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Supplementary Material 1

Characteristics of the Sample

The sample consisted of 33,222 participants from six continents and 85 countries and territories, including 34 located in Europe, 29 in Asia, eight in South America, seven in Africa, five in North America, and two in Australasia (see the map depicted on Figure S1 and Table S1 for a list of all countries and territories included in the study). The average number of participants across the cultures was 391 (minimum = 106 for North Macedonia; maximum = 1,540 for Finland). The inclusion criteria were (i) living in a given country/territory and being its citizen, (ii) being an adult (according to the applicable laws), (iii) working in an organization with at least ten employees in total, (iv) working for the present employer for at least a year, and (v) being full-time employed. Participants with any occupation could join the study provided that they met the above inclusion criteria.

The detailed characteristics of participants are presented in Tables S1–S3. The sample includes 63.2% of the females. The mean age of the participants was 39.35 years ($SD = 11.37$). Most participants had a tertiary education (82.4%) and lived in a formal or informal relationship (66.5%). The average total work experience for the entire sample was 15.10 years ($SD = 10.95$), and the average duration of work for their current employer was 8.70 years ($SD = 8.37$). The average number of hours worked per week was 38.16 ($SD = 16.34$). Nearly the same number of participants worked in the public (49.5%) and private (50.5%) sectors. Most participants (54.8%) worked in small- to medium-sized organizations (10–249 employees). Approximately two-fifths (39.8%) of the sample held a managerial position.

Supplementary Material 2

Preparation of Survey Translation and Data Collection Methods

Most research team members were asked to prepare the language version of the survey using the guidelines prepared by the leaders described below. More details on the language of the survey used in each culture can be found in Table S5. A minority of collaborators used a pre-prepared translation of the survey, and in these cases, they were instructed to adjust the survey to the version of the language used in their culture to make it as adequate as possible.

To prepare the survey translation, collaborators were equipped with the guidelines which advised them to follow the basic three steps (Beaton et al., 2000; Borsa, 2012; Cha et al., 2007; Ercikan & Lyons-Thomas, 2013; Hambleton & Patsula, 1998): (i) forward translation: at least one native speaker of the target language, fluent in English, and knowledgeable about psychology was expected to translate the survey and the feedback for participants; (ii) back-translation: an independent translator back-translated the materials from the target language to English, (iii) reconciliation process: the original and the back-translated documents were compared for discrepancies by translators and the consensus on the wording was reached. Moreover, collaborators were recommended to do a pre-test in a small sample of individuals from their culture to detect the instructions and items potentially hard to understand for the target population and make necessary corrections to wording according to the participants' comments and suggestions.

Besides preparing the translation of the survey / adjusting the survey, the collaborators were also encouraged to engage in translating the project's website. Some of them were involved in popularizing the project in national or local media.

The study was conducted online using the LimeSurvey platform. A link to the survey was disseminated through online advertisements and flyers, social media, newspaper articles, internal and external e-mails, and snowball sampling. After completing the survey, each

participant received automatic feedback on their results and was encouraged to visit the project's website for extensive feedback.

In nine cultures, supporting data collection methods were used in the form of paid research platforms due to difficulties in collecting data in the usual way. Specifically, in Japan, the data were collected using the Cross Marketing Inc, and in Taiwan, using the Meta Survey Marketing Research, CO., LTD. Moreover, in Australia and Canada, data collection was supported by Qualtrics, in the US and the Netherlands by Prolific, in France by Crowdpanel, in Norway by Bilendi, and in South Korea by MarketLink. In addition, in Ireland, data collection with the LimeSurvey was supported by a voucher draw (three vouchers for €50 each). In Denmark, the majority of the sample was collected onsite during a short seminar on stress prevention, which the project's collaborator led. Participants were asked to visit the waiting room one by one, where they completed the survey using the researcher's smartphone. After filling out the survey, a participant returned to the workshop, and the next participant approached the waiting room to complete the survey. Some participants also asked for the link to disseminate it among their family members and friends.

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Supplementary Material 3

Data Cleaning and Handling Missing Data

- (a) Data from participants were removed if they:
 - just opened the survey link without providing any answers,
 - did not give their informed consent,
 - did not pass one or both attention check questions, and
 - completed the survey in less than five minutes.
- (b) Duplicated responses were removed from the database.
- (c) When completing the survey, participants could choose the option “Exit and clear survey” available on each page, allowing them to remove all their responses if they wanted to do so. Considering this fact, data from participants who completed part of the survey and did not clear their responses were retained in the database provided that they passed either one or both attention check questions (depending on what portion of the survey they completed: one attention check question if they did not reach the second one, and both attention check questions if they reached the second one). Also, data from these participants were included in the analyses if the subset of variables used for particular analyses did not have missing data on all items. In addition, these participants were included in the analyses provided that they completed the survey in not less than two minutes (refers to participants who reached and passed the first attention check question but did not reach the second one) or not less than four minutes (refers to participants who reached and passed both attention check questions).
- (d) Outliers were included in the analyses if they fit into the possible range of variables’ levels.
- (e) Outliers falling outside the possible range of variables’ levels (e.g., working more than 168 hours per week) were removed from analyses and treated as missing values.

- (f) After the data cleaning, the percentage and patterns of missing data for the perceived direct supervisor's WA and perceived colleagues' WA were checked. The percentage of missing data for those variables was very small (0.03%). Moreover, the results of Little's test showed that the missing data were missing completely at random ($\chi^2(36) = 37.78; p = .388$). Therefore, a single imputation with the expectation-maximization (EM) algorithm was used to impute missing data.
- (g) Before conducting the correlation analysis and structural equation modeling for the perceived direct supervisor's WA / perceived colleagues' WA and dependent variables (i.e., one's own WA, job stress, and job satisfaction), the missing data for the dependent variables were inspected. The percentage of missing data for one's own WA was 3.4%, and for one's own job satisfaction, it was 7.4%. Due to the fact that the item assessing job stress was placed at the beginning of the survey, there was no missing data for this variable. Data were imputed using multiple imputations with 50 datasets, with the auxiliary variables (sociodemographic and work-related) included to support the imputation process.

Supplementary Material 4

Ethical Considerations and the List of Ethical Approvals

The study was conducted in accordance with the Declaration of Helsinki. The responses to the survey were anonymous, and participation in the study was voluntary. Online informed consent was obtained from each participant.

The study protocol was approved by the Ethics Committee at the University of Silesia in Katowice (KEUS266/06.2022). Moreover, if possible and adequate, collaborators were recommended to apply for ethical approval at their local research ethics committee. In the remaining cultures, the local ethical approvals were not required or were waived based on the ethical approval obtained by the project's leaders. The list of the ethical approvals obtained from the local ethics research committees is presented below.

1. Argentina: Ethics Committee at the University of Palermo, Buenos Aires, Argentine, no. R 006/2022
2. Australia: Human Research Ethics Committee at Monash University, Australia, no. MRA-21/22-33188; Human Research Ethics at the University of South Australia, Australia, no. 204732
3. Austria: Ethics Committee at the University of Graz, Austria, no. 39/120/63 ex 2021/22
4. Azerbaijan: Ethics Committee at Khazar University, Azerbaijan, no. 3
5. Bahrain: Scientific Research and Academic Development Ethics Committee, Department of Psychology, College of Arts, University of Bahrain, Bahrain, no. 2023/32-14-2-2023
6. Canada: Ethics Committee at the Université du Québec à Trois-Rivières, Québec, Canada, no. CER-22-291-07.16
7. Chile: Ethics Committee at the Adolfo Ibáñez University, Santiago, Chile, no. 37/2022

8. Croatia: Ethics Committee at the University of Zagreb, Zagreb, Croatia, no. EPOP_2022_23_06
9. Cyprus: Ethics Committee at the University of Nicosia, Nicosia, Cyprus, no. EEBK EII 2022.01.273
10. Czech Republic: Ethics Committee at the Institute of Psychology, Czech Academy of Sciences, Prague, Czech Republic, no. PSU-794/Brno/2022
11. Dominican Republic: Ethics Committee at the Pontificia Universidad Católica Madre y Maestra, Santo Domingo, Dominican Republic, no. CIEP-2022-025
12. Hong Kong: Joint CUHK-NTEC CREC at the Chinese University of Hong Kong, Hong Kong, no. SBRE-21-0737
13. Hungary: Research Ethics Committee of the Faculty of Education and Psychology, Eötvös Loránd University, Hungary, no. 2022/423
14. Iceland: National Bioethics Committee, Iceland, no. VSNb2022060027/03.01
15. Indonesia: Ethics Committee at the Atma Jaya Catholic University of Indonesia, Jakarta, Indonesia, no. 0004V/III/PPPE.PM.10.05/05/2023
16. Iraq: Ethics Committee at Wasit University, Iraq, no. 242/6
17. Israel: Ethics Committee at Open University, Israel, no. 3411
18. Jamaica: Mona Campus Research Ethics Committee at the University of the West Indies, Mona, Kingston, Jamaica, no. CREC-MN.0185, 2022/2023
19. Japan: Ethics Committee at the Graduate School of Humanities and Sociology, the University of Tokyo, Tokyo, Japan, no. UTSP-22029
20. Jordan: Institutional Review Board at the Jordan University of Science and Technology, Ar-Ramtha, Jordan, no. 2022/241
21. Kuwait: Ethics Committee at the Kuwait University, Kuwait City, Kuwait, no. CSS PSY 02/22

22. Macao and mainland China: Ethics Review Panel of the Department of Psychology, University of Macau, Macao, no. DPSY2022-19
23. Malta: Faculty Research Ethics Committee at the University of Malta, Malta, no. SWB-2022-00274 (for records purposes only)
24. Mexico: Comité de Investigación en Salud y Ética, Centro Médico ISSEMyM, Mexico, no. 038/23
25. Namibia: University of Namibia, Windhoek, Namibia, no. SAH12/22
26. New Zealand: Human Ethics Committee at the Massey University, Palmerston North, New Zealand, no. 4000026002
27. Netherlands: Ethics Review Board of the Faculty of Social and Behavioral Sciences at the University of Amsterdam, Amsterdam, the Netherlands, no. 2022-WOP-15582
28. Palestine: Institutional Review Board, An-Najah National University, no. INTR. June. 2022/8
29. Paraguay: Department of Medical Psychology of the School of Medical Sciences of the National University of Asunción, San Lorenzo, Paraguay, no. 001_004_2022
30. Philippines: University Research Ethics Committee, Ateneo de Manila University, Philippines, no. AdMUREC_21_116
31. Republic of Korea (South Korea): Research Ethics Committee at Sungkyunkwan University, Republic of Korea, no. SKKU 2023-03-046
32. Saudi Arabia: Human Research Ethics Committee (HREC) in Medical Cities Program, MOI, Saudi Arabia, no. 2023/3/1445HSM
33. Slovakia: Ethics Committee at the Faculty of Social and Economic Sciences, Comenius University in Bratislava, Bratislava, Slovakia, no. FSEV 460/2022-SD C III/1 IAR 74/2022
34. Spain: Ethics Committee at Rovira i Virgili University, Spain, no. CEIPSA-2022-PR-0009
35. Sri Lanka: Ethics Review Committee at the University of Colombo, Colombo, Sri Lanka, no. ERC/PGIM/2022/028

36. Tanzania: Vice Chancellor at the University of Dar es Salaam, Tanzania, no. AB3/12(B)
37. Thailand: Human Research Ethics Committee at Thammasat University, Thailand, no. 062/2022
38. United States: Institutional Review Board at Indiana University, US, no. 15886
39. Uruguay: Ethics Committee on Research with Human Beings at the Catholic University of Uruguay, Uruguay, 22 de noviembre de 2022
40. Vietnam: Research Ethics Committee at the Vietnam National University, Hanoi, Vietnam, no. 1477/CN-XHNV

Supplementary Material 5

Preparation of the Final Version of the PCWAS

The results of confirmatory factor analysis (CFA) for the first version of the PCWAS are presented in Table S6. Since the model fit was poor for nine of the 85 cultures (10.6%), the MIs were inspected. Due to the similar wording of the corresponding items for the PWA-S and PWA-C, it was expected that the residual errors of these items could be correlated. Therefore, the total value of MI was calculated for these items, and the residual errors for the items with the largest total value of MI (i.e., Item 3 in the PWA-S and PWA-C) were correlated across all cultures for the sake of consistency.

The model was then recalculated for each culture (see Table S7), showing an improvement in six cultures. However, the values of the model fit indices were still below the threshold for three cultures. Therefore, the total MI for corresponding items of the PWA-S and PWA-C were recalculated. The error residuals for Item 1, which had a larger total value of MI than Item 2, were correlated and the CFA was conducted again. In all cultures, the tested model fitted the data well (Table S8), and the PWA-S and PWA-C scales were related to each other (ranges from .24 to .86; see Table S8).

The factor loadings were satisfactory in nearly all instances. A few cases of somewhat lower loadings, especially for Item 1 of the PWA-S, require further investigation and cautious application of the tools in the specific cultures in question (see Table S27). In most cultures, Item 2 of both subscales, concerning the loss of control over working (behaving like coworkers have lost control of how much they work), had the highest loadings, followed by Item 3, concerning the negative impact of excessive workload on different life aspects of the supervisor or colleagues. Item 1, reflecting salience (the entire life of coworkers seems to be focused exclusively on work), had relatively lowest loadings. While these three items reflect core addiction symptoms (World Health Organization, 2019), the ones focused on the

observable loss of control and negative consequences may be better indicators of coworkers' WA than the ones referring to a more global evaluation of their inner motivations and a wider range of behaviors (outside work environment). Overall, for such a brief and indirect measure of coworkers' WA, the subscales showed good validity and reliability and can be considered a useful instrument to approximate the level of the supervisor's and colleagues' WA as an employee perceives it.

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Supplementary Material 6

Results of Measurement Invariance Testing

Table 2 shows the results of measurement invariance testing using the multi-group CFA (MGCFA) across cultures and between genders and job positions (see also Table S9). For all tested variables, the configural model fitted the data well. Fixing the factor loadings (for the metric model) and intercepts (i.e., for the scalar model) to be equal resulted in negligible changes in the fit of the models for genders and job positions. Therefore, scalar measurement invariance was supported for these variables. A comparison of latent means for perceived direct supervisor's WA and colleagues' WA between genders and job positions showed no gender differences for either subscale of the PCWAS, but higher levels of both subscales were observed in managers compared to nonmanagers (see Table S10).

As for cultures, metric measurement invariance was considered established based on acceptable values of changes in the RMSEA and CFI and the good fit of the metric model to the data (see Table 2). However, scalar measurement invariance was not supported across cultures. Therefore, alignment was used as an alternative method of testing measurement invariance.

Tables S11–S13 present the results of the fixed alignment optimization. The overall percentage of noninvariant measurement parameters for the PCWAS was 11.5%. The percentage of noninvariant factor loadings ranged from 0% for Item 2 of the PWA-S to 14.1% for Item 1 of the PWA-S and PWA-C, yielding the overall percentage of noninvariant factor loadings of 6.7%. The percentage of noninvariant intercepts ranged from 4.7% for Item 2 of the PWA-C to 23.5% for Item 1 of the PWA-C (the overall percentage of noninvariant intercepts was 16.3%). These results fell considerably below the 25% cut-off point proposed by Muthén and Asparouhov (2014), supporting the trustworthiness of alignment results and the establishment of approximate measurement invariance.

Reference

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Supplementary Material 7

Results of Structural Equation Modeling (SEM)

Three SEM models were built to examine the relative contribution of the perceived direct supervisor's WA and the perceived colleagues' WA to one's own WA, job stress, and job satisfaction, each for another response variable. An example of the SEM model (for WA) tested in the present study is depicted in Figure 1.

For models with one's own WA and job stress as a dependent variable, the model fit was good or acceptable for all cultures (see Tables S21 and S22). For models with job satisfaction as a dependent variable, the model fit was good or acceptable for all cultures except for Taiwan and Algeria, for which it was somewhat inferior (see Table S23). Nevertheless, the SEM results for each variable were presented for all cultures to provide a complete picture of the relationships between variables of interest across cultures.

Perceived direct supervisor's WA was positively related to one's own WA in 34 cultures (40.0%; see Table S24). As an exception, this variable was negatively related to one's own WA in Slovenia. The standardized coefficients for this variable ranged from $-.16$ to $.36$ across cultures. Perceived colleagues' WA was positively related to one's own WA in 83 cultures (97.6%), with standardized coefficients ranging from $.09$ to $.74$ (see Table S24). Overall, in 33 cultures (38.8%), both variables were positively related to one's own WA. In 49 cultures (57.6%), only perceived colleagues' WA, and in one culture (Bosnia and Hercegovina; 1.2%), only perceived direct supervisor's WA was positively related to one's own WA. Moreover, in Slovenia (1.2%), one's own WA was negatively related to the perceived direct supervisor's WA and positively related to the perceived colleagues' WA. In addition, neither of the variables was significant in one culture (Ghana; 1.2%) (see Table S24). The percentage of the explained variance in one's own WA ranged from 8% to 51%.

Perceived direct supervisor's WA was positively related to job stress in 31 cultures (36.5%; see Table S25). A negative relationship between these variables was noted in one culture (Algeria; 1.2%). The standardized coefficients ranged from $-.22$ to $.35$ across cultures. As for perceived colleagues' WA, it was positively related to job stress in 68 cultures (80.0%), with standardized coefficients ranging from $-.21$ to $.47$ across cultures (see Table S25). Overall, in 23 cultures (27.1%), both variables were positively related to one's own job stress. In 44 cultures (51.8%), only perceived colleagues' WA, and in eight cultures (9.4%), only perceived direct supervisor's WA was positively related to one's own job stress. Moreover, in Algeria (1.2%), one's own job stress was negatively related to the perceived direct supervisor's WA and positively related to the perceived colleagues' WA. Additionally, in nine cultures (10.5%), neither of the variables was significantly related to one's own job stress (see Table S25). The percentage of the explained variance in one's own job stress ranged from 1% to 29%.

Perceived direct supervisor's WA was negatively related to job satisfaction in 41 cultures (48.2%; see Table S26). The standardized coefficients for this variable ranged from $-.37$ to $.36$. Job satisfaction was also negatively related to the perceived colleagues' WA in 42 cultures (49.4%), with standardized coefficients ranging from $-.46$ to $.16$. Overall, in 22 cultures (25.9%), both variables were negatively related to one's own job satisfaction. In 19 cultures (22.4%), only perceived direct supervisor's WA, and in 20 cultures (23.5%), only perceived colleagues' WA was negatively related to one's own job satisfaction. In addition, in 24 cultures (28.2%), neither of the variables was significant (see Table S26). The percentage of the explained variance in one's own job satisfaction ranged from 0% to 20%.

Supplementary Material 8

Recommendations for the Use of the PCWAS

The findings support that the perceived supervisor's WA and colleagues' WA have the core addiction symptoms' structure, which can be assessed with a brief tool. The instruments can be used globally in clinical and organizational settings across different cultures and provide comparable and generalizable results.

Based on the study's findings, it is recommended that the PCWAS be used in all cultures when there is a need for a cost-efficient, brief, valid, reliable, and cross-culturally comparable measurement of the perceived supervisor's or colleagues' WA. However, in a few cultures, some factor loadings were relatively low. In these cultures, further studies are necessary to investigate whether low factor loading problems result from the sampling method in the present study or represent systematic cross-cultural differences in the psychometric performance of the scale (see Table S27). Moreover, evaluation of the measure with a 360-degree assessment would provide more in-depth information on its validity.

Table S1*Sociodemographic Characteristics of the Sample*

Culture (code used for alignment)	N	Gender			Marital/partnership status							Age (in years)	Number of children	Household size	Number of dependents
		Female	Male	Other	Single	Formal relationship (marriage or civil union)	Informal relationship – living together	Informal relationship – living apart	Widowed	Divorced	Separated				
Albania (1)	1,514	1,081 (71.4%)	403 (26.6%)	30 (2.0%)	697 (46.0%)	564 (37.3%)	145 (9.6%)	93 (6.1%)	12 (0.8%)	17 (1.1%)	11 (0.7%)	31.05 (10.52)	0.72 (1.10)	4.31 (1.26)	1.37 (2.30)
Algeria (2)	806	441 (54.7%)	365 (45.3%)	0 (0%)	192 (23.8%)	581 (72.1%)	0 (0.0%)	0 (0.0%)	3 (0.4%)	30 (3.7%)	3 (0.4%)	41.82 (8.55)	1.94 (1.72)	4.38 (2.47)	3.24 (2.17)
Argentina (3)	574	346 (60.3%)	223 (38.9%)	5 (0.9%)	201 (35.0%)	173 (30.1%)	124 (21.6%)	43 (7.5%)	10 (1.7%)	34 (5.9%)	20 (3.5%)	40.53 (11.53)	1.09 (1.20)	2.70 (1.31)	1.15 (1.33)
Armenia (4)	241	190 (78.8%)	50 (20.7%)	1 (0.4%)	168 (69.7%)	128 (53.1%)	0 (0.0%)	3 (1.2%)	27 (11.2%)	10 (4.1%)	1 (0.4%)	38.01 (11.18)	1.21 (1.10)	4.13 (1.51)	1.70 (1.40)
Australia (5)	1,418	729 (51.4%)	678 (47.8%)	11 (0.8%)	314 (22.1%)	654 (46.1%)	246 (17.3%)	61 (4.3%)	28 (2.0%)	121 (8.5%)	41 (2.9%)	51.23 (11.29)	1.43 (1.40)	2.62 (1.57)	0.94 (1.23)
Austria (6)	326	204 (62.6%)	121 (37.1%)	1 (0.3%)	239 (73.3%)	109 (33.4%)	28 (8.6%)	97 (29.8%)	1 (0.3%)	17 (5.2%)	3 (0.9%)	39.91 (11.57)	0.83 (1.10)	2.34 (1.07)	0.71 (1.07)
Azerbaijan (7)	271	216 (79.7%)	55 (20.3%)	0 (0%)	110 (40.6%)	138 (50.9%)	1 (0.4%)	7 (2.6%)	6 (2.2%)	16 (5.9%)	3 (1.1%)	33.81 (10.48)	0.90 (1.04)	3.24 (1.37)	1.44 (1.48)
Bahrain (8)	254	100 (39.4%)	154 (60.6%)	0 (0%)	206 (81.1%)	191 (75.2%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	17 (6.7%)	1 (0.4%)	35.46 (8.78)	2.51 (2.16)	7.28 (4.33)	3.63 (2.86)
Belgium (9)	321	206 (64.2%)	114 (35.5%)	1 (0.3%)	40 (12.5%)	133 (41.4%)	102 (31.8%)	25 (7.8%)	3 (0.9%)	23 (7.2%)	1 (0.3%)	42.99 (11.42)	1.38 (1.21)	3.05 (1.35)	1.16 (1.43)
Bolivia (10)	375	243 (64.8%)	132 (35.2%)	0 (0%)	259 (69.1%)	174 (46.4%)	22 (5.9%)	26 (6.9%)	7 (1.9%)	33 (8.8%)	6 (1.6%)	39.80 (10.92)	1.17 (1.29)	3.65 (1.69)	1.73 (1.56)
Bosnia and Herzegovina (11)	190	102 (53.7%)	88 (46.3%)	0 (0%)	147 (77.4%)	103 (54.2%)	13 (6.8%)	21 (11.1%)	2 (1.1%)	10 (5.3%)	2 (1.1%)	37.34 (13.02)	0.98 (1.05)	3.56 (1.31)	1.78 (1.31)
Brazil (12)	289	153 (52.9%)	136 (47.1%)	0 (0%)	69 (23.9%)	158 (54.7%)	40 (13.8%)	0 (0.0%)	2 (0.7%)	22 (7.6%)	3 (1.0%)	41.93 (10.27)	0.98 (1.00)	2.80 (1.28)	1.10 (1.08)
Bulgaria (13)	329	254 (77.2%)	75 (22.8%)	0 (0%)	266 (80.9%)	130 (39.5%)	84 (25.5%)	30 (9.1%)	4 (1.2%)	18 (5.5%)	5 (1.5%)	38.29 (9.73)	0.88 (0.90)	2.71 (1.18)	0.89 (1.02)
Canada (14)	692	397 (57.4%)	294 (42.5%)	1 (0.1%)	191 (27.6%)	266 (38.4%)	190 (27.5%)	18 (2.6%)	5 (0.7%)	30 (4.3%)	17 (2.5%)	44.26 (12.37)	1.12 (1.19)	2.66 (1.26)	0.88 (1.12)
Chile (15)	374	243 (65.0%)	131 (35.0%)	0 (0%)	68 (18.2%)	190 (50.8%)	61 (16.3%)	20 (5.3%)	3 (0.8%)	30 (8.0%)	19 (5.1%)	44.47 (8.48)	1.56 (1.18)	3.23 (1.39)	2.26 (2.78)
Croatia (16)	270	231 (85.6%)	39 (14.4%)	0 (0%)	36 (13.3%)	150 (55.6%)	53 (19.6%)	11 (4.3%)	3 (1.1%)	14 (5.2%)	2 (0.7%)	42.62 (9.24)	1.14 (1.04)	3.01 (1.26)	1.26 (1.14)
Cyprus (17)	254	173 (68.1%)	81 (31.9%)	0 (0%)	34 (13.4%)	181 (71.3%)	13 (5.1%)	61 (4.9%)	4 (1.6%)	11 (4.3%)	2 (0.8%)	44.11 (9.52)	1.43 (1.09)	3.11 (1.23)	1.45 (1.15)
Czech Republic (18)	1,237	934 (75.5%)	297 (24.0%)	6 (0.5%)	267 (21.6%)	537 (43.4%)	315 (25.5%)	61 (4.9%)	7 (0.6%)	108 (8.7%)	13 (1.1%)	39.46 (9.82)	1.08 (1.11)	2.77 (1.35)	1.00 (1.12)
Denmark (19)	208	122 (58.7%)	86 (41.3%)	0 (0%)	35 (16.8%)	65 (31.3%)	82 (39.4%)	24 (7.4%)	3 (1.4%)	14 (6.7%)	2 (1.0%)	39.34 (11.13)	1.27 (1.23)	2.80 (1.37)	1.14 (1.20)

Dominican Republic (20)	324	255 (78.7%)	69 (21.3%)	0 (0.0%)	108 (33.3%)	138 (42.6%)	33 (10.2%)	9 (3.5%)	0 (0.0%)	22 (6.8%)	6 (1.9%)	37.15 (10.02)	0.97 (1.24)	3.07 (1.39)	1.46 (1.51)
Ecuador (21)	254	166 (65.4%)	88 (34.6%)	0 (0%)	81 (31.9%)	110 (43.3%)	19 (7.5%)	36 (7.1%)	3 (1.2%)	31 (12.2%)	5 (2.0%)	39.31 (9.08)	1.18 (1.07)	3.32 (1.45)	1.56 (1.25)
Estonia (22)	507	423 (83.4%)	84 (16.6%)	0 (0.0%)	80 (15.8%)	209 (41.2%)	135 (26.6%)	128 (8.3%)	7 (1.4%)	38 (7.5%)	12 (2.4%)	43.20 (10.20)	1.62 (1.34)	2.89 (1.36)	1.19 (1.22)
Finland (23)	1,540	1147 (74.5%)	368 (23.9%)	25 (1.6%)	252 (16.4%)	741 (48.1%)	364 (23.6%)	17 (4.9%)	11 (0.7%)	122 (7.9%)	9 (0.6%)	44.15 (10.00)	1.29 (1.34)	2.51 (1.32)	0.99 (1.23)
France (24)	345	168 (48.7%)	177 (51.3%)	0 (0.0%)	95 (27.5%)	138 (40.0%)	79 (22.9%)	41 (12.5%)	1 (0.3%)	15 (4.3%)	5 (1.4%)	40.61 (10.52)	1.04 (1.11)	2.54 (1.33)	0.92 (1.11)
Georgia (25)	327	282 (86.2%)	43 (13.1%)	2 (0.6%)	132 (40.4%)	117 (35.8%)	12 (3.7%)	19 (7.5%)	11 (3.4%)	20 (6.1%)	0 (0.0%)	33.62 (10.45)	0.77 (1.07)	3.64 (1.70)	1.36 (1.38)
Germany (26)	254	141 (55.5%)	111 (43.7%)	2 (0.8%)	65 (25.6%)	120 (47.2%)	41 (16.1%)	15 (5.3%)	5 (2.0%)	13 (5.1%)	3 (1.2%)	40.67 (13.08)	0.94 (1.17)	2.49 (1.24)	0.74 (1.13)
Ghana (27)	282	150 (53.2%)	132 (46.8%)	0 (0.0%)	104 (36.9%)	151 (53.5%)	12 (4.3%)	18 (2.6%)	5 (1.8%)	3 (1.1%)	7 (2.5%)	35.80 (6.65)	1.40 (1.42)	4.67 (3.85)	3.64 (2.67)
Greece (28)	414	302 (72.9%)	111 (26.8%)	1 (0.2%)	123 (29.7%)	174 (42.0%)	48 (11.6%)	49 (11.8%)	2 (0.5%)	20 (4.8%)	4 (1.0%)	39.79 (10.93)	0.81 (1.05)	2.72 (1.29)	0.83 (1.06)
Hong Kong (29)	253	181 (71.5%)	71 (28.1%)	1 (0.4%)	128 (50.6%)	81 (32.0%)	18 (7.1%)	28 (11.1%)	2 (0.8%)	2 (0.8%)	1 (0.4%)	34.40 (9.58)	0.29 (0.65)	3.34 (1.44)	1.18 (1.22)
Hungary (30)	1,094	493 (45.1%)	600 (54.8%)	1 (0.1%)	237 (21.7%)	472 (43.1%)	253 (23.1%)	80 (7.3%)	7 (0.6%)	50 (4.6%)	14 (1.3%)	40.49 (9.81)	0.89 (1.11)	1.91 (1.21)	0.76 (1.07)
Iceland (31)	270	190 (70.4%)	79 (29.3%)	1 (0.4%)	38 (14.1%)	179 (66.3%)	17 (6.3%)	24 (8.9%)	2 (0.7%)	16 (5.9%)	2 (0.7%)	43.84 (11.55)	1.88 (1.30)	3.16 (1.35)	1.59 (1.48)
India (32)	796	291 (36.6%)	503 (63.2%)	2 (0.3%)	239 (30.0%)	539 (67.7%)	9 (1.1%)	4 (0.5%)	8 (1.0%)	5 (0.6%)	5 (0.6%)	37.58 (10.11)	1.05 (1.08)	4.76 (2.23)	2.50 (1.69)
Indonesia (33)	249	164 (65.9%)	85 (34.1%)	0 (0.0%)	72 (28.9%)	158 (63.5%)	6 (2.4%)	8 (3.2%)	7 (2.8%)	8 (3.2%)	1 (0.4%)	38.45 (9.13)	1.08 (1.14)	3.48 (1.59)	2.20 (1.81)
Iran (34)	321	165 (51.4%)	156 (48.6%)	0 (0.0%)	119 (37.1%)	166 (51.7%)	5 (1.6%)	37 (11.5%)	3 (0.9%)	0 (0.0%)	6 (1.9%)	33.86 (8.68)	0.39 (0.80)	2.13 (1.20)	0.63 (1.02)
Iraq (35)	149	38 (25.5%)	111 (74.5%)	0 (0.0%)	69 (46.3%)	80 (53.7%)	0 (0.0%)	0 (0.0%)	1 (0.7%)	0 (0.0%)	0 (0.0%)	32.85 (11.11)	1.53 (2.04)	6.95 (2.75)	3.42 (2.55)
Ireland (36)	311	189 (60.8%)	122 (39.2%)	0 (0.0%)	52 (16.7%)	176 (56.6%)	49 (15.8%)	23 (7.4%)	5 (1.6%)	7 (2.3%)	4 (1.3%)	42.10 (11.35)	1.32 (1.38)	3.37 (1.71)	1.35 (1.39)
Israel (37)	420	315 (75.0%)	105 (25.0%)	0 (0.0%)	142 (33.8%)	165 (39.3%)	52 (12.4%)	53 (12.6%)	1 (0.2%)	11 (2.6%)	3 (0.7%)	30.33 (8.93)	0.97 (1.56)	2.91 (1.84)	1.30 (1.75)
Italy (38)	319	164 (51.4%)	154 (48.3%)	1 (0.3%)	96 (30.1%)	93 (29.2%)	60 (18.8%)	54 (16.9%)	1 (0.3%)	11 (3.4%)	8 (2.5%)	37.55 (11.76)	0.61 (0.89)	3.12 (1.12)	0.66 (0.98)
Jamaica (39)	268	210 (78.4%)	58 (21.6%)	0 (0.0%)	113 (42.2%)	94 (35.1%)	10 (3.7%)	30 (11.2%)	5 (1.9%)	17 (6.3%)	10 (3.7%)	43.34 (12.19)	0.99 (1.16)	2.98 (1.50)	1.39 (1.27)
Japan (40)	281	142 (50.5%)	138 (49.1%)	1 (0.4%)	105 (37.4%)	154 (54.8%)	4 (1.4%)	5 (1.8%)	1 (0.4%)	23 (8.2%)	0 (0.0%)	46.57 (9.14)	0.97 (1.12)	3.03 (1.37)	0.80 (1.14)
Jordan (41)	501	315 (62.9%)	186 (37.1%)	0 (0.0%)	169 (33.7%)	322 (64.3%)	0 (0.0%)	0 (0.0%)	5 (1.0%)	9 (1.8%)	1 (0.2%)	35.54 (10.44)	2.18 (2.14)	5.60 (1.95)	3.12 (2.14)
Kazakhstan (42)	278	237 (85.3%)	41 (14.7%)	0 (0.0%)	61 (21.9%)	160 (57.6%)	13 (4.7%)	13 (4.7%)	5 (1.8%)	30 (10.8%)	0 (0.0%)	38.37 (9.97)	1.54 (1.37)	4.02 (1.62)	1.79 (1.57)
Kenya (43)	213	123 (57.7%)	89 (41.8%)	1 (0.5%)	73 (34.3%)	102 (47.9%)	12 (5.6%)	20 (9.4%)	4 (1.9%)	2 (0.9%)	6 (2.8%)	34.57 (9.72)	1.55 (1.91)	4.42 (2.56)	4.00 (3.73)
Kuwait (44)	588	411 (69.9%)	177 (30.1%)	0 (0.0%)	220 (37.4%)	327 (55.6%)	0 (0.0%)	0 (0.0%)	5 (0.9%)	37 (6.3%)	5 (0.9%)	33.32 (9.15)	1.83 (2.18)	7.34 (3.77)	2.93 (2.63)

Latvia (45)	261	209 (80.1%)	50 (19.2%)	2 (0.8%)	42 (16.1%)	157 (60.2%)	37 (14.2%)	5 (1.9%)	2 (0.8%)	22 (8.4%)	3 (1.1%)	41.39 (10.83)	1.41 (1.05)	3.00 (1.25)	1.18 (1.12)
Lebanon (46)	230	136 (59.1%)	93 (40.4%)	1 (0.4%)	131 (57.0%)	76 (33.0%)	41 (17.8%)	0 (0.0%)	2 (0.9%)	4 (1.7%)	0 (0.0%)	30.27 (10.95)	0.75 (1.22)	4.28 (1.49)	1.63 (1.77)
Lithuania (47)	230	192 (83.5%)	37 (16.1%)	1 (0.4%)	48 (20.9%)	110 (47.8%)	15 (7.0%)	12 (5.2%)	0 (0.0%)	14 (6.1%)	7 (3.0%)	38.30 (9.58)	0.90 (1.07)	2.69 (1.24)	0.89 (1.04)
Macao (48)	214	124 (57.9%)	90 (42.1%)	0 (0.0%)	75 (35.0%)	100 (46.7%)	8 (3.3%)	25 (11.7%)	0 (0.0%)	0 (0.0%)	1 (0.5%)	36.58 (8.48)	0.53 (0.81)	3.50 (1.19)	1.26 (1.19)
Mainland China (49)	239	123 (51.5%)	116 (48.5%)	0 (0.0%)	116 (48.5%)	85 (35.6%)	6 (0.8%)	26 (10.9%)	2 (0.8%)	5 (2.1%)	0 (0.0%)	29.89 (7.47)	0.45 (0.84)	4.21 (1.49)	1.19 (1.40)
Malaysia (50)	743	105 (14.1%)	638 (85.9%)	0 (0.0%)	202 (27.2%)	518 (69.7%)	35 (15.4%)	6 (0.8%)	3 (0.4%)	16 (2.2%)	1 (0.1%)	33.31 (7.34)	1.40 (1.56)	4.15 (2.13)	2.76 (1.81)
Malta (51)	228	123 (53.9%)	103 (45.2%)	2 (0.9%)	55 (24.1%)	106 (46.5%)	12 (7.9%)	22 (9.6%)	6 (2.6%)	7 (3.1%)	4 (1.8%)	44.08 (11.78)	0.89 (1.02)	2.66 (1.25)	1.00 (1.16)
Mexico (52)	151	90 (59.6%)	61 (40.4%)	0 (0.0%)	54 (35.8%)	74 (49.0%)	16 (5.1%)	6 (4.0%)	0 (0.0%)	7 (4.6%)	1 (0.7%)	40.58 (11.87)	1.01 (1.10)	3.33 (1.31)	1.58 (1.42)
Montenegro (53)	313	289 (92.3%)	24 (7.7%)	0 (0.0%)	42 (13.4%)	200 (63.9%)	77 (24.1%)	18 (5.8%)	5 (1.6%)	30 (9.6%)	4 (1.3%)	45.19 (9.28)	1.55 (1.18)	3.45 (1.46)	1.88 (1.42)
Mozambique (54)	319	155 (48.6%)	157 (49.2%)	7 (2.2%)	51 (16.0%)	123 (38.6%)	16 (5.5%)	44 (13.8%)	20 (6.3%)	33 (10.3%)	16 (5.0%)	37.23 (10.37)	2.18 (1.56)	3.92 (1.31)	3.14 (1.62)
Namibia (55)	292	174 (59.6%)	116 (39.7%)	2 (0.7%)	143 (49.0%)	93 (31.8%)	37 (14.2%)	29 (9.9%)	5 (1.7%)	9 (3.1%)	8 (2.7%)	35.72 (9.92)	1.56 (1.66)	4.52 (2.66)	3.61 (2.79)
Netherlands (56)	264	102 (38.6%)	158 (59.8%)	4 (1.5%)	127 (48.1%)	58 (22.0%)	68 (25.8%)	28 (10.6%)	0 (0.0%)	3 (1.1%)	0 (0.0%)	32.94 (10.17)	0.49 (0.89)	2.48 (2.02)	0.67 (1.00)
New Zealand (57)	154	103 (66.9%)	50 (32.5%)	1 (0.6%)	30 (19.5%)	94 (61.0%)	17 (11.0%)	5 (3.2%)	1 (0.6%)	8 (5.2%)	2 (1.3%)	49.99 (11.49)	1.52 (1.56)	2.75 (1.38)	1.12 (1.33)
North Macedonia (58)	106	80 (75.5%)	26 (24.5%)	0 (0.0%)	26 (24.5%)	51 (48.1%)	8 (7.5%)	16 (15.1%)	1 (0.9%)	5 (4.7%)	0 (0.0%)	37.56 (11.42)	0.96 (1.02)	3.49 (1.38)	0.95 (1.10)
Norway (59)	822	490 (59.6%)	331 (40.3%)	1 (0.1%)	64 (7.8%)	277 (33.7%)	120 (14.6%)	44 (5.4%)	3 (0.4%)	18 (2.2%)	4 (0.5%)	46.34 (12.59)	1.79 (1.15)	2.82 (1.47)	1.06 (1.15)
Palestine (60)	227	143 (63.0%)	84 (37.0%)	0 (0.0%)	49 (21.6%)	168 (74.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	10 (4.4%)	3 (1.3%)	39.84 (10.53)	2.55 (2.32)	5.15 (1.96)	3.27 (2.36)
Paraguay (61)	633	523 (82.6%)	106 (16.7%)	4 (0.6%)	229 (36.2%)	203 (32.1%)	111 (17.5%)	48 (7.6%)	5 (0.8%)	31 (4.9%)	21 (3.3%)	38.71 (9.92)	1.16 (1.24)	3.78 (1.75)	1.76 (1.51)
Philippines (62)	340	258 (75.9%)	81 (23.8%)	1 (0.3%)	208 (61.2%)	102 (30.0%)	23 (6.8%)	21 (6.2%)	1 (0.3%)	0 (0.0%)	4 (1.2%)	36.24 (9.50)	0.57 (1.06)	4.37 (2.30)	1.87 (1.93)
Poland (63)	906	687 (75.8%)	218 (24.1%)	1 (0.1%)	164 (18.1%)	537 (59.3%)	125 (13.8%)	43 (4.7%)	13 (1.4%)	47 (5.2%)	6 (0.7%)	41.20 (10.14)	1.07 (1.06)	2.74 (1.26)	1.10 (1.18)
Portugal (64)	292	223 (76.4%)	68 (23.3%)	1 (0.3%)	68 (23.3%)	130 (44.5%)	62 (21.2%)	14 (4.8%)	1 (0.3%)	20 (6.8%)	0 (0.0%)	42.60 (9.66)	1.05 (1.04)	2.86 (1.31)	0.98 (1.04)
Romania (65)	337	211 (62.6%)	125 (37.1%)	1 (0.3%)	68 (20.2%)	176 (52.2%)	56 (16.6%)	29 (8.6%)	4 (1.2%)	10 (3.0%)	1 (0.3%)	38.83 (10.81)	0.72 (0.84)	2.76 (1.16)	0.82 (0.98)
Saudi Arabia (66)	231	113 (48.9%)	118 (51.1%)	0 (0.0%)	48 (20.8%)	160 (69.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	21 (9.1%)	3 (1.3%)	41.50 (9.50)	2.68 (2.31)	5.67 (2.43)	3.29 (2.46)
Serbia (67)	246	187 (76.0%)	59 (24.0%)	0 (0.0%)	32 (13.0%)	138 (56.1%)	37 (15.0%)	20 (8.1%)	1 (0.4%)	18 (7.3%)	3 (1.2%)	44.17 (9.18)	1.15 (1.00)	3.03 (1.16)	1.46 (1.16)
Slovakia (68)	287	154 (53.7%)	132 (46.0%)	1 (0.3%)	72 (25.1%)	143 (49.8%)	58 (20.2%)	18 (6.3%)	0 (0.0%)	11 (3.8%)	1 (0.3%)	37.23 (9.69)	0.86 (0.98)	2.07 (1.18)	0.74 (0.95)
Slovenia (69)	307	276 (89.9%)	31 (10.1%)	0 (0.0%)	49 (16.0%)	131 (42.7%)	79 (25.7%)	28 (9.1%)	3 (1.0%)	23 (7.5%)	0 (0.0%)	43.50 (9.31)	1.16 (1.03)	2.89 (1.19)	1.03 (1.04)

