**Supporting Tables**

**Correlation between the variables**

| Correlation Matrix | | | | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | |  | | **Effectiveness** | | **age** | | **Base SUW** | | **Duration** | | **Satisfaction** | | **End SUW** | |
| Effectiveness |  | Spearman's rho |  | — |  |  |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | — |  |  |  |  |  |  |  |  |  |  |  |
| age |  | Spearman's rho |  | 0.007 |  | — |  |  |  |  |  |  |  |  |  |
|  |  | p-value |  | 0.688 |  | — |  |  |  |  |  |  |  |  |  |
| Base SUW |  | Spearman's rho |  | -0.536 | \*\*\* | -0.008 |  | — |  |  |  |  |  |  |  |
|  |  | p-value |  | < .001 |  | 0.652 |  | — |  |  |  |  |  |  |  |
| Duration |  | Spearman's rho |  | 0.108 | \*\*\* | 0.003 |  | -0.000 |  | — |  |  |  |  |  |
|  |  | p-value |  | < .001 |  | 0.871 |  | 0.980 |  | — |  |  |  |  |  |
| Satisfaction |  | Spearman's rho |  | 0.257 | \*\*\* | 0.008 |  | 0.126 | \*\*\* | 0.121 | \*\*\* | — |  |  |  |
|  |  | p-value |  | < .001 |  | 0.624 |  | < .001 |  | < .001 |  | — |  |  |  |
| End SUW |  | Spearman's rho |  | 0.483 | \*\*\* | 0.000 |  | 0.370 | \*\*\* | 0.044 | \* | 0.419 | \*\*\* | — |  |
|  |  | p-value |  | < .001 |  | 0.983 |  | < .001 |  | 0.010 |  | < .001 |  | — |  |
| Note. \* p < .05, \*\* p < .01, \*\*\* p < .001 | | | | | | | | | | | | | | | |
|  | | | | | | | | | | | | | | | |

 Table displaying Wilcoxon signed rank test

| Paired Samples T-Test | | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | |  | |  | | **Statistic** | | **p** | |  | | **Effect Size** | |
| SUW Before |  | SUW After |  | Wilcoxon W |  | 166775 | ᵃ | < .001 |  | Rank biserial correlation |  | -0.926 |  |
| Note. Hₐ μ Measure 1 - Measure 2 < 0 | | | | | | | | | | | | | |
| ᵃ 429 pair(s) of values were tied | | | | | | | | | | | | | |
|  | | | | | | | | | | | | | |

Table showing Organization as the grouping variable and SUW as dependent variable

| Kruskal-Wallis | | | | | | | | | | | | | | | | | |  | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | |  | |  |  | | | |  | |  | | |  |  | |
|  | | **χ²** | | | **df** | | | **p** | | | | | | **ε²** | | | |  | |
| SUW End |  | 4.29 |  | | 1 | |  | 0.038 | | | |  | | 0.00125 | | |  |  | |
| Base SUW |  | 2.19 |  | | 1 | |  | 0.139 | | | |  | | 6.38e-4 | | |  |  | |
| Table displaying gender and associations | | | | | | | | | | | | | | | | | |  | |
|  | | | | | | | | | | | | | | | | | |  | |
| Kruskal-Wallis | | | | | | | | | | | | | | | | | | | |
|  | | | |  | |  | | |  |  |  | |  | |  |  | | |  |
|  | | | | | | **χ²** | | | | **df** | | | **p** | | | **ε²** | | | |
| Ratings/ Satisfaction | | | |  | | 17.32 | | |  | 2 |  | | < .001 | |  | 0.00505 | | |  |
| Duration | | | |  | | 22.29 | | |  | 2 |  | | < .001 | |  | 0.00650 | | |  |
| Base SUW | | | |  | | 31.92 | | |  | 2 |  | | < .001 | |  | 0.00931 | | |  |
| Age | | | |  | | 2.19 | | |  | 2 |  | | 0.335 | |  | 6.38e-4 | | |  |
| Effectiveness | | | |  | | 15.04 | | |  | 2 |  | | < .001 | |  | 0.00439 | | |  |
| SUW End | | | |  | | 9.36 | | |  | 2 |  | | 0.009 | |  | 0.00273 | | |  |
|  | | | | | | | | | | | | | | | | | | | |

