- | --- | --- | --- |
| t1 rate | 0.07 | Nt1 | 62 |
| t2 rate | 0.09 | Nt2 | 61 |
| z-statistic | -1.29 | p-value | 0.10 |

*Note: \*p < 0.10, \*\*p < 0.05, \*\*\*p < 0.01*