South Korea (70)	224	116 (51.8%)	106 (47.3%)	2 (0.9%)	61 (27.2%)	117 (52.2%)	3 (1.3%)	41 (18.3%)	1 (0.4%)	1 (0.4%)	0 (0.0%)	39.65 (10.56)	0.84 (0.99)	3.30 (1.26)	1.33 (1.42)
Spain (71)	285	201 (70.5%)	84 (29.5%)	0 (0.0%)	39 (13.7%)	139 (48.8%)	64 (22.5%)	17 (6.0%)	3 (1.1%)	26 (9.1%)	8 (2.8%)	45.25 (10.64)	1.22 (1.10)	2.27 (1.25)	1.26 (1.26)
Sri Lanka (72)	296	184 (62.2%)	111 (37.5%)	1 (0.3%)	47 (15.9%)	218 (73.6%)	2 (0.7%)	11 (3.7%)	1 (0.3%)	12 (4.1%)	7 (2.4%)	41.51 (9.30)	1.03 (0.98)	3.80 (1.46)	1.89 (1.46)
Suriname (73)	253	182 (71.9%)	71 (28.1%)	0 (0.0%)	69 (27.3%)	105 (41.5%)	34 (13.4%)	28 (11.1%)	4 (1.6%)	17 (6.7%)	1 (0.4%)	38.69 (11.80)	1.13 (1.25)	3.67 (1.56)	1.68 (1.49)
Switzerland (74)	210	131 (62.4%)	79 (37.6%)	0 (0.0%)	55 (26.2%)	76 (36.2%)	60 (28.6%)	15 (7.1%)	0 (0.0%)	14 (6.7%)	3 (1.4%)	38.70 (9.68)	0.88 (1.00)	2.57 (1.24)	0.94 (1.09)
Taiwan (75)	365	227 (62.2%)	138 (37.8%)	0 (0.0%)	171 (46.8%)	172 (47.1%)	14 (3.8%)	5 (1.4%)	0 (0.0%)	4 (1.1%)	2 (0.5%)	37.72 (7.98)	0.70 (0.92)	3.88 (1.38)	1.12 (1.22)
Tanzania (76)	162	57 (35.2%)	105 (64.8%)	0 (0.0%)	10 (6.2%)	141 (87.0%)	6 (3.7%)	5 (3.1%)	1 (0.6%)	1 (0.6%)	2 (1.2%)	40.26 (5.14)	2.86 (1.46)	5.96 (2.24)	5.57 (2.86)
Thailand (77)	179	99 (55.3%)	66 (36.9%)	14 (7.8%)	114 (63.7%)	36 (20.1%)	21 (11.7%)	11 (6.1%)	0 (0.0%)	3 (1.7%)	0 (0.0%)	35.63 (7.39)	0.19 (0.52)	3.78 (1.98)	0.65 (0.93)
Turkey (78)	240	138 (57.5%)	102 (42.5%)	0 (0.0%)	89 (37.1%)	135 (56.3%)	2 (0.8%)	12 (5.0%)	0 (0.0%)	9 (3.8%)	1 (0.4%)	33.95 (6.58)	0.66 (0.89)	3.07 (1.18)	1.40 (1.40)
Ukraine (79)	187	131 (70.1%)	54 (28.9%)	2 (1.1%)	80 (42.8%)	28 (15.0%)	39 (20.9%)	28 (15.0%)	2 (1.1%)	11 (5.9%)	0 (0.0%)	26.25 (10.47)	0.24 (0.54)	3.63 (1.72)	0.48 (0.99)
United Kingdom (80)	245	143 (58.4%)	102 (41.6%)	0 (0.0%)	54 (22.0%)	93 (38.0%)	69 (28.2%)	25 (10.2%)	1 (0.4%)	7 (2.9%)	1 (0.4%)	39.06 (12.49)	0.73 (0.99)	2.68 (1.23)	0.77 (1.08)
United States (81)	213	112 (52.6%)	99 (46.5%)	2 (0.9%)	53 (24.9%)	105 (49.3%)	29 (13.6%)	11 (5.2%)	1 (0.5%)	16 (7.5%)	1 (0.5%)	41.90 (10.64)	0.97 (1.25)	2.60 (1.36)	0.82 (1.10)
Uruguay (82)	245	176 (71.8%)	69 (28.2%)	0 (0.0%)	55 (22.4%)	92 (37.6%)	60 (24.5%)	15 (6.1%)	1 (0.4%)	19 (7.8%)	13 (5.3%)	41.73 (9.99)	1.16 (1.16)	2.75 (1.26)	1.23 (1.16)
Uzbekistan (83)	273	220 (80.6%)	51 (18.7%)	2 (0.7%)	74 (27.1%)	139 (50.9%)	6 (2.2%)	21 (7.7%)	8 (2.9%)	30 (11.0%)	2 (0.7%)	35.48 (11.35)	1.22 (1.25)	4.40 (1.81)	1.49 (1.44)
Vietnam (84)	349	269 (77.1%)	78 (22.3%)	2 (0.6%)	96 (27.5%)	231 (66.2%)	8 (2.3%)	5 (1.4%)	0 (0.0%)	9 (2.6%)	3 (0.9%)	34.01 (7.43)	1.21 (0.99)	4.38 (1.28)	1.43 (1.14)
Zambia (85)	623	324 (52.0%)	298 (47.8%)	1 (0.2%)	378 (60.7%)	198 (31.8%)	8 (1.3%)	32 (5.1%)	4 (0.6%)	9 (1.4%)	5 (0.8%)	28.94 (8.07)	1.24 (1.71)	5.20 (2.40)	2.64 (2.30)

Note. For nominal variables, the number of participants and the percentage of the sample (in parentheses) are presented. For continuous variables, means and standard deviations (in parentheses) are shown. $N = 33,222$

Table S2*Sample Structure by Level of Education*

Culture	N	Educational level		
		Primary	Secondary	Tertiary
Albania	1,514	39 (2.6%)	257 (17.0%)	1,218 (80.4%)
Algeria	806	9 (1.1%)	18 (2.2%)	779 (96.7%)
Argentina	574	10 (1.7%)	82 (14.3%)	482 (84.0%)
Armenia	241	4 (1.7%)	49 (20.3%)	188 (78.0%)
Australia	1,418	21 (1.5%)	195 (13.7%)	1,202 (84.8%)
Austria	326	4 (1.2%)	119 (36.5%)	203 (62.3%)
Azerbaijan	271	1 (0.4%)	7 (2.6%)	263 (97.0%)
Bahrain	254	4 (1.6%)	78 (30.7%)	172 (67.7%)
Belgium	321	1 (0.3%)	49 (15.3%)	271 (84.4%)
Bolivia	375	0 (0%)	11 (2.9%)	364 (97.1%)
Bosnia and Herzegovina	190	3 (1.6%)	85 (44.7%)	102 (53.7%)
Brazil	289	2 (0.7%)	9 (3.1%)	278 (96.2%)
Bulgaria	329	0 (0%)	34 (10.3%)	295 (89.7%)
Canada	692	7 (1.0%)	85 (12.3%)	600 (86.7%)
Chile	374	0 (0%)	7 (1.9%)	367 (98.1%)
Croatia	270	0 (0%)	21 (7.8%)	249 (92.2%)
Cyprus	254	3 (1.2%)	9 (3.5%)	242 (95.3%)
Czech Republic	1,237	3 (0.2%)	262 (21.2%)	972 (78.6%)
Denmark	208	1 (0.5%)	136 (65.4%)	71 (34.1%)
Dominican Republic	324	1 (0.3%)	18 (5.6%)	305 (94.1%)
Ecuador	254	0 (0%)	11 (4.3%)	243 (95.7%)
Estonia	507	0 (0%)	83 (16.4%)	424 (83.6%)
Finland	1,540	0 (0%)	206 (13.4%)	1,334 (86.6%)
France	345	0 (0%)	87 (25.2%)	258 (74.8%)
Georgia	327	1 (0.3%)	5 (1.5%)	321 (98.2%)
Germany	254	0 (0%)	104 (40.9%)	150 (59.1%)
Ghana	282	5 (1.8%)	7 (2.5%)	270 (95.7%)
Greece	414	1 (0.2%)	65 (15.7%)	348 (84.1%)
Hong Kong	253	0 (0%)	15 (5.9%)	238 (94.1%)
Hungary	1,094	7 (0.6%)	191 (17.5%)	896 (81.9%)
Iceland	270	6 (2.2%)	38 (14.1%)	226 (83.7%)
India	796	43 (5.4%)	30 (3.8%)	723 (90.8%)
Indonesia	249	0 (0%)	14 (5.6%)	235 (94.4%)
Iran	321	0 (0%)	8 (2.5%)	313 (97.5%)
Iraq	149	7 (4.7%)	13 (8.7%)	129 (86.6%)
Ireland	311	1 (0.3%)	27 (8.7%)	283 (91.0%)
Israel	420	6 (1.4%)	295 (70.2%)	119 (28.4%)
Italy	319	1 (0.3%)	168 (52.7%)	150 (47.0%)
Jamaica	268	1 (0.4%)	12 (4.5%)	255 (95.1%)
Japan	281	1 (0.3%)	87 (31.0%)	193 (68.7%)
Jordan	501	4 (0.8%)	67 (13.4%)	430 (85.8%)
Kazakhstan	278	0 (0%)	171 (61.5%)	107 (38.5%)
Kenya	213	4 (1.9%)	23 (10.8%)	186 (87.3%)
Kuwait	588	2 (0.4%)	69 (11.7%)	517 (87.9%)
Latvia	261	0 (0%)	58 (22.2%)	203 (77.8%)
Lebanon	230	2 (0.9%)	23 (10.0%)	205 (89.1%)

Lithuania	230	1 (0.4%)	16 (7.0%)	213 (92.6%)
Macao	214	2 (0.9%)	19 (8.9%)	193 (90.2%)
Mainland China	239	4 (1.7%)	19 (7.9%)	216 (90.4%)
Malaysia	743	22 (3.0%)	509 (68.5%)	212 (28.5%)
Malta	228	1 (0.4%)	18 (7.9%)	209 (91.7%)
Mexico	151	0 (0%)	5 (3.3%)	146 (96.7%)
Montenegro	313	0 (0%)	21 (6.7%)	292 (93.3%)
Mozambique	319	0 (0%)	148 (46.4%)	171 (53.6%)
Namibia	292	11 (3.8%)	84 (28.7%)	197 (67.5%)
Netherlands	264	0 (0%)	43 (16.3%)	221 (83.7%)
New Zealand	154	0 (0%)	33 (21.4%)	121 (78.6%)
North Macedonia	106	0 (0%)	7 (6.6%)	99 (93.4%)
Norway	822	16 (1.9%)	189 (23.0%)	617 (75.1%)
Palestine	227	0 (0%)	8 (3.5%)	219 (96.5%)
Paraguay	633	0 (0%)	59 (9.3%)	574 (90.7%)
Philippines	340	0 (0%)	3 (0.9%)	337 (99.1%)
Poland	906	0 (0%)	72 (7.9%)	834 (92.1%)
Portugal	292	0 (0%)	41 (14.0%)	251 (86.0%)
Romania	337	0 (0%)	41 (12.2%)	296 (87.8%)
Saudi Arabia	231	2 (0.9%)	20 (8.6%)	209 (90.5%)
Serbia	246	0 (0%)	58 (23.6%)	188 (76.4%)
Slovakia	287	1 (0.3%)	37 (12.9%)	249 (86.8%)
Slovenia	307	1 (0.3%)	31 (10.1%)	275 (89.6%)
South Korea	224	0 (0%)	7 (3.1%)	217 (96.9%)
Spain	285	11 (3.9%)	61 (21.4%)	213 (74.7%)
Sri Lanka	296	1 (0.3%)	23 (7.8%)	272 (91.9%)
Suriname	253	16 (6.3%)	93 (36.8%)	144 (56.9%)
Switzerland	210	0 (0%)	58 (27.6%)	152 (72.4%)
Taiwan	365	8 (2.2%)	54 (14.8%)	303 (83.0%)
Tanzania	162	2 (1.2%)	6 (3.7%)	154 (95.1%)
Thailand	179	0 (0%)	8 (4.5%)	171 (95.5%)
Turkey	240	1 (0.4%)	10 (4.2%)	229 (95.4%)
Ukraine	187	1 (0.5%)	91 (48.7%)	95 (50.8%)
United Kingdom	245	0 (0%)	35 (14.3%)	210 (85.7%)
United States	213	0 (0%)	36 (16.9%)	177 (83.1%)
Uruguay	245	2 (0.8%)	18 (7.3%)	225 (91.9%)
Uzbekistan	273	2 (0.7%)	64 (23.5%)	207 (75.8%)
Vietnam	349	5 (1.4%)	18 (5.2%)	326 (93.4%)
Zambia	623	0 (0%)	76 (12.2%)	547 (87.8%)

Note. N = 33,222

Table S3

Work-Related Characteristics of the Sample

		Total work experience (in years)	Actual hours worked per week	Duration of work for the present employer (in years)	Sector of employment		Size of the organization			Managerial position			
					Public	Private	10–49	50–249	250 or more	No	Lower-level manager	Middle-level manager	Top-level manager
Culture	N												
	1,514	7.99 (8.52)	33.63 (17.80)	4.92 (5.85)	453 (29.9%)	1061 (70.1%)	946 (62.5%)	400 (26.4%)	168 (11.1%)	786 (51.9%)	176 (11.6%)	364 (24.0%)	188 (12.4%)
Albania	806	13.90 (8.23)	20.98 (16.31)	10.39 (6.87)	749 (92.9%)	57 (7.1%)	133 (16.5%)	176 (21.8%)	497 (61.7%)	534 (66.3%)	20 (2.5%)	106 (13.2%)	146 (18.1%)
Algeria	574	17.56 (11.33)	39.11 (18.01)	10.57 (9.34)	183 (31.9%)	391 (68.1%)	217 (37.8%)	132 (23.0%)	225 (39.2%)	345 (60.1%)	72 (12.5%)	71 (12.4%)	86 (15.0%)
Argentina	241	11.56 (9.56)	35.73 (20.40)	6.90 (6.80)	116 (48.1%)	125 (51.9%)	122 (50.6%)	91 (37.8%)	28 (11.6%)	68 (28.2%)	41 (17.0%)	43 (17.8%)	89 (36.9%)
Armenia	1,418	27.09 (13.02)	41.49 (10.99)	12.31 (10.46)	818 (57.7%)	600 (42.3%)	170 (12.0%)	288 (20.3%)	960 (67.7%)	999 (70.5%)	220 (15.5%)	154 (10.9%)	45 (3.2%)
Australia	326	16.71 (11.94)	39.46 (8.84)	10.40 (10.29)	173 (53.1%)	153 (46.9%)	56 (17.2%)	89 (27.3%)	181 (55.5%)	219 (67.2%)	69 (21.2%)	30 (9.2%)	8 (2.5%)
Austria	271	10.62 (9.74)	33.16 (18.65)	5.57 (5.65)	83 (30.6%)	188 (69.4%)	63 (23.2%)	64 (23.6%)	144 (53.1%)	163 (60.1%)	18 (6.6%)	56 (20.7%)	34 (12.5%)
Azerbaijan	254	12.24 (7.59)	30.99 (18.22)	9.32 (6.36)	171 (67.3%)	83 (32.7%)	63 (24.8%)	92 (36.2%)	99 (39.0%)	159 (62.6%)	37 (14.6%)	47 (18.5%)	11 (4.3%)
Bahrain	321	18.81 (11.74)	39.10 (8.30)	12.69 (10.28)	211 (65.7%)	110 (34.3%)	59 (18.4%)	70 (21.8%)	192 (59.8%)	206 (64.2%)	33 (10.3%)	36 (11.2%)	46 (14.3%)
Belgium	375	14.96 (9.99)	37.99 (16.59)	7.60 (7.99)	31 (8.3%)	344 (91.7%)	123 (32.8%)	122 (32.5%)	130 (34.7%)	130 (34.7%)	43 (11.5%)	119 (31.7%)	83 (22.1%)
Bolivia	190	13.66 (10.89)	39.86 (12.48)	8.64 (7.78)	86 (45.3%)	104 (54.7%)	91 (47.9%)	51 (26.8%)	48 (25.3%)	155 (81.6%)	11 (5.8%)	12 (6.3%)	12 (6.3%)
Bosnia and Herzegovina	289	18.84 (10.13)	42.89 (13.75)	8.77 (8.35)	37 (12.8%)	252 (87.2%)	39 (13.5%)	44 (15.2%)	206 (71.3%)	110 (38.1%)	22 (7.6%)	43 (14.9%)	114 (39.4%)
Brazil	329	14.70 (8.94)	39.43 (12.55)	5.20 (5.53)	57 (17.3%)	272 (82.7%)	67 (20.4%)	132 (40.1%)	130 (39.5%)	222 (67.5%)	42 (12.8%)	46 (14.0%)	19 (5.8%)
Bulgaria	692	17.14 (11.65)	38.48 (8.40)	10.23 (9.03)	363 (52.5%)	329 (47.5%)	183 (26.4%)	137 (19.8%)	372 (53.8%)	465 (67.2%)	72 (10.4%)	99 (14.3%)	56 (8.1%)
Canada	374	18.77 (8.92)	44.96 (10.49)	7.21 (7.01)	85 (22.7%)	289 (77.3%)	49 (13.1%)	92 (24.6%)	233 (62.3%)	106 (28.3%)	28 (7.5%)	132 (35.3%)	108 (28.9%)
Chile	270	17.57 (9.31)	42.11 (15.44)	11.58 (8.86)	174 (64.4%)	96 (35.6%)	80 (29.6%)	101 (37.4%)	89 (33.0%)	200 (74.1%)	26 (9.6%)	31 (11.5%)	13 (4.8%)
Croatia	254	18.61 (9.84)	40.46 (9.27)	11.97 (9.03)	54 (21.3%)	200 (78.7%)	43 (16.9%)	62 (24.4%)	149 (58.7%)	151 (59.4%)	31 (12.2%)	45 (17.7%)	27 (10.6%)
Cyprus	1,237	15.87 (9.99)	43.15 (13.67)	8.10 (7.94)	672 (54.3%)	565 (45.7%)	389 (31.4%)	320 (25.9%)	528 (42.7%)	753 (60.9%)	241 (19.5%)	161 (13.0%)	82 (6.6%)
Czech Republic	208	15.23 (11.35)	39.94 (3.50)	6.45 (5.81)	70 (33.7%)	138 (66.3%)	37 (17.8%)	79 (38.0%)	92 (44.2%)	113 (54.3%)	45 (21.6%)	29 (13.9%)	21 (10.1%)
Denmark													

	324	15.02	40.27	7.76	67	257	70	58	196	145	43	83	53
Dominican Republic		(9.63)	(18.30)	(7.29)	(20.7%)	(79.3%)	(21.6%)	(17.9%)	(60.5%)	(44.8%)	(13.3%)	(25.6%)	(16.4%)
	254	12.58	38.43	7.42	107	147	72	72	110	193	23	28	10
Ecuador		(8.41)	(17.22)	(6.82)	(42.1%)	(57.9%)	(28.3%)	(28.3%)	(43.3%)	(76.0%)	(9.1%)	(11.0%)	(3.9%)
	507	20.32	43.16	8.25	267	240	165	157	185	327	78	72	30
Estonia		(10.69)	(14.19)	(7.74)	(52.7%)	(47.3%)	(32.5%)	(31.0%)	(36.5%)	(64.5%)	(15.4%)	(14.2%)	(5.9%)
	1,540	19.11	39.98	8.96	880	660	314	337	889	1093	177	203	67
Finland		(10.46)	(6.52)	(8.71)	(57.1%)	(42.9%)	(20.4%)	(21.9%)	(57.7%)	(71.0%)	(11.5%)	(13.2%)	(4.4%)
	345	15.70	37.02	10.03	103	242	87	78	180	233	47	44	21
France		(10.26)	(6.41)	(8.97)	(29.9%)	(70.1%)	(25.2%)	(22.6%)	(52.2%)	(67.5%)	(13.6%)	(12.8%)	(6.1%)
	327	11.65	41.37	5.81	100	227	117	92	118	170	43	80	34
Georgia		(9.82)	(18.00)	(6.36)	(30.6%)	(69.4%)	(35.8%)	(28.1%)	(36.1%)	(52.0%)	(13.1%)	(24.5%)	(10.4%)
	254	18.29	40.92	8.74	183	71	42	52	160	171	28	33	22
Germany		(12.95)	(6.81)	(9.66)	(72.0%)	(28.0%)	(16.5%)	(20.5%)	(63.0%)	(67.3%)	(11.0%)	(13.0%)	(8.7%)
	282	9.26	33.91	6.90	237	45	65	48	169	111	81	68	22
Ghana		(6.01)	(22.96)	(4.40)	(84.0%)	(16.0%)	(23.0%)	(17.0%)	(59.9%)	(39.4%)	(28.7%)	(24.1%)	(7.8%)
	414	14.78	40.84	9.21	215	199	170	91	153	324	37	39	14
Greece		(10.31)	(12.98)	(9.06)	(51.9%)	(48.1%)	(41.1%)	(22.0%)	(37.0%)	(78.3%)	(8.9%)	(9.4%)	(3.4%)
	253	10.82	42.67	5.33	185	68	45	37	171	151	64	36	2
Hong Kong		(9.68)	(10.79)	(6.56)	(73.1%)	(26.9%)	(17.8%)	(14.6%)	(67.6%)	(59.7%)	(25.3%)	(14.2%)	(0.8%)
	1,094	17.02	43.88	7.97	316	778	292	290	512	704	141	147	102
Hungary		(10.25)	(9.81)	(7.80)	(28.9%)	(71.1%)	(26.7%)	(26.5%)	(46.8%)	(64.4%)	(12.9%)	(13.4%)	(9.3%)
	270	16.78	42.16	7.64	142	128	97	89	84	155	41	39	35
Iceland		(10.81)	(10.09)	(7.11)	(52.6%)	(47.4%)	(35.9%)	(33.0%)	(31.1%)	(57.4%)	(15.2%)	(14.4%)	(13.0%)
	796	11.43	37.90	7.62	343	452	196	215	385	256	108	287	145
India		(8.67)	(20.18)	(7.50)	(43.1%)	(56.8%)	(24.6%)	(27.0%)	(48.4%)	(32.2%)	(13.6%)	(36.1%)	(18.2%)
	249	13.47	40.04	9.38	211	38	83	47	119	99	41	68	41
Indonesia		(8.66)	(17.67)	(8.20)	(84.7%)	(15.3%)	(33.3%)	(18.9%)	(47.8%)	(39.8%)	(16.5%)	(27.3%)	(16.5%)
	321	9.15	46.02	5.60	77	244	89	59	173	174	74	51	22
Iran		(7.84)	(19.37)	(6.25)	(24.0%)	(76.0%)	(27.7%)	(18.4%)	(53.9%)	(54.2%)	(23.1%)	(15.9%)	(6.9%)
	149	8.43	23.49	6.79	101	48	87	28	34	126	9	8	6
Iraq		(6.96)	(20.98)	(6.36)	(67.8%)	(32.2%)	(58.4%)	(18.8%)	(22.8%)	(84.6%)	(6.0%)	(5.4%)	(4.0%)
	311	19.02	40.74	11.11	210	101	64	65	182	173	56	51	31
Ireland		(11.87)	(8.08)	(9.70)	(67.5%)	(32.5%)	(20.6%)	(20.9%)	(58.5%)	(55.6%)	(18.0%)	(16.4%)	(10.0%)
	420	6.14	39.54	4.08	224	196	159	82	179	246	85	67	22
Israel		(6.02)	(23.51)	(4.17)	(53.3%)	(46.7%)	(37.9%)	(19.5%)	(42.6%)	(58.6%)	(20.2%)	(16.0%)	(5.2%)
	319	15.31	37.60	8.29	87	232	134	65	120	265	30	15	9
Italy		(11.94)	(9.87)	(9.07)	(27.3%)	(72.7%)	(42.0%)	(20.4%)	(37.6%)	(83.1%)	(9.4%)	(4.7%)	(2.8%)
	268	19.52	44.17	11.73	166	102	40	70	158	108	38	92	30
Jamaica		(12.04)	(16.41)	(9.93)	(61.9%)	(38.1%)	(14.9%)	(26.1%)	(59.0%)	(40.3%)	(14.2%)	(34.3%)	(11.2%)
	281	21.53	39.31	13.54	38	243	64	87	130	200	30	38	13
Japan		(10.14)	(13.35)	(10.00)	(13.5%)	(86.5%)	(22.8%)	(31.0%)	(46.3%)	(71.2%)	(10.7%)	(13.5%)	(4.6%)
	501	10.46	33.40	8.53	271	230	207	112	182	355	53	68	25
Jordan		(8.57)	(21.02)	(7.92)	(54.1%)	(45.9%)	(41.3%)	(22.4%)	(36.3%)	(70.9%)	(10.6%)	(13.6%)	(5.0%)
	278	14.96	34.71	6.44	164	114	90	98	90	172	11	72	23
Kazakhstan		(9.88)	(18.76)	(5.67)	(59.0%)	(41.0%)	(32.4%)	(35.3%)	(32.4%)	(61.9%)	(4.0%)	(25.9%)	(8.3%)

	213	9.54	41.69	6.63	97	116	99	54	60	96	38	62	17
Kenya		(8.18)	(24.98)	(7.58)	(45.5%)	(54.5%)	(46.5%)	(25.4%)	(28.2%)	(45.1%)	(17.8%)	(29.1%)	(8.0%)
	588	9.66	21.99	7.84	504	84	101	221	266	473	53	44	18
Kuwait		(8.61)	(19.07)	(7.38)	(85.7%)	(14.3%)	(17.2%)	(37.6%)	(45.2%)	(80.4%)	(9.0%)	(7.5%)	(3.1%)
	261	17.98	40.74	10.33	230	31	58	100	103	151	54	41	15
Latvia		(11.49)	(18.04)	(9.53)	(88.1%)	(11.9%)	(22.2%)	(38.3%)	(39.5%)	(57.9%)	(20.7%)	(15.7%)	(5.7%)
	230	8.35	35.28	4.98	27	203	93	53	84	119	34	46	31
Lebanon		(9.15)	(14.66)	(6.21)	(11.7%)	(88.3%)	(40.4%)	(23.0%)	(36.5%)	(51.7%)	(14.8%)	(20.0%)	(13.5%)
	230	15.07	40.40	8.06	149	81	59	64	107	157	27	33	13
Lithuania		(9.42)	(14.21)	(7.96)	(64.8%)	(35.2%)	(25.7%)	(27.8%)	(46.5%)	(68.3%)	(11.7%)	(14.3%)	(5.7%)
	214	12.33	40.46	9.12	70	144	42	74	98	126	45	36	7
Macao		(7.93)	(6.90)	(7.28)	(32.7%)	(67.3%)	(19.6%)	(34.6%)	(45.8%)	(58.9%)	(21.0%)	(16.8%)	(3.3%)
	239	6.03	42.03	3.77	96	143	35	94	110	186	33	13	7
Mainland China		(6.99)	(13.76)	(4.73)	(40.2%)	(59.8%)	(14.6%)	(39.3%)	(46.0%)	(77.8%)	(13.8%)	(5.4%)	(2.9%)
	743	11.44	21.12	9.36	625	118	154	243	346	354	200	127	62
Malaysia		(7.30)	(29.15)	(7.33)	(84.1%)	(15.9%)	(20.7%)	(32.7%)	(46.6%)	(47.6%)	(26.9%)	(17.1%)	(8.3%)
	228	20.41	45.56	11.46	127	101	60	60	108	99	34	46	49
Malta		(12.77)	(9.84)	(10.72)	(55.7%)	(44.3%)	(26.3%)	(26.3%)	(47.4%)	(43.4%)	(14.9%)	(20.2%)	(21.5%)
	151	14.87	42.26	9.88	101	50	20	15	116	116	13	17	5
Mexico		(10.83)	(17.09)	(8.73)	(66.9%)	(33.1%)	(13.2%)	(9.9%)	(76.8%)	(76.8%)	(8.6%)	(11.3%)	(3.3%)
	313	19.00	36.94	13.55	272	41	81	173	59	237	23	27	26
Montenegro		(9.36)	(15.23)	(9.60)	(86.9%)	(13.1%)	(25.9%)	(55.3%)	(18.8%)	(75.7%)	(7.3%)	(8.6%)	(8.3%)
	319	14.71	42.19	10.46	76	243	165	121	33	202	42	54	21
Mozambique		(9.73)	(8.04)	(7.80)	(23.8%)	(76.2%)	(51.7%)	(37.9%)	(10.3%)	(63.3%)	(13.2%)	(16.9%)	(6.6%)
	292	10.38	34.13	7.27	148	144	134	54	104	142	56	68	26
Namibia		(9.01)	(19.30)	(7.35)	(50.7%)	(49.3%)	(45.9%)	(18.5%)	(35.6%)	(48.6%)	(19.2%)	(23.3%)	(8.9%)
	264	10.54	38.96	5.25	100	164	76	65	123	166	52	32	14
Netherlands		(9.39)	(7.90)	(5.71)	(37.9%)	(62.1%)	(28.8%)	(24.6%)	(46.6%)	(62.9%)	(19.7%)	(12.1%)	(5.3%)
	154	26.16	45.22	10.94	93	61	15	33	106	82	23	31	18
New Zealand		(12.61)	(10.64)	(9.56)	(60.4%)	(39.6%)	(9.7%)	(21.4%)	(68.8%)	(53.2%)	(14.9%)	(20.1%)	(11.7%)
	106	13.51	37.59	8.01	32	74	29	54	23	79	12	10	5
North Macedonia		(10.18)	(13.01)	(8.72)	(30.2%)	(69.8%)	(27.4%)	(50.9%)	(21.7%)	(74.5%)	(11.3%)	(9.4%)	(4.7%)
	822	23.58	38.48	10.72	475	347	227	181	414	553	114	105	50
Norway		(12.05)	(9.60)	(9.21)	(57.8%)	(42.2%)	(27.6%)	(22.0%)	(50.4%)	(67.3%)	(13.9%)	(12.8%)	(6.1%)
	227	13.74	31.08	10.48	96	131	98	36	93	147	27	39	14
Palestine		(9.11)	(16.90)	(8.55)	(42.3%)	(57.7%)	(43.2%)	(15.9%)	(41.0%)	(64.8%)	(11.9%)	(17.2%)	(6.2%)
	633	13.72	36.45	9.92	349	284	199	134	300	428	74	86	45
Paraguay		(8.95)	(20.35)	(8.27)	(55.1%)	(44.9%)	(31.4%)	(21.2%)	(47.4%)	(67.6%)	(11.7%)	(13.6%)	(7.1%)
	340	13.26	42.08	7.00	73	267	56	86	198	133	72	88	47
Philippines		(9.19)	(14.59)	(6.73)	(21.5%)	(78.5%)	(16.5%)	(25.3%)	(58.2%)	(39.1%)	(21.2%)	(25.9%)	(13.8%)
	906	17.39	41.27	11.11	639	267	236	343	327	678	86	85	57
Poland		(10.58)	(16.23)	(10.08)	(70.5%)	(29.5%)	(26.0%)	(37.9%)	(36.1%)	(74.8%)	(9.5%)	(9.4%)	(6.3%)
	292	18.67	39.53	11.32	107	185	64	102	126	170	28	47	47
Portugal		(10.12)	(11.77)	(9.91)	(36.6%)	(63.4%)	(21.9%)	(34.9%)	(43.2%)	(58.2%)	(9.6%)	(16.1%)	(16.1%)
	337	16.13	41.07	8.64	141	196	99	90	148	236	36	39	26
Romania		(10.51)	(13.97)	(8.12)	(41.8%)	(58.2%)	(29.4%)	(26.7%)	(43.9%)	(70.0%)	(10.7%)	(11.6%)	(7.7%)

	231	16.09	24.04	12.65	178	53	79	54	98	157	47	23	4
Saudi Arabia		(9.70)	(18.00)	(9.25)	(77.1%)	(22.9%)	(34.2%)	(23.4%)	(42.4%)	(68.0%)	(20.3%)	(10.0%)	(1.7%)
	246	18.37	35.92	12.04	110	136	62	88	96	150	34	41	21
Serbia		(8.74)	(15.43)	(8.51)	(44.7%)	(55.3%)	(25.2%)	(35.8%)	(39.0%)	(61.0%)	(13.8%)	(16.7%)	(8.5%)
	287	13.56	41.26	8.09	92	195	25	54	208	194	44	36	13
Slovakia		(9.55)	(9.39)	(7.98)	(32.1%)	(67.9%)	(8.7%)	(18.8%)	(72.5%)	(67.6%)	(15.3%)	(12.5%)	(4.5%)
	307	18.26	41.53	12.10	211	96	97	116	94	208	32	48	19
Slovenia		(10.17)	(8.23)	(9.87)	(68.7%)	(31.3%)	(31.6%)	(37.8%)	(30.6%)	(67.8%)	(10.4%)	(15.6%)	(6.2%)
	224	13.26	39.20	7.93	6	218	70	71	83	45	61	105	13
South Korea		(8.96)	(12.35)	(7.09)	(2.7%)	(97.3%)	(31.3%)	(31.7%)	(37.1%)	(20.1%)	(27.2%)	(46.9%)	(5.8%)
	285	20.45	39.97	12.99	120	165	69	57	159	173	31	45	36
Spain		(10.41)	(10.25)	(10.26)	(42.1%)	(57.9%)	(24.2%)	(20.0%)	(55.8%)	(60.7%)	(10.9%)	(15.8%)	(12.6%)
	296	14.47	45.75	9.06	209	87	51	51	194	106	21	91	78
Sri Lanka		(9.40)	(17.49)	(8.49)	(70.6%)	(29.4%)	(17.2%)	(17.2%)	(65.5%)	(35.8%)	(7.1%)	(30.7%)	(26.4%)
	253	15.22	40.26	10.43	129	105	108	43	102	159	28	41	25
Suriname		(10.36)	(13.18)	(9.08)	(51.0%)	(41.5%)	(42.7%)	(17.0%)	(40.3%)	(62.8%)	(11.1%)	(16.2%)	(9.9%)
	210	14.51	42.47	7.64	110	100	42	57	111	115	42	34	19
Switzerland		(9.55)	(6.66)	(7.60)	(52.4%)	(47.6%)	(20.0%)	(27.1%)	(52.9%)	(54.8%)	(20.0%)	(16.2%)	(9.0%)
	365	13.11	46.47	8.67	56	309	146	96	123	246	83	27	9
Taiwan		(7.54)	(8.65)	(6.63)	(15.3%)	(84.7%)	(40.0%)	(26.3%)	(33.7%)	(67.4%)	(22.7%)	(7.4%)	(2.5%)
	162	13.32	33.56	10.20	150	12	29	33	100	91	28	36	7
Tanzania		(5.34)	(21.59)	(4.79)	(92.6%)	(7.4%)	(17.9%)	(20.4%)	(61.7%)	(56.2%)	(17.3%)	(22.2%)	(4.3%)
	179	10.64	37.90	7.01	79	100	30	44	105	104	30	38	7
Thailand		(7.11)	(14.31)	(6.07)	(44.1%)	(55.9%)	(16.8%)	(24.6%)	(58.7%)	(58.1%)	(16.8%)	(21.2%)	(3.9%)
	240	9.64	40.23	5.64	92	148	74	44	122	115	56	58	11
Turkey		(6.44)	(12.94)	(5.13)	(38.3%)	(61.7%)	(30.8%)	(18.3%)	(50.8%)	(47.9%)	(23.3%)	(24.2%)	(4.6%)
	187	6.63	39.45	3.82	109	78	81	36	70	127	21	25	14
Ukraine		(8.68)	(18.00)	(5.50)	(58.3%)	(41.7%)	(43.3%)	(19.3%)	(37.4%)	(67.9%)	(11.2%)	(13.4%)	(7.5%)
	245	16.32	39.93	6.64	137	108	37	51	157	139	47	40	19
United Kingdom		(12.65)	(8.37)	(7.29)	(55.9%)	(44.1%)	(15.1%)	(20.8%)	(64.1%)	(56.7%)	(19.2%)	(16.3%)	(7.8%)
	213	20.11	42.39	9.16	97	116	36	45	132	86	64	56	7
United States		(10.72)	(5.23)	(7.22)	(45.5%)	(54.5%)	(16.9%)	(21.1%)	(62.0%)	(40.4%)	(30.0%)	(26.3%)	(3.3%)
	245	17.78	39.39	11.35	118	127	44	58	143	163	24	39	19
Uruguay		(9.76)	(13.88)	(8.78)	(48.2%)	(51.8%)	(18.0%)	(23.7%)	(58.4%)	(66.5%)	(9.8%)	(15.9%)	(7.8%)
	273	12.37	34.34	5.47	121	152	100	102	71	146	25	66	36
Uzbekistan		(10.92)	(16.84)	(5.81)	(44.3%)	(55.7%)	(36.6%)	(37.4%)	(26.0%)	(53.5%)	(9.2%)	(24.2%)	(13.2%)
	349	9.73	42.65	7.42	144	205	136	103	110	230	50	58	11
Vietnam		(6.79)	(16.21)	(6.50)	(41.3%)	(58.7%)	(39.0%)	(29.5%)	(31.5%)	(65.9%)	(14.3%)	(16.6%)	(3.2%)
	623	4.97	29.70	3.71	285	338	340	151	132	294	132	159	38
Zambia		(4.61)	(23.13)	(3.74)	(45.7%)	(54.3%)	(54.6%)	(24.2%)	(21.2%)	(47.2%)	(21.2%)	(25.5%)	(6.1%)

Note. For nominal variables, the number of participants and the percentage of the sample (in parentheses) are presented. For continuous variables, means and standard deviations (in parentheses) are shown. $N = 33,222$

Table S4*Characteristics of One's Own Work Addiction (WA), Job Stress, and Job Satisfaction*

Culture	One's own WA							One's own job stress					One's own job satisfaction				
	Range: 5–25							Range: 1–7					Range: 1–9				
	N	M	SD	Skewness	Kurtosis	α	ω	N	M	SD	Skewness	Kurtosis	N	M	SD	Skewness	Kurtosis
Albania	1,483	12.36	4.26	0.21	−0.56	.79	.79	1,514	3.79	1.56	0.05	−0.48	1,437	4.84	1.45	−0.37	−0.14
Algeria	772	14.88	4.08	0.00	−0.44	.71	.71	803	4.75	1.70	−0.37	−0.64	703	5.02	1.60	−0.90	0.35
Argentina	568	11.86	4.03	0.34	−0.55	.75	.75	574	4.62	1.48	−0.18	−0.47	543	4.90	1.68	−0.72	−0.09
Armenia	234	12.18	4.32	0.32	−0.53	.78	.79	241	4.28	1.80	−0.15	−0.86	226	5.02	1.53	−0.73	0.02
Australia	1,391	13.67	1.96	0.05	−0.82	.86	.87	1,418	4.75	1.45	−0.52	−0.04	1,340	3.84	1.77	−0.10	−1.02
Austria	319	11.70	4.21	0.34	−0.76	.81	.81	326	4.50	1.19	−0.43	0.32	303	4.88	1.47	−0.56	−0.38
Azerbaijan	255	13.76	4.19	0.10	−0.46	.72	.73	271	4.53	1.61	−0.20	−0.54	222	4.71	1.58	−0.36	−0.42
Bahrain	246	13.62	4.46	0.07	−0.49	.79	.79	254	4.51	1.62	−0.28	−0.40	232	4.87	1.75	−0.57	−0.48
Belgium	315	12.13	4.02	0.29	−0.71	.78	.78	321	4.18	1.31	−0.29	−0.17	301	4.71	1.38	−0.78	0.05
Bolivia	358	13.00	4.20	0.08	−0.48	.78	.79	375	4.59	1.34	−0.43	0.05	324	4.97	1.56	−0.73	0.00
Bosnia and Herzegovina	186	12.09	4.29	0.19	−0.63	.82	.84	190	4.23	1.45	−0.16	−0.36	185	4.77	1.37	−0.71	0.67
Brazil	281	14.12	4.49	−0.04	−0.99	.81	.81	289	4.97	1.35	−0.34	−0.21	261	4.53	1.48	−0.53	−0.15
Bulgaria	322	11.97	4.26	0.32	−0.75	.81	.82	329	4.22	1.50	−0.33	−0.53	307	4.79	1.67	−0.87	0.08
Canada	692	11.54	4.58	0.43	−0.58	.86	.86	692	4.21	1.37	−0.18	−0.24	687	4.74	1.47	−0.53	−0.04
Chile	362	13.75	4.52	0.11	−0.69	.84	.85	374	4.96	1.17	−0.63	0.63	332	4.59	1.68	−0.65	−0.42
Croatia	267	12.98	4.45	0.26	−0.64	.84	.85	270	4.72	1.17	−0.23	0.22	259	4.42	1.50	−0.36	−0.43
Cyprus	242	12.70	4.47	0.13	−0.72	.85	.85	254	4.51	1.37	−0.35	−0.20	233	4.75	1.46	−0.62	−0.16
Czech Republic	1,212	13.34	4.27	0.13	−0.62	.81	.81	1,237	4.43	1.22	−0.33	−0.29	1,151	4.49	1.38	−0.36	−0.54
Denmark	208	12.59	2.33	0.38	0.43	.76	.76	208	4.27	0.95	−0.13	−0.65	206	4.50	1.02	−0.68	1.00
Dominican Republic	317	13.63	5.05	0.01	−0.93	.84	.84	324	4.88	1.50	−0.70	0.24	302	4.35	1.75	−0.41	−0.75
Ecuador	244	12.52	4.75	0.29	−0.70	.84	.84	254	4.35	1.49	−0.28	−0.49	231	5.08	1.48	−0.58	−0.17
Estonia	496	12.38	4.17	0.31	−0.66	.82	.81	507	4.57	1.32	−0.30	−0.14	469	5.00	1.37	−0.74	0.44
Finland	1,519	13.77	4.41	−0.10	−0.74	.79	.84	1,540	4.68	1.27	−0.48	0.07	1,468	4.50	1.47	−0.48	−0.45
France	344	11.71	4.29	0.23	−0.80	.82	.82	345	4.14	1.43	−0.23	−0.42	343	4.40	1.43	−0.47	−0.17
Georgia	313	12.88	4.53	0.16	−0.91	.79	.79	327	4.07	1.68	−0.09	−0.77	279	4.61	1.56	−0.57	−0.22
Germany	251	11.31	3.80	0.41	−0.24	.76	.76	254	4.22	1.26	−0.08	−0.44	241	4.72	1.36	−0.69	−0.04
Ghana	266	13.55	4.77	−0.26	−0.92	.84	.85	282	4.83	1.58	−0.52	−0.42	242	4.48	1.51	−0.31	−0.38
Greece	409	12.95	4.23	0.21	−0.32	.77	.78	414	4.86	1.45	−0.48	−0.16	385	4.56	1.53	−0.49	−0.22
Hong Kong	239	13.28	4.53	0.35	−0.53	.81	.81	253	4.69	1.27	−0.48	0.14	232	3.95	1.33	−0.21	−0.46
Hungary	1,072	12.42	4.59	0.35	−0.72	.82	.82	1,094	4.59	1.44	−0.33	−0.38	1,015	4.50	1.53	−0.45	−0.43