## Dwass-Steel-Critchlow-Fligner pairwise comparisons

| Pairwise comparisons - Ratings | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |
|  | |  | | **W** | | **p** | |
| male |  | Other |  | -5.762 |  | < .001 |  |
| male |  | Female |  | -0.662 |  | 0.886 |  |
| Other |  | Female |  | 5.412 |  | < .001 |  |
|  | | | | | | | |

| Pairwise comparisons - Duration | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |
|  | |  | | **W** | | **p** | |
| male |  | Other |  | -2.67 |  | 0.142 |  |
| male |  | Female |  | 5.21 |  | < .001 |  |
| Other |  | Female |  | 5.43 |  | < .001 |  |
|  | | | | | | | |

| Pairwise comparisons - Base SUW | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |
|  | |  | | **W** | | **p** | |
| male |  | Other |  | -4.683 |  | 0.003 |  |
| male |  | Female |  | -7.504 |  | < .001 |  |
| Other |  | Female |  | 0.652 |  | 0.890 |  |
|  | | | | | | | |

| Pairwise comparisons - Age | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |
|  | |  | | **W** | | **p** | |
| male |  | Other |  | -0.896 |  | 0.802 |  |
| male |  | Female |  | 1.602 |  | 0.494 |  |
| Other |  | Female |  | 1.721 |  | 0.443 |  |
|  | | | | | | | |

| Pairwise comparisons - Effectiveness | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |
|  | |  | | **W** | | **p** | |
| male |  | Other |  | 3.340 |  | 0.048 |  |
| male |  | Female |  | 5.091 |  | < .001 |  |
| Other |  | Female |  | -0.651 |  | 0.890 |  |
|  | | | | | | | |

| Pairwise comparisons - SUW End | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |
|  | |  | | **W** | | **p** | |
| male |  | Other |  | -2.2970 |  | 0.236 |  |
| male |  | Female |  | -4.1587 |  | 0.009 |  |
| Other |  | Female |  | 0.0119 |  | 1.000 |  |
|  | | | | | | | |

Table displaying Chi-Square Test

| Contingency Tables | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | **Organization** | | | |  | |
| **Gender** | | **College** | | **Corporate** | | **Total** | |
| male |  | 1259 |  | 333 |  | 1592 |  |
| Other |  | 193 |  | 95 |  | 288 |  |
| Female |  | 1172 |  | 377 |  | 1549 |  |
| Total |  | 2624 |  | 805 |  | 3429 |  |
|  | | | | | | | |

| χ² Tests | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |
|  | | **Value** | | **df** | | **p** | |
| χ² |  | 20.9 |  | 2 |  | < .001 |  |
| N |  | 3429 |  |  | |  | |
|  | | | | | | | |

| Nominal | | | |
| --- | --- | --- | --- |
|  |  |  |  |
|  | | **Value** | |
| Phi-coefficient |  | NaN |  |
| Cramer's V |  | 0.0782 |  |
|  | | | |

**Chi square residual calculation**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  |  |  | |
| **Observed** |  | **Organization** | | |
| **Gender** | **College** | **Corporate** | | **Total** |
| Male | 1259 | 333 | | 1592 |
| Female | 1172 | 377 | | 1549 |
| Other | 193 | 95 | | 288 |
| Total | 2624 | 805 | | 3429 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Expected** |  | **Organization** | **Total** |
| Male | 1218.26 | 373.74 | 1592.00 |
| Female | 1185.35 | 363.65 | 1549.00 |
| Other | 220.39 | 67.61 | 288.00 |
| **Total** | 2624.00 | 805.00 | 3429.00 |

|  |  |  |
| --- | --- | --- |
| **Obsrved-Expected** | |  |
| **Gender** | **College** | **Corporate** |
| Male | 40.74 | -40.74 |
| Female | -13.35 | 13.35 |
| Other | -27.39 | 27.39 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Standardized Residuals** | | **Organization** |  |
| **Gender** | **College** | **Corporate** | **Total** |
| Male | 1.16726252 | -2.1074269 | -0.9401644 |
| Female | -0.3878469 | 0.70023575 | 0.31238887 |
| Other | -1.844901 | 3.33086504 | 1.48596406 |