Iceland	262	12.42	4.17	0.31	-0.71	.83	.83	270	4.80	1.22	-0.34	0.33	250	4.81	1.57	-0.56	-0.45
India	759	13.82	4.58	0.02	-0.56	.82	.82	796	3.76	1.68	-0.10	-0.69	691	5.08	1.58	-0.86	0.35
Indonesia	239	13.07	4.56	0.19	-0.59	.83	.83	249	3.85	1.52	-0.27	-0.58	220	5.07	1.41	-0.63	0.04
Iran	305	14.04	4.02	0.10	-0.36	.73	.73	321	4.37	1.48	-0.25	-0.58	285	4.56	1.51	-0.44	-0.44
Iraq	143	14.10	4.06	0.07	-0.43	.63	.63	149	4.01	2.00	0.03	-1.08	129	5.42	1.90	-1.07	0.07
Ireland	298	19.95	4.83	0.23	-0.75	.86	.86	311	4.44	1.56	-0.28	-0.40	281	4.50	1.57	-0.39	-0.44
Israel	420	10.97	4.32	0.67	-0.16	.79	.79	420	3.78	1.48	-0.18	-0.62	419	4.84	1.52	-0.59	-0.25
Italy	315	11.07	4.15	0.48	-0.32	.76	.76	319	4.50	1.33	-0.14	-0.16	311	4.62	1.42	-0.74	0.29
Jamaica	265	13.15	4.66	0.07	-0.64	.84	.84	268	4.88	1.41	-0.43	-0.07	242	4.05	1.61	-0.23	-0.82
Japan	281	10.71	4.18	0.72	0.38	.85	.85	281	4.54	1.42	-0.25	-0.50	281	4.24	1.38	-0.36	-0.20
Jordan	486	14.96	4.49	0.02	-0.60	.77	.77	501	4.77	1.71	-0.39	-0.50	470	4.90	1.64	-0.52	-0.29
Kazakhstan	265	1.27	4.42	0.21	-0.70	.79	.80	278	4.63	1.41	-0.46	-0.06	243	4.76	1.38	-0.57	0.60
Kenya	204	12.04	4.02	0.15	-0.78	.77	.78	213	3.45	1.54	0.12	-0.64	183	5.12	1.50	-0.85	0.40
Kuwait	576	11.48	4.56	0.59	-0.25	.77	.77	588	4.20	1.96	-0.11	-1.05	557	4.90	1.87	-0.60	-0.60
Latvia	256	13.71	4.92	0.12	-0.84	.87	.87	261	5.03	1.43	-0.54	-0.07	250	4.68	1.38	-0.55	0.19
Lebanon	225	13.46	4.19	0.21	-0.36	.81	.81	230	4.13	1.35	0.05	-0.05	221	4.67	1.35	-0.37	0.17
Lithuania	226	13.10	4.13	0.06	-0.90	.82	.82	230	4.69	1.29	-0.38	0.17	216	4.93	1.31	-0.22	-0.39
Macao	211	10.35	3.83	0.56	-0.42	.84	.84	214	4.05	1.48	-0.42	-0.61	208	4.65	1.18	-0.68	0.22
Mainland China	237	11.81	3.69	0.55	0.49	.73	.74	239	3.60	1.49	0.11	-0.57	231	4.85	1.37	-0.38	0.14
Malaysia	726	12.48	4.40	0.29	-0.25	.84	.85	743	3.44	1.49	0.21	-0.36	698	5.27	1.51	-0.83	0.37
Malta	221	13.78	4.58	0.25	-0.62	.84	.85	228	4.96	1.23	-0.29	-0.32	205	4.56	1.45	-0.34	-0.34
Mexico	146	12.25	4.78	0.27	-0.53	.83	.83	151	4.85	1.50	-0.64	0.10	135	5.22	1.57	-1.09	0.92
Montenegro	303	12.95	4.50	0.12	-0.76	.83	.83	288	5.00	1.60	-0.48	-0.44	288	5.00	1.60	-0.73	-0.04
Mozambique	316	9.87	3.26	0.83	0.54	.83	.84	319	3.97	1.38	0.13	0.01	315	4.37	1.33	-0.38	-0.18
Namibia	280	12.76	4.89	0.40	-0.41	.85	.85	292	3.93	1.72	-0.02	-0.76	273	4.86	1.70	-0.51	-0.42
Netherlands	261	11.33	4.32	0.47	-0.61	.83	.83	264	4.08	1.31	0.05	-0.68	253	4.97	1.33	-0.80	0.39
New Zealand	152	14.21	4.15	-0.21	-0.77	.84	.84	154	4.63	1.26	-0.33	-0.12	149	4.43	1.54	-0.36	-0.51
North Macedonia	103	12.30	4.34	0.45	-0.51	.79	.79	106	4.15	1.26	-0.12	0.12	100	4.88	1.55	-0.71	0.17
Norway	813	11.23	4.13	0.44	-0.57	.84	.84	822	4.15	1.26	-0.30	-0.03	797	4.89	1.29	-0.73	0.45
Palestine	218	14.53	4.46	0.02	-0.57	.78	.79	227	4.62	1.63	-0.41	-0.37	202	4.94	1.69	-0.77	0.03
Paraguay	598	14.59	4.57	-0.04	-0.66	.79	.80	633	4.87	1.49	-0.45	-0.20	533	4.38	1.69	-0.44	-0.53
Philippines	333	15.06	4.70	-0.08	-0.70	.85	.85	340	4.82	1.25	-0.61	0.35	308	4.70	1.44	-0.62	0.13
Poland	878	12.99	4.69	0.09	-1.01	.85	.85	906	4.85	1.37	-0.46	-0.16	825	4.56	1.44	-0.35	-0.43
Portugal	285	12.67	4.22	0.24	-0.39	.81	.81	292	4.86	1.22	-0.17	0.10	262	4.37	1.50	-0.35	-0.45
Romania	329	12.47	4.62	0.20	-0.89	.85	.85	337	4.23	1.61	-0.32	-0.71	316	4.70	1.57	-0.49	-0.41
Saudi Arabia	219	13.24	5.15	0.38	-0.70	.83	.84	231	4.41	1.82	-0.34	-0.77	188	4.87	1.89	-0.68	-0.51
Serbia	244	12.10	4.28	0.26	-0.73	.82	.82	246	4.36	1.48	-0.35	-0.31	235	4.40	1.72	-0.47	-0.60
Slovakia	278	11.24	4.20	0.54	-0.43	.82	.82	287	3.97	1.35	-0.07	-0.58	266	5.00	1.32	-0.71	0.24
Slovenia	299	13.31	4.53	0.25	-0.71	.85	.85	307	5.02	1.30	-0.53	0.02	289	4.36	1.69	-0.36	-0.67

South Korea	222	11.98	4.06	0.32	−0.29	.82	.82	224	4.26	1.24	−0.31	0.24	220	4.32	1.27	−0.69	0.50
Spain	273	12.01	4.14	0.39	−0.65	.79	.79	285	4.72	1.32	−0.20	−0.30	253	4.60	1.52	−0.56	−0.30
Sri Lanka	278	12.28	4.11	0.30	−0.32	.81	.81	296	4.10	1.49	−0.28	−0.52	240	5.10	1.37	−0.62	−0.09
Suriname	251	12.65	4.93	0.21	−0.69	.86	.86	253	3.96	1.56	−0.07	−0.59	241	4.85	1.54	−0.63	−0.06
Switzerland	205	12.75	4.38	0.23	−0.74	.81	.81	210	4.33	1.26	−0.42	0.21	188	4.57	1.51	−0.54	−0.40
Taiwan	365	14.53	4.07	0.09	−0.44	.88	.88	365	4.39	1.35	−0.45	0.26	365	4.63	1.15	−0.34	0.60
Tanzania	148	13.59	4.13	−0.04	−0.10	.80	.81	162	3.90	1.70	0.17	−0.70	132	4.73	1.55	−0.82	0.41
Thailand	176	13.54	4.55	0.23	−0.60	.82	.82	179	4.66	1.32	−0.26	−0.20	167	4.73	1.36	−0.56	0.03
Turkey	236	13.53	4.64	0.14	−0.88	.82	.83	240	4.74	1.60	−0.36	−0.31	214	4.39	1.69	−0.41	−0.52
Ukraine	181	13.06	4.09	0.18	−0.75	.71	.71	187	4.04	1.30	−0.04	−0.17	167	4.69	1.49	−0.44	−0.14
United Kingdom	244	12.80	4.72	0.20	−0.76	.86	.86	245	4.51	1.40	−0.32	−0.33	242	4.43	1.60	−0.60	−0.32
United States	211	10.16	4.85	0.85	−0.01	.90	.90	213	4.14	1.59	−0.25	−0.55	206	4.63	1.80	−0.67	−0.53
Uruguay	237	12.72	4.33	0.56	−0.02	.80	.80	245	4.76	1.22	−0.22	0.12	220	4.46	1.54	−0.61	−0.24
Uzbekistan	257	13.47	4.52	0.35	−0.37	.79	.80	273	4.39	1.42	−0.38	0.16	224	5.04	1.50	−0.54	−0.07
Vietnam	340	11.04	3.96	0.48	−0.33	.83	.83	349	3.87	1.47	−0.19	−0.59	319	5.03	1.30	−0.41	0.13
Zambia	609	13.51	4.52	0.14	−0.40	.77	.77	623	3.55	2.12	0.28	−1.19	569	5.45	1.71	−1.02	0.19
Total sample	32,391	12.83	4.53	0.22	−0.65	.82	.82	33,222	4.39	1.52	−0.30	−0.37	30,751	4.69	1.55	−0.53	−0.25

Note. WA = work addiction, *M* = mean, *SD* = standard deviation, α = Cronbach's alpha, ω = McDonald's omega

Table S5

Language Version of the Survey, the Survey Platform Used, and the Number of Independent Teams for Each Culture

Culture	Language version	Platform used for data collection	Number of independent teams
Albania	Albanian	LimeSurvey	1
Algeria	Arabic	LimeSurvey	1
Argentina	Spanish	LimeSurvey	1
Armenia	Armenian	LimeSurvey	1
Australia	English	LimeSurvey and Qualtrics	2
Austria	German	LimeSurvey	1
Azerbaijan	Azerbaijani	LimeSurvey	1
Bahrain	Arabic	LimeSurvey	1
Belgium	French	LimeSurvey	1
Bolivia	Spanish	LimeSurvey	1
Bosnia and Herzegovina	Bosnian	LimeSurvey	1
Brazil	Portuguese	LimeSurvey	1
Bulgaria	Bulgarian	LimeSurvey	1
Canada	English, French	LimeSurvey and Qualtrics	2
Chile	Spanish	LimeSurvey	1
Croatia	Croatian	LimeSurvey	1
Cyprus	Greek, English	LimeSurvey	1
Czech Republic	Czech	LimeSurvey	1
Denmark	Danish	LimeSurvey	1
Dominican Republic	Spanish	LimeSurvey	1
Ecuador	Spanish	LimeSurvey	1
Estonia	Estonian	LimeSurvey	1
Finland	Finnish	LimeSurvey	1
France	French	LimeSurvey and Crowdpanel	1
Georgia	Georgian	LimeSurvey	1
Germany	German	LimeSurvey	1
Ghana	English	LimeSurvey	1
Greece	Greek	LimeSurvey	1
Hong Kong	Chinese	LimeSurvey	1
Hungary	Hungarian	LimeSurvey	1
Iceland	Icelandic	LimeSurvey	1
India	English, Hindi	LimeSurvey	2
Indonesia	Indonesian	LimeSurvey	1
Iran	Persian	LimeSurvey	1
Iraq	Arabic	LimeSurvey	1
Ireland	English	LimeSurvey	1
Israel	Hebrew	LimeSurvey	1
Italy	Italian	LimeSurvey	1
Jamaica	English	LimeSurvey	1
Japan	Japanese	Cross Marketing Inc	1
Jordan	Arabic	LimeSurvey	1
Kazakhstan	Russian	LimeSurvey	1
Kenya	English	LimeSurvey	1

Kuwait	Arabic	LimeSurvey	1
Latvia	Latvian	LimeSurvey	1
Lebanon	English	LimeSurvey	1
Lithuania	Lithuanian	LimeSurvey	1
Macao	Chinese	LimeSurvey	1
Mainland China	Chinese	LimeSurvey	1
Malaysia	Malaysian	LimeSurvey	1
Malta	English, Maltese	LimeSurvey	1
Mexico	Spanish	LimeSurvey	1
Montenegro	Montenegrin	LimeSurvey	1
Mozambique	Portuguese	LimeSurvey	1
Namibia	English	LimeSurvey	1
Netherlands	Dutch	LimeSurvey and Prolific	1
New Zealand	English	LimeSurvey	1
North Macedonia	Macedonian	LimeSurvey	1
Norway	Norwegian	LimeSurvey and Bilendi	2
Palestine	Arabic	LimeSurvey	1
Paraguay	Spanish	LimeSurvey	1
Philippines	English	LimeSurvey	1
Poland	Polish	LimeSurvey	1
Portugal	Portuguese	LimeSurvey	1
Romania	Romanian	LimeSurvey	1
Saudi Arabia	Arabic	LimeSurvey	1
Serbia	Serbian	LimeSurvey	1
Slovakia	Slovakian	LimeSurvey	1
Slovenia	Slovenian	LimeSurvey	1
South Korea	Korean	LimeSurvey and MarketLink	1
Spain	Spanish	LimeSurvey	1
Sri Lanka	English	LimeSurvey	1
Suriname	Dutch	LimeSurvey	1
Switzerland	French	LimeSurvey	1
Taiwan	Chinese	Meta Survey Marketing Research CO., LTD.	1
Tanzania	English	LimeSurvey	1
Thailand	Thai	LimeSurvey	1
Turkey	Turkish	LimeSurvey	1
Ukraine	Ukrainian	LimeSurvey	1
United Kingdom	English	LimeSurvey	1
United States	English	LimeSurvey and Prolific	1
Uruguay	Spanish	LimeSurvey	1
Uzbekistan	Russian	LimeSurvey	1
Vietnam	Vietnamese	LimeSurvey	1
Zambia	English	LimeSurvey	1

Note. The language versions of the survey were prepared by the research team members using the guidelines described in Supplementary Material 2.

Table S6*Model Fit Criteria and Standardized Loadings for the Initial Version of the PCWAS*

Culture	N	$\chi^2(8)$	RMSEA (90% CI)	CFI	TLI	SRMR	PWA-S1	PWA-S2	PWA-S3	PWA-C1	PWA-C2	PWA-C3	PWA-S with PWA-C
Albania	1,514	175.81***	.118 (.103, .133)	.918	.847	.047	.54	.82	.71	.64	.81	.66	.62***
Algeria	806	84.57***	.109 (.088, .131)	.846	.710	.057	.23	.48	.68	.36	.63	.71	.68***
Argentina	574	50.36***	.096 (.072, .122)	.947	.901	.049	.59	.91	.54	.64	.95	.56	.44***
Armenia	241	22.09**	.085 (.044, .129)	.956	.918	.053	.58	.90	.69	.69	.83	.65	.43***
Australia	1,418	121.17***	.100 (.085, .116)	.958	.922	.040	.63	.88	.69	.68	.93	.70	.54***
Austria	326	48.87***	.125 (.093, .160)	.926	.862	.054	.57	.92	.58	.72	.89	.59	.50***
Azerbaijan	271	53.88***	.145 (.110, .183)	.845	.709	.061	.47	.66	.59	.56	.85	.70	.53***
Bahrain	254	21.39**	.081 (.040, .124)	.940	.888	.045	.43	.69	.57	.50	.87	.62	.69***
Belgium	321	34.07***, b	.093 (.061, .127)	.935	.892	.046	.48	.94	.59	.55	1.00 ^b	.49	.24***
Bolivia	375	25.63**	.077 (.045, .111)	.971	.946	.037	.65	.94	.66	.58	.93	.66	.50***
Bosnia and Herzegovina	190	30.44***	.121 (.078, .169)	.947	.900	.051	.69	.83	.78	.77	.91	.69	.54***
Brazil	289	26.70***	.090 (.054, .129)	.975	.954	.031	.75	.87	.80	.83	.92	.81	.51***
Bulgaria	329	54.55***	.133 (.101, .167)	.912	.836	.071	.81	.91	.62	.72	.93	.67	.57***
Canada	692	111.35***	.137 (.115, .160)	.920	.850	.049	.44	.81	.75	.66	.89	.81	.67***
Chile	374	60.57***	.133 (.103, .165)	.906	.824	.064	.57	.81	.68	.66	.86	.66	.62***
Croatia	270	16.93*	.064 (.019, .107)	.971	.945	.034	.68	.80	.75	.74	.85	.64	.54***
Cyprus	254	32.87***	.111 (.073, .151)	.960	.924	.040	.74	.86	.83	.76	.94	.76	.40***
Czech Republic	1,237	111.24***	.102 (.086, .119)	.960	.926	.041	.72	.92	.66	.79	.95	.61	.40***
Denmark	208	17.17*	.074 (.023, .123)	.970	.943	.035	.67	.88	.76	.80	.81	.59	.75***
Dominican Republic	324	51.55***	.130 (.097, .164)	.924	.858	.056	.66	.86	.59	.75	.93	.61	.48***
Ecuador	254	30.30***	.105 (.067, .146)	.934	.876	.046	.49	.73	.64	.60	.92	.68	.56***
Estonia	507	78.41***	.132 (.106, .159)	.932	.873	.048	.57	.94	.76	.80	.92	.69	.37***
Finland	1,540	132.08***	.100 (.086, .116)	.966	.937	.042	.72	.96	.75	.74	.96	.70	.39***
France	345	63.25***	.141 (.110, .175)	.889	.792	.066	.53	.80	.58	.72	.91	.59	.52***
Georgia	327	32.59***	.097 (.064, .133)	.946	.899	.051	.60	.91	.62	.74	.93	.54	.43***
Germany	254	25.27**	.092 (.053, .134)	.904	.819	.056	.29	.77	.76	.46	.74	.62	.49***
Ghana	282	38.04***	.115 (.080, .153)	.931	.870	.040	.60	.64	.67	.72	.77	.74	.94***
Greece	414	24.52**	.071 (.040, .103)	.978	.959	.039	.65	.97	.63	.71	.95	.66	.35***
Hong Kong	253	54.29***, b	.141 (.106, .178)	.866	.777	.075	.58	1.00 ^b	.63	.56	.94	.59	.40***
Hungary	1,094	118.09***	.112 (.095, .130)	.959	.922	.047	.76	.94	.72	.81	.94	.66	.41***
Iceland	270	54.63***	.147 (.112, .185)	.921	.853	.057	.72	.96	.73	.70	.88	.59	.56***

India	796	76.60***	.104 (.083, .126)	.897	.806	.055	.23	.65	.69	.42	.77	.72	.69***
Indonesia	249	25.21**	.093 (.053, .135)	.949	.905	.042	.59	.71	.71	.62	.90	.63	.59***
Iran	321	41.52***	.114 (.081, .150)	.948	.902	.048	.70	.87	.60	.79	.88	.73	.35***
Iraq	149	6.13	0 (0, .080)	1.00	1.00	.040	.42	.25	.80	.42	.48	.60	.46***
Ireland	311	33.49***	.101 (.067, .138)	.963	.930	.052	.71	.93	.65	.82	.92	.63	.50***
Israel	420	53.18***	.116 (.088, .146)	.939	.886	.051	.60	.91	.60	.74	.95	.56	.50***
Italy	319	39.74***	.112 (.078, .147)	.946	.900	.057	.66	.92	.60	.76	.99	.52	.42***
Jamaica	268	27.78***	.096 (.059, .136)	.957	.919	.053	.58	.91	.61	.83	.89	.49	.48***
Japan	281	9.60	.027 (0, .078)	.996	.992	.023	.62	.75	.70	.73	.87	.78	.56***
Jordan	501	60.57***	.115 (.089, .142)	.883	.781	.045	.52	.54	.65	.57	.68	.63	.76***
Kazakhstan	278	21.04**	.077 (.037, .117)	.965	.934	.044	.58	.86	.60	.80	.91	.59	.43***
Kenya	213	20.79**	.087 (.042, .133)	.917	.845	.045	.35	.66	.68	.41	.71	.65	.69***
Kuwait	588	51.13***	.096 (.072, .122)	.909	.830	.043	.35	.60	.70	.51	.67	.67	.68***
Latvia	261	27.56***	.097 (.059, .137)	.971	.946	.039	.66	.94	.71	.86	.95	.72	.44***
Lebanon	230	26.40***	.100 (.059, .144)	.934	.876	.061	.63	.91	.46	.72	.85	.61	.46***
Lithuania	230	25.85***, b	.090 (.051, .132)	.967	.946	.044	.69	.90	.63	.79	1.00 ^b	.64	.45***
Macao	214	22.95**	.093 (.050, .139)	.955	.915	.039	.78	.95	.72	.84	.89	.79	.67***
Mainland China	239	18.57*	.074 (.029, .119)	.962	.928	.047	.72	.88	.61	.76	.79	.57	.40***
Malaysia	743	82.26***	.112 (.091, .134)	.912	.834	.054	.20	.66	.76	.50	.83	.82	.67***
Malta	228	33.98***	.119 (.080, .162)	.941	.890	.054	.72	.87	.54	.85	.89	.59	.56***
Mexico	151	11.68	.055 (0, .119)	.988	.977	.030	.37	.75	.81	.76	.89	.73	.76***
Montenegro	313	12.56	.043 (0, .086)	.990	.981	.024	.59	.86	.72	.69	.91	.72	.50***
Mozambique	319	31.17***	.095 (.062, .132)	.882	.778	.095	.90	.85	.36	.85	.84	.39	.68***
Namibia	292	28.96***	.095 (.059, .133)	.940	.888	.046	.38	.81	.62	.57	.88	.62	.68***
Netherlands	264	35.47***	.114 (.077, .154)	.939	.886	.042	.59	.87	.67	.76	.89	.66	.48***
New Zealand	154	17.78*	.089 (.031, .145)	.949	.904	.045	.63	.96	.71	.70	.96	.67	.39***
North Macedonia	106	19.54*	.117 (.051, .183)	.939	.885	.064	.72	.90	.80	.71	.90	.59	.63***
Norway	822	105.81***	.122 (.102, .143)	.923	.856	.055	.60	.90	.63	.69	.95	.54	.46***
Palestine	227	27.24***	.103 (.062, .147)	.894	.802	.049	.35	.59	.77	.37	.75	.67	.63***
Paraguay	633	47.60***	.088 (.065, .113)	.931	.870	.039	.31	.61	.71	.58	.80	.63	.57***
Philippines	340	23.37**	.075 (.041, .112)	.965	.935	.038	.52	.85	.65	.70	.87	.65	.59***
Poland	906	73.08***	.095 (.076, .115)	.971	.946	.032	.77	.91	.71	.82	.93	.65	.40***
Portugal	292	35.86***	.109 (.074, .147)	.950	.907	.058	.68	.82	.77	.79	.95	.59	.37***
Romania	337	43.31***	.114 (.082, .149)	.948	.903	.057	.60	.97	.66	.75	.97	.67	.41***
Saudi Arabia	231	20.16**	.081 (.037, .126)	.926	.862	.041	.40	.63	.51	.60	.70	.68	.55***
Serbia	246	22.69**	.086 (.046, .129)	.959	.924	.056	.70	.85	.73	.69	.91	.55	.31***
Slovakia	287	46.04***	.129 (.094, .166)	.931	.870	.048	.68	.94	.73	.80	.92	.75	.46***
Slovenia	307	26.99***	.088 (.053, .126)	.959	.924	.033	.60	.86	.70	.76	.86	.57	.41***

South Korea	224	39.52***	.133 (.093, .175)	.926	.861	.050	.57	.82	.81	.79	.88	.74	.66***
Spain	285	43.69***	.125 (.090, .163)	.931	.871	.061	.67	.95	.57	.82	.88	.55	.42***
Sri Lanka	296	22.76**	.079 (.042, .118)	.967	.938	.043	.55	.74	.68	.74	.92	.62	.55***
Suriname	253	14.32	.056 (0, .102)	.984	.970	.028	.54	.82	.78	.74	.89	.70	.58***
Switzerland	210	17.64*	.076 (.026, .124)	.967	.939	.041	.57	.90	.66	.61	.99	.58	.39***
Taiwan	365	54.53***	.126 (.096, .159)	.856	.730	.072	.10 ^a	.71	.66	.16	.80	.79	.77***
Tanzania	162	22.23**	.105 (.054, .158)	.848	.714	.064	.35	.46	.62	.26	.61	.83	.76***
Thailand	179	28.79***	.120 (.075, .169)	.902	.817	.065	.62	.79	.63	.62	.88	.57	.52***
Turkey	240	28.33***	.103 (.063, .145)	.947	.901	.066	.76	.93	.60	.80	.88	.65	.40***
Ukraine	187	7.34	0 (0, .081)	1.00	1.00	.030	.62	.77	.61	.80	.84	.64	.59***
United Kingdom	245	37.56***, b	.114 (.078, .153)	.940	.901	.050	.63	.95	.61	.76	1.00 ^b	.67	.43***
United States	213	55.17***	.166 (.127, .209)	.916	.843	.049	.67	.93	.80	.82	.92	.74	.63***
Uruguay	245	31.97***	.111 (.072, .152)	.938	.883	.045	.69	.89	.50	.79	.90	.48	.36***
Uzbekistan	273	22.07**	.080 (.041, .121)	.966	.935	.046	.58	.79	.49	.75	.93	.64	.56***
Vietnam	349	19.88*	.065 (.029, .102)	.979	.961	.036	.43	.81	.86	.59	.88	.81	.66***
Zambia	623	112.56***	.145 (.122, .169)	.796	.617	.067	.33	.59	.58	.38	.62	.66	.92***

Note. PWA-S = Perceived Work Addiction – Supervisor, PWA-C = Perceived Work Addiction – Colleagues, RMSEA = root mean square error of approximation, 90% CI = 90% confidence interval, CFI = Comparative Fit Index, TLI = Tucker-Lewis Index, SRMR = standardized root mean squared residual. * $p < .05$, ** $p < .01$, *** $p < .001$

^aFactors loadings for the PWA-S and PWA-C are all significant except for Item 1 of the PWA-S in Taiwan.

^bThe small, nonsignificant negative residual variance for this item was addressed by fixing it to 0. For this model, the number of degrees of freedom was 9.

Table S7

Model Fit Criteria and Standardized Loadings for the PCWAS with Correlated Residuals of Item 3 of the Perceived Work Addiction – Supervisor (PWA-S) and Item 3 of the Perceived Work Addiction – Colleagues (PWA-C)

Culture	N	$\chi^2(7)$	RMSEA (90% CI)	CFI	TLI	SRMR	PWA-S1	PWA-S2	PWA-S3	PWA-C1	PWA-C2	PWA-C3	PWA-S & PWA-C	PWA-S3 & PWA-C3
Albania	1,514	101.10***	.094 (.078, .111)	.954	.902	.035	.55	.85	.68	.64	.83	.63	.59***	.31***
Algeria	806	83.10***	.116 (.094, .139)	.847	.671	.057	.23	.52	.63	.36	.69	.66	.66***	.14*
Argentina	574	25.45***	.068 (.041, .097)	.977	.951	.029	.60	.90	.53	.64	.95	.54	.43***	.24***
Armenia	241	21.41**	.092 (.049, .138)	.955	.904	.051	.59	.89	.70	.69	.84	.64	.42***	.16
Australia	1,418	70.56***	.080 (.064, .097)	.977	.950	.032	.63	.88	.68	.68	.94	.70	.53***	.24***
Austria	326	33.40***	.108 (.073, .145)	.953	.898	.042	.57	.92	.58	.72	.89	.58	.50***	.24***
Azerbaijan	271	35.89***	.123 (.085, .165)	.902	.790	.053	.49	.69	.56	.54	.89	.67	.48***	.31***
Bahrain	254	20.64**	.088 (.045, .133)	.939	.869	.045	.42	.70	.57	.50	.88	.61	.68***	.10
Belgium	321	17.27*	.068 (.027, .109)	.973	.943	.035	.48	.94	.59	.56	1.00	.50	.24***	.24***
Bolivia	375	11.90	.043 (0, .084)	.992	.983	.031	.64	.95	.65	.58	.94	.66	.49***	.23***
Bosnia and Herzegovina	190	12.19	.062 (0, .120)	.988	.974	.031	.70	.83	.76	.78	.90	.69	.53***	.40***
Brazil	289	9.71	.037 (0, .086)	.996	.992	.021	.75	.88	.80	.82	.93	.80	.50***	.36***
Bulgaria	329	22.79**	.083 (.046, .122)	.970	.936	.049	.80	.92	.63	.71	.94	.64	.56***	.44***
Canada	692	68.78***	.113 (.090, .138)	.952	.898	.046	.44	.84	.72	.65	.91	.79	.63***	.35***
Chile	374	45.53***	.121 (.089, .156)	.931	.853	.054	.57	.82	.65	.67	.87	.64	.61***	.27***
Croatia	270	13.06	.057 (0, .104)	.980	.958	.030	.68	.81	.74	.74	.86	.64	.52***	.23*
Cyprus	254	12.42	.055 (0, .104)	.991	.981	.025	.74	.86	.82	.77	.94	.76	.39***	.39***
Czech Republic	1,237	53.42***	.073 (.056, .092)	.982	.962	.021	.72	.93	.66	.80	.95	.60	.40***	.27***
Denmark	208	11.75	.057 (0, .112)	.984	.966	.032	.67	.88	.75	.80	.82	.60	.73***	.27*
Dominican Republic	324	23.09**	.084 (.048, .124)	.972	.940	.027	.66	.87	.58	.75	.93	.59	.47***	.35***
Ecuador	254	26.50***	.105 (.064, .149)	.942	.876	.042	.49	.74	.63	.60	.94	.66	.54***	.18*
Estonia	507	32.59***	.085 (.057, .115)	.975	.947	.031	.58	.93	.77	.80	.92	.68	.36***	.42***
Finland	1,540	72.08***	.078 (.062, .094)	.982	.962	.032	.72	.95	.75	.74	.96	.69	.39***	.23***
France	345	27.40***	.092 (.057, .129)	.959	.912	.038	.55	.79	.56	.71	.93	.55	.52***	.38***
Georgia	327	28.77***	.098 (.062, .136)	.952	.898	.037	.61	.90	.61	.75	.93	.53	.44***	.18*
Germany	254	15.59*	.069 (.021, .116)	.952	.897	.049	.27	.83	.70	.47	.79	.58	.43***	.34***
Ghana	282	28.14***	.103 (.065, .145)	.951	.896	.034	.61	.68	.63	.72	.81	.70	.89***	.31***
Greece	414	13.30	.047 (0, .084)	.992	.982	.025	.65	.97	.63	.72	.95	.66	.36***	.19***
Hong Kong	253	32.57***	.120 (.080, .163)	.925	.838	.060	.59	.99	.64	.58	.91	.61	.42***	.40***

Hungary	1,094	39.12***	.065 (.046, .085)	.988	.974	.026	.76	.94	.72	.82	.94	.65	.41***	.33***
Iceland	270	32.60***	.116 (.078, .158)	.957	.908	.040	.72	.96	.73	.71	.87	.58	.56***	.35***
India	796	60.63***	.098 (.076, .122)	.919	.827	.053	.23	.70	.64	.42	.83	.67	.63***	.25***
Indonesia	249	13.39	.061 (0, .109)	.981	.960	.032	.61	.71	.70	.61	.92	.61	.56***	.28***
Iran	321	17.42*	.068 (.028, .109)	.984	.965	.026	.70	.88	.58	.79	.88	.72	.34***	.32***
Iraq	149	5.43	0 (0, .086)	1.00	1.00	.039	.44	.25	.76	.46	.52	.53	.39*	.17
Ireland	311	19.21**	.075 (.036, .116)	.982	.962	.037	.71	.94	.64	.83	.91	.62	.50***	.27***
Israel	420	24.36**	.077 (.045, .111)	.977	.950	.029	.60	.92	.60	.74	.96	.55	.50***	.31***
Italy	319	25.27***	.090 (.054, .130)	.969	.934	.037	.66	.91	.60	.77	.99	.50	.43***	.25***
Jamaica	268	13.83	.060 (0, .107)	.985	.968	.031	.59	.90	.59	.83	.89	.48	.48***	.27***
Japan	281	7.81	.020 (0, .078)	.998	.995	.022	.63	.75	.69	.73	.88	.78	.55***	.13
Jordan	501	46.38***	.106 (.078, .136)	.912	.812	.042	.52	.57	.62	.58	.73	.59	.70***	.23***
Kazakhstan	278	10.75	.044 (0, .093)	.990	.978	.027	.57	.88	.59	.80	.91	.57	.42***	.26**
Kenya	213	14.43*	.071 (.011, .123)	.952	.897	.045	.36	.76	.60	.37	.81	.57	.58***	.28**
Kuwait	588	19.89**	.056 (.028, .086)	.973	.942	.029	.38	.64	.62	.54	.74	.58	.58***	.34***
Latvia	261	7.21	.011 (0, .077)	1.00	.999	.025	.67	.94	.71	.86	.96	.71	.43***	.34***
Lebanon	230	17.76*	.082 (.035, .130)	.961	.917	.046	.63	.92	.43	.72	.85	.59	.45***	.24**
Lithuania	230	18.23*	.084 (.037, .132)	.978	.953	.032	.69	.91	.63	.79	1.00	.63	.45***	.21**
Macao	214	13.87	.068 (0, .120)	.979	.956	.024	.77	.96	.71	.86	.88	.78	.65***	.40***
Mainland China	239	11.07	.049 (0, .102)	.985	.968	.033	.71	.89	.60	.78	.77	.55	.38***	.25**
Malaysia	743	75.67***	.115 (.093, .139)	.918	.824	.055	.18	.71	.71	.49	.88	.78	.64***	.23**
Malta	228	12.22	.057 (0, .109)	.988	.975	.026	.73	.87	.54	.84	.91	.58	.55***	.36***
Mexico	151	9.36	.047 (0, .117)	.992	.983	.030	.37	.77	.80	.76	.90	.72	.74***	.22
Montenegro	313	10.22	.038 (0, .085)	.993	.985	.022	.59	.87	.71	.69	.92	.72	.49***	.12
Mozambique	319	12.46	.049 (0, .093)	.972	.940	.042	.90	.85	.38	.85	.84	.34	.68***	.51***
Namibia	292	23.15**	.089 (.050, .130)	.954	.901	.046	.37	.84	.60	.56	.91	.61	.65***	.19*
Netherlands	264	18.78**	.080 (.037, .124)	.974	.944	.036	.58	.89	.67	.75	.90	.65	.46***	.30***
New Zealand	154	12.81	.073 (0, .136)	.970	.935	.039	.62	.97	.69	.67	1.00	.65	.37***	.30**
North Macedonia	106	9.01	.052 (0, .137)	.989	.977	.045	.73	.89	.78	.70	.92	.59	.61***	.46***
Norway	822	44.32***	.081 (.059, .104)	.971	.937	.034	.59	.90	.62	.69	.96	.52	.45***	.32***
Palestine	227	16.80*	.079 (.030, .128)	.946	.884	.043	.31	.66	.68	.38	.91	.55	.53***	.35***
Paraguay	633	31.76***	.075 (.050, .102)	.957	.907	.034	.31	.63	.68	.57	.85	.60	.54***	.23***
Philippines	340	11.71	.044 (0, .088)	.989	.977	.026	.52	.86	.64	.69	.88	.64	.57***	.25***
Poland	906	29.52***	.060 (.038, .083)	.990	.978	.015	.77	.91	.71	.83	.93	.65	.40***	.27***
Portugal	292	27.89***	.101 (.064, .142)	.963	.920	.050	.66	.84	.74	.77	.97	.57	.35***	.25**
Romania	337	22.01**	.080 (.044, .119)	.978	.953	.042	.60	.97	.64	.75	.98	.65	.41***	.28***
Saudi Arabia	231	18.53**	.084 (.039, .132)	.930	.850	.040	.40	.65	.49	.59	.72	.66	.52***	.12
Serbia	246	17.61*	.079 (.033, .125)	.971	.937	.047	.71	.85	.71	.68	.92	.53	.29***	.20*

Slovakia	287	23.72**	.091 (.053, .133)	.970	.935	.036	.68	.95	.73	.78	.94	.74	.45***	.40***
Slovenia	307	23.04**	.086 (.049, .127)	.966	.926	.029	.60	.86	.69	.76	.87	.57	.40***	.15*
South Korea	224	28.16***	.116 (.073, .163)	.950	.893	.044	.59	.82	.80	.79	.89	.73	.64***	.36***
Spain	285	12.92	.054 (0, .100)	.989	.976	.032	.68	.94	.58	.82	.88	.53	.42***	.37***
Sri Lanka	296	11.87	.048 (0, .095)	.989	.977	.028	.56	.74	.67	.74	.93	.61	.54***	.25***
Suriname	253	11.15	.048 (0, .099)	.989	.977	.024	.55	.82	.78	.74	.89	.70	.57***	.16
Switzerland	210	6.59 ^b	0 (0, .071)	1.00	1.00	.029	.57	.90	.66	.60	1.00 ^b	.58	.39***	.27**
Taiwan	365	48.37***	.127 (.095, .162)	.872	.725	.073	.07 ^a	.79	.60	.10 ^a	.88	.71	.71***	.26***
Tanzania	162	15.20*	.085 (.023, .144)	.912	.812	.060	.32	.61	.46	.31	.81	.65	.59***	.40***
Thailand	179	15.58*	.083 (.025, .139)	.960	.914	.045	.62	.82	.61	.63	.88	.54	.50***	.35***
Turkey	240	15.74*	.072 (.023, .120)	.977	.952	.046	.77	.92	.58	.80	.87	.62	.40***	.31***
Ukraine	187	5.94	0 (0, .081)	1.00	1.00	.027	.63	.77	.61	.80	.84	.64	.58***	.11
United Kingdom	245	26.72***, ^b	.098 (.058, .140)	.961	.927	.031	.64	.94	.61	.76	1.00 ^b	.67	.44***	.28**
United States	213	27.49***	.117 (.073, .165)	.964	.922	.035	.67	.94	.78	.81	.94	.74	.62***	.47***
Uruguay	245	19.08**	.084 (.040, .130)	.969	.933	.031	.69	.89	.51	.82	.87	.48	.36***	.26***
Uzbekistan	273	6.16	0 (0, .069)	1.00	1.00	.023	.58	.79	.47	.75	.93	.63	.56***	.27***
Vietnam	349	15.20*	.058 (.015, .098)	.986	.969	.034	.44	.83	.84	.59	.89	.79	.64***	.22*
Zambia	623	72.94***	.123 (.098, .149)	.871	.724	.059	.32	.71	.48	.39	.73	.56	.77***	.36***

Note. PCWAS = Perceived Coworkers' Work Addiction Scale, RMSEA = root mean square error of approximation, 90% CI = 90% confidence interval, CFI = Comparative Fit Index, TLI = Tucker-Lewis Index, SRMR = standardized root mean squared residual. * $p < .05$, ** $p < .01$, *** $p < .001$

^aFactors loadings for the PWA-S and PWA-C are all significant except for Item 1 of the PWA-S and PWA-C in Taiwan.

^bThe small, nonsignificant negative residual variance for this item was addressed by fixing it to 0. For this model, the number of degrees of freedom was 8.

Table S8*Model Fit Criteria and Standardized Loadings for the Final Version of the PCWAS*

Culture	N	$\chi^2(6)$	χ^2/df	RMSEA (90% CI)	CFI	TLI	SRMR	PWA-S1	PWA-S2	PWA-S3	PWA-C1	PWA-C2	PWA-C3	PWA-S with PWA- C	PWA-S3 with PWA- C3	PWA-S1 with PWA- C1
Albania	1,514	32.16***	5.36	.054 (.036, .073)	.987	.968	.026	.53	.87	.66	.63	.86	.62	.56***	.31***	.28***
Algeria	806	38.69***	6.45	.082 (.059, .108)	.934	.835	.039	.19	.56	.60	.35	.72	.64	.64***	.17**	.26***
Argentina	574	13.13*	2.19	.045 (.009, .079)	.991	.978	.030	.59	.91	.52	.64	.96	.54	.42***	.24***	.17***
Armenia	241	16.88**	2.81	.087 (.039, .137)	.966	.916	.046	.57	.91	.68	.70	.83	.65	.41***	.14	.19*
Australia	1,418	14.52*	2.42	.032 (.011, .053)	.997	.992	.016	.62	.88	.68	.68	.95	.69	.52***	.24***	.24***
Austria	326	6.20	1.03	.010 (0, .073)	1.00	.999	.019	.56	.94	.57	.71	.89	.58	.48***	.23***	.32***
Azerbaijan	271	5.15	0.86	0 (0, .072)	1.00	1.00	.025	.47	.74	.53	.53	.92	.65	.44***	.31***	.38***
Bahrain	254	9.11	1.52	.045 (0, .101)	.986	.965	.030	.41	.71	.57	.48	.92	.58	.64***	.11	.26***
Belgium	321	2.62 ^b	0.37	0 (0, .025)	1.00	1.00	.013	.48	.93	.60	.56	1.00 ^b	.49	.24***	.24***	.23***
Bolivia	375	3.42	0.57	0 (0, .047)	1.00	1.00	.017	.63	.96	.65	.57	.95	.65	.49***	.23***	.17**
Bosnia and Herzegovina	190	7.79	1.30	.040 (0, .108)	.996	.989	.031	.70	.83	.77	.77	.91	.68	.52***	.39***	.22*
Brazil	289	4.92	0.82	0 (0, .068)	1.00	1.00	.018	.75	.88	.79	.82	.93	.80	.49***	.35***	.18*
Bulgaria	329	15.80*	2.63	.070 (.029, .114)	.982	.954	.044	.79	.93	.62	.70	.96	.63	.54***	.43***	.26**
Canada	692	2.47	0.41	0 (0, .025)	1.00	1.00	.010	.42	.85	.72	.65	.92	.79	.62***	.35***	.36***
Chile	374	25.31***	4.22	.093 (.057, .131)	.966	.914	.045	.57	.84	.65	.65	.89	.62	.58***	.25***	.30***
Croatia	270	3.46	0.58	0 (0, .056)	1.00	1.00	.018	.67	.82	.74	.73	.88	.63	.50***	.22*	.30***
Cyprus	254	3.56	0.59	0 (0, .059)	1.00	1.00	.015	.74	.86	.82	.76	.94	.75	.39***	.38***	.24**
Czech Republic	1,237	10.09	1.68	.023 (0, .048)	.998	.996	.018	.71	.93	.65	.79	.96	.60	.39***	.26***	.23***
Denmark	208	3.88	0.65	0 (0, .069)	1.00	1.00	.019	.64	.90	.75	.78	.83	.60	.71***	.27*	.30***
Dominican Republic	324	8.61	1.44	.037 (0, .087)	.995	.989	.031	.66	.89	.56	.74	.95	.57	.45***	.35***	.28***
Ecuador	254	6.38	1.06	.016 (0, .084)	.999	.997	.029	.49	.76	.61	.59	.96	.65	.52***	.18*	.32***
Estonia	507	9.60	1.60	.034 (0, .073)	.997	.991	.022	.58	.94	.76	.80	.92	.68	.36***	.40***	.27***
Finland	1,540	26.23***	4.37	.047 (.029, .066)	.995	.986	.021	.71	.96	.75	.74	.96	.69	.39***	.23***	.21***
France	345	19.28**	3.21	.080 (.042, .121)	.973	.933	.041	.55	.82	.54	.70	.94	.54	.49***	.37***	.21***
Georgia	327	8.89	1.48	.038 (0, .088)	.994	.984	.030	.60	.91	.61	.74	.94	.52	.42***	.19*	.31***
Germany	254	4.42	0.74	0 (0, .068)	1.00	1.00	.024	.28	.83	.70	.46	.80	.57	.43***	.34***	.25***
Ghana	282	17.40**	2.90	.082 (.039, .128)	.974	.934	.032	.56	.72	.61	.68	.85	.69	.86***	.35***	.27***
Greece	414	7.06	1.18	.021 (0, .070)	.999	.996	.026	.65	.97	.62	.72	.95	.66	.35***	.19***	.15*
Hong Kong	253	7.05	1.18	.026 (0, .089)	.997	.992	.032	.58	.98	.65	.59	.90	.62	.42***	.41***	.41***
Hungary	1,094	18.13**	3.02	.043 (.021, .066)	.995	.989	.022	.76	.94	.71	.81	.95	.64	.40***	.33***	.18***
Iceland	270	15.80*	2.63	.078 (.032, .126)	.983	.959	.030	.70	.97	.72	.70	.89	.57	.54***	.34***	.29***
India	796	2.16	0.36	0 (0, .019)	1.00	1.00	.009	.22	.71	.64	.41	.84	.66	.62***	.25***	.32***
Indonesia	249	5.68	0.95	0 (0, .080)	1.00	1.00	.023	.60	.71	.70	.61	.94	.60	.55***	.28***	.21***
Iran	321	7.36	1.23	.027 (0, .081)	.998	.995	.028	.69	.90	.57	.79	.89	.71	.32***	.32***	.23**
Iraq	149	5.35	0.89	0 (0, .100)	1.00	1.00	.040	.43	.24	.77	.46	.52	.53	.38*	.17	.03

Ireland	311	13.52*	2.25	.063 (.016, .109)	.989	.973	.033	.70	.95	.64	.82	.92	.61	.49***	.26***	.18*
Israel	420	3.13	0.52	.0 (0, .041)	1.00	1.00	.015	.60	.93	.59	.73	.97	.55	.49***	.31***	.26***
Italy	319	12.43	2.07	.058 (0, .104)	.989	.973	.039	.67	.91	.60	.77	1.00	.50	.42***	.24***	.24***
Jamaica	268	10.00	1.67	.050 (0, .102)	.991	.978	.028	.58	.92	.59	.83	.90	.48	.47***	.26***	.18*
Japan	281	1.29	0.22	0 (0, 0)	1.00	1.00	.008	.62	.76	.69	.72	.88	.78	.54***	.12	.21**
Jordan	501	26.37***	4.40	.082 (.052, .116)	.955	.887	.034	.46	.61	.61	.54	.79	.57	.64***	.26***	.25***
Kazakhstan	278	3.61	0.60	0 (0, .057)	1.00	1.00	.023	.56	.90	.57	.78	.93	.56	.40***	.26**	.22**
Kenya	213	10.26	1.71	.058 (0, .116)	.973	.931	.037	.34	.79	.58	.35	.83	.55	.55***	.29**	.17*
Kuwait	588	5.20	0.87	0 (0, .049)	1.00	1.00	.015	.36	.66	.62	.53	.76	.58	.56***	.34***	.19***
Latvia	261	4.08	0.68	0 (0, .064)	1.00	1.00	.023	.66	.95	.71	.86	.96	.71	.43***	.34***	.14
Lebanon	230	13.01*	2.17	.071 (.012, .125)	.975	.937	.051	.60	.97	.40	.72	.87	.57	.42***	.24**	.24*
Lithuania	230	8.36 ^b	1.19	.029 (0, .090)	.997	.994	.027	.70	.91	.63	.79	1.00 ^b	.63	.45***	.21**	.24**
Macao	214	9.77	1.63	.054 (0, .113)	.989	.972	.022	.76	.97	.71	.85	.88	.78	.64***	.39***	.20*
Mainland China	239	8.68	1.45	.043 (0, .101)	.990	.976	.034	.71	.90	.60	.78	.78	.54	.37***	.24**	.17
Malaysia	743	21.68**	3.61	.059 (.034, .087)	.981	.953	.028	.18	.72	.70	.49	.90	.77	.63***	.25***	.32***
Malta	228	8.76	1.46	.045 (0, .104)	.994	.984	.024	.71	.89	.53	.83	.92	.58	.53***	.36***	.18*
Mexico	151	4.79	0.80	0 (0, .093)	1.00	1.00	.019	.35	.77	.80	.75	.91	.71	.73***	.22	.20*
Montenegro	313	2.93	0.49	0 (0, .045)	1.00	1.00	.013	.58	.88	.71	.68	.93	.71	.48***	.12	.20*
Mozambique	319	7.87	1.31	.031 (0, .084)	.990	.976	.044	.84	.81	.35	.78	.93	.34	.62***	.50***	.45***
Namibia	292	1.55	0.26	0 (0, 0)	1.00	1.00	.011	.35	.85	.60	.55	.92	.60	.63***	.20**	.31***
Netherlands	264	5.15	0.86	0 (0, .073)	1.00	1.00	.019	.57	.91	.66	.74	.91	.65	.45***	.30***	.28***
New Zealand	154	7.77 ^b	0.97	0 (0, .093)	1.00	1.00	.031	.60	1.00 ^b	.67	.67	1.00 ^b	.65	.36***	.29**	.26***
North Macedonia	106	4.94	0.82	0 (0, .113)	1.00	1.00	.035	.71	.90	.78	.69	.94	.58	.60***	.45***	.30*
Norway	822	11.14	1.86	.032 (0, .061)	.996	.990	.021	.58	.91	.61	.67	.98	.51	.43***	.32***	.23***
Palestine	227	11.46	1.91	.063 (0, .119)	.970	.925	.038	.31	.66	.68	.38	.95	.53	.51***	.36***	.18*
Paraguay	633	22.77***	3.80	.066 (.039, .096)	.971	.927	.030	.32	.64	.68	.57	.85	.59	.53***	.24***	.14**
Philippines	340	2.34	0.39	0 (0, .033)	1.00	1.00	.014	.52	.88	.63	.69	.89	.63	.55***	.24***	.21**
Poland	906	2.99	0.50	0 (0, .027)	1.00	1.00	.008	.77	.91	.71	.82	.94	.65	.39***	.26***	.22***
Portugal	292	25.37***	4.23	.105 (.065, .149)	.966	.914	.054	.65	.85	.72	.76	.99	.56	.33***	.25**	.14*
Romania	337	11.13	1.86	.050 (0, .096)	.992	.981	.039	.59	.98	.64	.75	.98	.65	.40***	.28***	.20**
Saudi Arabia	231	8.92	1.49	.046 (0, .104)	.982	.956	.031	.37	.74	.44	.58	.76	.64	.47***	.14	.26***
Serbia	246	15.39*	2.57	.080 (.031, .130)	.974	.935	.047	.70	.85	.71	.68	.93	.52	.28***	.20*	.12
Slovakia	287	7.96	1.33	.034 (0, .089)	.996	.991	.024	.67	.98	.71	.77	.95	.73	.43***	.39***	.33***
Slovenia	307	1.77	0.30	0 (0, .016)	1.00	1.00	.011	.59	.88	.68	.75	.88	.56	.38***	.14*	.33***
South Korea	224	5.18	0.86	0 (0, .080)	1.00	1.00	.017	.56	.84	.79	.78	.90	.73	.63***	.33**	.42***
Spain	285	6.34	1.06	.014 (0, .079)	.999	.998	.030	.66	.96	.57	.82	.89	.53	.40***	.37***	.20**
Sri Lanka	296	5.73	0.96	0 (0, .074)	1.00	1.00	.022	.56	.75	.67	.73	.94	.60	.53***	.25**	.18**
Suriname	253	3.72	0.62	0 (0, .061)	1.00	1.00	.018	.55	.83	.77	.74	.89	.70	.56***	.16	.23**
Switzerland	210	1.14 ^b	0.16	0 (0, 0)	1.00	1.00	.012	.57	.90	.66	.60	1.00 ^b	.58	.39***	.27**	.18*
Taiwan	365	24.18***	4.03	.091 (.055, .130)	.944	.859	.045	.09 ^a	.80	.60	.12 ^a	.88	.71	.70***	.26***	.31***
Tanzania	162	6.28	1.05	.017 (0, .105)	.997	.992	.038	.26	.65	.43	.28	.86	.61	.55***	.41***	.29**
Thailand	179	11.68	1.95	.073 (0, .135)	.973	.933	.043	.60	.81	.61	.61	.92	.53	.48***	.34***	.19*

Turkey	240	13.84*	2.31	.074 (.021, .126)	.980	.949	.052	.76	.94	.57	.80	.88	.62	.38***	.31***	.21
Ukraine	187	3.78	0.63	0 (0, .072)	1.00	1.00	.026	.61	.78	.60	.80	.84	.64	.56***	.11	.19
United Kingdom	245	8.97 ^b	1.28	.034 (0, .090)	.996	.991	.035	.64	.96	.60	.77	1.00 ^b	.67	.43***	.28**	.32***
United States	213	5.54	0.92	9 (0, .085)	1.00	1.00	.024	.65	.96	.76	.80	.95	.72	.60***	.46***	.39***
Uruguay	245	9.89	1.65	.051 (0, .107)	.990	.975	.029	.69	.89	.52	.81	.88	.48	.34***	.26***	.27**
Uzbekistan	273	5.81	0.97	.0 (0, .077)	1.00	1.00	.025	.58	.79	.47	.75	.93	.62	.55***	.27***	.07
Vietnam	349	6.52	1.09	.016 (0, .073)	.999	.998	.017	.43	.82	.85	.59	.90	.79	.64***	.21*	.20**
Zambia	623	4.43	0.74	0 (0, .044)	1.00	1.00	.015	.29	.76	.46	.36	.76	.54	.71***	.38***	.36***

Note. PCWAS = Perceived Coworkers' Work Addiction Scale, PWA-S = Perceived Work Addiction – Supervisor, PWA-C = Perceived Work Addiction – Colleagues, *df* = degrees of freedom, RMSEA = root mean square error of approximation, 90% CI = 90% confidence interval, CFI = Comparative Fit Index, TLI = Tucker-Lewis Index, SRMR = standardized root mean squared residual. * $p < .05$, ** $p < .01$, *** $p < .001$

^aFactors loadings for the PWA-S and PWA-C are all significant except for Item 1 of the PWA-S and PWA-C in Taiwan.

^bThe small, nonsignificant negative residual variance for this item was addressed by fixing it to 0. For this model, the number of degrees of freedom was 7 (except for New Zealand, for which it was 8).

Table S9*Model Fit for Gender and Job Position for the PCWAS*

Model	$\chi^2_{(df)}$	RMSEA (90% CI)	CFI	TLI	SRMR	PWA-S1	PWA-S2	PWA-S3	PWA-C1	PWA-C2	PWA-C3	PWA-S & PWA-C	PWA-S3 & PWA-C3	PWA-S1 & PWA-C1
Gender														
Female ($n = 21,007$)	53.20 ₍₆₎ ***	.019 (.015, .024)	.992	.980	.012	.58	.86	.65	.69	.91	.63	.47***	.29***	.27***
Male ($n = 12,065$)	71.17 ₍₆₎ ***	.030 (.024, .036)	.990	.976	.015	.57	.81	.65	.65	.91	.65	.57***	.32***	.30***
Job position														
Nonmanagers ($n = 20,013$)	74.38 ₍₆₎ ***	.024 (.019, .029)	.989	.972	.014	.58	.84	.64	.68	.91	.62	.50***	.32***	.29***
Managers ($n = 13,209$)	60.51 ₍₆₎ ***	.026 (.020, .032)	.990	.976	.013	.57	.84	.66	.66	.90	.65	.51***	.27***	.27***

Note. PCWAS = Perceived Coworkers' Work Addiction Scale; PWA-S = Perceived Work Addiction – Supervisor; PWA-C = Perceived Work Addiction – Colleagues, df = degrees of freedom, RMSEA = root mean square error of approximation, 90% CI = 90% confidence interval, CFI = Comparative Fit Index, TLI = Tucker-Lewis Index, SRMR = standardized root mean squared residual. *** $p < .001$

Table S10

Latent Mean Comparison (with Standard Errors in Parentheses) for the PCWAS Between Genders and Job Positions

Latent construct	Gender		Job position	
	Female	Male	Nonmanagerial	Managerial
Perceived direct supervisor's WA	0 (0)	−0.01 (0.02)	0 (0)	0.12 (0.02)***
Perceived colleagues WA	0 (0)	0.02 (0.04)	0 (0)	0.11 (0.02)***

Note. PCWAS = Perceived Coworkers' Work Addiction Scale. Females and nonmanagers serve as reference groups for gender and job position, respectively. WA = work addiction. *** $p < .001$

Table S11*Results of the Measurement Invariance Testing with Alignment Method*

Item	Factor loadings	Number (%) of noninvariant groups	Intercepts	Number (%) of noninvariant groups
PWA-S1	1 2 3 4 5 6 7 8 9 10 11 (12) (13) 14 15 16 (17) (18) 19 20 21 22 (23) 24 25 26 27 28 29 (30) 31 (32) 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 (48) 49 (50) 51 52 53 (54) 55 56 57 58 59 60 61 62 (63) 64 65 66 67 68 69 70 71 72 73 74 (75) 76 77 78 79 80 81 82 83 84 85	12 (14.1%)	(1) 2 (3) (4) (5) 6 (7) 8 9 10 (11) 12 13 14 15 16 17 18 (19) 20 21 22 (23) 24 (25) 26 27 28 (29) 30 31 (32) 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 (50) 51 52 53 54 55 56 57 58 (59) 60 61 62 (63) 64 65 66 67 68 69 70 71 72 73 74 (75) 76 77 78 79 80 81 82 (83) 84 (85)	17 (20%)
PWA-S2	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85	0 (0%)	1 (2) 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 (20) (21) (22) (23) 24 25 26 27 28 29 (30) 31 32 33 34 (35) 36 37 38 39 (40) (41) 42 (43) (44) 45 46 47 (48) 49 50 51 52 53 54 55 56 57 58 59 60 (61) 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 (85)	14 (16.5%)
PWA-S3	1 2 (3) 4 5 6 7 8 9 10 11 12 13 14 15 16 17 (18) 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 (46) 47 48 49 50 51 52 53 (54) 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85	4 (4.7%)	(1) 2 3 4 (5) 6 7 8 9 10 11 12 (13) 14 15 16 17 (18) 19 20 21 22 23 (24) (25) 26 27 (28) 29 (30) 31 32 33 (34) 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 (63) 64 65 66 67 (68) 69 70 71 72 73 74 75 76 77 78 79 80 81 82 (83) 84 85	12 (14.1%)
PWA-C1	1 (2) 3 4 (5) 6 7 (8) 9 10 11 12 13 14 15 16 17 (18) 19 20 21 22 23 24 25 26 27 28 29 (30) 31 (32) 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 (50) 51 52 53 54 55 56 57 58 59 (60) 61 62 (63) 64 65 66 67 68 69 70 71 72 73 74 (75) (76) 77 78 79 80 81 82 83 84 (85)	12 (14.1%)	(1) 2 3 4 (5) 6 (7) 8 (9) (10) 11 12 13 (14) 15 16 17 (18) 19 20 21 22 (23) (24) (25) 26 27 28 (29) 30 31 (32) 33 34 35 36 37 38 39 40 41 42 (43) 44 45 46 47 48 49 (50) 51 52 53 54 55 56 57 58 59 60 61 62 (63) 64 65 66 67 68 69 70 71 72 73 (74) (75) (76) 77 78 79 80 81 82 (83) 84 (85)	20 (23.5%)
PWA-C2	1 (2) 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85	1 (1.2%)	1 2 3 4 5 6 7 8 9 10 11 12 13 (14) 15 16 17 18 19 20 21 22 (23) 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 (41) 42 43 44 45 46 47 (48) 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85	4 (4.7%)
PWA-C3	1 2 3 4 5 6 7 8 (9) 10 11 12 13 (14) 15 16 17 (18) 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 (54) 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 (84) 85	5 (5.9%)	(1) 2 3 (4) (5) 6 7 8 9 10 11 12 (13) 14 15 16 17 (18) 19 20 21 22 (23) (24) 25 26 27 28 29 (30) 31 32 33 (34) 35 36 37 38 39 (40) 41 42 43 (44) 45 46 47 48 49 50 51 52 (53) (54) 55 (56) 57 58 59 60 (61) 62 63 64 65 66 67 (68) 69 70 71 72 73 74 (75) 76 77 78 79 80 81 82 83 84 85	16 (18.8%)

Note. PWA-S = Perceived Work Addiction – Supervisor, PWA-C = Perceived Work Addiction – Colleagues. Based on the warning about the poor identification of the free alignment method given by Mplus, the FIXED alignment optimization was used, with the culture having the factor mean values closest to 0 (i.e., Malaysia) serving as a reference group.

The numbers in parentheses indicate those cultures in which a given parameter was not invariant based on the results of alignment. The list of the countries with codes is presented in Table S1.

Below cultures with a noninvariant parameter for a given item were listed:

PWA-S1 (loading): Brazil, Bulgaria, Cyprus, Czech Republic, Finland, Hungary, India, Malaysia, Palestine, Mozambique, Poland, and Taiwan; PWA-S1 (intercept): Albania, Argentina, Armenia, Australia, Azerbaijan, Bosnia and Herzegovina, Denmark, Finland, Georgia, Hong Kong, India, Malaysia, Norway, Poland, Taiwan, Uzbekistan, and Zambia; PWA-S2 (loading): invariant in all cultures; PWA-S2 (intercept): Algeria, Dominican Republic, Ecuador, Estonia, Finland, Hungary, Iraq, Japan, Jordan, Kenya, Kuwait, Macao, Paraguay, and Zambia; PWA-S3 (loading): Argentina, Czech Republic, Lebanon, and Mozambique; PWA-S3 (intercept): Albania, Australia, Bulgaria, Czech Republic, France, Georgia, Greece, Hungary, Iran, Poland, Slovakia, and Uzbekistan.

PWA-C1 (loading): Algeria, Australia, Bahrain, Czech Republic, Hungary, India, Malaysia, Palestine, Poland, Taiwan, Tanzania, and Zambia; PWA-C1 (intercept): Albania, Australia, Azerbaijan, Belgium, Bolivia, Canada, Czech Republic, Finland, France, Georgia, Hong Kong, India, Kenya, Malaysia, Poland, Switzerland, Taiwan, Tanzania, Uzbekistan, and Zambia; PWA-C2 (loading): Algeria; PWA-C2 (intercept): Canada, Finland, Jordan, and Macao; PWA-C3 (loading): Belgium, Canada, Czech Republic, Mozambique, and Vietnam; PWA-C3 (intercept): Albania, Armenia, Australia, Bulgaria, Czech Republic, Finland, France, Hungary, Iran, Japan, Kuwait, Montenegro, Mozambique, the Netherlands, Paraguay, Slovakia, and Taiwan.

List of the cultures with all parameters of the PCWAS invariant: Austria, Chile, Croatia, Germany, Ghana, Iceland, Indonesia, Ireland, Israel, Italy, Jamaica, Kazakhstan, Latvia, Lithuania, mainland China, Malta, Mexico, Namibia, New Zealand, North Macedonia, Philippines, Portugal, Romania, Saudi Arabia, Serbia, Slovenia, South Korea, Spain, Sri Lanka, Suriname, Thailand, Turkey, Ukraine, United Kingdom, United States, and Uruguay.

Table S12*Factor Mean Comparisons Among 85 Cultures: Results for the PWA-S*

Ranking	Culture code	Factor mean	Cultures with significantly smaller factor mean ($p < .05$)
1	35	0.411	51 15 66 32 3 78 50 46 2 5 65 38 83 8 34 12 24 45 73 25 9 33 55 1 10 63 64 58 74 80 16 69 60 44 71 47 11 82 62 22 70 57 28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
2	75	0.278	15 32 3 78 50 46 2 5 65 38 83 8 34 12 24 45 73 25 9 33 55 1 10 63 64 58 74 80 16 69 60 44 71 47 11 82 62 22 70 57 28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
3	29	0.268	32 3 50 46 2 5 65 38 83 8 34 12 24 45 73 25 9 33 55 1 10 63 64 58 74 80 16 69 60 44 71 47 11 82 62 22 70 57 28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
4	20	0.245	32 50 2 5 65 38 83 34 12 24 45 73 25 9 33 55 1 10 63 64 58 74 80 16 69 60 44 71 47 11 82 62 22 70 57 28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
5	21	0.202	24 45 73 25 9 33 55 1 10 63 64 74 80 16 69 60 44 71 47 11 82 62 22 70 57 28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
6	4	0.173	24 25 9 33 55 1 10 63 64 74 80 16 69 60 44 71 47 11 82 62 22 70 57 28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
7	61	0.165	32 50 2 5 34 24 45 73 25 9 33 55 1 10 63 64 58 74 80 16 69 60 44 71 47 11 82 62 22 70 57 28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
8	41	0.157	50 2 5 24 45 73 25 9 33 55 1 10 63 64 74 80 16 69 60 44 71 47 11 82 62 22 70 57 28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
9	43	0.138	69 44 71 47 11 82 62 22 70 57 28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
10	76	0.119	44 71 47 11 82 62 22 70 57 28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
11	77	0.115	1 63 80 16 69 60 44 71 47 11 82 62 22 70 57 28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
12	85	0.109	69 60 44 71 47 11 82 62 22 70 57 28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
13	51	0.071	69 44 71 47 11 82 62 22 70 57 28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
14	15	0.063	69 44 71 47 11 82 62 22 70 57 28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
15	66	0.012	18 42 7 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
16	32	0.008	1 69 44 71 47 11 82 62 22 70 57 28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
17	3	0.004	44 71 47 82 62 22 70 57 28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
18	78	0.001	62 22 70 28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
19	50	0.000	44 71 47 82 62 22 70 57 28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
20	46	-0.002	62 22 70 28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
21	2	-0.015	44 62 22 70 57 28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
22	5	-0.023	44 71 47 82 62 22 70 57 28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
23	65	-0.023	62 22 70 28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
24	38	-0.034	62 22 70 28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
25	83	-0.038	62 22 70 28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
26	8	-0.039	18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
27	34	-0.043	22 28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
28	12	-0.056	18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
29	24	-0.070	22 28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54

30	45	-0.080	18 42 7 56 17 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
31	73	-0.081	18 42 7 56 17 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
32	25	-0.095	18 42 7 56 17 14 6 72 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
33	9	-0.096	18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
34	33	-0.096	18 56 14 6 72 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
35	55	-0.096	18 56 17 14 6 72 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
36	1	-0.107	28 36 18 42 7 67 56 17 79 14 6 72 52 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
37	10	-0.112	18 56 14 6 72 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
38	63	-0.121	18 42 7 56 17 79 14 6 72 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
39	64	-0.124	14 6 72 49 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
40	58	-0.139	53 40 68 31 39 37 13 84 27 19 23 48 59 81 54
41	74	-0.142	14 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
42	80	-0.160	14 72 30 53 40 68 31 39 37 26 13 84 27 19 23 48 59 81 54
43	16	-0.170	30 53 40 68 31 39 37 13 84 27 19 23 48 59 81 54
44	69	-0.196	30 53 40 68 31 39 37 13 84 27 19 23 48 59 81 54
45	60	-0.201	40 68 31 39 37 13 84 27 19 23 48 59 81 54
46	44	-0.217	30 53 40 68 31 39 37 13 84 27 19 23 48 59 81 54
47	71	-0.226	30 40 68 31 39 37 13 84 27 19 23 48 59 81 54
48	47	-0.228	40 68 31 39 37 13 84 27 19 23 48 59 81 54
49	11	-0.236	37 13 84 27 19 23 48 59 81 54
50	82	-0.236	40 68 39 37 13 84 27 19 23 48 59 81 54
51	62	-0.255	40 68 31 39 37 13 84 27 19 23 48 59 81 54
52	22	-0.265	40 68 31 39 37 13 84 27 19 23 48 59 81 54
53	70	-0.268	40 39 37 13 84 27 19 23 48 59 81 54
54	57	-0.274	84 27 19 23 48 59 81 54
55	28	-0.287	39 37 13 84 27 19 23 48 59 81 54
56	36	-0.294	37 13 84 27 19 23 48 59 81 54
57	18	-0.310	40 39 37 13 84 27 19 23 48 59 81 54
58	42	-0.323	84 27 19 23 48 59 81 54
59	7	-0.336	27 19 23 48 59 81 54
60	67	-0.338	27 19 23 48 59 81 54
61	56	-0.351	27 19 23 48 59 81 54
62	17	-0.354	27 19 23 48 59 81 54
63	79	-0.354	19 23 59 81 54
64	14	-0.365	84 27 19 23 48 59 81 54
65	6	-0.379	27 19 23 48 59 81 54
66	72	-0.386	27 19 23 59 81 54
67	52	-0.390	59 81 54
68	49	-0.427	59 81 54
69	30	-0.429	19 23 59 81 54
70	53	-0.471	59 81 54
71	40	-0.492	59 81 54
72	68	-0.504	81 54

73	31	-0.506	81 54
74	39	-0.517	81 54
75	37	-0.523	81 54
76	26	-0.526	81 54
77	13	-0.532	81 54
78	84	-0.542	81 54
79	27	-0.623	81 54
80	19	-0.629	81 54
81	23	-0.632	81 54
82	48	-0.650	54
83	59	-0.691	54
84	81	-0.899	54
85	54	-1.300	

Note. PWA-S = Perceived Work Addiction – Supervisor. For the list of the cultures with their codes, see Table S1.

Table S13*Factor Mean Comparisons Among 85 Cultures: Results for the PWA-C*

Ranking	Culture code	Factor mean	Cultures with significantly smaller factor mean ($p < .05$)
1	77	0.184	50 4 33 12 5 46 62 76 78 57 80 2 43 1 49 55 8 47 70 45 60 20 52 7 15 72 25 53 61 39 51 58 66 10 11 64 36 83 27 42 17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
2	35	0.145	62 78 57 80 2 43 1 49 55 8 47 70 45 60 20 52 7 15 72 25 53 61 39 51 58 66 10 11 64 36 83 27 42 17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
3	29	0.143	5 46 62 76 78 57 80 2 43 1 49 55 8 47 70 45 60 20 52 7 15 72 25 53 61 39 51 58 66 10 11 64 36 83 27 42 17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
4	75	0.138	50 33 5 46 62 76 78 57 80 2 43 1 49 55 8 47 70 45 60 20 52 7 15 72 25 53 61 39 51 58 66 10 11 64 36 83 27 42 17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
5	41	0.085	62 78 57 80 2 43 1 49 55 8 47 70 45 60 20 52 7 15 72 25 53 61 39 51 58 66 10 11 64 36 83 27 42 17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
6	85	0.066	2 1 49 55 8 47 70 45 60 20 52 7 15 72 25 53 61 39 51 58 66 10 11 64 36 83 27 42 17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
7	21	0.055	1 49 55 8 47 70 45 60 20 52 7 15 72 25 53 61 39 51 58 66 10 11 64 36 83 27 42 17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
8	32	0.054	5 62 78 57 80 2 1 49 55 8 47 70 45 60 20 52 7 15 72 25 53 61 39 51 58 66 10 11 64 36 83 27 42 17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
9	50	0.000	1 49 55 8 47 70 45 60 20 52 7 15 72 25 53 61 39 51 58 66 10 11 64 36 83 27 42 17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
10	4	-0.006	1 49 55 8 47 70 45 60 20 7 15 72 25 53 61 39 51 58 66 10 11 64 36 83 27 42 17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
11	33	-0.020	1 49 55 8 47 70 45 60 20 7 15 72 25 53 61 39 51 58 66 10 11 64 36 83 27 42 17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
12	12	-0.028	47 70 60 20 7 15 72 25 53 61 39 51 58 66 10 11 64 36 83 27 42 17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
13	5	-0.048	1 49 55 8 47 70 45 60 20 7 15 72 25 53 61 39 51 58 66 10 11 64 36 83 27 42 17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
14	46	-0.050	60 20 7 15 72 25 53 61 39 51 58 66 10 11 64 36 83 27 42 17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
15	62	-0.101	72 25 53 61 39 51 66 10 11 64 36 83 27 42 17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
16	76	-0.111	10 11 64 36 83 27 42 17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
17	78	-0.127	53 61 66 10 11 64 36 83 27 42 17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
18	57	-0.143	64 36 83 27 42 17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
19	80	-0.146	10 64 36 83 27 42 17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
20	2	-0.152	10 64 36 83 27 42 17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
21	43	-0.155	17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
22	1	-0.172	53 61 10 11 64 36 83 27 42 17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40

			19 81 26 48 59 54
23	49	-0.186	64 36 83 27 42 17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
24	55	-0.201	42 17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
25	8	-0.205	42 17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
26	47	-0.213	42 17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
27	70	-0.220	17 24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
28	45	-0.222	24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
29	60	-0.226	24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
30	20	-0.228	24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
31	52	-0.228	3 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
32	7	-0.240	24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
33	15	-0.241	24 44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
34	72	-0.263	44 69 9 14 74 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
35	25	-0.277	69 9 14 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
36	53	-0.295	9 14 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
37	61	-0.296	14 3 65 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
38	39	-0.296	3 16 28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
39	51	-0.301	28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
40	58	-0.319	38 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
41	66	-0.325	23 22 63 67 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
42	10	-0.327	28 23 22 63 56 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
43	11	-0.336	23 22 63 67 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
44	64	-0.349	23 22 63 67 82 71 38 79 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
45	36	-0.371	63 38 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
46	83	-0.374	63 38 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
47	27	-0.384	6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
48	42	-0.395	38 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
49	17	-0.410	6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
50	24	-0.411	38 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
51	44	-0.413	38 73 6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
52	69	-0.427	6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
53	9	-0.441	6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
54	14	-0.443	6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
55	74	-0.444	18 37 31 30 68 13 84 40 19 81 26 48 59 54
56	3	-0.445	6 18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
57	65	-0.451	18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
58	16	-0.457	18 37 34 31 30 68 13 84 40 19 81 26 48 59 54
59	28	-0.471	18 31 30 68 13 84 40 19 81 26 48 59 54
60	23	-0.493	18 37 31 30 68 13 84 40 19 81 26 48 59 54
61	22	-0.502	18 30 68 13 84 40 19 81 26 48 59 54
62	63	-0.509	18 30 68 13 84 40 19 81 26 48 59 54
63	56	-0.515	84 19 81 26 48 59 54

64	67	−0.518	30 68 13 84 40 19 81 26 48 59 54
65	82	−0.518	84 19 81 26 48 59 54
66	71	−0.526	84 19 81 26 48 59 54
67	38	−0.561	19 81 26 48 59 54
68	79	−0.571	26 48 59 54
69	73	−0.583	19 26 48 59 54
70	6	−0.598	19 26 48 59 54
71	18	−0.601	19 81 26 48 59 54
72	37	−0.606	19 26 48 59 54
73	34	−0.619	59 54
74	31	−0.622	26 59 54
75	30	−0.639	19 26 59 54
76	68	−0.674	59 54
77	13	−0.687	59 54
78	84	−0.696	59 54
79	40	−0.719	54
80	19	−0.750	59 54
81	81	−0.760	54
82	26	−0.779	54
83	48	−0.817	54
84	59	−0.863	54
85	54	−1.414	

Note. PWA-C = Perceived Work Addiction – Colleagues. For the list of the cultures with their codes, see Table S1.

Table S14*Means, Standard Deviations, Skewness, and Kurtosis for the PWA-S*

Culture	N	PWA-S1			PWA-S2			PWA-S3			PWA-S (total)		
		M (SD)	Skewness	Kurtosis	M (SD)	Skewness	Kurtosis	M (SD)	Skewness	Kurtosis	M (SD)	Skewness	Kurtosis
Albania	1,514	4.39 (1.86)	−0.23	−0.87	3.52 (1.93)	0.19	−1.08	3.77 (1.92)	0.08	−1.04	11.67 (4.59)	0.03	−0.59
Algeria	806	4.16 (2.00)	−0.08	−1.17	3.12 (2.01)	0.61	−0.89	4.22 (2.11)	−0.14	−1.27	11.50 (4.15)	0.11	−0.28
Argentina	574	4.66 (1.97)	−0.42	−0.95	3.55 (2.15)	0.29	−1.27	4.03 (2.02)	0.00	−1.20	12.24 (4.89)	0.05	−0.84
Armenia	241	4.87 (1.90)	−0.68	−0.54	3.91 (2.17)	−0.08	−1.36	4.00 (2.14)	−0.09	−1.31	12.79 (5.11)	−0.12	−0.88
Australia	1,418	3.96 (1.85)	0.06	−1.03	3.61 (1.92)	0.24	−1.07	4.30 (1.90)	−0.18	−1.08	11.87 (4.68)	0.07	−0.80
Austria	326	3.96 (1.97)	−0.05	−1.21	3.06 (1.90)	0.52	−0.93	3.76 (1.91)	0.11	−1.12	10.78 (4.58)	0.24	−0.81
Azerbaijan	271	4.70 (2.01)	−0.51	−0.93	3.19 (2.04)	0.44	−1.14	3.48 (2.21)	0.34	−1.33	11.37 (4.64)	0.13	−0.71
Bahrain	254	4.24 (1.89)	−0.28	−0.87	3.18 (1.93)	0.35	−1.03	4.23 (1.90)	−0.20	−0.96	11.65 (4.23)	−0.05	−0.42
Belgium	321	4.35 (1.81)	−0.20	−1.06	3.49 (1.84)	0.39	−0.89	3.92 (1.78)	0.00	−1.04	11.75 (4.29)	0.21	−0.41
Bolivia	375	4.34 (1.87)	−0.20	−1.01	3.30 (1.98)	0.46	−1.01	3.98 (1.94)	0.01	−1.15	11.63 (4.84)	0.15	−0.81
Bosnia and Herzegovina	190	4.44 (2.00)	−0.29	−1.11	3.35 (2.02)	0.42	−1.05	3.55 (1.94)	0.23	−1.02	11.33 (5.09)	0.15	−0.70
Brazil	289	4.26 (2.01)	−0.13	−1.20	3.57 (2.05)	0.27	−1.19	4.00 (1.98)	−0.02	−1.18	11.83 (5.28)	0.02	−1.01
Bulgaria	329	3.69 (1.92)	0.13	−1.15	3.13 (1.87)	0.54	−0.85	3.25 (1.91)	0.47	−0.98	10.06 (4.87)	0.37	−0.74
Canada	692	3.96 (1.75)	−0.06	−0.86	3.14 (1.78)	0.47	−0.75	3.72 (1.79)	0.04	−0.95	10.83 (4.19)	0.14	−0.38
Chile	374	4.39 (1.99)	−0.26	−1.12	3.48 (2.06)	0.31	−1.19	4.24 (2.04)	−0.12	−1.24	12.10 (4.85)	−0.01	−0.91
Croatia	270	4.16 (2.01)	−0.20	−1.19	3.54 (2.04)	0.36	−1.13	3.72 (1.98)	0.20	−1.17	11.41 (5.05)	0.11	−0.98
Cyprus	254	4.08 (1.83)	−0.13	−1.12	3.24 (1.90)	0.51	−0.91	3.54 (1.97)	0.30	−1.16	10.85 (4.98)	0.30	−0.85
Czech Republic	1,237	4.00 (2.00)	−0.04	−1.23	3.33 (1.99)	0.44	−1.05	3.61 (2.01)	0.25	−1.18	10.93 (5.09)	0.20	−0.94
Denmark	208	3.33 (1.11)	−0.02	−0.51	2.81 (1.14)	1.02	1.00	3.55 (1.22)	0.52	0.13	9.69 (2.95)	0.45	−0.03
Dominican Republic	324	4.62 (2.14)	−0.45	−1.17	3.57 (2.26)	0.29	−1.44	4.37 (2.20)	−0.26	−1.36	12.56 (5.35)	−0.07	−1.02
Ecuador	254	4.76 (1.81)	−0.49	−0.68	3.39 (1.93)	0.31	−1.05	4.33 (2.03)	−0.20	−1.18	12.48 (4.43)	0.04	−0.55
Estonia	507	3.93 (1.97)	0.09	−1.17	3.58 (1.92)	0.22	−1.12	3.72 (1.89)	0.24	−1.03	11.22 (4.84)	0.15	−0.84
Finland	1,540	3.41 (1.81)	0.38	−0.92	3.17 (1.88)	0.55	−0.87	3.40 (1.86)	0.35	−0.99	9.99 (4.84)	0.41	−0.74
France	345	4.06 (1.76)	−0.02	−0.93	3.54 (1.77)	0.14	−0.96	4.33 (1.73)	−0.35	−0.76	11.93 (4.07)	−0.01	−0.33
Georgia	327	4.62 (2.05)	−0.40	−1.11	3.52 (2.17)	0.27	−1.34	3.52 (2.05)	0.38	−1.13	11.66 (5.10)	0.12	−0.98
Germany	254	3.87 (1.94)	0.02	−1.16	2.70 (1.95)	0.92	−0.43	3.75 (1.95)	0.18	−1.17	10.32 (4.36)	0.39	−0.52
Ghana	282	3.77 (2.21)	0.07	−1.41	2.87 (1.93)	0.74	−0.72	3.35 (2.11)	0.47	−1.10	9.99 (4.86)	0.22	−0.80

Greece	414	4.07 (1.91)	-0.02	-1.08	3.34 (1.94)	0.40	-1.02	3.44 (1.91)	0.39	-0.96	10.85 (4.81)	0.24	-0.67
Hong Kong	253	4.02 (1.85)	0.06	-1.06	4.16 (1.89)	-0.09	-1.10	4.36 (1.74)	-0.17	-0.90	12.55 (4.52)	-0.06	-0.70
Hungary	1,094	3.88 (1.98)	0.01	-1.23	3.22 (2.05)	0.51	-1.07	3.33 (2.01)	0.41	-1.10	10.43 (5.26)	0.36	-0.90
Iceland	270	3.61 (1.92)	0.17	-1.13	3.17 (1.96)	0.50	-0.97	3.56 (1.91)	0.30	-0.98	10.33 (5.03)	0.31	-0.88
India	796	4.72 (1.68)	-0.46	-0.48	3.70 (1.70)	0.09	-0.72	3.98 (1.86)	-0.06	-1.01	12.41 (3.71)	-0.09	-0.13
Indonesia	249	4.14 (1.86)	-0.12	-1.00	3.37 (1.90)	0.49	-0.89	4.14 (1.91)	-0.08	-1.16	11.65 (4.52)	0.26	-0.45
Iran	321	4.27 (1.93)	-0.19	-1.07	3.71 (1.93)	0.14	-1.22	3.42 (1.91)	0.44	-0.98	11.40 (4.75)	0.06	-0.83
Iraq	149	4.54 (2.22)	-0.32	-1.35	2.98 (2.23)	0.73	-0.91	4.73 (2.11)	-0.42	-1.14	12.26 (4.49)	0.19	-0.25
Ireland	311	3.88 (2.03)	0.05	-1.20	3.37 (1.92)	0.37	-1.01	3.81 (1.96)	0.11	-1.16	11.06 (4.97)	0.20	-0.78
Israel	420	3.78 (1.94)	0.07	-1.16	2.94 (1.95)	0.67	-0.78	3.56 (2.16)	0.26	-1.36	10.29 (4.89)	0.37	-0.70
Italy	319	4.22 (1.92)	-0.10	-1.12	3.53 (1.90)	0.28	-1.00	4.21 (1.84)	-0.11	-0.98	11.96 (4.65)	0.17	-0.76
Jamaica	268	3.66 (1.95)	0.12	-1.11	3.09 (1.86)	0.45	-0.96	3.55 (1.98)	0.32	-1.09	10.30 (4.61)	0.23	-0.59
Japan	281	3.73 (1.54)	0.17	-0.40	3.51 (1.44)	0.13	-0.20	3.44 (1.46)	0.05	-0.56	10.68 (3.58)	-0.08	-0.31
Jordan	501	4.63 (1.80)	-0.35	-0.76	3.35 (1.86)	0.34	-0.85	4.29 (1.88)	-0.16	-0.97	12.27 (4.10)	0.03	-0.22
Kazakhstan	278	4.29 (1.96)	-0.16	-1.08	3.18 (1.94)	0.56	-0.79	3.49 (1.95)	0.36	-0.96	10.96 (4.64)	0.31	-0.49
Kenya	213	4.52 (1.94)	-0.43	-0.98	3.21 (2.03)	0.49	-1.05	4.31 (2.18)	-0.22	-1.37	12.04 (4.52)	0.03	-0.60
Kuwait	588	4.14 (2.08)	-0.10	-1.20	2.94 (1.97)	0.62	-0.82	3.87 (2.20)	0.07	-1.40	10.95 (4.54)	0.21	-0.67
Latvia	261	4.37 (1.83)	-0.28	-0.81	3.49 (1.99)	0.33	-1.08	3.93 (1.98)	0.04	-1.20	11.79 (4.94)	0.14	-0.78
Lebanon	230	4.27 (1.69)	-0.13	-0.74	3.73 (1.81)	0.19	-0.91	3.91 (1.78)	0.04	-0.92	11.92 (1.14)	0.06	-0.33
Lithuania	230	3.97 (1.83)	-0.15	-1.01	3.49 (1.88)	0.22	-1.10	3.82 (1.92)	0.06	-1.13	11.28 (4.66)	0.06	-0.81
Macao	214	3.60 (1.67)	0.26	-0.71	3.58 (1.75)	0.33	-0.77	3.21 (1.55)	0.47	-0.29	10.39 (4.35)	0.21	-0.55
Mainland China	239	3.47 (1.89)	0.27	-0.88	3.30 (1.85)	0.43	-0.74	3.72 (1.87)	0.18	-0.97	10.50 (4.63)	0.30	-0.37
Malaysia	743	4.91 (1.44)	-0.40	-0.11	3.43 (1.79)	0.16	-0.91	4.13 (1.79)	-0.17	-0.76	12.47 (3.61)	0.12	0.09
Malta	228	4.26 (1.94)	-0.17	-1.15	3.76 (1.98)	0.16	-1.19	4.33 (1.89)	-0.22	-1.00	12.35 (4.74)	0.07	-0.84
Mexico	151	4.13 (2.15)	-0.13	-1.36	2.67 (1.93)	0.87	-0.53	3.51 (2.24)	0.28	-1.46	10.31 (4.87)	0.26	-0.78
Montenegro	313	3.84 (2.05)	0.09	-1.24	3.12 (2.07)	0.57	-1.02	3.49 (2.15)	0.33	-1.25	10.44 (5.17)	0.36	-0.84
Mozambique	319	2.51 (1.50)	0.77	-0.12	2.20 (1.33)	1.09	0.96	3.07 (1.31)	0.41	0.20	7.77 (3.32)	0.85	1.39
Namibia	292	4.32 (1.83)	-0.19	-0.85	3.41 (1.98)	0.31	-1.13	4.02 (2.15)	-0.02	-1.36	11.75 (4.49)	0.11	-0.59
Netherlands	264	3.88 (1.75)	0.11	-0.99	3.13 (1.71)	0.50	-0.82	3.87 (1.63)	0.17	-0.77	10.87 (4.13)	0.31	-0.39
New Zealand	154	3.96 (1.77)	-0.12	-1.02	3.27 (1.92)	0.49	-0.96	3.87 (1.90)	0.15	-1.08	11.10 (4.72)	0.28	-0.74
North Macedonia	106	4.33 (1.94)	-0.20	-1.14	3.49 (1.98)	0.23	-1.21	3.59 (1.80)	0.14	-0.82	11.42 (5.00)	0.06	-0.90
Norway	822	3.36 (1.76)	0.30	-0.88	2.79 (1.73)	0.75	-0.46	3.43 (1.84)	0.30	-0.95	9.58 (4.31)	0.37	-0.47
Palestine	227	4.02 (1.81)	-0.12	-0.85	3.01 (1.79)	0.60	-0.61	3.89 (1.95)	0.02	-1.10	11.01 (4.06)	0.01	-0.36

Paraguay	633	4.40 (2.02)	-0.22	-1.17	3.41 (2.09)	0.42	-1.14	4.41 (2.06)	-0.17	-1.25	12.21 (4.43)	0.20	-0.51
Philippines	340	3.97 (1.96)	0.02	-1.26	3.25 (1.89)	0.49	-0.84	3.96 (1.99)	0.02	-1.23	11.18 (4.62)	0.22	-0.69
Poland	906	4.29 (2.00)	-0.19	-1.17	3.54 (2.01)	0.29	-1.20	3.60 (2.03)	0.28	-1.18	11.43 (5.29)	0.15	-0.99
Portugal	292	4.23 (1.97)	-0.15	-1.14	3.45 (2.06)	0.34	-1.20	3.93 (2.02)	0.04	-1.19	11.61 (5.10)	0.13	-0.90
Romania	337	4.31 (1.86)	-0.22	-1.02	3.60 (1.93)	0.25	-1.11	4.04 (1.91)	0.01	-1.16	11.95 (4.71)	0.12	-0.81
Saudi Arabia	231	4.32 (2.01)	-0.22	-1.09	3.20 (2.04)	0.50	-1.01	4.37 (2.05)	-0.22	-1.15	11.89 (4.34)	0.14	-0.40
Serbia	246	3.98 (2.02)	-0.05	-0.22	3.32 (2.12)	0.46	-1.19	3.52 (2.03)	0.35	-1.14	10.82 (5.23)	0.25	-0.92
Slovakia	287	3.86 (1.97)	0.07	-1.24	3.07 (1.93)	0.55	-0.99	3.15 (1.92)	0.54	-0.89	10.08 (4.98)	0.31	-0.84
Slovenia	307	4.00 (2.01)	-0.10	-1.33	3.53 (2.10)	0.29	-1.29	3.84 (2.04)	0.14	-1.29	11.37 (5.04)	0.17	-0.90
South Korea	224	3.74 (1.68)	0.08	-0.86	3.42 (1.59)	0.43	-0.43	3.78 (1.64)	0.11	-0.81	10.93 (4.06)	0.21	-0.22
Spain	285	4.06 (1.96)	-0.11	-1.16	3.31 (2.02)	0.45	-1.13	3.93 (2.01)	0.05	-1.30	11.30 (4.92)	0.16	-0.88
Sri Lanka	296	3.89 (1.79)	0.05	-0.96	3.26 (1.77)	0.43	-0.84	3.58 (1.88)	0.22	-1.07	10.73 (4.28)	0.12	-0.51
Suriname	253	4.40 (1.95)	-0.28	-0.94	3.41 (1.98)	0.35	-1.02	3.96 (2.05)	-0.02	-1.22	11.77 (4.88)	0.03	-0.56
Switzerland	210	4.26 (1.88)	-0.07	-1.14	3.35 (2.00)	0.50	-0.96	3.95 (1.86)	0.05	-1.06	11.56 (4.68)	0.33	-0.66
Taiwan	365	4.75 (1.22)	-0.52	0.67	4.10 (1.46)	-0.11	-0.49	4.25 (1.31)	-0.19	-0.10	13.11 (2.79)	0.09	-0.14
Tanzania	162	4.54 (1.73)	-0.26	-0.70	3.39 (1.89)	0.31	-0.96	4.27 (1.97)	-0.13	-1.07	12.21 (3.88)	-0.06	-0.13
Thailand	179	4.32 (1.72)	-0.13	-0.90	3.75 (1.73)	0.10	-0.73	4.36 (1.82)	-0.19	-1.00	12.44 (4.21)	0.06	-0.46
Turkey	240	4.25 (2.12)	-0.16	-1.28	3.72 (2.16)	0.19	-1.31	4.06 (2.17)	-0.06	-1.35	12.04 (5.43)	0.08	-0.99
Ukraine	187	4.28 (2.02)	-0.27	-1.14	3.17 (2.01)	0.47	-1.10	3.43 (1.93)	0.24	-1.08	10.88 (4.72)	0.21	-0.54
United Kingdom	245	4.05 (1.80)	-0.03	-1.06	3.48 (1.81)	0.43	-0.81	3.97 (1.81)	-0.01	-1.03	11.50 (4.47)	0.14	-0.62
United States	213	3.26 (1.99)	0.41	-1.14	2.53 (1.72)	1.03	0.04	3.21 (1.88)	0.41	-0.92	9.00 (4.84)	0.56	-0.57
Uruguay	245	4.02 (1.93)	-0.09	-1.05	3.22 (2.00)	0.43	-1.09	4.15 (2.02)	-0.11	-1.22	1.38 (4.77)	-0.01	-0.83
Uzbekistan	273	4.58 (1.81)	-0.34	-0.75	3.59 (1.97)	0.26	-1.10	3.69 (2.00)	0.24	-1.13	11.86 (4.39)	0.09	-0.60
Vietnam	349	3.93 (1.84)	-0.03	-0.97	2.99 (1.83)	0.58	-0.69	3.28 (1.86)	0.44	-0.84	10.20 (4.45)	0.37	-0.40
Zambia	623	4.78 (2.09)	-0.49	-1.05	3.10 (2.14)	0.59	-1.05	4.27 (2.28)	-0.19	-1.45	12.14 (4.57)	0.12	-0.57
Total sample	33,222	4.12 (1.93)	-0.09	-1.10	3.33 (1.95)	0.40	-1.02	3.82 (1.97)	0.11	-1.16	11.27 (4.71)	0.15	-0.70

Note. PWA-S = Perceived Work Addiction – Supervisor, *M* = mean, *SD* = standard deviation

Table S15*Means, Standard Deviations, Skewness, and Kurtosis for the PWA-C*

Culture	N	PWA-C1			PWA-C2			PWA-C3			PWA-C (total)		
		M (SD)	Skewness	Kurtosis	M (SD)	Skewness	Kurtosis	M (SD)	Skewness	Kurtosis	M (SD)	Skewness	Kurtosis
Albania	1,514	3.58 (1.30)	0.28	−0.19	3.15 (1.35)	0.50	0.00	3.53 (1.48)	0.36	−0.42	10.27 (3.34)	0.31	−0.04
Algeria	806	3.53 (1.37)	0.42	−0.33	2.97 (1.37)	0.47	−0.33	3.81 (1.61)	0.17	−0.88	10.32 (3.21)	0.19	0.16
Argentina	574	3.12 (1.36)	0.66	0.07	2.77 (1.30)	0.81	0.39	3.47 (1.58)	0.53	−0.59	9.35 (3.43)	0.69	0.37
Armenia	241	3.71 (1.39)	0.28	−0.60	3.44 (1.50)	0.18	−0.79	3.47 (1.49)	0.46	−0.49	10.63 (3.62)	0.23	−0.48
Australia	1,418	3.35 (1.40)	0.40	−0.50	3.35 (1.54)	0.40	−0.70	4.00 (1.70)	0.07	−1.04	10.70 (3.95)	0.22	−0.55
Austria	326	2.94 (1.28)	0.56	−0.32	2.48 (1.22)	0.78	−0.02	3.48 (1.48)	0.43	−0.66	8.90 (3.28)	0.50	−0.25
Azerbaijan	271	3.71 (1.41)	0.28	−0.50	3.08 (1.46)	0.50	−0.25	3.37 (1.54)	0.48	−0.40	10.16 (3.57)	0.37	−0.15
Bahrain	254	3.46 (1.26)	0.10	−0.39	3.09 (1.44)	0.46	−0.29	3.69 (1.60)	0.26	−0.79	10.24 (3.38)	0.14	−0.09
Belgium	321	2.58 (1.11)	0.78	0.48	2.72 (1.21)	0.80	0.17	3.35 (1.40)	0.49	−0.50	8.64 (3.93)	0.31	−0.07
Bolivia	375	3.55 (1.35)	0.42	−0.37	2.91 (1.41)	0.72	−0.10	3.38 (1.53)	0.53	−0.61	9.85 (3.52)	0.57	−0.01
Bosnia and Herzegovina	190	3.33 (1.32)	0.48	−0.12	2.94 (1.29)	0.70	0.40	3.38 (1.42)	0.45	−0.45	9.65 (3.46)	0.61	0.58
Brazil	289	3.63 (1.44)	0.22	−1.04	3.33 (1.55)	0.46	−0.95	3.79 (1.67)	0.21	−1.12	10.75 (4.22)	0.26	−0.94
Bulgaria	329	2.77 (1.22)	0.60	0.06	2.65 (1.23)	0.90	0.92	3.02 (1.37)	0.67	0.03	8.44 (3.24)	0.55	0.23
Canada	692	3.04 (1.42)	0.62	−0.20	2.88 (1.46)	0.73	−0.15	3.34 (1.57)	0.43	−0.62	9.26 (3.83)	0.52	−0.17
Chile	374	3.37 (1.47)	0.41	−0.66	2.92 (1.38)	0.68	−0.45	3.81 (1.65)	0.34	−0.88	10.11 (3.69)	0.33	−0.58
Croatia	270	3.12 (1.09)	0.60	0.58	2.84 (1.19)	0.90	1.18	3.23 (1.23)	0.82	0.36	9.20 (2.92)	0.80	1.22
Cyprus	254	3.15 (1.29)	0.40	−0.71	2.98 (1.37)	0.67	−0.36	3.25 (1.55)	0.62	−0.49	9.38 (3.71)	0.53	−0.54
Czech Republic	1,237	3.01 (1.25)	0.66	0.23	2.62 (1.16)	0.91	0.95	2.99 (1.31)	0.74	0.22	8.61 (3.18)	0.67	0.59
Denmark	208	2.55 (0.71)	0.64	0.53	2.50 (0.70)	0.89	0.84	3.21 (0.78)	0.80	1.22	8.26 (1.80)	0.74	0.59
Dominican Republic	324	3.42 (1.49)	0.51	−0.76	2.97 (1.50)	0.77	−0.26	3.74 (1.68)	0.30	−1.05	10.13 (3.93)	0.54	−0.46
Ecuador	254	3.83 (1.50)	0.13	−0.73	3.13 (1.47)	0.55	−0.45	3.98 (1.74)	0.23	−1.07	10.95 (3.89)	0.34	−0.40
Estonia	507	3.03 (1.22)	0.49	−0.29	2.82 (1.18)	0.58	−0.05	3.20 (1.34)	0.67	−0.21	9.05 (3.24)	0.48	−0.10
Finland	1,540	2.98 (1.17)	0.72	0.50	2.95 (1.21)	0.76	0.45	3.21 (1.24)	0.68	0.22	9.14 (3.13)	0.73	0.72
France	345	2.97 (1.29)	0.63	0.05	2.83 (1.36)	0.75	0.05	3.75 (1.58)	0.14	−0.80	9.54 (3.49)	0.43	−0.24
Georgia	327	3.52 (1.35)	0.34	−0.37	2.98 (1.35)	0.56	−0.16	3.44 (1.53)	0.52	−0.32	9.94 (3.57)	0.50	−0.16
Germany	254	2.74 (1.18)	0.82	0.16	2.37 (1.13)	1.20	1.30	3.51 (1.58)	0.55	−0.71	8.62 (2.94)	0.56	−0.22
Ghana	282	3.40 (1.62)	0.24	−0.79	2.78 (1.51)	0.63	−0.58	3.34 (1.83)	0.46	−1.05	9.52 (4.16)	0.38	−0.54

Greece	414	3.10 (1.20)	0.56	0.35	2.82 (1.29)	0.55	−0.11	3.26 (1.49)	0.53	−0.43	9.18 (3.40)	0.42	0.01
Hong Kong	253	3.39 (1.26)	0.44	0.04	3.76 (1.46)	0.43	−0.46	3.89 (1.39)	0.35	−0.50	11.04 (3.30)	0.31	−0.17
Hungary	1,094	2.90 (1.29)	0.60	0.05	2.62 (1.27)	0.82	0.52	3.03 (1.47)	0.68	−0.03	8.55 (3.50)	0.67	0.32
Iceland	270	2.93 (1.14)	0.55	0.16	2.97 (1.18)	0.73	0.30	3.00 (1.35)	0.67	0.08	8.59 (2.99)	0.63	0.49
India	796	4.07 (1.39)	−0.04	−0.62	3.46 (1.45)	0.24	−0.67	3.82 (1.55)	0.03	−0.84	11.34 (3.39)	0.04	0.19
Indonesia	249	3.59 (1.16)	0.43	−0.17	3.48 (1.33)	0.30	−0.31	3.62 (1.41)	0.43	−0.57	10.69 (3.17)	0.26	−0.21
Iran	321	2.95 (1.38)	0.58	−0.55	2.68 (1.41)	0.74	−0.39	2.76 (1.45)	0.74	−0.29	8.39 (3.69)	0.59	−0.39
Iraq	149	3.77 (1.55)	0.12	−0.85	3.13 (1.53)	0.45	−0.51	4.21 (1.60)	0.01	−0.86	11.11 (3.31)	0.24	0.27
Ireland	311	3.07 (1.31)	0.70	−0.17	2.95 (1.39)	0.72	−0.26	3.59 (1.70)	0.44	−0.87	9.60 (3.76)	0.46	−0.44
Israel	420	2.84 (1.38)	0.46	−0.39	2.56 (1.41)	0.81	−0.09	3.40 (1.67)	0.33	−0.67	8.81 (3.71)	0.37	−0.41
Italy	319	2.92 (1.27)	0.81	0.46	2.61 (1.27)	0.99	0.97	3.56 (1.49)	0.48	−0.55	9.10 (3.36)	0.89	1.03
Jamaica	268	3.19 (1.42)	0.41	−0.46	3.00 (1.39)	0.52	−0.35	3.82 (1.63)	0.27	−0.98	10.01 (3.66)	0.27	−0.33
Japan	281	2.82 (1.27)	0.77	0.48	2.77 (1.25)	0.83	0.61	2.69 (1.17)	0.94	1.31	8.28 (3.19)	0.79	1.15
Jordan	501	3.79 (1.48)	0.20	−0.67	3.20 (1.49)	0.50	−0.44	4.06 (1.62)	0.06	−0.84	11.05 (3.52)	0.27	−0.12
Kazakhstan	278	3.30 (1.44)	0.52	0.01	2.83 (1.33)	0.63	0.23	3.34 (1.46)	0.63	0.13	9.47 (3.57)	0.48	0.22
Kenya	213	3.92 (1.39)	0.17	−0.69	3.00 (1.39)	0.56	−0.30	3.79 (1.70)	0.16	−1.02	10.71 (3.35)	0.26	−0.30
Kuwait	588	3.05 (1.40)	0.59	0.08	2.84 (1.37)	0.52	−0.09	3.68 (1.65)	0.37	−0.75	9.57 (3.38)	0.32	0.09
Latvia	261	3.34 (1.45)	0.40	−0.55	3.08 (1.50)	0.56	−0.42	3.72 (1.58)	0.23	−0.91	10.15 (4.06)	0.45	−0.29
Lebanon	230	3.53 (1.27)	0.25	−0.28	3.36 (1.29)	0.25	−0.46	3.78 (1.42)	−0.15	−0.69	10.67 (3.27)	−0.09	−0.20
Lithuania	230	3.43 (1.19)	0.29	−0.34	3.14 (1.19)	0.49	0.27	3.48 (1.35)	0.41	−0.43	10.05 (3.25)	0.20	−0.29
Macao	214	2.70 (1.21)	0.54	0.29	2.74 (1.29)	0.49	−0.08	2.60 (1.31)	0.88	0.98	8.04 (3.41)	0.23	−0.38
Mainland China	239	3.21 (1.31)	0.68	0.29	3.28 (1.31)	0.56	0.05	3.70 (1.44)	0.24	−0.53	10.19 (3.29)	0.40	0.47
Malaysia	743	4.26 (1.41)	0.00	−0.46	3.39 (1.48)	0.29	−0.25	3.75 (1.55)	0.21	−0.51	11.39 (3.64)	0.24	0.13
Malta	228	3.18 (1.37)	0.70	−0.01	3.00 (1.39)	0.67	−0.26	3.73 (1.62)	0.17	−1.15	9.92 (3.73)	0.47	−0.14
Mexico	151	3.48 (1.60)	0.29	−1.02	2.97 (1.61)	0.76	−0.37	3.60 (1.84)	0.48	−0.94	10.05 (4.36)	0.52	−0.44
Montenegro	313	3.33 (1.17)	0.47	0.51	3.09 (1.19)	0.60	0.51	3.33 (1.25)	0.50	−0.01	9.76 (3.07)	0.41	0.40
Mozambique	319	1.84 (0.99)	1.76	4.49	1.68 (0.88)	1.74	4.07	2.54 (1.01)	0.71	1.91	6.06 (2.30)	1.45	4.45
Namibia	292	3.67 (1.47)	0.35	−0.57	2.99 (1.45)	0.70	0.01	3.64 (1.67)	0.36	−0.77	10.30 (3.70)	0.58	0.08
Netherlands	264	2.82 (1.25)	0.92	0.40	2.75 (1.23)	0.96	0.86	3.61 (1.51)	0.31	−0.86	9.17 (3.39)	0.72	0.43
New Zealand	154	3.43 (1.26)	0.05	−0.76	3.29 (1.43)	0.22	−0.80	3.56 (1.47)	0.02	−1.01	10.28 (3.55)	−0.07	−0.69
North Macedonia	106	3.42 (1.42)	0.63	−0.18	2.95 (1.38)	0.71	−0.07	3.36 (1.62)	0.82	−0.06	9.73 (3.59)	0.83	0.41
Norway	822	2.62 (1.21)	0.87	0.33	2.30 (1.09)	1.11	1.36	2.92 (1.31)	0.89	0.49	7.84 (2.93)	0.85	0.67
Palestine	227	3.30 (1.36)	0.34	−0.36	3.05 (1.47)	0.34	−0.64	3.80 (1.67)	0.27	−0.81	10.15 (3.38)	0.10	−0.48

Paraguay	633	3.33 (1.43)	0.61	-0.25	2.84 (1.36)	0.97	0.59	3.83 (1.60)	0.41	-0.83	10.00 (3.49)	0.66	0.45
Philippines	340	3.58 (1.32)	0.44	-0.46	3.16 (1.36)	0.57	-0.24	3.80 (1.56)	0.35	-0.87	10.54 (3.51)	0.42	-0.33
Poland	906	3.12 (1.22)	0.42	-0.08	2.71 (1.20)	0.67	0.13	3.22 (1.43)	0.54	-0.32	9.05 (3.34)	0.52	-0.05
Portugal	292	3.14 (1.31)	0.75	-0.16	2.95 (1.31)	0.71	-0.33	3.60 (1.57)	0.36	-0.93	9.68 (3.55)	0.53	-0.32
Romania	337	3.15 (1.33)	0.53	-0.01	2.76 (1.34)	0.78	0.39	3.35 (1.46)	0.41	-0.38	9.26 (3.56)	0.60	0.21
Saudi Arabia	231	3.37 (1.45)	0.31	-0.27	2.85 (1.58)	0.57	-0.55	3.55 (1.72)	0.27	-0.86	9.77 (3.75)	0.30	-0.34
Serbia	246	3.04 (0.99)	0.43	0.66	2.74 (1.04)	0.28	-0.14	3.30 (1.24)	0.45	0.02	8.98 (2.64)	0.33	0.10
Slovakia	287	2.91 (1.16)	0.41	0.33	2.61 (1.21)	0.93	1.16	2.84 (1.24)	0.94	1.12	8.36 (3.19)	0.81	1.19
Slovenia	307	3.02 (1.16)	0.63	0.46	2.89 (1.28)	0.94	0.84	3.42 (1.32)	0.58	-0.21	9.33 (3.10)	0.71	0.72
South Korea	224	3.35 (1.37)	0.36	-0.34	3.17 (1.25)	0.33	-0.48	3.53 (1.37)	0.42	-0.44	10.05 (3.46)	0.25	-0.45
Spain	285	2.94 (1.27)	0.75	-0.04	2.69 (1.34)	0.91	0.09	3.49 (1.60)	0.46	-0.84	9.12 (3.51)	0.61	-0.12
Sri Lanka	296	3.43 (1.30)	0.43	-0.43	3.07 (1.28)	0.53	-0.14	3.36 (1.49)	0.53	-0.51	9.87 (3.41)	0.51	0.01
Suriname	253	2.97 (1.41)	0.77	0.05	2.71 (1.44)	0.94	0.26	3.08 (1.52)	0.71	-0.16	8.76 (3.73)	0.61	-0.21
Switzerland	210	2.91 (1.30)	0.81	-0.05	2.77 (1.34)	1.09	0.75	3.51 (1.53)	0.45	-0.74	9.19 (3.41)	0.67	-0.05
Taiwan	365	4.40 (1.15)	-0.17	-0.35	3.65 (1.27)	0.32	-0.56	3.85 (1.27)	0.34	-0.67	11.90 (1.71)	0.48	-0.35
Tanzania	162	4.07 (1.37)	-0.30	-0.41	3.15 (1.42)	0.41	-0.21	3.82 (1.57)	-0.03	-0.77	11.04 (3.21)	0.15	0.41
Thailand	179	3.89 (1.26)	-0.20	-0.12	3.56 (1.26)	0.25	-0.27	4.13 (1.38)	0.07	-0.51	11.58 (3.09)	-0.14	-0.44
Turkey	240	3.52 (1.26)	0.46	0.34	3.22 (1.31)	0.56	0.32	3.65 (1.52)	0.39	-0.50	10.38 (3.48)	0.38	0.19
Ukraine	187	3.06 (1.36)	0.61	0.36	2.73 (1.28)	0.86	1.00	2.98 (1.48)	0.51	-0.32	8.77 (3.47)	0.47	0.19
United Kingdom	245	3.42 (1.40)	0.22	-0.90	3.22 (1.47)	0.53	-0.52	3.69 (1.57)	0.31	-0.78	10.34 (3.87)	0.38	-0.44
United States	213	2.76 (1.34)	0.56	-0.50	2.45 (1.38)	0.98	0.56	3.01 (1.59)	0.57	-0.38	8.22 (3.81)	0.54	-0.22
Uruguay	245	2.91 (1.33)	0.85	0.18	2.67 (1.27)	1.13	0.94	3.69 (1.58)	0.36	-0.77	9.27 (3.41)	0.80	0.40
Uzbekistan	273	3.47 (1.30)	0.49	0.10	2.88 (1.33)	0.81	0.79	3.26 (1.51)	0.62	0.02	9.62 (3.51)	0.68	1.00
Vietnam	349	3.19 (1.38)	0.53	-0.03	2.39 (1.17)	0.85	0.67	2.83 (1.45)	0.78	0.08	8.41 (3.37)	0.54	0.02
Zambia	623	4.18 (1.44)	-0.01	-0.48	3.23 (1.55)	0.37	-0.41	4.04 (1.78)	-0.08	-0.97	11.45 (3.49)	0.13	0.11
Total sample	33,222	3.27 (1.38)	0.47	-0.31	2.93 (1.37)	0.66	-0.05	3.46 (1.54)	0.45	-0.57	9.66 (3.57)	0.45	-0.10

Note. PWA-C = Perceived Work Addiction – Colleagues, *M* = mean, *SD* = standard deviation

Table S16*Correlations Between the PCWAS Items and Subscales (Total Sample)*

Items	PWA-S				PWA-C			
	PWA-S1	PWA-S2	PWA-S3	PWA-S (total)	PWA-C1	PWA-C2	PWA-C3	PWA-C (total)
PWA-S1	1							
PWA-S2	.49	1						
PWA-S3	.38	.55	1					
PWA-S (total)	.77	.84	.80	1				
PWA-C1	.35	.27	.26	.36	1			
PWA-C2	.24	.38	.32	.39	.61	1		
PWA-C3	.19	.28	.41	.36	.43	.58	1	
PWA-C (total)	.31	.37	.40	.45	.81	.87	.82	1

Note. PCWAS = Perceived Coworkers' Work Addiction Scale, PWA-S = Perceived Work Addiction – Supervisor, PWA-C = Perceived Work Addiction – Colleagues. All the correlation coefficients are significant at p -value < .001.

Table S17*Correlations Between the PCWAS Items and Subscales Across Cultures*

Items and subscales	PWA-S1	PWA-S2	PWA-S3	PWA-S	PWA-C1	PWA-C2	PWA-C3	PWA-C
Albania (N = 1,514)								
PWA-S1	1							
PWA-S2	.48***	1						
PWA-S3	.35***	.57***	1					
PWA-S	.75***	.86***	.80***	1				
PWA-C1	.35***	.30***	.29***	.39***	1			
PWA-C2	.18***	.41***	.37***	.40***	.53***	1		
PWA-C3	.19***	.32***	.45***	.40***	.38***	.54***	1	
PWA-C	.29***	.42***	.46***	.49***	.77***	.85***	.81***	1
Algeria (N = 806)								
PWA-S1	1							
PWA-S2	.02	1						
PWA-S3	.22***	.32***	1					
PWA-S	.60***	.66***	.77***	1				
PWA-C1	.27***	.03	.19***	.24***	1			
PWA-C2	.04	.33***	.25***	.30***	.23***	1		
PWA-C3	.06	.23***	.34***	.31***	.25***	.45***	1	
PWA-C	.16***	.27***	.36***	.39***	.65***	.75***	.80***	1
Argentina (N = 574)								
PWA-S1	1							
PWA-S2	.54***	1						
PWA-S3	.32***	.48***	1					
PWA-S	.77***	.86***	.75***	1				
PWA-C1	.22***	.23***	.19***	.27***	1			
PWA-C2	.18***	.37***	.28***	.35***	.61***	1		
PWA-C3	.12***	.28***	.35***	.32***	.33***	.53***	1	
PWA-C	.21***	.36***	.34***	.38***	.78***	.86***	.79***	1
Armenia (N = 241)								
PWA-S1	1							
PWA-S2	.53***	1						
PWA-S3	.38***	.62***	1					
PWA-S	.76***	.88***	.82***	1				
PWA-C1	.26***	.31***	.34***	.37***	1			
PWA-C2	.16*	.29***	.27***	.30***	.54***	1		
PWA-C3	-.02	.22***	.28***	.20***	.44***	.56***	1	
PWA-C	.16*	.33***	.36***	.35***	.80***	.87***	.81***	1
Australia (N = 1,418)								
PWA-S1	1							
PWA-S2	.56***	1						
PWA-S3	.41***	.60***	1					
PWA-S	.79***	.87***	.81***	1				
PWA-C1	.37***	.35***	.28***	.41***	1			
PWA-C2	.29***	.42***	.36***	.43***	.64***	1		
PWA-C3	.21***	.32***	.39***	.37***	.44***	.66***	1	
PWA-C	.34***	.43***	.41***	.47***	.80***	.90***	.85***	1
Austria (N = 326)								
PWA-S1	1							
PWA-S2	.53***	1						
PWA-S3	.26***	.54***	1					
PWA-S	.76***	.87***	.75***	1				
PWA-C1	.40***	.32***	.20***	.39***	1			
PWA-C2	.28***	.39***	.28***	.40***	.64***	1		
PWA-C3	.15***	.28***	.34***	.32***	.40***	.53***	1	
PWA-C	.33***	.40***	.34***	.45***	.81***	.86***	.80***	1
Azerbaijan (N = 271)								
PWA-S1	1							
PWA-S2	.35***	1						
PWA-S3	.24***	.38***	1					
PWA-S	.70***	.77***	.75***	1				
PWA-C1	.38***	.14*	.21***	.33***	1			
PWA-C2	.16**	.30***	.26***	.32***	.48***	1		
PWA-C3	.09	.20***	.37***	.30***	.36***	.61***	1	
PWA-C	.25***	.26***	.35***	.39***	.75***	.86***	.82***	1

Items and subscales	PWA-S1	PWA-S2	PWA-S3	PWA-S	PWA-C1	PWA-C2	PWA-C3	PWA-C
Bahrain (N = 254)								
PWA-S1	1							
PWA-S2	.25***	1						
PWA-S3	.31***	.40***	1					
PWA-S	.70***	.75***	.77***	1				
PWA-C1	.32***	.21***	.10	.28***	1			
PWA-C2	.22***	.45***	.30***	.44***	.44***	1		
PWA-C3	.24***	.29***	.28***	.36***	.29***	.53***	1	
PWA-C	.33***	.41***	.30***	.47***	.70***	.84***	.81***	1
Belgium (N = 321)								
PWA-S1	1							
PWA-S2	.45***	1						
PWA-S3	.29***	.56***	1					
PWA-S	.74***	.85***	.78***	1				
PWA-C1	.24***	.17**	.07	.20***	1			
PWA-C2	.10	.23***	.14*	.20***	.55***	1		
PWA-C3	.05	.10	.23***	.16**	.25***	.49***	1	
PWA-C	.15***	.21***	.19***	.23***	.73***	.86***	.78***	1
Bolivia (N = 375)								
PWA-S1	1							
PWA-S2	.61***	1						
PWA-S3	.40***	.62***	1					
PWA-S	.80***	.90***	.81***	1				
PWA-C1	.32***	.29***	.21***	.33***	1			
PWA-C2	.33***	.43***	.30***	.43***	.55***	1		
PWA-C3	.26***	.30***	.34***	.36***	.37***	.62***	1	
PWA-C	.37***	.41***	.35***	.45***	.76***	.88***	.82***	1
Bosnia and Herzegovina (N = 190)								
PWA-S1	1							
PWA-S2	.58***	1						
PWA-S3	.53***	.65***	1					
PWA-S	.83***	.88***	.85***	1				
PWA-C1	.35***	.32***	.25***	.36***	1			
PWA-C2	.30***	.37***	.38***	.41***	.71***	1		
PWA-C3	.29***	.39***	.51***	.47***	.50***	.63***	1	
PWA-C	.37***	.42***	.45***	.48***	.85***	.90***	.83***	1
Brazil (N = 289)								
PWA-S1	1							
PWA-S2	.67***	1						
PWA-S3	.59***	.69***	1					
PWA-S	.86***	.90***	.87***	1				
PWA-C1	.37***	.36***	.39***	.42***	1			
PWA-C2	.31***	.39***	.39***	.42***	.76***	1		
PWA-C3	.27***	.31***	.45***	.39***	.66***	.75**	1	
PWA-C	.35***	.39***	.46***	.46***	.89***	.93***	.90***	1
Bulgaria (N = 329)								
PWA-S1	1							
PWA-S2	.74***	1						
PWA-S3	.47***	.56***	1					
PWA-S	.87***	.90***	.80***	1				
PWA-C1	.46***	.41***	.39***	.50***	1			
PWA-C2	.40***	.46***	.42***	.50***	.67***	1		
PWA-C3	.23***	.25***	.50***	.39***	.46***	.64***	1	
PWA-C	.42***	.44***	.52***	.54***	.82***	.90***	.83***	1
Canada (N = 692)								
PWA-S1	1							
PWA-S2	.37***	1						
PWA-S3	.32***	.61***	1					
PWA-S	.71***	.84***	.82***	1				
PWA-C1	.41***	.36***	.32***	.46***	1			
PWA-C2	.23***	.50***	.42***	.48***	.59***	1		
PWA-C3	.19***	.40***	.50***	.46***	.52***	.73***	1	
PWA-C	.32***	.49***	.48***	.54***	.81***	.90***	.88***	1
Chile (N = 374)								
PWA-S1	1							
PWA-S2	.48***	1						
PWA-S3	.30***	.57***	1					
PWA-S	.74***	.86***	.79***	1				
PWA-C1	.40***	.22***	.20***	.34***	1			
PWA-C2	.33***	.38***	.37***	.45***	.60***	1		
PWA-C3	.32***	.40***	.47***	.50***	.39***	.55***	1	
PWA-C	.42***	.41***	.43***	.53***	.80***	.86***	.81***	1

Items and subscales	PWA-S1	PWA-S2	PWA-S3	PWA-S	PWA-C1	PWA-C2	PWA-C3	PWA-C
Croatia (N = 270)								
PWA-S1	1							
PWA-S2	.53***	1						
PWA-S3	.52***	.61***	1					
PWA-S	.82***	.85***	.84***	1				
PWA-C1	.38***	.31***	.25***	.38***	1			
PWA-C2	.27***	.39***	.28***	.37***	.64***	1		
PWA-C3	.25***	.30***	.35***	.36***	.45***	.55***	1	
PWA-C	.36***	.40***	.35***	.44***	.82***	.87***	.81***	1
Cyprus (N = 254)								
PWA-S1	1							
PWA-S2	.64***	1						
PWA-S3	.59***	.71***	1					
PWA-S	.84***	.90***	.88***	1				
PWA-C1	.33***	.23***	.24***	.30***	1			
PWA-C2	.29***	.28***	.32***	.34***	.72***	1		
PWA-C3	.23***	.26***	.41***	.34***	.57***	.72***	1	
PWA-C	.32***	.29***	.37***	.37***	.85***	.92***	.88***	1
Czech Republic (N = 1,237)								
PWA-S1	1							
PWA-S2	.67***	1						
PWA-S3	.46***	.61**	1					
PWA-S	.84***	.89***	.82***	1				
PWA-C1	.30***	.29***	.25***	.33***	1			
PWA-C2	.24***	.35***	.30***	.35***	.76***	1		
PWA-C3	.17***	.23***	.35***	.30***	.47***	.58***	1	
PWA-C	.28***	.34***	.35***	.38***	.86***	.90***	.81***	1
Denmark (N = 208)								
PWA-S1	1							
PWA-S2	.57***	1						
PWA-S3	.51***	.67***	1					
PWA-S	.81***	.88***	.87***	1				
PWA-C1	.52***	.51***	.39***	.56***	1			
PWA-C2	.42***	.55***	.38***	.53***	.65***	1		
PWA-C3	.28***	.37***	.43***	.42***	.46***	.49***	1	
PWA-C	.47***	.57***	.49***	.60***	.84***	.85***	.80***	1
Dominican Republic (N = 324)								
PWA-S1	1							
PWA-S2	.58***	1						
PWA-S3	.39***	.50***	1					
PWA-S	.80***	.86***	.78***	1				
PWA-C1	.29***	.26***	.23***	.32***	1			
PWA-C2	.21***	.38***	.31***	.37***	.70***	1		
PWA-C3	.18***	.27***	.43***	.36***	.44***	.56***	1	
PWA-C	.27***	.36***	.39***	.42***	.83***	.89***	.81***	1
Ecuador (N = 254)								
PWA-S1	1							
PWA-S2	.39***	1						
PWA-S3	.30***	.45***	1					
PWA-S	.72***	.80***	.78***	1				
PWA-C1	.33***	.19**	.24***	.33***	1			
PWA-C2	.17**	.38***	.36***	.40***	.56***	1		
PWA-C3	.10	.26***	.34***	.31***	.39***	.63***	1	
PWA-C	.24***	.34***	.38***	.41***	.77***	.87***	.84***	1
Estonia (N = 507)								
PWA-S1	1							
PWA-S2	.54***	1						
PWA-S3	.40***	.71***	1					
PWA-S	.78***	.90***	.84***	1				
PWA-C1	.29***	.25***	.25***	.31***	1			
PWA-C2	.20***	.31***	.29***	.32***	.73***	1		
PWA-C3	.06	.20***	.38***	.25***	.55***	.63***	1	
PWA-C	.20***	.29***	.36***	.34***	.87***	.90***	.85***	1
Finland (N = 1,540)								
PWA-S1	1							
PWA-S2	.69***	1						
PWA-S3	.52***	.72***	1					
PWA-S	.84***	.92***	.86***	1				
PWA-C1	.35***	.31***	.27***	.35***	1			
PWA-C2	.28***	.34***	.31***	.36***	.71***	1		
PWA-C3	.19***	.27***	.35***	.31***	.49***	.67***	1	
PWA-C	.32***	.35***	.36***	.39***	.84***	.92***	.84***	1

Items and subscales	PWA-S1	PWA-S2	PWA-S3	PWA-S	PWA-C1	PWA-C2	PWA-C3	PWA-C
France (N = 345)								
PWA-S1	1							
PWA-S2	.46***	1						
PWA-S3	.27***	.46***	1					
PWA-S	.75***	.83***	.74***	1				
PWA-C1	.26***	.22***	.26***	.32***	1			
PWA-C2	.20***	.37***	.32***	.39***	.66***	1		
PWA-C3	.10	.32***	.48***	.38***	.40***	.53***	1	
PWA-C	.22***	.37***	.44***	.44***	.81***	.87***	.80***	1
Georgia (N = 327)								
PWA-S1	1							
PWA-S2	.56***	1						
PWA-S3	.35***	.56***	1					
PWA-S	.78***	.88***	.78***	1				
PWA-C1	.33***	.29***	.21***	.34***	1			
PWA-C2	.20***	.35***	.30***	.35***	.69***	1		
PWA-C3	.13*	.29***	.34***	.31***	.36***	.50***	1	
PWA-C	.26***	.38***	.35***	.40***	.82***	.88***	.77***	1
Germany (N = 254)								
PWA-S1	1							
PWA-S2	.20**	1						
PWA-S3	.22***	.59***	1					
PWA-S	.63***	.80***	.81***	1				
PWA-C1	.28***	.15*	.06	.21***	1			
PWA-C2	.14*	.30***	.21***	.29***	.38***	1		
PWA-C3	.12	.23***	.36***	.32***	.25***	.45***	1	
PWA-C	.23***	.30***	.30***	.37***	.68***	.77***	.81***	1
Ghana (N = 282)								
PWA-S1	1							
PWA-S2	.38***	1						
PWA-S3	.39***	.43***	1					
PWA-S	.78***	.76***	.79***	1				
PWA-C1	.49***	.36***	.45***	.56***	1			
PWA-C2	.39***	.56***	.41***	.58***	.57***	1		
PWA-C3	.40***	.40***	.56***	.58***	.51***	.57***	1	
PWA-C	.51***	.52***	.57***	.69***	.82***	.84***	.85***	1
Greece (N = 414)								
PWA-S1	1							
PWA-S2	.63***	1						
PWA-S3	.40***	.61***	1					
PWA-S	.81***	.90***	.80***	1				
PWA-C1	.20***	.24***	.19***	.25***	1			
PWA-C2	.16***	.32***	.29***	.31***	.68***	1		
PWA-C3	.11*	.24***	.31***	.26***	.47***	.63***	1	
PWA-C	.18***	.31***	.31***	.32***	.82***	.90***	.85***	1
Hong Kong (N = 253)								
PWA-S1	1							
PWA-S2	.58***	1						
PWA-S3	.35***	.63***	1					
PWA-S	.79***	.90***	.79***	1				
PWA-C1	.42***	.28***	.07	.32***	1			
PWA-C2	.20***	.37***	.23***	.33***	.52***	1		
PWA-C3	.07	.24***	.39***	.27***	.29***	.56***	1	
PWA-C	.28***	.37***	.29***	.38***	.74***	.88***	.78***	1
Hungary (N = 1,094)								
PWA-S1	1							
PWA-S2	.72***	1						
PWA-S3	.53***	.67***	1					
PWA-S	.86***	.92***	.84***	1				
PWA-C1	.34***	.33***	.30***	.37***	1			
PWA-C2	.29***	.33***	.32***	.36***	.77***	1		
PWA-C3	.21***	.26***	.40***	.34***	.52***	.62***	1	
PWA-C	.32***	.35***	.39***	.41***	.86***	.91***	.84***	1
Iceland (N = 270)								
PWA-S1	1							
PWA-S2	.69***	1						
PWA-S3	.51***	.70***	1					
PWA-S	.84***	.92***	.85***	1				
PWA-C1	.44***	.44***	.33***	.46***	1			
PWA-C2	.27***	.44***	.40***	.43***	.62***	1		
PWA-C3	.23***	.31***	.45***	.38***	.34***	.54***	1	
PWA-C	.38***	.48***	.49***	.52***	.78***	.87***	.80***	1

Items and subscales	PWA-S1	PWA-S2	PWA-S3	PWA-S	PWA-C1	PWA-C2	PWA-C3	PWA-C
India (N = 796)								
PWA-S1	1							
PWA-S2	.24***	1						
PWA-S3	.15***	.45***	1					
PWA-S	.59***	.75***	.78***	1				
PWA-C1	.33***	.15***	.15***	.29***	1			
PWA-C2	.10**	.38***	.33***	.38***	.34***	1		
PWA-C3	.08*	.29***	.40***	.37***	.29***	.56***	1	
PWA-C	.21***	.36***	.39***	.45***	.68***	.82***	.81***	1
Indonesia (N = 249)								
PWA-S1	1							
PWA-S2	.44***	1						
PWA-S3	.42***	.50***	1					
PWA-S	.78***	.81***	.80***	1				
PWA-C1	.32***	.26***	.27***	.36***	1			
PWA-C2	.26***	.36***	.38***	.42***	.57***	1		
PWA-C3	.14***	.29***	.41***	.35***	.33***	.57***	1	
PWA-C	.29***	.38***	.44***	.46***	.75***	.88***	.81***	1
Iran (N = 321)								
PWA-S1	1							
PWA-S2	.62***	1						
PWA-S3	.41***	.52***	1					
PWA-S	.82***	.87***	.78***	1				
PWA-C1	.24***	.21***	.19***	.26***	1			
PWA-C2	.15**	.25***	.23***	.26***	.70***	1		
PWA-C3	.20***	.24***	.38***	.33***	.57***	.64***	1	
PWA-C	.22***	.27***	.31***	.23***	.86***	.90***	.85***	1
Iraq (N = 149)								
PWA-S1	1							
PWA-S2	.09	1						
PWA-S3	.35***	.18*	1					
PWA-S	.70***	.63***	.73***	1				
PWA-C1	.09	.12	.13	.16	1			
PWA-C2	.01	.13	.14	.13	.25**	1		
PWA-C3	.07	.20*	.26***	.25**	.23**	.28***	1	
PWA-C	.08	.21*	.25**	.26***	.69***	.71***	.72***	1
Ireland (N = 311)								
PWA-S1	1							
PWA-S2	.67***	1						
PWA-S3	.40***	.62***	1					
PWA-S	.83***	.90***	.80***	1				
PWA-C1	.41***	.38***	.29***	.43***	1			
PWA-C2	.37***	.39***	.34***	.43***	.76***	1		
PWA-C3	.30***	.32***	.41***	.41***	.49***	.58***	1	
PWA-C	.41***	.42***	.41***	.49***	.85***	.89***	.83***	1
Israel (N = 420)								
PWA-S1	1							
PWA-S2	.55***	1						
PWA-S3	.33***	.55***	1					
PWA-S	.76***	.86***	.80***	1				
PWA-C1	.35***	.29***	.20***	.34***	1			
PWA-C2	.30***	.43***	.29***	.42***	.71***	1		
PWA-C3	.19***	.28***	.39***	.36***	.41***	.53***	1	
PWA-C	.33***	.40***	.36***	.45***	.83***	.88***	.80***	1
Italy (N = 319)								
PWA-S1	1							
PWA-S2	.61***	1						
PWA-S3	.38***	.55***	1					
PWA-S	.81***	.88***	.78***	1				
PWA-C1	.27***	.27***	.23***	.31***	1			
PWA-C2	.22***	.38***	.36***	.39***	.76***	1		
PWA-C3	.13*	.27***	.38***	.31***	.38***	.53***	1	
PWA-C	.24***	.37***	.39***	.40***	.83***	.89***	.78***	1
Jamaica (N = 268)								
PWA-S1	1							
PWA-S2	.53***	1						
PWA-S3	.29***	.56***	1					
PWA-S	.76***	.86***	.77***	1				
PWA-C1	.33***	.32***	.27***	.38***	1			
PWA-C2	.29***	.37***	.27***	.39***	.75***	1		
PWA-C3	.13*	.29***	.37***	.33***	.40***	.43***	1	
PWA-C	.30***	.39***	.37***	.44***	.85***	.86***	.77***	1

Items and subscales	PWA-S1	PWA-S2	PWA-S3	PWA-S	PWA-C1	PWA-C2	PWA-C3	PWA-C
Japan (<i>N</i> = 281)								
PWA-S1	1							
PWA-S2	.46***	1						
PWA-S3	.43***	.53***	1					
PWA-S	.79***	.82***	.81***	1				
PWA-C1	.36***	.28***	.26***	.37***	1			
PWA-C2	.32***	.36***	.32***	.41***	.64***	1		
PWA-C3	.26***	.34***	.34***	.39***	.56***	.68***	1	
PWA-C	.36***	.38***	.35***	.45***	.85***	.89***	.85***	1
Jordan (<i>N</i> = 501)								
PWA-S1	1							
PWA-S2	.25***	1						
PWA-S3	.35***	.37***	1					
PWA-S	.71***	.73***	.78***	1				
PWA-C1	.36***	.22***	.26***	.38***	1			
PWA-C2	.19***	.35***	.26***	.36***	.42***	1		
PWA-C3	.29***	.20***	.39***	.40***	.29***	.45***	1	
PWA-C	.36***	.33***	.40***	.49***	.73***	.80***	.77***	1
Kazakhstan (<i>N</i> = 278)								
PWA-S1	1							
PWA-S2	.51***	1						
PWA-S3	.31***	.52***	1					
PWA-S	.77***	.85***	.77***	1				
PWA-C1	.29***	.27***	.25***	.34***	1			
PWA-C2	.20***	.32***	.26***	.33***	.73***	1		
PWA-C3	.18**	.20***	.34***	.30***	.46***	.53***	1	
PWA-C	.26***	.31***	.34***	.38***	.86***	.88***	.79***	1
Kenya (<i>N</i> = 213)								
PWA-S1	1							
PWA-S2	.30***	1						
PWA-S3	.16*	.45***	1					
PWA-S	.64***	.80***	.76***	1				
PWA-C1	.23***	.13	.26***	.28***	1			
PWA-C2	.15*	.35***	.30***	.37***	.28***	1		
PWA-C3	.17*	.19**	.38***	.35***	.25***	.47***	1	
PWA-C	.24***	.30***	.43***	.45***	.66***	.77***	.81***	1
Kuwait (<i>N</i> = 588)								
PWA-S1	1							
PWA-S2	.24***	1						
PWA-S3	.23***	.41***	1					
PWA-S	.67***	.74***	.77***	1				
PWA-C1	.24***	.18***	.19***	.28***	1			
PWA-C2	.12**	.27***	.26***	.30***	.41***	1		
PWA-C3	.10*	.27***	.43***	.37***	.28***	.44***	1	
PWA-C	.20***	.32***	.40***	.42***	.72***	.79***	.78***	1
Latvia (<i>N</i> = 261)								
PWA-S1	1							
PWA-S2	.63***	1						
PWA-S3	.45***	.67***	1					
PWA-S	.81***	.90***	.84***	1				
PWA-C1	.29***	.38***	.33***	.39***	1			
PWA-C2	.25***	.39***	.32***	.38***	.82***	1		
PWA-C3	.13*	.25***	.38***	.30***	.61***	.69***	1	
PWA-C	.25***	.37***	.38***	.40***	.90***	.93***	.86***	1
Lebanon (<i>N</i> = 230)								
PWA-S1	1							
PWA-S2	.58***	1						
PWA-S3	.27***	.41***	1					
PWA-S	.78***	.85***	.72***	1				
PWA-C1	.27***	.27***	.23***	.33***	1			
PWA-C2	.13*	.33***	.26***	.31***	.62***	1		
PWA-C3	.22***	.34***	.38***	.40***	.41***	.52***	1	
PWA-C	.26***	.38***	.35***	.42***	.81***	.86***	.80***	1
Lithuania (<i>N</i> = 230)								
PWA-S1	1							
PWA-S2	.63***	1						
PWA-S3	.39***	.57***	1					
PWA-S	.81***	.89***	.79***	1				
PWA-C1	.34***	.28***	.26***	.35***	1			
PWA-C2	.32***	.38***	.37***	.43***	.79***	1		
PWA-C3	.18**	.20**	.34***	.29***	.51***	.64***	1	
PWA-C	.31***	.32***	.37***	.41***	.87***	.92***	.84***	1

Items and subscales	PWA-S1	PWA-S2	PWA-S3	PWA-S	PWA-C1	PWA-C2	PWA-C3	PWA-C
Macao (N = 214)								
PWA-S1	1							
PWA-S2	.74***	1						
PWA-S3	.51***	.68***	1					
PWA-S	.86***	.93***	.82***	1				
PWA-C1	.49***	.51***	.37***	.53***	1			
PWA-C2	.46***	.56***	.49***	.58***	.75***	1		
PWA-C3	.42***	.46***	.55***	.54***	.67***	.70***	1	
PWA-C	.51***	.57***	.52***	.61***	.90***	.91***	.89***	1
Mainland China (N = 239)								
PWA-S1	1							
PWA-S2	.64***	1						
PWA-S3	.40***	.53***	1					
PWA-S	.82***	.87***	.78***	1				
PWA-C1	.24***	.21***	.17**	.25***	1			
PWA-C2	.22***	.28***	.32***	.33***	.61***	1		
PWA-C3	.16*	.18**	.33***	.27***	.44***	.43***	1	
PWA-C	.25***	.27***	.34***	.35***	.83***	.83***	.78***	1
Malaysia (N = 743)								
PWA-S1	1							
PWA-S2	.08*	1						
PWA-S3	.19***	.50***	1					
PWA-S	.53***	.77***	.82***	1				
PWA-C1	.30***	.15***	.21***	.30***	1			
PWA-C2	.03	.44***	.40***	.42***	.42***	1		
PWA-C3	.10**	.33***	.44***	.42***	.41***	.68***	1	
PWA-C	.17***	.38***	.43***	.47***	.73***	.86***	.86***	1
Malta (N = 228)								
PWA-S1	1							
PWA-S2	.64***	1						
PWA-S3	.36***	.48***	1					
PWA-S	.82***	.87***	.75***	1				
PWA-C1	.41***	.42***	.32***	.48***	1			
PWA-C2	.34***	.40***	.25***	.41***	.76***	1		
PWA-C3	.21**	.30***	.43***	.38***	.46***	.54***	1	
PWA-C	.37***	.44***	.40***	.49***	.85***	.89***	.81***	1
Mexico (N = 151)								
PWA-S1	1							
PWA-S2	.25**	1						
PWA-S3	.31***	.61***	1					
PWA-S	.68***	.79***	.84***	1				
PWA-C1	.34***	.45***	.50***	.56***	1			
PWA-C2	.24**	.51***	.50***	.54***	.68***	1		
PWA-C3	.22**	.39***	.50***	.48***	.51***	.66***	1	
PWA-C	.30***	.51***	.58***	.61***	.84***	.90***	.85***	1
Montenegro (N = 313)								
PWA-S1	1							
PWA-S2	.51***	1						
PWA-S3	.43***	.62***	1					
PWA-S	.78***	.86***	.83***	1				
PWA-C1	.29***	.28***	.27***	.34***	1			
PWA-C2	.22***	.39***	.31***	.38***	.63***	1		
PWA-C3	.21***	.32***	.32***	.35***	.48***	.66***	1	
PWA-C	.28***	.39***	.35***	.42***	.82***	.89***	.84***	1
Mozambique (N = 319)								
PWA-S1	1							
PWA-S2	.77***	1						
PWA-S3	.32***	.26***	1					
PWA-S	.89***	.85***	.65***	1				
PWA-C1	.56***	.47***	.32***	.57***	1			
PWA-C2	.46***	.53***	.32***	.54***	.72***	1		
PWA-C3	.16**	.14*	.54***	.34***	.30***	.38***	1	
PWA-C	.49***	.46***	.49***	.60***	.83***	.86***	.72***	1
Namibia (N = 292)								
PWA-S1	1							
PWA-S2	.30***	1						
PWA-S3	.24***	.50***	1					
PWA-S	.65***	.80***	.80***	1				
PWA-C1	.36***	.31***	.24***	.40***	1			
PWA-C2	.20***	.50***	.34***	.46***	.50***	1		
PWA-C3	.14*	.30***	.34***	.35***	.35***	.55***	1	
PWA-C	.29***	.45***	.38***	.50***	.75***	.84***	.81***	1

Items and subscales	PWA-S1	PWA-S2	PWA-S3	PWA-S	PWA-C1	PWA-C2	PWA-C3	PWA-C
Netherlands (<i>N</i> = 264)								
PWA-S1	1							
PWA-S2	.51***	1						
PWA-S3	.36***	.59***	1					
PWA-S	.78***	.86***	.79***	1				
PWA-C1	.36***	.27***	.25***	.36***	1			
PWA-C2	.28***	.38***	.26***	.38***	.67***	1		
PWA-C3	.16*	.22***	.34***	.29***	.50***	.58***	1	
PWA-C	.30***	.33***	.34***	.40***	.84***	.87***	.84***	1
New Zealand (<i>N</i> = 154)								
PWA-S1	1							
PWA-S2	.60***	1						
PWA-S3	.43***	.67***	1					
PWA-S	.79***	.90***	.84***	1				
PWA-C1	.30***	.22**	.30***	.32***	1			
PWA-C2	.23**	.36***	.25**	.33***	.67***	1		
PWA-C3	.16*	.26***	.34***	.30***	.47***	.65***	1	
PWA-C	.27***	.33***	.35***	.37***	.82***	.91***	.84***	1
North Macedonia (<i>N</i> = 106)								
PWA-S1	1							
PWA-S2	.64***	1						
PWA-S3	.58***	.72***	1					
PWA-S	.85***	.90***	.87***	1				
PWA-C1	.47***	.40***	.31***	.45***	1			
PWA-C2	.40***	.50***	.39***	.49***	.65***	1		
PWA-C3	.30**	.43***	.54***	.48***	.32***	.54***	1	
PWA-C	.47***	.54***	.51***	.58***	.79***	.88***	.78***	1
Norway (<i>N</i> = 822)								
PWA-S1	1							
PWA-S2	.54***	1						
PWA-S3	.34***	.57***	1					
PWA-S	.77***	.86***	.79***	1				
PWA-C1	.33***	.30***	.24***	.36***	1			
PWA-C2	.25***	.37***	.30***	.38***	.66***	1		
PWA-C3	.15***	.23***	.39***	.32***	.33***	.52***	1	
PWA-C	.30***	.36***	.38***	.43***	.80***	.87***	.77***	1
Palestine (<i>N</i> = 227)								
PWA-S1	1							
PWA-S2	.14*	1						
PWA-S3	.32***	.45***	1					
PWA-S	.66***	.72***	.82***	1				
PWA-C1	.18**	.11	.11	.18**	1			
PWA-C2	.06	.37***	.29***	.33***	.35***	1		
PWA-C3	.14*	.25***	.41***	.37***	.17*	.49***	1	
PWA-C	.17*	.33***	.38***	.40***	.64***	.82***	.78***	1
Paraguay (<i>N</i> = 633)								
PWA-S1	1							
PWA-S2	.14***	1						
PWA-S3	.24***	.43***	1					
PWA-S	.64***	.74***	.78***	1				
PWA-C1	.18***	.10*	.15***	.20***	1			
PWA-C2	.15***	.35***	.30***	.37***	.48***	1		
PWA-C3	.10*	.22***	.34***	.31***	.38***	.49***	1	
PWA-C	.18***	.28***	.33***	.37***	.77***	.81***	.80***	1
Philippines (<i>N</i> = 340)								
PWA-S1	1							
PWA-S2	.45***	1						
PWA-S3	.31***	.56***	1					
PWA-S	.74***	.84***	.79***	1				
PWA-C1	.32***	.31***	.25***	.37***	1			
PWA-C2	.25***	.42***	.32***	.42***	.61***	1		
PWA-C3	.21***	.35***	.40***	.40***	.43***	.56***	1	
PWA-C	.31***	.43***	.39***	.48***	.80***	.87***	.82***	1
Poland (<i>N</i> = 906)								
PWA-S1	1							
PWA-S2	.70***	1						
PWA-S3	.54***	.65***	1					
PWA-S	.86***	.91***	.84***	1				
PWA-C1	.32***	.28***	.23***	.32***	1			
PWA-C2	.28***	.33***	.29***	.34***	.77***	1		
PWA-C3	.20***	.23***	.33***	.29***	.53***	.61***	1	
PWA-C	.30***	.32***	.33***	.36***	.87***	.90***	.84***	1

Items and subscales	PWA-S1	PWA-S2	PWA-S3	PWA-S	PWA-C1	PWA-C2	PWA-C3	PWA-C
Portugal (<i>N</i> = 292)								
PWA-S1	1							
PWA-S2	.56***	1						
PWA-S3	.51***	.62***	1					
PWA-S	.82***	.87***	.85***	1				
PWA-C1	.23***	.21***	.30***	.29***	1			
PWA-C2	.18**	.27***	.28***	.29***	.75***	1		
PWA-C3	.30***	.26***	.38***	.37***	.43***	.56***	1	
PWA-C	.28***	.29***	.38***	.38***	.84***	.90***	.81***	1
Romania (<i>N</i> = 337)								
PWA-S1	1							
PWA-S2	.58***	1						
PWA-S3	.35***	.63***	1					
PWA-S	.78***	.90***	.80***	1				
PWA-C1	.29***	.30***	.29***	.36***	1			
PWA-C2	.23***	.37***	.33***	.38***	.73***	1		
PWA-C3	.19***	.32***	.42***	.38***	.48***	.65***	1	
PWA-C	.27***	.38***	.41***	.43***	.85***	.92***	.83***	1
Saudi Arabia (<i>N</i> = 231)								
PWA-S1	1							
PWA-S2	.25***	1						
PWA-S3	.21***	.32***	1					
PWA-S	.68***	.74***	.72***	1				
PWA-C1	.27***	.12	.18**	.26***	1			
PWA-C2	.06	.30***	.14*	.23***	.43***	1		
PWA-C3	.16*	.24***	.24***	.30***	.39***	.47***	1	
PWA-C	.20**	.28***	.24***	.34***	.75***	.81***	.81***	1
Serbia (<i>N</i> = 246)								
PWA-S1	1							
PWA-S2	.60***	1						
PWA-S3	.50***	.62***	1					
PWA-S	.82***	.88***	.83***	1				
PWA-C1	.22***	.19**	.26***	.26***	1			
PWA-C2	.14*	.19**	.21***	.22***	.63***	1		
PWA-C3	.17**	.26***	.33***	.30***	.32***	.50***	1	
PWA-C	.22***	.27***	.33***	.32***	.78***	.86***	.79***	1
Slovakia (<i>N</i> = 287)								
PWA-S1	1							
PWA-S2	.65***	1						
PWA-S3	.46***	.69***	1					
PWA-S	.82***	.91***	.84***	1				
PWA-C1	.40***	.29***	.29***	.38***	1			
PWA-C2	.33***	.40***	.30***	.40***	.74***	1		
PWA-C3	.25***	.31***	.43***	.39***	.60***	.69***	1	
PWA-C	.37***	.38***	.39***	.44***	.88***	.91***	.87***	1
Slovenia (<i>N</i> = 307)								
PWA-S1	1							
PWA-S2	.52***	1						
PWA-S3	.41***	.60***	1					
PWA-S	.78***	.86***	.82***	1				
PWA-C1	.32***	.23***	.21***	.31***	1			
PWA-C2	.18**	.30***	.23***	.29***	.66***	1		
PWA-C3	.12*	.21***	.25***	.24***	.42***	.49***	1	
PWA-C	.25***	.30***	.28***	.34***	.82***	.87***	.79***	1
South Korea (<i>N</i> = 224)								
PWA-S1	1							
PWA-S2	.48***	1						
PWA-S3	.44***	.67***	1					
PWA-S	.78***	.86***	.85***	1				
PWA-C1	.50***	.43***	.42***	.55***	1			
PWA-C2	.31***	.44***	.44***	.48***	.70***	1		
PWA-C3	.20**	.41***	.52***	.45***	.54***	.66***	1	
PWA-C	.39***	.49***	.53***	.57***	.86***	.90***	.85***	1
Spain (<i>N</i> = 285)								
PWA-S1	1							
PWA-S2	.64***	1						
PWA-S3	.35***	.54***	1					
PWA-S	.81***	.89***	.77***	1				
PWA-C1	.29***	.32***	.28***	.36***	1			
PWA-C2	.22***	.34***	.28***	.34***	.72***	1		
PWA-C3	.07	.18**	.40***	.26***	.45***	.49***	1	
PWA-C	.22***	.33***	.39***	.38***	.84***	.87***	.81***	1

Items and subscales	PWA-S1	PWA-S2	PWA-S3	PWA-S	PWA-C1	PWA-C2	PWA-C3	PWA-C
Sri Lanka (<i>N</i> = 296)								
PWA-S1	1							
PWA-S2	.42***	1						
PWA-S3	.34***	.52***	1					
PWA-S	.74***	.82***	.80***	1				
PWA-C1	.32***	.25***	.26***	.35***	1			
PWA-C2	.29***	.34***	.35***	.42***	.69***	1		
PWA-C3	.20***	.31***	.40***	.39***	.43***	.57***	1	
PWA-C	.32***	.35***	.41***	.46***	.83***	.88***	.81***	1
Suriname (<i>N</i> = 253)								
PWA-S1	1							
PWA-S2	.45***	1						
PWA-S3	.42***	.64***	1					
PWA-S	.76***	.85***	.84***	1				
PWA-C1	.32***	.29***	.30***	.37***	1			
PWA-C2	.26***	.42***	.40***	.44***	.66***	1		
PWA-C3	.17**	.35***	.39***	.37***	.52***	.62***	1	
PWA-C	.29***	.41***	.43***	.46***	.84***	.88***	.84***	1
Switzerland (<i>N</i> = 210)								
PWA-S1	1							
PWA-S2	.52***	1						
PWA-S3	.37***	.59***	1					
PWA-S	.77***	.87***	.80***	1				
PWA-C1	.27***	.25***	.17*	.28***	1			
PWA-C2	.22***	.35***	.26***	.34***	.60***	1		
PWA-C3	.11	.18**	.30***	.24***	.33***	.58***	1	
PWA-C	.24***	.31***	.30***	.35***	.77***	.88***	.80***	1
Taiwan (<i>N</i> = 365)								
PWA-S1	1							
PWA-S2	.03	1						
PWA-S3	.17***	.47***	1					
PWA-S	.53***	.76***	.79***	1				
PWA-C1	.30***	.01	.08	.17***	1			
PWA-C2	-.03	.50***	.37***	.42***	.04	1		
PWA-C3	.03	.38***	.44***	.42***	.24***	.62***	1	
PWA-C	.13*	.42***	.41***	.47***	.55***	.78***	.86***	1
Tanzania (<i>N</i> = 162)								
PWA-S1	1							
PWA-S2	.15	1						
PWA-S3	.21**	.30***	1					
PWA-S	.63***	.70***	.75***	1				
PWA-C1	.32***	.11	.13	.26***	1			
PWA-C2	.13	.30***	.16*	.29***	.26***	1		
PWA-C3	.23**	.24**	.43***	.44***	.15	.52***	1	
PWA-C	.30***	.30***	.34***	.45***	.62***	.81***	.78***	1
Thailand (<i>N</i> = 179)								
PWA-S1	1							
PWA-S2	.52***	1						
PWA-S3	.38***	.48***	1					
PWA-S	.79***	.83***	.78***	1				
PWA-C1	.30***	.35***	.26***	.38***	1			
PWA-C2	.16*	.33***	.32***	.35***	.55***	1		
PWA-C3	.17*	.21**	.43***	.34***	.26***	.52***	1	
PWA-C	.26***	.37***	.44***	.45***	.75***	.87***	.76***	1
Turkey (<i>N</i> = 240)								
PWA-S1	1							
PWA-S2	.71***	1						
PWA-S3	.43***	.56***	1					
PWA-S	.84***	.90***	.79***	1				
PWA-C1	.24***	.19**	.23***	.26***	1			
PWA-C2	.25***	.33***	.32***	.36***	.70***	1		
PWA-C3	.23***	.32***	.44***	.39***	.53***	.55***	1	
PWA-C	.28***	.33***	.40***	.40***	.86***	.87***	.83***	1
Ukraine (<i>N</i> = 187)								
PWA-S1	1							
PWA-S2	.49***	1						
PWA-S3	.39***	.45***	1					
PWA-S	.79***	.82***	.77***	1				
PWA-C1	.32***	.36***	.30***	.42***	1			
PWA-C2	.24***	.38***	.32***	.40***	.67***	1		
PWA-C3	.12	.30***	.29***	.30***	.50***	.54***	1	
PWA-C	.27***	.41***	.36***	.44***	.85***	.86***	.82***	1

Items and subscales	PWA-S1	PWA-S2	PWA-S3	PWA-S	PWA-C1	PWA-C2	PWA-C3	PWA-C
United Kingdom (<i>N</i> = 245)								
PWA-S1	1							
PWA-S2	.60***	1						
PWA-S3	.39***	.58***	1					
PWA-S	.80***	.88***	.80***	1				
PWA-C1	.29***	.26***	.25***	.33***	1			
PWA-C2	.22***	.41***	.31***	.38***	.76***	1		
PWA-C3	.12	.31***	.39***	.33***	.50***	.67***	1	
PWA-C	.24***	.38***	.36***	.39***	.85***	.93***	.84***	1
United States (<i>N</i> = 213)								
PWA-S1	1							
PWA-S2	.62***	1						
PWA-S3	.52***	.74***	1					
PWA-S	.84***	.90***	.87***	1				
PWA-C1	.49***	.44***	.39***	.51***	1			
PWA-C2	.38***	.54***	.41***	.51***	.76***	1		
PWA-C3	.36***	.47***	.56***	.54***	.60***	.68***	1	
PWA-C	.46***	.55***	.52***	.59***	.88***	.91***	.87***	1
Uruguay (<i>N</i> = 245)								
PWA-S1	1							
PWA-S2	.61***	1						
PWA-S3	.34***	.44***	1					
PWA-S	.81***	.86***	.74***	1				
PWA-C1	.26***	.25***	.09	.25***	1			
PWA-C2	.18**	.30***	.23***	.29***	.71***	1		
PWA-C3	.03	.10	.26***	.17*	.39***	.43***	1	
PWA-C	.18**	.25***	.24***	.28***	.83***	.85***	.78***	1
Uzbekistan (<i>N</i> = 273)								
PWA-S1	1							
PWA-S2	.47***	1						
PWA-S3	.27***	.36***	1					
PWA-S	.74***	.81***	.73***	1				
PWA-C1	.23***	.29***	.23***	.33***	1			
PWA-C2	.26***	.41***	.30***	.43***	.70***	1		
PWA-C3	.17**	.32***	.39***	.39***	.48***	.59***	1	
PWA-C	.26***	.40***	.37**	.45***	.84***	.89***	.83***	1
Vietnam (<i>N</i> = 349)								
PWA-S1	1							
PWA-S2	.40***	1						
PWA-S3	.33***	.69***	1					
PWA-S	.71***	.87***	.84***	1				
PWA-C1	.32***	.34***	.34***	.41***	1			
PWA-C2	.23***	.43***	.50***	.48***	.53***	1		
PWA-C3	.21***	.40***	.51***	.46***	.45***	.71***	1	
PWA-C	.30***	.46***	.53***	.54***	.79***	.87***	.86***	1
Zambia (<i>N</i> = 623)								
PWA-S1	1							
PWA-S2	.20***	1						
PWA-S3	.17***	.35***	1					
PWA-S	.63***	.73***	.74***	1				
PWA-C1	.39***	.15***	.13***	.32***	1			
PWA-C2	.14***	.42***	.24***	.38***	.27***	1		
PWA-C3	.14***	.30***	.46***	.43***	.23***	.40***	1	
PWA-C	.29***	.40***	.39***	.52***	.65***	.76***	.78***	1

Note. PCWAS = Perceived Coworkers' Work Addiction Scale, PWA-S = Perceived Work Addiction – Supervisor, PWA-C = Perceived Work Addiction – Colleagues. * $p < .05$, ** $p < .01$, *** $p < .001$

Table S18*Reliability and Convergent and Discriminant Validity of the PCWAS*

Culture	PWA-S					PWA-C				Squared factor correlation PWA-S and PWA-C
	N	α	ω	AVE	CR	α	ω	AVE	CR	
Albania	1,513	.73	.74	.50	.74	.74	.75	.51	.75	.31
Algeria	803	.41	1.15 ^a	.24	.46	.58	.61	.35	.60	.41
Argentina	574	.71	.74	.48	.73	.73	.75	.54	.77	.18
Armenia	241	.76	.78	.54	.78	.77	.78	.53	.77	.17
Australia	1,417	.77	.78	.54	.78	.80	.82	.61	.82	.27
Austria	326	.71	.75	.50	.74	.76	.76	.54	.78	.23
Azerbaijan	271	.59	.60	.34	.61	.74	.76	.52	.75	.19
Bahrain	254	.59	.60	.33	.59	.68	.71	.47	.71	.41
Belgium	320	.70	.73	.49	.72	.69	.74	.52	.74	.06
Bolivia	375	.78	.80	.58	.80	.76	.78	.55	.78	.24
Bosnia and Herzegovina	190	.81	.81	.59	.81	.82	.83	.63	.83	.27
Brazil	289	.85	.85	.66	.85	.89	.89	.73	.89	.24
Bulgaria	329	.81	.83	.63	.83	.81	.82	.60	.81	.29
Canada	692	.69	.72	.47	.72	.82	.83	.63	.83	.38
Chile	373	.71	.74	.47	.72	.75	.76	.53	.77	.34
Croatia	270	.79	.79	.56	.79	.78	.79	.57	.79	.25
Cyprus	254	.85	.85	.65	.85	.85	.86	.67	.86	.15
Czech Republic	1,236	.81	.82	.61	.82	.82	.82	.64	.83	.15
Denmark	208	.81	.82	.60	.81	.77	.77	.55	.78	.50
Dominican Republic	324	.74	.75	.51	.75	.79	.80	.59	.81	.20
Ecuador	254	.65	.66	.39	.66	.76	.78	.56	.79	.27
Estonia	507	.79	.81	.60	.81	.84	.84	.65	.85	.13
Finland	1,540	.84	.86	.66	.85	.83	.85	.65	.84	.15
France	345	.66	.69	.41	.67	.76	.77	.56	.78	.24
Georgia	327	.74	.77	.52	.76	.76	.78	.57	.79	.18
Germany	253	.60	.65	.42	.65	.61	.62	.39	.65	.18
Ghana	282	.67	.67	.41	.68	.78	.78	.55	.79	.74
Greece	414	.78	.80	.59	.80	.81	.82	.62	.83	.12
Hong Kong	253	.76	.80	.58	.80	.72	.77	.51	.75	.18
Hungary	1,094	.84	.85	.66	.85	.83	.84	.66	.85	.16
Iceland	270	.84	.85	.66	.85	.74	.77	.54	.77	.29
India	795	.50	.55	.32	.55	.66	.69	.44	.68	.38
Indonesia	249	.71	.72	.46	.71	.74	.78	.54	.77	.30
Iran	321	.76	.77	.53	.77	.84	.84	.64	.84	.10
Iraq	149	.43	.50	.28	.49	.50	.51	.25	.50	.14
Ireland	311	.79	.81	.60	.81	.81	.82	.63	.83	.24
Israel	420	.73	.75	.52	.76	.78	.79	.59	.81	.24
Italy	319	.76	.78	.54	.77	.78	.80	.61	.82	.18
Jamaica	268	.71	.75	.50	.74	.76	.77	.58	.79	.22
Japan	281	.73	.73	.48	.73	.83	.84	.63	.84	.29
Jordan	501	.59	.60	.33	.59	.65	.67	.41	.67	.41
Kazakhstan	278	.71	.73	.48	.73	.80	.81	.60	.81	.16
Kenya	213	.57	.63	.36	.60	.60	.62	.37	.61	.30
Kuwait	588	.55	.57	.31	.57	.64	.65	.40	.66	.31
Latvia	260	.81	.83	.61	.82	.88	.88	.72	.88	.18
Lebanon	230	.69	.73	.48	.71	.76	.77	.53	.77	.18
Lithuania	230	.77	.79	.57	.79	.84	.85	.67	.86	.20
Macao	214	.85	.87	.67	.86	.88	.88	.70	.88	.41
Mainland China	239	.77	.78	.55	.78	.74	.75	.50	.75	.14
Malaysia	742	.53	.70	.35	.57	.76	.78	.55	.77	.40
Malta	228	.75	.77	.53	.76	.80	.81	.62	.83	.28
Mexico	151	.66	.70	.46	.70	.82	.83	.63	.84	.53
Montenegro	313	.76	.77	.54	.77	.81	.82	.61	.82	.23
Mozambique	319	.72	.79	.56	.77	.71	.74	.53	.75	.38
Namibia	292	.62	.65	.40	.65	.72	.73	.50	.74	.40

Netherlands	264	.74	.76	.53	.76	.80	.80	.60	.81	.20
New Zealand	154	.80	.82	.60	.81	.81	.83	.62	.83	.13
North Macedonia	106	.85	.85	.64	.84	.74	.77	.57	.79	.36
Norway	821	.74	.75	.51	.75	.74	.76	.56	.78	.18
Palestine	227	.57	.66	.33	.58	.61	.68	.44	.67	.26
Paraguay	632	.53	.59	.32	.56	.71	.71	.47	.72	.28
Philippines	340	.70	.72	.47	.72	.77	.78	.56	.79	.30
Poland	906	.84	.84	.64	.84	.83	.83	.66	.85	.15
Portugal	292	.80	.80	.56	.79	.80	.81	.62	.83	.11
Romania	336	.77	.80	.57	.79	.83	.84	.65	.84	.16
Saudi Arabia	231	.52	.52	.27	.52	.69	.70	.44	.70	.22
Serbia	246	.80	.81	.58	.80	.73	.75	.53	.76	.08
Slovakia	287	.82	.83	.63	.83	.86	.86	.68	.86	.18
Slovenia	306	.76	.77	.53	.76	.76	.77	.55	.78	.14
South Korea	224	.77	.78	.55	.78	.84	.84	.65	.85	.40
Spain	285	.76	.79	.56	.79	.77	.78	.58	.80	.16
Sri Lanka	296	.69	.70	.44	.70	.79	.79	.59	.81	.28
Suriname	253	.75	.76	.53	.77	.82	.82	.61	.82	.31
Switzerland	210	.75	.77	.52	.76	.75	.78	.57	.78	.15
Taiwan	365	.47	.89	.33	.51	.57	1.27 ^a	.43	.63	.49
Tanzania	160	.46	.48	.23	.46	.58	.65	.40	.63	.30
Thailand	179	.72	.72	.48	.73	.70	.75	.50	.74	.23
Turkey	240	.80	.81	.59	.81	.81	.81	.60	.81	.14
Ukraine	187	.70	.71	.45	.71	.80	.80	.59	.81	.31
United Kingdom	245	.77	.78	.56	.78	.84	.86	.68	.86	.18
United States	213	.83	.83	.65	.84	.86	.86	.69	.87	.36
Uruguay	245	.72	.74	.51	.75	.74	.75	.55	.78	.12
Uzbekistan	273	.63	.65	.39	.65	.81	.81	.60	.82	.30
Vietnam	349	.73	.76	.53	.76	.79	.80	.59	.81	.41
Zambia	621	.49	.51	.28	.51	.57	.58	.33	.58	.50

Note. PCWAS = Perceived Coworkers' Work Addiction Scale, PWA-S = Perceived Work Addiction – Supervisor, PWA-C = Perceived Work Addiction – Colleagues, α = Cronbach's alpha, ω = McDonald's omega, AVE = average variance extracted, CR = composite reliability.

If the AVE is .5 or higher, the convergent validity is established. Moreover, if AVE is less than .5, but CR is higher than .6, the convergent validity of the construct can be deemed adequate (Fornell & Larcker, 1981).

Discriminant validity holds for two subscales if the AVEs for both are higher than the squared factor correlation between the subscales (Fornell & Larcker, 1981).

^a The McDonald's ω may exceed the value of 1 if the intercorrelations for items are poor. This seems to be the case for the PWA-S for Algeria and Taiwan (see Table S17).

Table S19

Correlations Between Perceived Direct Supervisor's WA, Perceived Colleagues' WA, One's Own WA, Job Stress, and Job Satisfaction

Culture	N	One's own WA		One's own job stress		One's own job satisfaction	
		Perceived direct supervisor's WA	Perceived work colleagues' WA	Perceived direct supervisor's WA	Perceived work colleagues' WA	Perceived direct supervisor's WA	Perceived work colleagues' WA
Albania	1,514	.36 (.31, .41)	.46 (.42, .51)	.22 (.16, .27)	.21 (.16, .26)	-.12 (-.18, -.06)	-.12 (-.18, -.07)
Algeria	806	.09 (.02, .16)	.27 (.19, .34)	.05 (-.03, .12)	.20 (.13, .27)	-.01 (-.09, .07)	-.05 (-.12, .02)
Argentina	574	.26 (.18, .34)	.37 (.29, .45)	.25 (.17, .33)	.30 (.23, .38)	-.20 (-.28, -.11)	-.17 (-.25, -.08)
Armenia	241	.20 (.07, .33)	.33 (.21, .46)	.11 (-.03, .25)	.34 (.22, .45)	.07 (-.09, .22)	-.18 (-.31, -.05)
Australia	1,418	.33 (.28, .38)	.55 (.51, .59)	.27 (.22, .33)	.44 (.40, .48)	-.24 (-.29, -.18)	-.34 (-.39, -.29)
Austria	326	.32 (.22, .42)	.44 (.35, .53)	.27 (.17, .37)	.34 (.23, .44)	-.18 (-.29, -.07)	-.17 (-.27, -.07)
Azerbaijan	271	.21 (.09, .33)	.30 (.18, .42)	.22 (.09, .34)	.27 (.16, .38)	-.05 (-.19, .09)	-.15 (-.28, -.03)
Bahrain	254	.27 (.15, .40)	.53 (.43, .64)	.14 (.01, .28)	.36 (.24, .47)	-.10 (-.25, .04)	-.12 (-.26, .02)
Belgium	321	.19 (.09, .30)	.27 (.16, .37)	.20 (.08, .31)	.26 (.15, .37)	-.20 (-.31, -.08)	-.21 (-.33, -.09)
Bolivia	375	.29 (.19, .39)	.39 (.30, .49)	.34 (.25, .43)	.30 (.21, .40)	-.24 (-.35, -.13)	-.22 (-.33, -.12)
Bosnia and Herzegovina	190	.38 (.24, .52)	.33 (.18, .47)	.24 (.09, .39)	.10 (-.06, .26)	-.08 (-.23, .08)	-.12 (-.28, .03)
Brazil	289	.26 (.14, .38)	.43 (.32, .54)	.24 (.13, .36)	.37 (.27, .48)	-.23 (-.35, -.11)	-.32 (-.43, -.21)
Bulgaria	329	.35 (.24, .45)	.36 (.26, .45)	.35 (.25, .45)	.33 (.23, .43)	-.04 (-.15, .07)	-.11 (-.22, -.01)
Canada	692	.37 (.29, .44)	.55 (.49, .61)	.27 (.19, .34)	.35 (.28, .43)	-.24 (-.32, -.16)	-.26 (-.34, -.19)
Chile	374	.38 (.29, .47)	.44 (.35, .52)	.27 (.18, .36)	.26 (.17, .35)	-.33 (-.42, -.23)	-.33 (-.42, -.24)
Croatia	270	.30 (.19, .41)	.36 (.24, .47)	.16 (.03, .29)	.33 (.22, .44)	-.17 (-.28, -.05)	-.15 (-.27, -.03)
Cyprus	254	.33 (.21, .45)	.47 (.37, .57)	.23 (.10, .37)	.29 (.17, .41)	-.24 (-.36, -.12)	-.29 (-.41, -.17)
Czech Republic	1,237	.25 (.19, .30)	.40 (.34, .45)	.21 (.16, .27)	.25 (.19, .30)	-.21 (-.26, -.15)	-.22 (-.28, -.16)
Denmark	208	.41 (.27, .55)	.52 (.39, .65)	.42 (.31, .53)	.51 (.41, .60)	-.25 (-.42, -.08)	-.40 (-.53, -.28)
Dominican Republic	324	.31 (.21, .41)	.34 (.24, .45)	.27 (.16, .38)	.25 (.15, .36)	-.29 (-.40, -.18)	-.18 (-.30, -.06)
Ecuador	254	.23 (.10, .35)	.37 (.25, .48)	.11 (-.02, .23)	.25 (.13, .37)	-.17 (-.30, -.04)	-.30 (-.43, -.17)
Estonia	507	.22 (.13, .31)	.37 (.29, .45)	.22 (.13, .30)	.36 (.28, .43)	-.25 (-.33, -.16)	-.32 (-.40, -.24)
Finland	1,540	.23 (.18, .28)	.37 (.33, .42)	.24 (.20, .29)	.36 (.31, .40)	-.24 (-.29, -.19)	-.26 (-.31, -.21)
France	345	.32 (.23, .42)	.45 (.36, .53)	.21 (.10, .32)	.27 (.16, .38)	-.19 (-.30, -.08)	-.25 (-.36, -.14)
Georgia	327	.18 (.07, .28)	.26 (.15, .37)	.15 (.04, .26)	.25 (.15, .36)	-.08 (-.21, .04)	-.07 (-.20, .06)
Germany	254	.20 (.07, .32)	.40 (.29, .50)	.24 (.13, .36)	.29 (.17, .40)	-.25 (-.37, -.12)	-.20 (-.32, -.07)
Ghana	282	.23 (.11, .35)	.30 (.19, .40)	.09 (-.03, .21)	.04 (-.09, .16)	.04 (-.08, .17)	.03 (-.10, .15)
Greece	414	.11 (.01, .21)	.36 (.28, .45)	.16 (.06, .26)	.33 (.24, .42)	-.02 (-.13, .08)	-.22 (-.33, -.11)
Hong Kong	253	.23 (.10, .35)	.39 (.28, .50)	.22 (.10, .34)	.32 (.21, .42)	-.20 (-.33, -.07)	-.20 (-.33, -.07)
Hungary	1,094	.24 (.19, .30)	.38 (.32, .43)	.26 (.20, .32)	.36 (.30, .41)	-.16 (-.22, -.10)	-.19 (-.25, -.12)

Iceland	270	.26 (.15, .38)	.44 (.34, .55)	.31 (.20, .42)	.38 (.28, .49)	-.30 (-.42, -.19)	-.31 (-.43, -.19)
India	796	.29 (.22, .36)	.37 (.31, .44)	.17 (.09, .25)	.20 (.13, .27)	-.14 (-.22, -.05)	-.17 (-.24, -.09)
Indonesia	249	.38 (.26, .49)	.39 (.27, .50)	.24 (.11, .38)	.26 (.13, .39)	-.15 (-.29, -.01)	-.24 (-.38, -.11)
Iran	321	.20 (.10, .31)	.35 (.25, .45)	.18 (.07, .29)	.33 (.24, .43)	-.10 (-.21, .01)	-.09 (-.20, .02)
Iraq	149	.25 (.10, .40)	.30 (.14, .47)	.21 (.04, .37)	.13 (-.05, .31)	.07 (-.12, .26)	-.06 (-.23, .10)
Ireland	311	.28 (.18, .38)	.52 (.44, .61)	.29 (.19, .39)	.44 (.36, .52)	-.35 (-.45, -.25)	-.39 (-.49, -.29)
Israel	420	.29 (.19, .38)	.38 (.28, .47)	.20 (.10, .29)	.32 (.23, .41)	-.32 (-.41, -.22)	-.24 (-.34, -.14)
Italy	319	.23 (.12, .33)	.30 (.18, .42)	.18 (.07, .29)	.27 (.17, .37)	-.16 (-.27, -.05)	-.16 (-.29, -.03)
Jamaica	268	.27 (.15, .38)	.37 (.25, .48)	.24 (.13, .35)	.34 (.23, .46)	-.25 (-.36, -.13)	-.31 (-.42, -.19)
Japan	281	.27 (.15, .40)	.48 (.37, .59)	.25 (.12, .38)	.32 (.17, .46)	-.26 (-.39, -.13)	-.15 (-.30, -.01)
Jordan	501	.31 (.23, .39)	.41 (.34, .49)	.23 (.14, .32)	.31 (.23, .39)	-.01 (-.11, .10)	-.03 (-.14, .07)
Kazakhstan	278	.31 (.20, .42)	.36 (.25, .46)	.27 (.16, .39)	.33 (.23, .44)	-.03 (-.14, .07)	-.08 (-.20, .05)
Kenya	213	.29 (.17, .42)	.42 (.32, .53)	.10 (-.04, .24)	.26 (.12, .40)	-.07 (-.21, .07)	-.13 (-.27, .01)
Kuwait	588	.33 (.25, .40)	.38 (.30, .46)	.25 (.17, .33)	.20 (.12, .28)	-.09 (-.18, -.01)	-.06 (-.15, .03)
Latvia	261	.28 (.15, .40)	.58 (.49, .67)	.18 (.06, .30)	.26 (.16, .37)	-.10 (-.23, .04)	-.18 (-.31, -.04)
Lebanon	230	.16 (.03, .29)	.36 (.23, .48)	.19 (.05, .33)	.20 (.07, .33)	-.07 (-.21, .07)	-.11 (-.24, .02)
Lithuania	230	.18 (.05, .31)	.34 (.21, .46)	.22 (.09, .36)	.29 (.15, .43)	-.12 (-.25, .02)	-.28 (-.41, -.14)
Macao	214	.38 (.25, .50)	.45 (.34, .56)	.21 (.07, .35)	.21 (.08, .35)	-.21 (-.37, -.06)	-.29 (-.44, -.15)
Mainland China	239	.24 (.09, .39)	.40 (.26, .55)	.21 (.07, .36)	.24 (.09, .39)	-.05 (-.20, .10)	-.07 (-.23, .09)
Malaysia	743	.23 (.16, .30)	.41 (.33, .48)	.15 (.07, .23)	.20 (.12, .28)	.00 (-.08, .09)	-.11 (-.19, -.03)
Malta	228	.27 (.14, .41)	.37 (.24, .49)	.28 (.16, .40)	.32 (.21, .44)	-.24 (-.36, -.11)	-.26 (-.38, -.14)
Mexico	151	.20 (.01, .39)	.34 (.17, .51)	.18 (-.01, .37)	.26 (.13, .39)	-.23 (-.39, -.07)	-.34 (-.48, -.19)
Montenegro	313	.16 (.05, .27)	.27 (.16, .38)	.12 (.01, .23)	.22 (.11, .33)	-.26 (-.37, -.16)	-.20 (-.31, -.09)
Mozambique	319	.49 (.38, .61)	.54 (.42, .66)	.43 (.33, .52)	.47 (.38, .56)	-.02 (-.14, .10)	-.03 (-.16, .10)
Namibia	292	.27 (.15, .39)	.39 (.28, .49)	.15 (.03, .27)	.19 (.07, .31)	-.05 (-.17, .06)	-.05 (-.18, .07)
Netherlands	264	.40 (.29, .51)	.44 (.33, .54)	.29 (.17, .40)	.33 (.22, .45)	-.23 (-.36, -.10)	-.25 (-.37, -.13)
New Zealand	154	.27 (.11, .43)	.39 (.24, .54)	.22 (.07, .37)	.31 (.16, .45)	-.21 (-.36, -.05)	-.29 (-.46, -.12)
North Macedonia	106	.31 (.13, .50)	.50 (.34, .66)	.27 (.09, .45)	.41 (.26, .55)	-.23 (-.45, -.02)	-.15 (-.37, .07)
Norway	822	.22 (.15, .28)	.47 (.41, .53)	.15 (.08, .22)	.33 (.27, .40)	-.15 (-.22, -.08)	-.30 (-.37, -.23)
Palestine	227	.22 (.10, .35)	.48 (.37, .59)	.21 (.07, .34)	.28 (.17, .39)	-.27 (-.41, -.13)	-.16 (-.29, -.02)
Paraguay	633	.25 (.17, .32)	.29 (.22, .37)	.31 (.23, .38)	.26 (.19, .33)	-.31 (-.38, -.24)	-.27 (-.35, -.19)
Philippines	340	.31 (.20, .41)	.43 (.34, .52)	.24 (.13, .35)	.29 (.18, .39)	-.31 (-.42, -.21)	-.38 (-.48, -.27)
Poland	906	.21 (.15, .28)	.38 (.33, .44)	.15 (.08, .21)	.26 (.20, .32)	-.14 (-.21, -.07)	-.27 (-.34, -.21)
Portugal	292	.37 (.26, .47)	.42 (.32, .51)	.29 (.19, .40)	.31 (.21, .42)	-.30 (-.41, -.19)	-.18 (-.29, -.06)
Romania	337	.21 (.10, .31)	.36 (.26, .46)	.18 (.08, .28)	.29 (.18, .39)	-.11 (-.22, .00)	-.14 (-.26, -.03)
Saudi Arabia	231	.17 (.04, .31)	.40 (.28, .52)	.19 (.05, .33)	.34 (.22, .45)	-.09 (-.23, .06)	-.09 (-.23, .05)
Serbia	246	.19 (.07, .32)	.37 (.26, .47)	.14 (-.01, .28)	.33 (.23, .43)	-.17 (-.29, -.05)	-.16 (-.28, -.04)
Slovakia	287	.34 (.23, .45)	.42 (.30, .54)	.27 (.16, .38)	.35 (.24, .47)	-.35 (-.46, -.25)	-.30 (-.42, -.18)

Slovenia	307	-.02 (-.14, .10)	.33 (.21, .45)	.04 (-.07, .15)	.20 (.08, .32)	-.10 (-.22, .02)	-.28 (-.39, -.16)
South Korea	224	.38 (.26, .50)	.54 (.43, .65)	.34 (.23, .46)	.38 (.28, .49)	-.14 (-.28, -.01)	-.16 (-.31, -.01)
Spain	285	.28 (.17, .38)	.44 (.34, .53)	.34 (.23, .44)	.32 (.22, .42)	-.19 (-.30, -.07)	-.25 (-.36, -.14)
Sri Lanka	296	.28 (.17, .38)	.37 (.27, .48)	.22 (.12, .33)	.18 (.07, .30)	-.17 (-.29, -.05)	-.16 (-.27, -.04)
Suriname	253	.24 (.12, .36)	.44 (.34, .55)	.24 (.12, .37)	.32 (.20, .44)	-.19 (-.32, -.07)	-.34 (-.46, -.22)
Switzerland	210	.26 (.11, .41)	.42 (.28, .55)	.19 (.02, .35)	.27 (.14, .39)	-.28 (-.42, -.14)	-.43 (-.54, -.32)
Taiwan	365	.41 (.31, .52)	.55 (.46, .63)	.26 (.15, .36)	.20 (.09, .30)	.02 (-.11, .15)	.06 (-.05, .16)
Tanzania	162	.18 (.02, .35)	.36 (.22, .50)	.07 (-.10, .25)	.07 (-.10, .25)	.17 (-.02, .36)	-.01 (-.18, .15)
Thailand	179	.25 (.08, .41)	.37 (.24, .49)	.29 (.14, .43)	.31 (.17, .45)	-.15 (-.30, -.01)	-.16 (-.31, -.01)
Turkey	240	.16 (.03, .29)	.34 (.22, .46)	.21 (.07, .34)	.32 (.20, .44)	-.18 (-.31, -.06)	-.09 (-.23, .04)
Ukraine	187	.28 (.15, .42)	.36 (.22, .50)	.26 (.11, .41)	.28 (.12, .44)	-.10 (-.25, .05)	-.18 (-.32, -.04)
United Kingdom	245	.33 (.21, .44)	.53 (.45, .63)	.21 (.08, .34)	.36 (.24, .47)	-.31 (-.43, -.19)	-.25 (-.38, -.12)
United States	213	.47 (.34, .59)	.54 (.43, .66)	.38 (.27, .49)	.47 (.36, .58)	-.37 (-.50, -.25)	-.27 (-.41, -.13)
Uruguay	245	.21 (.08, .34)	.45 (.34, .56)	.16 (.03, .29)	.26 (.14, .38)	-.21 (-.33, -.10)	-.21 (-.33, -.08)
Uzbekistan	273	.23 (.11, .36)	.51 (.40, .61)	.18 (.05, .31)	.30 (.17, .43)	-.03 (-.16, .11)	-.18 (-.31, -.04)
Vietnam	349	.35 (.25, .45)	.42 (.33, .51)	.21 (.10, .32)	.24 (.12, .35)	-.10 (-.20, .01)	-.12 (-.24, -.01)
Zambia	623	.37 (.29, .44)	.42 (.35, .50)	.18 (.10, .27)	.19 (.11, .27)	-.04 (-.12, .05)	.03 (-.06, .11)
Total sample	33,222	.28 (.25, .30)	.42 (.39, .45)	.20 (.18, .22)	.25 (.21, .30)	-.15 (-.18, -.13)	-.17 (-.22, -.13)

Note. WA = work addiction. In parentheses, 95% confidence intervals for correlation coefficients are presented.

Table S20*Correlations Between Perceived Direct Supervisor's WA, Perceived Colleagues' WA, and IWAS-5 Items*

Culture	N	IWAS1 (salience)		IWAS2 (mood modification)		IWAS3 (relapse)		IWAS4 (conflict)		IWAS5 (problems)	
		PWA-S	PWA-C	PWA-S	PWA-C	PWA-S	PWA-C	PWA-S	PWA-C	PWA-S	PWA-C
Albania	1,514	.25 (.20, .30)	.33 (.28, .38)	.24 (.21, .29)	.33 (.28, .37)	.27 (.22, .31)	.34 (.29, .38)	.27 (.22, .32)	.34 (.30, .39)	.31 (.26, .35)	.37 (.33, .42)
Algeria	806	-.01 (-.09, .06)	.16 (.09, .24)	.05 (-.03, .12)	.15 (.08, .23)	.12 (.05, .19)	.21 (.15, .28)	.05 (-.02, .12)	.17 (.10, .24)	.10 (.03, .18)	.23 (.16, .30)
Argentina	574	.18 (.09, .26)	.21 (.13, .29)	.16 (.08, .25)	.25 (.17, .33)	.20 (.13, .28)	.25 (.17, .33)	.20 (.12, .28)	.24 (.15, .33)	.20 (.12, .29)	.37 (.28, .45)
Armenia	241	.12 (-.01, .25)	.20 (.08, .33)	.10 (-.03, .22)	.07 (-.08, .21)	.17 (.03, .30)	.32 (.20, .44)	.25 (.13, .38)	.32 (.20, .44)	.09 (-.06, .23)	.32 (.19, .44)
Australia	1,418	.26 (.21, .31)	.40 (.36, .45)	.21 (.16, .27)	.41 (.37, .46)	.27 (.22, .32)	.46 (.42, .51)	.27 (.21, .32)	.42 (.37, .46)	.32 (.27, .37)	.52 (.48, .56)
Austria	326	.21 (.11, .32)	.27 (.17, .38)	.26 (.15, .37)	.37 (.28, .46)	.24 (.13, .35)	.33 (.23, .42)	.26 (.15, .36)	.29 (.19, .40)	.25 (.14, .36)	.40 (.31, .49)
Azerbaijan	271	.11 (-.02, .24)	.15 (.03, .28)	.10 (-.02, .22)	.08 (-.05, .21)	.17 (.06, .29)	.26 (.14, .39)	.11 (-.01, .22)	.15 (.04, .27)	.22 (.10, .34)	.38 (.27, .49)
Bahrain	254	.17 (.04, .31)	.34 (.23, .46)	.18 (.04, .31)	.33 (.21, .46)	.30 (.18, .42)	.49 (.38, .59)	.21 (.09, .33)	.38 (.27, .49)	.15 (.02, .28)	.42 (.31, .53)
Belgium	321	.12 (.02, .23)	.17 (.06, .28)	.10 (-.02, .21)	.11 (-.01, .22)	.14 (.02, .25)	.23 (.13, .33)	.15 (.04, .26)	.22 (.12, .32)	.20 (.10, .31)	.25 (.13, .36)
Bolivia	375	.17 (.07, .28)	.23 (.13, .33)	.20 (.10, .31)	.29 (.20, .39)	.24 (.14, .34)	.30 (.20, .40)	.18 (.07, .28)	.27 (.17, .37)	.27 (.17, .37)	.35 (.26, .45)
Bosnia and Herzegovina	190	.26 (.11, .41)	.19 (.04, .34)	.25 (.10, .39)	.28 (.13, .43)	.32 (.18, .45)	.34 (.20, .47)	.32 (.18, .46)	.25 (.11, .39)	.30 (.16, .44)	.21 (.06, .35)
Brazil	289	.19 (.07, .32)	.34 (.22, .46)	.16 (.04, .28)	.21 (.09, .33)	.23 (.12, .34)	.36 (.24, .47)	.12 (-.01, .25)	.33 (.21, .44)	.28 (.17, .39)	.38 (.28, .49)
Bulgaria	329	.30 (.20, .40)	.28 (.18, .37)	.25 (.15, .36)	.19 (.08, .30)	.23 (.12, .33)	.29 (.18, .40)	.27 (.16, .38)	.29 (.19, .39)	.27 (.17, .38)	.30 (.19, .41)
Canada	692	.23 (.15, .31)	.38 (.32, .44)	.24 (.17, .32)	.41 (.34, .48)	.32 (.25, .39)	.48 (.41, .54)	.30 (.23, .37)	.43 (.36, .50)	.37 (.30, .44)	.50 (.44, .56)
Chile	374	.24 (.14, .34)	.23 (.13, .32)	.26 (.16, .36)	.31 (.21, .41)	.31 (.21, .40)	.37 (.28, .46)	.25 (.15, .35)	.35 (.26, .45)	.43 (.34, .51)	.46 (.38, .53)
Croatia	270	.27 (.16, .39)	.18 (.06, .31)	.22 (.11, .33)	.25 (.14, .37)	.19 (.06, .31)	.31 (.18, .44)	.21 (.09, .33)	.26 (.14, .39)	.30 (.18, .41)	.38 (.28, .49)
Cyprus	254	.30 (.17, .42)	.35 (.25, .46)	.19 (.07, .31)	.29 (.19, .40)	.27 (.15, .39)	.41 (.30, .52)	.25 (.12, .37)	.38 (.27, .49)	.29 (.17, .42)	.42 (.32, .53)
Czech Republic	1,237	.18 (.12, .23)	.26 (.21, .32)	.17 (.11, .22)	.28 (.22, .33)	.17 (.12, .23)	.30 (.24, .35)	.17 (.12, .23)	.30 (.25, .36)	.25 (.19, .30)	.34 (.29, .40)
Denmark	208	.24 (.09, .38)	.27 (.14, .40)	.30 (.16, .44)	.38 (.24, .52)	.33 (.16, .49)	.43 (.30, .57)	.30 (.15, .46)	.35 (.20, .50)	.30 (.17, .44)	.44 (.32, .56)
Dominican Republic	324	.23 (.12, .34)	.20 (.09, .31)	.18 (.08, .29)	.21 (.10, .32)	.26 (.16, .36)	.29 (.18, .40)	.23 (.13, .33)	.31 (.20, .41)	.31 (.21, .41)	.34 (.24, .44)
Ecuador	254	.15 (.02, .28)	.28 (.16, .40)	.15 (.02, .27)	.28 (.14, .41)	.23 (.10, .36)	.26 (.13, .38)	.16 (.03, .30)	.25 (.12, .38)	.20 (.08, .33)	.36 (.24, .48)
Estonia	507	.18 (.09, .26)	.27 (.19, .35)	.16 (.07, .25)	.28 (.19, .36)	.15 (.06, .24)	.29 (.20, .37)	.18 (.09, .27)	.28 (.20, .37)	.17 (.08, .26)	.30 (.21, .39)
Finland	1,540	.18 (.13, .23)	.25 (.20, .30)	.18 (.13, .23)	.28 (.24, .33)	.19 (.14, .24)	.34 (.29, .38)	.14 (.09, .19)	.26 (.22, .31)	.22 (.17, .27)	.32 (.28, .37)
France	345	.26 (.16, .36)	.30 (.20, .39)	.18 (.08, .28)	.24 (.14, .35)	.28 (.18, .37)	.41 (.32, .50)	.20 (.10, .30)	.28 (.17, .38)	.31 (.22, .40)	.47 (.38, .55)
Georgia	327	.08 (-.03, .18)	.19 (.07, .30)	.10 (-.01, .20)	.15 (.04, .26)	.16 (.05, .28)	.24 (.12, .36)	.16 (.05, .27)	.15 (.04, .27)	.16 (.05, .27)	.25 (.14, .35)
Germany	254	.07 (-.04, .19)	.34 (.22, .45)	.05 (-.07, .16)	.23 (.10, .36)	.21 (.09, .33)	.25 (.13, .37)	.16 (.03, .28)	.21 (.10, .33)	.22 (.11, .34)	.39 (.28, .49)
Ghana	282	.15 (.04, .26)	.15 (.03, .26)	.11 (-.01, .23)	.16 (.03, .28)	.19 (.08, .31)	.22 (.11, .34)	.09 (-.03, .21)	.16 (.05, .27)	.37 (.25, .48)	.47 (.37, .57)
Greece	414	.01 (-.09, .11)	.19 (.10, .29)	.15 (.05, .25)	.19 (.09, .29)	.11 (.01, .21)	.32 (.23, .41)	.05 (-.06, .15)	.27 (.18, .37)	.06 (-.03, .16)	.34 (.25, .43)
Hong Kong	253	.16 (.03, .28)	.26 (.12, .39)	.07 (-.07, .20)	.15 (.02, .29)	.24 (.11, .37)	.36 (.25, .47)	.22 (.10, .34)	.38 (.27, .49)	.18 (.05, .31)	.36 (.24, .47)
Hungary	1,094	.16 (.10, .22)	.26 (.20, .32)	.12 (.06, .18)	.19 (.13, .25)	.20 (.14, .26)	.32 (.27, .38)	.20 (.14, .26)	.31 (.25, .37)	.27 (.21, .32)	.38 (.32, .43)
Iceland	270	.25 (.13, .36)	.27 (.16, .38)	.21 (.08, .33)	.33 (.22, .44)	.16 (.03, .28)	.35 (.24, .46)	.18 (.06, .30)	.39 (.28, .50)	.24 (.12, .36)	.39 (.29, .50)
India	796	.20 (.12, .28)	.25 (.18, .32)	.21 (.14, .28)	.29 (.22, .35)	.24 (.16, .31)	.28 (.21, .35)	.24 (.17, .31)	.30 (.24, .37)	.22 (.14, .29)	.29 (.22, .36)
Indonesia	249	.26 (.13, .39)	.26 (.13, .38)	.27 (.16, .39)	.33 (.21, .45)	.27 (.16, .39)	.32 (.20, .43)	.27 (.14, .40)	.29 (.17, .40)	.38 (.26, .49)	.30 (.18, .41)
Iran	321	.18 (.08, .29)	.15 (.04, .26)	.14 (.03, .25)	.24 (.14, .34)	.14 (.03, .25)	.25 (.13, .36)	.11 (.01, .22)	.29 (.19, .39)	.14 (.03, .26)	.28 (.18, .38)
Iraq	149	.13 (-.03, .30)	.02 (-.17, .20)	-.01 (-.17, .16)	.20 (.04, .37)	.16 (-.01, .33)	.18 (.01, .34)	.23 (.09, .37)	.27 (.12, .42)	.30 (.16, .44)	.29 (.12, .46)

Ireland	311	.23 (.12, .34)	.36 (.26, .46)	.19 (.08, .29)	.41 (.30, .51)	.26 (.16, .36)	.45 (.36, .54)	.24 (.13, .34)	.41 (.31, .51)	.23 (.12, .33)	.48 (.39, .57)
Israel	420	.19 (.09, .28)	.23 (.13, .33)	.19 (.09, .29)	.21 (.11, .31)	.22 (.12, .31)	.32 (.23, .41)	.20 (.10, .31)	.28 (.19, .38)	.26 (.17, .35)	.35 (.25, .45)
Italy	319	.19 (.08, .30)	.26 (.13, .38)	.10 (–.02, .21)	.06 (–.05, .17)	.25 (.13, .36)	.28 (.17, .40)	.15 (.03, .27)	.25 (.13, .36)	.14 (.02, .25)	.23 (.10, .37)
Jamaica	268	.16 (.04, .28)	.27 (.15, .38)	.17 (.04, .29)	.22 (.09, .35)	.26 (.16, .37)	.28 (.17, .39)	.21 (.09, .33)	.27 (.15, .40)	.24 (.12, .37)	.39 (.28, .50)
Japan	281	.16 (.03, .29)	.36 (.24, .48)	.24 (.12, .36)	.39 (.27, .51)	.20 (.07, .32)	.32 (.20, .45)	.25 (.13, .36)	.36 (.25, .48)	.23 (.11, .36)	.45 (.34, .56)
Jordan	501	.27 (.18, .35)	.27 (.19, .36)	.19 (.10, .28)	.26 (.17, .34)	.22 (.14, .31)	.33 (.25, .41)	.20 (.12, .29)	.31 (.23, .39)	.24 (.15, .33)	.33 (.25, .42)
Kazakhstan	278	.20 (.08, .32)	.23 (.11, .35)	.23 (.10, .35)	.20 (.08, .32)	.24 (.12, .36)	.30 (.19, .41)	.22 (.10, .33)	.29 (.17, .40)	.27 (.16, .39)	.31 (.20, .43)
Kenya	213	.21 (.09, .34)	.31 (.19, .43)	.24 (.10, .38)	.28 (.15, .40)	.17 (.04, .30)	.34 (.23, .45)	.11 (–.02, .25)	.30 (.18, .41)	.33 (.21, .45)	.31 (.19, .44)
Kuwait	588	.19 (.11, .28)	.23 (.15, .30)	.21 (.13, .29)	.23 (.15, .32)	.28 (.20, .36)	.31 (.23, .39)	.21 (.13, .29)	.28 (.20, .36)	.30 (.22, .38)	.34 (.26, .41)
Latvia	261	.18 (.04, .31)	.36 (.24, .47)	.23 (.10, .36)	.48 (.38, .59)	.21 (.09, .34)	.50 (.40, .60)	.17 (.04, .31)	.50 (.39, .60)	.32 (.19, .44)	.51 (.41, .60)
Lebanon	230	.19 (.07, .32)	.27 (.15, .40)	.13 (–.01, .27)	.21 (.07, .34)	.13 (.00, .27)	.32 (.21, .44)	.06 (–.08, .20)	.22 (.09, .36)	.10 (–.03, .23)	.32 (.21, .43)
Lithuania	230	.07 (–.06, .20)	.21 (.07, .35)	.15 (.02, .29)	.27 (.15, .39)	.21 (.07, .34)	.32 (.20, .43)	.12 (–.01, .26)	.20 (.08, .33)	.13 (.01, .26)	.27 (.13, .40)
Macao	214	.32 (.19, .45)	.44 (.32, .55)	.25 (.12, .38)	.29 (.14, .43)	.30 (.16, .44)	.38 (.27, .50)	.24 (.10, .38)	.27 (.15, .40)	.34 (.22, .47)	.38 (.27, .49)
Mainland China	239	.04 (–.10, .19)	.19 (.05, .34)	.09 (–.05, .23)	.17 (.02, .31)	.35 (.22, .48)	.38 (.26, .60)	.20 (.06, .33)	.31 (.18, .44)	.19 (.04, .33)	.38 (.24, .51)
Malaysia	743	.14 (.07, .22)	.30 (.22, .38)	.18 (.10, .26)	.26 (.18, .34)	.21 (.14, .29)	.35 (.27, .42)	.16 (.08, .23)	.30 (.23, .37)	.21 (.14, .29)	.39 (.32, .47)
Malta	228	.22 (.10, .34)	.22 (.09, .35)	.16 (.02, .30)	.27 (.15, .40)	.27 (.14, .39)	.31 (.19, .44)	.17 (.03, .30)	.25 (.12, .39)	.27 (.13, .41)	.37 (.24, .49)
Mexico	151	.13 (–.05, .31)	.22 (.05, .39)	.16 (–.01, .34)	.22 (.06, .39)	.15 (–.04, .34)	.31 (.15, .48)	.12 (–.06, .31)	.21 (.04, .38)	.20 (.02, .37)	.32 (.17, .48)
Montenegro	313	.17 (.06, .29)	.23 (.12, .34)	.09 (–.02, .20)	.16 (.05, .27)	.10 (–.02, .22)	.19 (.07, .31)	.09 (–.02, .21)	.19 (.07, .31)	.15 (.04, .26)	.28 (.17, .39)
Mozambique	319	.28 (.15, .41)	.28 (.15, .40)	.40 (.28, .53)	.43 (.29, .56)	.51 (.41, .61)	.53 (.44, .62)	.38 (.26, .49)	.42 (.30, .55)	.32 (.21, .44)	.44 (.31, .56)
Namibia	292	.17 (.06, .29)	.30 (.19, .42)	.16 (.05, .28)	.29 (.18, .40)	.24 (.13, .35)	.33 (.22, .44)	.19 (.07, .30)	.23 (.11, .35)	.30 (.18, .42)	.38 (.27, .49)
Netherlands	264	.23 (.11, .35)	.27 (.14, .41)	.26 (.14, .38)	.30 (.16, .43)	.36 (.25, .47)	.37 (.26, .47)	.34 (.24, .45)	.42 (.32, .53)	.36 (.25, .48)	.32 (.21, .44)
New Zealand	154	.19 (.04, .34)	.32 (.16, .48)	.22 (.07, .37)	.19 (.03, .35)	.23 (.06, .39)	.39 (.24, .53)	.21 (.04, .37)	.28 (.11, .44)	.23 (.07, .39)	.37 (.22, .51)
North Macedonia	106	.23 (.05, .42)	.35 (.18, .52)	.20 (.01, .40)	.31 (.14, .48)	.26 (.07, .46)	.45 (.28, .63)	.19 (–.02, .39)	.35 (.14, .57)	.29 (.10, .47)	.41 (.24, .59)
Norway	822	.17 (.10, .24)	.31 (.25, .38)	.18 (.11, .25)	.38 (.32, .44)	.14 (.07, .21)	.36 (.29, .43)	.16 (.09, .23)	.39 (.32, .45)	.20 (.13, .26)	.41 (.34, .47)
Palestine	227	.11 (–.04, .25)	.29 (.15, .43)	.09 (–.05, .23)	.19 (.05, .32)	.19 (.06, .31)	.48 (.37, .58)	.13 (.01, .26)	.31 (.18, .44)	.31 (.19, .43)	.51 (.41, .61)
Paraguay	633	.19 (.12, .27)	.19 (.11, .26)	.09 (.01, .17)	.17 (.09, .25)	.23 (.15, .31)	.27 (.19, .34)	.20 (.12, .28)	.24 (.16, .31)	.20 (.12, .29)	.24 (.16, .31)
Philippines	340	.25 (.15, .36)	.30 (.21, .40)	.17 (.05, .28)	.28 (.18, .39)	.24 (.13, .35)	.32 (.22, .42)	.26 (.15, .37)	.38 (.28, .48)	.31 (.20, .41)	.44 (.36, .53)
Poland	906	.20 (.13, .26)	.24 (.18, .30)	.14 (.07, .20)	.28 (.22, .34)	.16 (.10, .23)	.35 (.29, .41)	.15 (.09, .22)	.29 (.23, .35)	.19 (.13, .26)	.36 (.31, .42)
Portugal	292	.29 (.18, .39)	.30 (.20, .40)	.14 (.02, .26)	.18 (.07, .29)	.35 (.24, .45)	.35 (.25, .45)	.30 (.19, .41)	.36 (.25, .47)	.34 (.23, .45)	.40 (.30, .50)
Romania	337	.16 (.06, .27)	.24 (.13, .35)	.19 (.09, .29)	.33 (.23, .43)	.16 (.05, .26)	.31 (.21, .42)	.14 (.03, .25)	.27 (.16, .38)	.16 (.05, .27)	.28 (.18, .38)
Saudi Arabia	231	.10 (–.04, .24)	.25 (.12, .38)	.11 (–.02, .25)	.35 (.24, .47)	.17 (.03, .31)	.34 (.22, .46)	.08 (–.06, .22)	.26 (.12, .40)	.20 (.07, .33)	.34 (.22, .47)
Serbia	246	.02 (–.11, .15)	.25 (.14, .36)	.16 (.04, .28)	.22 (.09, .34)	.13 (.01, .25)	.29 (.18, .40)	.17 (.05, .29)	.27 (.16, .38)	.25 (.13, .37)	.36 (.25, .47)
Slovakia	287	.16 (.03, .28)	.27 (.15, .40)	.28 (.17, .40)	.30 (.18, .42)	.29 (.18, .40)	.33 (.19, .46)	.22 (.10, .34)	.31 (.19, .44)	.36 (.25, .47)	.40 (.28, .52)
Slovenia	307	–.05 (–.16, .07)	.20 (.07, .36)	–.06 (–.17, .06)	.17 (.06, .29)	.06 (–.05, .17)	.29 (.16, .41)	–.01 (–.13, .10)	.31 (.19, .42)	–.01 (–.13, .10)	.33 (.22, .44)
South Korea	224	.32 (.19, .45)	.46 (.34, .58)	.30 (.17, .43)	.45 (.34, .57)	.29 (.16, .42)	.39 (.27, .51)	.25 (.15, .36)	.34 (.22, .45)	.27 (.15, .40)	.41 (.30, .53)
Spain	285	.24 (.13, .36)	.36 (.26, .46)	.14 (.02, .26)	.26 (.14, .38)	.20 (.09, .31)	.29 (.18, .40)	.21 (.10, .33)	.30 (.19, .41)	.24 (.12, .36)	.41 (.30, .51)
Sri Lanka	296	.18 (.07, .30)	.28 (.18, .42)	.23 (.12, .34)	.24 (.12, .36)	.24 (.13, .35)	.31 (.20, .43)	.15 (.04, .27)	.25 (.13, .36)	.24 (.12, .35)	.34 (.22, .45)
Suriname	253	.18 (.05, .30)	.31 (.18, .43)	.20 (.08, .31)	.43 (.32, .54)	.18 (.05, .31)	.30 (.18, .41)	.17 (.04, .29)	.31 (.19, .43)	.24 (.12, .36)	.41 (.30, .52)
Switzerland	210	.12 (–.02, .26)	.30 (.17, .43)	.17 (.02, .32)	.30 (.17, .43)	.22 (.08, .36)	.27 (.14, .41)	.16 (.02, .29)	.30 (.17, .44)	.30 (.16, .44)	.39 (.26, .52)
Taiwan	365	.32 (.20, .43)	.47 (.38, .56)	.38 (.29, .47)	.46 (.37, .55)	.33 (.22, .43)	.42 (.33, .51)	.36 (.26, .46)	.48 (.39, .57)	.31 (.21, .42)	.42 (.32, .51)
Tanzania	162	.06 (–.10, .22)	.28 (.12, .44)	.20 (.05, .34)	.28 (.12, .44)	.16 (–.01, .33)	.30 (.15, .45)	.11 (–.08, .29)	.27 (.11, .43)	.18 (.01, .34)	.23 (.09, .36)
Thailand	179	.14 (–.02, .30)	.28 (.14, .42)	.24 (.09, .39)	.27 (.13, .40)	.10 (–.06, .26)	.26 (.13, .39)	.23 (.07, .39)	.26 (.12, .39)	.23 (.07, .38)	.34 (.20, .47)

Turkey	240	.10 (–.03, .23)	.25 (.13, .37)	.11 (–.02, .24)	.21 (.08, .35)	.13 (.01, .26)	.27 (.15, .38)	.08 (–.05, .21)	.24 (.12, .36)	.18 (.06, .31)	.31 (.18, .44)
Ukraine	187	.04 (–.10, .18)	.14 (.01, .28)	.15 (–.01, .30)	.21 (.05, .36)	.33 (.19, .46)	.30 (.15, .45)	.16 (.02, .30)	.21 (.07, .36)	.29 (.15, .43)	.35 (.21, .48)
United Kingdom	245	.25 (.13, .37)	.42 (.33, .52)	.27 (.15, .39)	.42 (.32, .53)	.29 (.18, .41)	.41 (.30, .52)	.24 (.11, .37)	.44 (.33, .55)	.24 (.11, .37)	.42 (.30, .53)
United States	213	.39 (.27, .52)	.48 (.37, .60)	.40 (.28, .52)	.41 (.29, .53)	.38 (.25, .51)	.44 (.32, .55)	.37 (.25, .50)	.42 (.30, .54)	.41 (.29, .53)	.54 (.42, .65)
Uruguay	245	.14 (.01, .26)	.27 (.15, .39)	.16 (.03, .29)	.28 (.16, .41)	.15 (.02, .27)	.29 (.17, .41)	.18 (.05, .31)	.41 (.29, .53)	.17 (.05, .28)	.43 (.33, .53)
Uzbekistan	273	.18 (.06, .30)	.35 (.24, .45)	.10 (–.03, .23)	.27 (.15, .40)	.24 (.12, .36)	.43 (.31, .55)	.14 (.02, .27)	.40 (.27, .53)	.20 (.08, .32)	.43 (.32, .53)
Vietnam	349	.22 (.11, .33)	.31 (.21, .42)	.24 (.13, .35)	.29 (.19, .38)	.26 (.15, .37)	.28 (.18, .39)	.30 (.19, .40)	.37 (.28, .47)	.33 (.22, .43)	.35 (.26, .45)
Zambia	623	.26 (.17, .34)	.27 (.19, .36)	.26 (.19, .34)	.29 (.21, .36)	.25 (.17, .33)	.34 (.27, .42)	.26 (.18, .34)	.28 (.21, .36)	.30 (.22, .38)	.35 (.28, .43)
Total sample	33,222	.19 (.16, .21)	.27 (.24, .29)	.19 (.17, .21)	.30 (.27, .32)	.23 (.21, .25)	.34 (.32, .37)	.21 (.18, .23)	.32 (.30, .34)	.25 (.23, .27)	.37 (.34, .40)

Note. PCWAS = Perceived Coworkers' Work Addiction Scale, PWA-S = Perceived Work Addiction – Supervisor, PWA-C = Perceived Work Addiction – Colleagues, IWAS = International Work Addiction Scale. In parentheses, 95% confidence intervals for correlation coefficients are presented.

Table S21

Model Fit for the Structural Equation Model of Perceived Direct Supervisor's WA and Perceived Colleagues' WA in Relation to One's Own WA

Culture	N	$\chi^2(39)$	RMSEA ^a	CFI	TLI	SRMR
Albania	1,514	143.62***	.042	.975	.965	.033
Algeria	806	116.63***	.050	.938	.913	.036
Argentina	574	64.81**	.034	.981	.973	.037
Armenia	241	59.07*	.046	.969	.957	.044
Australia	1,418	157.66***	.046	.979	.971	.029
Austria	326	52.45	.033	.986	.981	.038
Azerbaijan	271	77.62***	.060	.935	.908	.052
Bahrain	254	67.17**	.053	.948	.926	.043
Belgium	321	55.99*	.037	.978	.969	.035
Bolivia	375	36.64	.002	1.00	1.00	.031
Bosnia and Herzegovina	190	59.40*	.052	.966	.952	.065
Brazil	289	56.16*	.039	.984	.978	.038
Bulgaria	329	77.50***	.055	.964	.949	.057
Canada	692	85.73***	.042	.982	.975	.027
Chile	374	74.93***	.050	.968	.954	.043
Croatia	270	52.57	.036	.982	.975	.039
Cyprus	254	50.06	.033	.990	.986	.029
Czech Republic	1,237	138.32***	.045	.978	.970	.041
Denmark	208	37.47	.000	1.00	1.00	.038
Dominican Republic	324	64.23**	.045	.975	.965	.049
Ecuador	254	51.38	.035	.982	.974	.042
Estonia	507	69.69**	.039	.983	.976	.032
Finland	1,540	138.99***	.041	.985	.979	.030
France	345	64.90**	.044	.974	.963	.048
Georgia	327	81.93***	.058	.952	.933	.048
Germany	254	54.95*	.040	.959	.943	.047
Ghana	282	107.55***	.079	.926	.895	.076
Greece	414	74.36***	.047	.971	.959	.051
Hong Kong	253	43.77	.021	.993	.990	.038
Hungary	1,094	147.67***	.050	.976	.966	.038
Iceland	270	55.39*	.039	.984	.977	.044
India	796	87.05***	.039	.975	.965	.038
Indonesia	249	75.91***	.062	.950	.930	.053
Iran	321	74.36***	.053	.962	.946	.053
Iraq	149	58.46*	.058	.861	.804	.069
Ireland	311	60.39*	.042	.984	.977	.042
Israel	420	56.99*	.033	.984	.978	.034
Italy	319	79.92***	.057	.952	.932	.051
Jamaica	268	56.66*	.041	.979	.970	.050
Japan	281	35.72	.000	1.00	1.00	.025
Jordan	501	81.37***	.047	.958	.940	.036
Kazakhstan	278	54.41	.038	.978	.969	.045
Kenya	213	52.66	.041	.960	.944	.050
Kuwait	588	76.35***	.040	.968	.955	.032
Latvia	261	74.35***	.059	.968	.954	.048
Lebanon	230	55.08*	.042	.969	.957	.053
Lithuania	230	72.33***	.061	.957	.939	.057

Macao	214	64.06**	.055	.956	.938	.054
Mainland China	239	62.74**	.050	.947	.926	.064
Malaysia	743	88.82***	.041	.976	.966	.042
Malta	228	52.22	.038	.982	.975	.039
Mexico	151	36.73	.000	1.00	1.00	.041
Montenegro	313	43.58	.019	.995	.993	.034
Mozambique	319	59.41*	.040	.954	.936	.062
Namibia	292	57.48*	.040	.978	.969	.040
Netherlands	264	48.07	.030	.989	.984	.038
New Zealand	154	38.75	.004	.999	1.00	.045
North Macedonia	106	41.81	.026	.990	.986	.058
Norway	822	74.24***	.033	.987	.981	.032
Palestine	227	82.12***	.070	.913	.877	.055
Paraguay	633	64.66**	.032	.982	.975	.028
Philippines	340	61.94*	.042	.978	.969	.037
Poland	906	106.61***	.044	.983	.977	.034
Portugal	292	73.67***	.055	.965	.951	.054
Romania	337	77.98***	.054	.969	.956	.060
Saudi Arabia	231	60.42*	.049	.960	.944	.047
Serbia	246	59.74*	.046	.967	.954	.057
Slovakia	287	50.47	.032	.987	.982	.040
Slovenia	307	51.46	.032	.988	.983	.037
South Korea	224	76.57***	.066	.950	.929	.047
Spain	285	62.27*	.046	.973	.962	.051
Sri Lanka	296	46.27	.025	.991	.987	.038
Suriname	253	49.32	.032	.987	.982	.043
Switzerland	210	39.73	.008	.999	.998	.038
Taiwan	365	83.65***	.056	.954	.935	.042
Tanzania	162	43.44	.023	.983	.977	.049
Thailand	179	47.42	.035	.979	.971	.056
Turkey	240	53.49	.039	.979	.971	.057
Ukraine	187	68.90**	.064	.921	.889	.060
United Kingdom	245	66.43**	.054	.970	.958	.042
United States	213	46.53	.030	.991	.988	.046
Uruguay	245	41.29	.015	.997	.995	.041
Uzbekistan	273	78.43***	.061	.950	.929	.053
Vietnam	349	61.66*	.041	.979	.971	.032
Zambia	623	69.97**	.036	.974	.964	.033

Note. RMSEA = root mean square error of approximation, CFI = Comparative Fit Index, TLI = Tucker-Lewis Index, SRMR = standardized root mean squared residual. * $p < .05$, ** $p < .01$, *** $p < .001$

^a When using imputed datasets, the confidence intervals for the RMSEA are not available for the MLMV estimator.

Table S22

Model Fit for the Structural Equation Model of Perceived Direct Supervisor's WA and Perceived Colleagues' WA in Relation to One's Own Job Stress

Culture	N	$\chi^2(10)$	RMSEA ^a	CFI	TLI	SRMR
Albania	1,514	59.37***	.057	.978	.953	.031
Algeria	806	53.91***	.074	.918	.829	.039
Argentina	574	23.87**	.049	.984	.967	.032
Armenia	241	29.98***	.091	.943	.881	.056
Australia	1,418	90.43***	.075	.973	.944	.032
Austria	326	13.28	.032	.994	.988	.025
Azerbaijan	271	32.84***	.092	.931	.856	.049
Bahrain	254	32.31***	.094	.914	.820	.044
Belgium	321	6.38	.000	1.00	1.00	.019
Bolivia	375	9.66	.000	1.00	1.00	.022
Bosnia and Herzegovina	190	24.29**	.087	.967	.930	.048
Brazil	289	32.30***	.088	.973	.942	.033
Bulgaria	329	30.79***	.079	.965	.926	.050
Canada	692	29.77***	.053	.986	.971	.022
Chile	374	36.02***	.083	.958	.911	.045
Croatia	270	11.93	.027	.994	.988	.029
Cyprus	254	12.83	.033	.996	.991	.026
Czech Republic	1,237	61.14***	.064	.982	.961	.034
Denmark	208	14.69	.047	.987	.972	.030
Dominican Republic	324	21.57*	.060	.981	.960	.041
Ecuador	254	14.79	.043	.986	.971	.037
Estonia	507	14.75	.031	.996	.991	.024
Finland	1,540	69.34***	.062	.985	.969	.026
France	345	31.23***	.078	.960	.915	.048
Georgia	327	25.63**	.069	.969	.935	.045
Germany	254	12.54	.032	.987	.974	.033
Ghana	282	26.06**	.075	.963	.922	.037
Greece	414	30.51***	.070	.975	.948	.039
Hong Kong	253	18.02	.056	.978	.954	.044
Hungary	1,094	55.68***	.065	.984	.967	.031
Iceland	270	33.74***	.094	.963	.922	.043
India	796	19.34*	.034	.987	.973	.027
Indonesia	249	12.34	.031	.993	.986	.032
Iran	321	19.43*	.054	.986	.970	.038
Iraq	149	5.87	.000	1.00	1.00	.036
Ireland	311	38.50***	.096	.963	.923	.045
Israel	420	8.92	.000	1.00	1.00	.023
Italy	319	21.92*	.061	.980	.959	.041
Jamaica	268	24.59**	.074	.970	.938	.042
Japan	281	6.13	.000	1.00	1.00	.017
Jordan	501	42.46***	.080	.934	.860	.036
Kazakhstan	278	9.01	.000	1.00	1.00	.029
Kenya	213	21.76*	.074	.933	.859	.050
Kuwait	588	12.99	.023	.994	.987	.023
Latvia	261	21.90*	.067	.982	.963	.037
Lebanon	230	12.85	.035	.989	.978	.046
Lithuania	230	27.79***, b	.081	.968	.939	.044

Macao	214	20.29*	.069	.973	.944	.035
Mainland China	239	11.59	.026	.994	.987	.034
Malaysia	743	45.26***	.069	.961	.917	.040
Malta	228	14.57	.045	.990	.979	.033
Mexico	151	6.39	.000	1.00	1.00	.020
Montenegro	313	9.45	.000	1.00	1.00	.021
Mozambique	319	32.59***	.084	.910	.812	.087
Namibia	292	17.17	.050	.981	.959	.036
Netherlands	264	24.38**	.074	.971	.939	.041
New Zealand	154	13.95	.051	.981	.960	.041
North Macedonia	106	8.49	.000	1.00	1.00	.035
Norway	822	39.09***	.059	.979	.955	.031
Palestine	227	23.18*	.076	.934	.861	.041
Paraguay	633	36.17***	.064	.961	.918	.033
Philippines	340	14.57	.037	.990	.979	.030
Poland	906	36.21***	.054	.989	.976	.021
Portugal	292	39.60***	.101	.952	.899	.058
Romania	337	37.03***	.090	.962	.921	.054
Saudi Arabia	231	11.13	.022	.994	.987	.029
Serbia	246	21.65*	.069	.969	.935	.046
Slovakia	287	18.34*	.054	.986	.971	.035
Slovenia	307	13.74	.035	.992	.984	.028
South Korea	224	16.28	.053	.987	.973	.033
Spain	285	23.98**	.070	.976	.949	.045
Sri Lanka	296	19.24*	.056	.980	.958	.036
Suriname	253	7.48	.000	1.00	1.00	.021
Switzerland	210	9.06	.000	1.00	1.00	.029
Taiwan	365	35.48***	.084	.923	.838	.044
Tanzania	162	9.82	.002	1.00	1.00	.040
Thailand	179	14.02	.047	.983	.965	.040
Turkey	240	23.03*	.074	.968	.934	.055
Ukraine	187	10.04	.005	1.00	1.00	.034
United Kingdom	245	20.23*	.065	.980	.958	.038
United States	213	28.13***	.092	.971	.939	.042
Uruguay	245	15.53	.048	.986	.971	.031
Uzbekistan	273	15.40	.044	.987	.973	.035
Vietnam	349	9.22	.000	1.00	1.00	.018
Zambia	623	19.67*	.039	.982	.963	.029

Note. RMSEA = root mean square error of approximation, CFI = Comparative Fit Index, TLI = Tucker-Lewis Index, SRMR = standardized root mean squared residual. * $p < .05$, ** $p < .01$, *** $p < .001$

^a When using imputed datasets, the confidence intervals for the RMSEA are not available for the MLMV estimator.

^b As a result of fixing Item 2 of the PWA-C to 0 (due to the small, nonsignificant negative residual variance noted), the number of degrees of freedom for the model for Lithuania was 11.

Table S23

Model Fit for the Structural Equation Model of Perceived Direct Supervisor's WA and Perceived Colleagues' WA in Relation to One's Own Job Satisfaction

Culture	N	$\chi^2(10)$	RMSEA ^a	CFI	TLI	SRMR
Albania	1,514	98.78***	.077	.959	.914	.042
Algeria	806	76.10***	.091	.873	.734	.057
Argentina	574	18.25	.038	.990	.979	.032
Armenia	241	36.78***	.105	.923	.839	.063
Australia	1,418	70.89***	.066	.979	.957	.030
Austria	326	7.96	.000	1.00	1.00	.019
Azerbaijan	271	43.07***	.110	.901	.791	.064
Bahrain	254	28.52**	.085	.926	.844	.051
Belgium	321	6.41	.000	1.00	1.00	.019
Bolivia	375	38.90***	.088	.957	.910	.044
Bosnia and Hercegovina	190	16.13	.057	.985	.969	.038
Brazil	289	23.23**	.067	.983	.965	.031
Bulgaria	329	49.74***	.110	.933	.859	.068
Canada	692	35.32***	.060	.981	.961	.030
Chile	374	33.44***	.079	.961	.918	.045
Croatia	270	15.28***	.044	.984	.967	.036
Cyprus	254	23.33**	.072	.980	.958	.037
Czech Republic	1,237	46.44**	.054	.987	.972	.030
Denmark	208	10.62	.017	.997	.996	.031
Dominican Republic	324	17.41	.048	.988	.975	.037
Ecuador	254	18.61*	.058	.977	.951	.042
Estonia	507	15.90	.034	.995	.989	.024
Finland	1,540	68.08***	.061	.985	.969	.027
France	345	31.12***	.078	.959	.915	.044
Georgia	327	20.86*	.057	.978	.953	.040
Germany	254	6.08	.000	1.00	1.00	.025
Ghana	282	40.51***	.104	.932	.857	.051
Greece	414	19.95*	.049	.987	.972	.034
Hong Kong	253	11.80	.025	.995	.989	.036
Hungary	1,094	61.50***	.069	.981	.961	.035
Iceland	270	27.21**	.080	.973	.943	.038
India	796	51.25***	.072	.946	.886	.048
Indonesia	249	15.39	.045	.985	.968	.037
Iran	321	22.22**	.062	.981	.960	.037
Iraq	149	12.59	.041	.942	.877	.052
Ireland	311	18.79*	.053	.988	.976	.034
Israel	420	10.77	.014	.999	.998	.026
Italy	319	24.85**	.068	.974	.944	.047
Jamaica	268	19.94*	.061	.978	.954	.042
Japan	281	4.76	.000	1.00	1.00	.014
Jordan	501	33.89***	.069	.945	.884	.038
Kazakhstan	278	29.47***	.084	.949	.893	.052
Kenia	213	21.29*	.073	.930	.852	.054
Kuwait	588	50.96***	.083	.922	.835	.046
Latvia	261	19.47*	.060	.986	.972	.036
Lebanon	230	26.61**	.085	.942	.879	.057
Lithuania	230	14.59	.044	.991	.982	.030

Macao	214	11.37	.024	.996	.991	.026
Mainland China	239	10.77	.018	.997	.994	.031
Malaysia	743	90.78***	.104	.914	.820	.065
Malta	228	16.20	.052	.986	.970	.033
Mexico	151	11.45	.029	.995	.990	.030
Montenegro	313	16.83	.047	.986	.971	.028
Mozambique	319	32.50***	.084	.905	.800	.081
Namibia	292	36.78***	.096	.933	.858	.056
The Netherlands	264	8.36	.000	1.00	1.00	.022
New Zealand	154	12.57	.041	.988	.974	.039
North Macedonia	106	13.75	.059	.981	.960	.058
Norway	822	48.03***	.068	.971	.940	.039
Palestine	227	17.09	.056	.965	.927	.040
Paraguay	633	33.91***	.061	.964	.924	.033
Philippines	340	13.93	.033	.992	.983	.027
Poland	906	26.68**	.043	.993	.985	.021
Portugal	292	41.39***	.104	.948	.892	.060
Romania	337	30.08***	.077	.972	.941	.049
Saudi Arabia	231	29.44***, b	.085	.903	.814	.065
Serbia	246	28.24**	.086	.952	.899	.053
Slovakia	287	16.37	.047	.989	.977	.030
Slovenia	307	17.11	.048	.985	.969	.032
South Korea	224	36.02***	.108	.942	.878	.058
Spain	285	17.37	.051	.986	.971	.042
Sri Lanka	296	14.30	.037	.991	.981	.030
Suriname	253	10.63	.015	.998	.997	.028
Switzerland	210	15.11	.049	.984	.967	.033
Taiwan	365	74.18***	.133	.828	.639	.090
Tanzania	162	9.18	.002	.999	1.00	.042
Thailand	179	22.42*	.083	.945	.885	.050
Turkey	240	24.66**	.078	.964	.924	.057
Ukraine	187	20.57*	.075	.955	.905	.050
United Kingdom	245	19.90*, b	.057	.983	.967	.045
United States	213	13.35	.039	.994	.988	.029
Uruguay	245	13.82	.039	.990	.979	.030
Uzbekistan	273	28.05**	.081	.958	.912	.047
Vietnam	349	26.61**	.069	.973	.943	.042
Zambia	623	47.03***	.077	.935	.863	.052

Note. RMSEA = root mean square error of approximation, CFI = Comparative Fit Index, TLI = Tucker-Lewis Index, SRMR = standardized root mean squared residual. * $p < .05$, ** $p < .01$, *** $p < .001$

^a When using imputed datasets, the confidence intervals for the RMSEA are not available for the MLMV estimator.

^b As a result of fixing Item 2 of the PWA-S (for Saudi Arabia) or Item 2 of the PWA-C (for the United Kingdom) to 0 (due to the small, nonsignificant negative residual variance noted), the number of degrees of freedom for the models in those countries was 11.

Table S24*Structural Equation Model of Perceived Direct Supervisor's WA and Perceived Colleagues' WA in Relation to One's Own WA*

Culture	N	PWA-S by PWA-S1	PWA-S by PWA-S2	PWA-S by PWA-S3	PWA-C by PWA-C1	PWA-C by PWA-C2	PWA-C by PWA-C3	IWAS by IWAS1	IWAS by IWAS2	IWAS by IWAS3	IWAS by IWAS4	IWAS by IWAS5	IWAS on PWA-S	IWAS on PWA-C	PWA-S with PWA-C	PWA-S1 with PWA-C1	PWA-S3 with PWA-C3	R ² for WA
Albania	1,514	.53	.87	.67	.63	.84	.64	.62	.50	.70	.73	.73	.20***	.45***	.57***	.28***	.30***	.34
Algeria	806	.19	.56	.59	.34	.73	.63	.59	.32	.71	.70	.67	-.12	.46***	.64***	.26***	.18***	.16
Argentina	574	.60	.91	.53	.65	.93	.56	.54	.50	.64	.70	.72	.15*	.37***	.44***	.17***	.23***	.21
Armenia	241	.57	.90	.69	.68	.84	.66	.62	.32	.75	.82	.74	.06	.42***	.41***	.18*	.14	.20
Australia	1,418	.62	.88	.68	.69	.91	.72	.70	.68	.78	.78	.82	.08*	.58***	.53***	.23***	.23***	.39
Austria	326	.56	.94	.57	.72	.88	.59	.58	.56	.77	.78	.77	.15*	.43***	.49***	.33***	.23***	.27
Azerbaijan	271	.46	.75	.53	.55	.87	.69	.60	.23	.77	.61	.74	.15	.34***	.45***	.38***	.29***	.19
Bahrain	254	.43	.70	.58	.50	.83	.66	.63	.47	.78	.73	.66	-.10	.74***	.68***	.24***	.07	.46
Belgium	321	.48	.94	.60	.59	.94	.52	.51	.47	.74	.76	.78	.19**	.23**	.26***	.23***	.24***	.11
Bolivia	375	.63	.95	.65	.58	.93	.67	.59	.51	.74	.71	.75	.15*	.39***	.49***	.18**	.23***	.23
Bosnia and Hercegovina	190	.70	.83	.77	.78	.90	.69	.76	.39	.73	.77	.84	.36***	.09	.52***	.22*	.37***	.17
Brazil	289	.75	.88	.79	.82	.92	.81	.62	.56	.74	.78	.71	.07	.45***	.49***	.18*	.34***	.24
Bulgaria	329	.79	.92	.63	.71	.94	.64	.67	.47	.71	.81	.80	.19**	.25**	.55***	.26**	.43***	.15
Canada	692	.43	.84	.73	.66	.90	.81	.65	.62	.83	.80	.81	.10	.56***	.63***	.36***	.34***	.39
Chile	374	.58	.83	.65	.66	.85	.66	.62	.63	.77	.75	.84	.25**	.37***	.60***	.30***	.24***	.31
Croatia	270	.67	.82	.74	.73	.87	.64	.63	.58	.81	.81	.79	.17*	.32***	.50***	.29***	.22***	.19
Cyprus	254	.74	.86	.82	.77	.93	.76	.74	.58	.72	.81	.80	.20**	.45***	.39***	.24**	.38***	.32
Czech Republic	1,237	.72	.93	.66	.80	.94	.61	.65	.50	.69	.80	.76	.11**	.36***	.40***	.23***	.26***	.17
Denmark	208	.66	.89	.76	.79	.82	.62	.49	.60	.73	.59	.71	.03	.61***	.72***	.29***	.24*	.40
Dominican Republic	324	.66	.88	.57	.76	.93	.59	.69	.58	.79	.74	.80	.23***	.25***	.46***	.28***	.34***	.17
Ecuador	254	.49	.75	.63	.60	.94	.66	.75	.54	.79	.72	.77	.12	.36***	.53***	.32***	.17*	.19
Estonia	507	.58	.94	.76	.80	.92	.68	.62	.61	.68	.77	.75	.10*	.39***	.36***	.27***	.40***	.19
Finland	1,540	.71	.95	.75	.75	.94	.70	.65	.61	.75	.74	.83	.10**	.35***	.40***	.21***	.23***	.17
France	345	.54	.83	.54	.72	.90	.57	.61	.58	.73	.67	.84	.21**	.42***	.50***	.22**	.36***	.31
Georgia	327	.60	.92	.60	.75	.93	.53	.65	.45	.70	.74	.81	.16*	.20**	.42***	.31***	.18*	.09
Germany	254	.28	.82	.72	.46	.66	.68	.61	.50	.60	.68	.76	.05	.52***	.43***	.25***	.34***	.30
Ghana	282	.56	.71	.62	.69	.84	.70	.71	.68	.84	.84	.58	.02	.27	.86***	.26***	.33***	.08
Greece	414	.65	.97	.62	.72	.93	.67	.62	.35	.74	.76	.73	-.03	.42***	.36***	.15**	.19***	.17
Hong Kong	253	.59	.98	.65	.60	.88	.63	.66	.49	.77	.84	.72	.08	.44***	.43***	.41***	.42***	.23
Hungary	1,094	.76	.94	.72	.81	.94	.65	.67	.57	.74	.78	.75	.11**	.37***	.41***	.18***	.32***	.19
Iceland	270	.70	.97	.72	.71	.86	.59	.61	.63	.76	.82	.76	-.02	.51***	.56***	.29***	.34***	.25
India	796	.21	.69	.67	.40	.80	.72	.64	.50	.75	.81	.78	.19**	.38***	.63***	.32***	.21***	.27
Indonesia	249	.58	.70	.73	.61	.94	.61	.76	.54	.76	.81	.68	.34***	.24**	.55***	.22**	.27***	.27
Iran	321	.69	.89	.58	.79	.87	.73	.59	.32	.69	.72	.68	.07	.35***	.33***	.22**	.31***	.14
Iraq	149	.46	.28	.68	.42	.64	.44	.39	.29	.63	.80	.45	.23	.45**	.34*	.04	.22	.32
Ireland	311	.70	.95	.64	.83	.89	.63	.69	.66	.79	.78	.83	.03	.54***	.50***	.19*	.26***	.31
Israel	420	.60	.94	.59	.74	.95	.56	.58	.57	.69	.75	.72	.20**	.33***	.49***	.27***	.31***	.21
Italy	319	.66	.93	.59	.79	.97	.51	.61	.37	.74	.69	.76	.21**	.20**	.43***	.24***	.24***	.12
Jamaica	268	.58	.91	.59	.83	.89	.49	.73	.51	.79	.76	.81	.14	.34***	.47***	.19*	.25***	.18
Japan	281	.62	.76	.69	.72	.88	.78	.69	.71	.67	.73	.83	.05	.55***	.54***	.22**	.11	.34
Jordan	501	.46	.61	.61	.53	.79	.58	.62	.43	.73	.72	.70	.13	.47***	.65***	.25***	.26***	.32
Kazakhstan	278	.56	.89	.58	.78	.92	.57	.70	.45	.78	.71	.75	.24**	.28***	.40***	.22**	.25**	.19

Kenia	213	.34	.74	.63	.37	.76	.62	.64	.49	.73	.72	.65	.04	.56***	.60***	.16*	.25**	.34
Kuwait	588	.36	.67	.61	.53	.73	.61	.63	.48	.70	.71	.73	.28***	.36***	.58***	.19***	.32***	.32
Latvia	261	.65	.97	.70	.86	.94	.73	.69	.69	.81	.75	.83	.11	.57***	.43***	.16*	.34***	.39
Lebanon	230	.60	.97	.40	.70	.89	.57	.68	.55	.71	.78	.67	−0.05	.46***	.41***	.24*	.24***	.20
Lithuania	230	.69	.91	.63	.80	.99	.64	.65	.60	.73	.75	.70	.08	.27**	.45***	.24**	.21**	.10
Macao	214	.77	.96	.71	.85	.89	.79	.71	.54	.75	.73	.83	.08	.44***	.65***	.19*	.37**	.24
Mainland China	239	.73	.87	.61	.78	.76	.58	.47	.43	.75	.80	.59	.11	.43***	.38***	.14	.23*	.23
Malaysia	743	.17	.72	.71	.49	.89	.77	.71	.51	.82	.81	.77	.09	.45***	.63***	.33***	.24***	.27
Malta	228	.71	.88	.53	.83	.92	.58	.65	.62	.76	.74	.86	.12	.35***	.53***	.17*	.35***	.18
Mexico	151	.35	.77	.80	.75	.90	.72	.73	.53	.65	.81	.81	−0.08	.43**	.73***	.19*	.22	.14
Montenegro	313	.58	.88	.70	.69	.92	.72	.71	.49	.77	.84	.73	.07	.25**	.49***	.20*	.12	.09
Mozambique	319	.84	.92	.35	.81	.89	.35	.60	.69	.84	.77	.62	.29**	.45***	.64***	.45***	.50***	.46
Namibia	292	.35	.86	.59	.55	.91	.62	.64	.63	.81	.77	.80	.15	.38***	.64***	.31***	.19**	.24
The Netherlands	264	.60	.86	.68	.75	.90	.65	.62	.62	.75	.81	.72	.26***	.42***	.46***	.26***	.30***	.34
New Zealand	154	.61	.99	.68	.69	.97	.67	.69	.62	.84	.71	.78	.11	.37***	.37***	.26***	.28**	.18
North Macedonia	106	.72	.91	.79	.71	.88	.61	.73	.43	.70	.80	.70	.03	.50***	.63***	.30*	.43***	.27
Norway	822	.59	.91	.62	.70	.93	.54	.66	.68	.77	.73	.76	−0.01	.53***	.45***	.23***	.31***	.28
Palestine	227	.34	.63	.73	.39	.77	.66	.71	.42	.70	.75	.71	−0.07	.68***	.57***	.16*	.30**	.42
Paraguay	633	.32	.63	.68	.58	.83	.61	.66	.46	.71	.77	.76	.21**	.26***	.54***	.14**	.23***	.17
Philippines	340	.52	.86	.64	.68	.89	.64	.74	.61	.77	.77	.77	.11	.46***	.56***	.21**	.23***	.28
Poland	906	.77	.92	.71	.83	.93	.66	.67	.62	.76	.82	.79	.09*	.37***	.39***	.22***	.26***	.17
Portugal	292	.66	.84	.74	.78	.96	.58	.69	.45	.76	.80	.74	.35***	.30***	.36***	.12	.22**	.28
Romania	337	.59	.98	.63	.75	.97	.65	.71	.58	.76	.80	.80	.09	.33***	.39***	.21***	.28***	.14
Saudi Arabia	231	.35	.79	.41	.54	.79	.64	.69	.51	.80	.75	.79	.10	.48***	.45***	.27***	.16*	.28
Serbia	246	.70	.85	.71	.69	.91	.54	.65	.48	.74	.83	.78	.13	.35***	.30***	.13	.18*	.17
Slovakia	287	.67	.97	.71	.78	.94	.74	.62	.66	.71	.77	.75	.19**	.39***	.43***	.33***	.38***	.25
Slovenia	307	.60	.87	.69	.77	.85	.59	.69	.58	.74	.81	.81	−0.16*	.45***	.39***	.34***	.15*	.17
South Korea	224	.56	.83	.80	.78	.90	.73	.76	.59	.80	.70	.65	.11	.54***	.63***	.42***	.33***	.38
Spain	285	.67	.95	.58	.82	.87	.54	.69	.53	.65	.72	.76	.12	.43***	.41***	.20**	.36***	.24
Sri Lanka	296	.56	.74	.67	.73	.94	.61	.69	.55	.74	.73	.74	.15	.36***	.53***	.18**	.24**	.20
Suriname	253	.55	.82	.77	.73	.90	.69	.72	.61	.78	.84	.76	−0.01	.50***	.56***	.22**	.16*	.24
Switzerland	210	.58	.90	.67	.63	.96	.60	.55	.66	.69	.68	.82	.16	.39***	.40***	.18*	.27**	.23
Taiwan	365	.13 ^a	.73	.66	.22	.74	.84	.74	.72	.79	.81	.77	.20*	.55***	.70***	.31***	.17*	.51
Tanzania	162	.29	.61	.47	.27	.76	.70	.74	.53	.85	.72	.58	−0.06	.51**	.62***	.28**	.37***	.23
Thailand	179	.60	.81	.61	.60	.93	.54	.68	.48	.76	.80	.74	.11	.36***	.48***	.20*	.33***	.18
Turkey	240	.76	.94	.57	.80	.87	.63	.75	.44	.71	.88	.69	.00	.31***	.38***	.21	.31***	.10
Ukraine	187	.62	.77	.61	.79	.84	.65	.46	.44	.69	.74	.63	.23	.28*	.56***	.19*	.09	.21
United Kingdom	245	.64	.96	.60	.79	.98	.68	.69	.69	.75	.79	.79	.16*	.48***	.43***	.33***	.28***	.32
United States	213	.66	.95	.77	.80	.94	.74	.81	.65	.80	.83	.88	.20*	.45***	.61***	.38***	.45***	.35
Uruguay	245	.69	.90	.51	.81	.88	.50	.58	.59	.67	.76	.76	.11	.48***	.34***	.27**	.26***	.28
Uzbekistan	273	.58	.79	.47	.75	.91	.65	.62	.45	.77	.75	.71	−0.07	.61***	.56***	.07	.26***	.33
Vietnam	349	.42	.81	.85	.59	.89	.80	.65	.50	.76	.81	.79	.21*	.37***	.64***	.21**	.19*	.27
Zambia	623	.31	.71	.51	.37	.68	.62	.62	.52	.71	.67	.67	.15	.49***	.75***	.35***	.34***	.37

Note. WA = work addiction, PWA-S = Perceived Work Addiction – Supervisor, PWA-C = Perceived Work Addiction – Colleagues, IWAS = International Work Addiction Scale, R^2 = variance explained. * $p < .05$, ** $p < .01$, *** $p < .001$

^aFactor loadings for the PWA-S, PWA-C, and IWAS were all significant except for Item 1 of the PWA-S in Taiwan.

Table S25*Structural Equation Model of Perceived Direct Supervisor's WA and Perceived Colleagues' WA in Relation to One's Own Job Stress*

Culture	N	PWA-S by PWA-S1	PWA-S by PWA-S2	PWA-S by PWA-S3	PWA-C by PWA-C1	PWA-C by PWA-C2	PWA-C by PWA-C3	Job stress on PWA-S	Job stress on PWA-C	PWA-S with PWA-C	PWA-S1 with PWA-C1	PWA-S3 with PWA-C3	R ² for job stress
Albania	1,514	.53	.88	.66	.63	.86	.62	.19***	.14***	.56***	.29***	.30***	.08
Algeria	806	.21	.51	.66	.35	.65	.70	-.22**	.41***	.63***	.25***	.14	.10
Argentina	574	.60	.91	.53	.64	.95	.55	.17**	.24***	.43***	.17***	.24***	.12
Armenia	241	.56	.93	.67	.67	.84	.67	.04	.38***	.40***	.21**	.15*	.16
Australia	1,418	.62	.88	.68	.68	.92	.71	.08*	.41***	.53***	.24***	.23***	.21
Austria	326	.56	.94	.57	.72	.88	.59	.15*	.27***	.49***	.33***	.23***	.13
Azerbaijan	271	.46	.71	.56	.55	.86	.70	.15	.22**	.46***	.38***	.28***	.10
Bahrain	254	.43	.70	.58	.50	.81	.68	-.14	.47**	.68***	.24**	.08	.15
Belgium	321	.48	.92	.61	.57	.97	.50	.15*	.21***	.25***	.23***	.24***	.08
Bolivia	375	.64	.95	.66	.58	.94	.66	.26***	.18**	.50***	.17**	.23***	.15
Bosnia and Hercegovina	190	.70	.83	.77	.77	.92	.68	.29**	-.04	.52***	.24*	.38***	.07
Brazil	289	.75	.88	.79	.82	.92	.81	.07	.32***	.49***	.17*	.34***	.13
Bulgaria	329	.80	.92	.63	.71	.95	.64	.20**	.20**	.55***	.26**	.43***	.13
Canada	692	.43	.85	.72	.65	.90	.81	.10	.30***	.63***	.36***	.34***	.14
Chile	374	.58	.84	.64	.65	.88	.63	.22**	.12	.58***	.30***	.25***	.09
Croatia	270	.67	.82	.74	.73	.86	.65	.03	.33***	.51***	.30***	.22*	.12
Cyprus	254	.74	.86	.82	.76	.94	.76	.16*	.24**	.39***	.25**	.37***	.11
Czech Republic	1,237	.72	.93	.66	.79	.95	.60	.14***	.16***	.40***	.23***	.26***	.06
Denmark	208	.65	.88	.76	.77	.84	.61	.10	.46***	.72***	.29***	.25*	.29
Dominican Republic	324	.65	.89	.56	.75	.94	.58	.23***	.12	.45***	.28***	.34***	.09
Ecuador	254	.49	.77	.61	.61	.94	.67	.04	.24**	.52***	.32***	.17*	.07
Estonia	507	.58	.94	.76	.80	.91	.68	.11*	.33***	.36***	.27***	.40***	.15
Finland	1,540	.71	.95	.75	.75	.94	.70	.11***	.30***	.40***	.21***	.23***	.13
France	345	.55	.82	.54	.71	.93	.56	.16*	.17*	.49***	.22**	.37***	.08
Georgia	327	.59	.92	.60	.74	.94	.53	.12	.20**	.42***	.31***	.18*	.07
Germany	254	.29	.81	.72	.46	.74	.63	.14	.27**	.43***	.25***	.33***	.12
Ghana	282	.56	.73	.61	.68	.85	.68	.30	-.21	.85***	.27***	.34***	.03
Greece	414	.65	.97	.63	.73	.93	.67	.04	.30***	.36***	.15*	.19***	.10
Hong Kong	253	.59	.97	.65	.60	.87	.64	.06	.27***	.43***	.41***	.42***	.09
Hungary	1,094	.76	.94	.72	.82	.94	.65	.13***	.29***	.41***	.18***	.32***	.13
Iceland	270	.71	.96	.73	.70	.87	.59	.13	.29***	.56***	.28***	.34***	.14
India	796	.21	.72	.63	.41	.82	.68	.18*	.15*	.62***	.32***	.24***	.09
Indonesia	249	.59	.71	.70	.60	.94	.60	.21*	.18	.55***	.22**	.27***	.12
Iran	321	.69	.89	.58	.79	.89	.72	.05	.32***	.33***	.22**	.31***	.12
Iraq	149	.45	.26	.74	.46	.50	.55	.24	.09	.40*	.03	.15	.08
Ireland	311	.71	.94	.64	.82	.91	.63	.12	.35***	.50***	.18*	.26***	.18
Israel	420	.60	.93	.59	.73	.96	.55	.07	.29***	.49***	.27***	.31***	.11
Italy	319	.66	.92	.59	.78	.98	.51	.13*	.17**	.43***	.24***	.24***	.07
Jamaica	268	.58	.91	.59	.84	.88	.49	.10	.26**	.47***	.18*	.25***	.10
Japan	281	.62	.75	.70	.72	.88	.78	.14	.27**	.54***	.21**	.10	.14
Jordan	501	.47	.61	.61	.53	.76	.61	.08	.32**	.66***	.24***	.24***	.14
Kazakhstan	278	.57	.88	.59	.79	.92	.57	.17*	.26***	.41***	.22**	.26**	.14
Kenia	213	.34	.78	.59	.34	.81	.58	-.07	.37**	.56***	.17*	.28**	.12

Kuwait	588	.37	.65	.62	.54	.74	.59	.26***	.07	.57***	.18***	.33***	.09
Latvia	261	.66	.95	.71	.86	.95	.72	.09	.19**	.43***	.14	.33***	.06
Lebanon	230	.61	.95	.41	.72	.87	.58	.12	.15	.42***	.24*	.24**	.05
Lithuania	230	.70	.90	.64	.79	1.00 ^b	.63	.11	.20**	.45***	.24**	.21**	.07
Macao	214	.77	.97	.71	.85	.88	.78	.08	.15	.65***	.20*	.39***	.05
Mainland China	239	.72	.88	.60	.78	.78	.55	.13	.21*	.37***	.16	.24*	.08
Malaysia	743	.18	.71	.72	.49	.90	.77	.13	.19**	.63***	.32***	.24***	.08
Malta	228	.71	.89	.53	.83	.91	.58	.17	.22**	.54***	.18*	.35***	.11
Mexico	151	.35	.77	.80	.75	.90	.72	.02	.25	.73***	.19*	.21	.07
Montenegro	313	.58	.88	.71	.69	.92	.72	.04	.20**	.49***	.20*	.12	.05
Mozambique	319	.85	.90	.36	.80	.91	.36	.13	.31***	.63***	.45***	.50***	.17
Namibia	292	.34	.87	.58	.55	.91	.60	.20	.08	.63***	.31***	.19**	.06
The Netherlands	264	.58	.90	.66	.74	.91	.65	.12	.31***	.45***	.26***	.30***	.14
New Zealand	154	.61	.99	.68	.68	.98	.66	.09	.25**	.37***	.26**	.29**	.08
North Macedonia	106	.72	.90	.78	.71	.91	.60	.04	.38**	.62***	.29*	.44***	.16
Norway	822	.58	.91	.62	.69	.95	.53	.02	.30***	.45***	.23***	.32***	.10
Palestine	227	.32	.67	.68	.39	.85	.60	.06	.28**	.55***	.17*	.33***	.10
Paraguay	633	.30	.70	.63	.56	.84	.60	.35***	.12*	.54***	.15**	.22***	.18
Philippines	340	.52	.87	.64	.69	.87	.64	.13	.20*	.56***	.21**	.23**	.09
Poland	906	.77	.92	.71	.83	.92	.65	.08*	.21***	.39***	.22***	.26***	.06
Portugal	292	.65	.86	.72	.76	.99	.56	.26***	.20**	.33***	.14*	.24**	.14
Romania	337	.59	.98	.63	.75	.97	.65	.11*	.20**	.40***	.21***	.28***	.07
Saudi Arabia	231	.37	.74	.43	.57	.77	.63	.10	.36***	.46***	.26**	.15	.17
Serbia	246	.70	.85	.71	.69	.91	.54	.05	.31***	.30***	.12	.19*	.11
Slovakia	287	.67	.97	.71	.78	.94	.74	.09	.30***	.43***	.33***	.38***	.12
Slovenia	307	.59	.89	.68	.76	.87	.58	.01	.19**	.38***	.34***	.14*	.04
South Korea	224	.55	.83	.80	.77	.89	.74	.27**	.24**	.63***	.43***	.31**	.21
Spain	285	.66	.96	.57	.82	.87	.54	.27***	.18**	.41***	.21**	.36***	.14
Sri Lanka	296	.57	.74	.66	.74	.93	.61	.22**	.03	.53***	.18**	.24**	.06
Suriname	253	.55	.83	.77	.74	.88	.70	.14	.26**	.56***	.24**	.15	.13
Switzerland	210	.57	.89	.67	.61	1.00	.58	.06	.23**	.39***	.18*	.27**	.07
Taiwan	365	.09 ^a	.80	.60	.14	.85	.74	.32**	.00	.70***	.31***	.24***	.11
Tanzania	162	.27	.64	.43	.28	.83	.63	-.02	.09	.57***	.28**	.40***	.01
Thailand	179	.60	.80	.61	.60	.94	.53	.21*	.26**	.47***	.20*	.34***	.16
Turkey	240	.76	.94	.57	.79	.88	.63	.08	.28***	.38***	.21	.30***	.10
Ukraine	187	.62	.78	.60	.80	.84	.65	.22*	.14	.56***	.19	.09	.11
United Kingdom	245	.64	.95	.60	.77	1.00	.67	.09	.28***	.43***	.32***	.28**	.11
United States	213	.66	.95	.77	.80	.94	.73	.09	.40***	.61***	.37***	.45***	.21
Uruguay	245	.68	.91	.51	.82	.87	.49	.14	.22**	.34***	.27**	.26***	.09
Uzbekistan	273	.58	.79	.47	.75	.93	.63	.06	.26**	.55***	.07	.27***	.09
Vietnam	349	.43	.82	.85	.59	.89	.80	.14	.16	.64***	.20**	.19*	.08
Zambia	623	.29	.74	.47	.35	.77	.55	.11	.20	.72***	.37***	.37***	.08

Note. PWA-S = Perceived Work Addiction – Supervisor, PWA-C = Perceived Work Addiction – Colleagues, R^2 = variance explained. * $p < .05$, ** $p < .01$, *** $p < .001$

^aFactor loadings for the PWA-S and PWA-C are all significant except for Item 1 of PWA-S in Taiwan.

^bThe small, nonsignificant negative residual variance for this item was addressed by fixing it to 0.

Table S26*Structural Equation Model of Perceived Direct Supervisor's WA and Perceived Colleagues' WA in Relation to One's Own Job Satisfaction*

Culture	N	PWA-S by PWA-S1	PWA-S by PWA-S2	PWA-S by PWA-S3	PWA-C by PWA-C1	PWA-C by PWA-C2	PWA-C by PWA-C3	Job satisfaction on PWA-S	Job satisfaction on PWA-C	PWA-S with PWA-C	PWA-S1 with PWA-C1	PWA-S3 with PWA-C3	R ² for job satisfaction
Albania	1,514	.53	.88	.66	.62	.87	.62	-.12**	-.10*	.56***	.29***	.30***	.04
Algeria	806	.16	.60	.55	.32	.75	.61	-.07	-.11	.63***	.26***	.20***	.03
Argentina	574	.59	.92	.52	.64	.96	.54	-.18**	-.11*	.42***	.17***	.24***	.06
Armenia	241	.57	.91	.69	.68	.84	.67	.16	-.27***	.41***	.19*	.15	.06
Australia	1,418	.61	.89	.68	.68	.94	.70	-.11**	-.30***	.52***	.24***	.23***	.14
Austria	326	.56	.94	.57	.71	.89	.58	-.14*	-.12	.48***	.32***	.23***	.05
Azerbaijan	271	.46	.74	.53	.54	.90	.67	.00	-.19*	.45***	.38***	.30***	.04
Bahrain	254	.38	.75	.54	.47	.92	.58	-.22	-.01	.64***	.26***	.11	.05
Belgium	321	.47	.95	.59	.56	.99	.50	-.21**	-.16*	.24***	.22***	.23***	.09
Bolivia	375	.63	.96	.65	.57	.94	.66	-.21**	-.14*	.48***	.18**	.23***	.09
Bosnia and Hercegovina	190	.70	.83	.77	.77	.92	.68	-.03	-.13	.52***	.22*	.39***	.02
Brazil	289	.74	.89	.79	.82	.92	.81	-.12	-.26***	.49***	.19*	.34***	.11
Bulgaria	329	.79	.93	.62	.70	.96	.63	.07	-.10	.54***	.26**	.43***	.01
Canada	692	.42	.86	.71	.65	.91	.79	-.21**	-.17**	.62***	.36***	.34***	.12
Chile	374	.57	.84	.65	.65	.87	.64	-.26**	-.19*	.58***	.31***	.24***	.16
Croatia	270	.65	.84	.72	.72	.88	.63	-.19*	-.08	.50***	.31***	.22*	.06
Cyprus	254	.73	.86	.83	.76	.94	.76	-.18**	-.21**	.39***	.25**	.37***	.11
Czech Republic	1,237	.72	.93	.66	.79	.95	.60	-.14***	-.13***	.40***	.23***	.26***	.05
Denmark	208	.64	.90	.75	.77	.83	.61	.05	-.46**	.72***	.31***	.26*	.18
Dominican Republic	324	.65	.88	.57	.74	.96	.57	-.29***	-.07	.45***	.28***	.34***	.11
Ecuador	254	.49	.77	.61	.60	.94	.66	-.10	-.28***	.52***	.33***	.17	.12
Estonia	507	.58	.94	.76	.80	.92	.68	-.16**	-.27***	.36***	.27***	.40***	.13
Finland	1,540	.71	.95	.75	.74	.95	.70	-.17***	-.17***	.39***	.21***	.23***	.08
France	345	.55	.83	.53	.71	.93	.55	-.15*	-.17*	.49***	.22**	.37***	.08
Georgia	327	.59	.93	.60	.74	.94	.52	-.14*	.00	.42***	.31***	.18*	.02
Germany	254	.28	.82	.71	.45	.80	.57	-.26**	-.14	.42***	.25***	.34***	.12
Ghana	282	.56	.72	.61	.68	.85	.69	.02	-.01	.86***	.26***	.35***	.00
Greece	414	.65	.97	.62	.73	.93	.67	.02	-.21**	.36***	.15*	.19***	.04
Hong Kong	253	.59	.97	.65	.59	.89	.62	-.12	-.13	.43***	.41***	.41***	.04
Hungary	1,094	.76	.94	.71	.81	.95	.65	-.10**	-.12**	.40***	.18***	.32***	.04
Iceland	270	.70	.97	.72	.70	.88	.58	-.23**	-.18*	.55***	.29***	.34***	.13
India	796	.20	.72	.63	.40	.83	.68	-.19**	-.15*	.62***	.32***	.24***	.09
Indonesia	249	.59	.71	.70	.60	.94	.60	-.05	-.25**	.55***	.22**	.28***	.08
Iran	321	.68	.90	.57	.79	.89	.71	-.10	-.04	.32***	.23**	.32***	.02
Iraq	149	.50	.24	.69	.45	.53	.54	.22	-.17	.38*	.02	.18	.05
Ireland	311	.70	.95	.64	.82	.92	.62	-.24***	-.28***	.49***	.19*	.26***	.20
Israel	420	.59	.94	.59	.73	.96	.55	-.32***	-.07	.48***	.26***	.30***	.13
Italy	319	.65	.93	.58	.77	.99	.50	-.21**	-.02	.41***	.23***	.24***	.05
Jamaica	268	.57	.93	.58	.83	.89	.49	-.19**	-.19**	.46***	.19*	.25***	.11
Japan	281	.62	.78	.68	.72	.88	.78	-.31***	.02	.54***	.21**	.11	.09
Jordan	501	.45	.62	.61	.53	.80	.56	.02	-.07	.64***	.26**	.26***	.00
Kazakhstan	278	.56	.90	.57	.78	.94	.56	.00	-.06	.40***	.22**	.26**	.01
Kenia	213	.33	.82	.56	.32	.87	.53	-.07	-.21*	.52***	.18*	.30***	.06

Kuwait	588	.34	.68	.60	.52	.76	.58	-.15*	-.03	.56***	.20***	.33***	.03
Latvia	261	.66	.96	.71	.86	.95	.71	-.08	-.11	.43***	.14*	.33***	.03
Lebanon	230	.60	.97	.40	.70	.89	.57	-.04	-.13	.41***	.24**	.24***	.03
Lithuania	230	.69	.91	.63	.79	.99	.64	-.03	-.24**	.45***	.24**	.21**	.06
Macao	214	.76	.97	.71	.85	.89	.78	-.03	-.30**	.65***	.21*	.38***	.10
Mainland China	239	.71	.90	.60	.77	.79	.54	-.04	-.07	.37***	.17	.24**	.01
Malaysia	743	.17	.73	.70	.48	.91	.75	-.01	-.19**	.62***	.33***	.25***	.04
Malta	228	.70	.90	.53	.82	.93	.58	-.16*	-.19*	.52***	.19*	.36***	.10
Mexico	151	.34	.78	.79	.74	.91	.72	-.08	-.31*	.73***	.20*	.22	.14
Montenegro	313	.58	.87	.71	.69	.92	.72	-.28***	-.03	.49***	.20*	.10	.09
Mozambique	319	.85	.90	.34	.77	.94	.34	.11	-.05	.62***	.45***	.50***	.01
Namibia	292	.34	.86	.59	.55	.92	.60	-.14	-.01	.63***	.31***	.20**	.02
The Netherlands	264	.57	.90	.66	.74	.90	.65	-.14	-.20*	.45***	.28***	.30***	.09
New Zealand	154	.61	.99	.68	.67	.99	.65	-.10	-.23**	.36***	.26**	.29**	.08
North Macedonia	106	.71	.90	.78	.69	.94	.58	-.27	.06	.60***	.30*	.43***	.06
Norway	822	.58	.91	.62	.69	.96	.53	-.03	-.26***	.44***	.23***	.31***	.07
Palestine	227	.28	.73	.61	.38	.96	.52	-.37**	-.03	.51***	.18*	.34***	.15
Paraguay	633	.30	.68	.64	.56	.85	.60	-.36***	-.14*	.54***	.15**	.22***	.20
Philippines	340	.50	.90	.61	.69	.87	.65	-.24**	-.27**	.55***	.22***	.24***	.20
Poland	906	.77	.92	.71	.82	.93	.65	-.06	-.24***	.39***	.23***	.26***	.07
Portugal	292	.65	.86	.72	.76	1.00	.56	-.33***	-.02	.33***	.15*	.24**	.11
Romania	337	.59	.98	.63	.74	.98	.65	-.09	-.09	.39***	.21**	.28***	.02
Saudi Arabia	231	.27	1.00 ^b	.32	.55	.79	.61	-.30***	-.05	.36***	.29***	.18*	.11
Serbia	246	.68	.87	.70	.67	.93	.53	-.19**	-.10	.28***	.13	.19*	.06
Slovakia	287	.68	.97	.72	.78	.94	.74	-.25***	-.18*	.44***	.33***	.39***	.13
Slovenia	307	.59	.89	.68	.76	.86	.59	-.05	-.25**	.38***	.34***	.14*	.07
South Korea	224	.54	.86	.78	.77	.90	.73	-.21	-.10	.62***	.43***	.33***	.08
Spain	285	.66	.97	.57	.81	.88	.53	-.13	-.18*	.40***	.21**	.36***	.07
Sri Lanka	296	.56	.74	.66	.73	.94	.60	-.16	-.05	.53***	.18**	.24**	.04
Suriname	253	.55	.82	.77	.73	.90	.70	-.05	-.35***	.56***	.24**	.15	.15
Switzerland	210	.56	.91	.66	.63	.94	.61	-.18*	-.34***	.40***	.18*	.26**	.20
Taiwan	365	.08 ^a	.79	.59	.11 ^a	.89	.70	-.08	-.09	.70***	.31***	.27***	.03
Tanzania	162	.30	.59	.45	.29	.85	.62	.36	-.29	.57***	.28**	.40***	.10
Thailand	179	.60	.81	.60	.60	.94	.53	-.12	-.14	.47***	.20*	.33***	.05
Turkey	240	.76	.95	.57	.80	.88	.62	-.21**	.03	.38***	.22	.30***	.04
Ukraine	187	.60	.81	.59	.79	.85	.65	-.12	-.10	.56***	.20	.10	.04
United Kingdom	245	.64	.95	.61	.77	1.00 ^b	.67	-.27***	-.10	.43***	.32***	.28***	.11
United States	213	.66	.95	.77	.80	.95	.72	-.35***	-.06	.60***	.39***	.46***	.15
Uruguay	245	.69	.89	.51	.81	.89	.48	-.21**	-.14	.34***	.27**	.25***	.09
Uzbekistan	273	.59	.78	.47	.74	.94	.63	.10	-.24**	.55***	.07	.27***	.04
Vietnam	349	.42	.82	.85	.58	.89	.80	-.06	-.15	.64***	.21**	.20*	.04
Zambia	623	.26	.82	.43	.35	.75	.53	-.31**	.16	.68***	.37***	.38***	.05

Note. PWA-S = Perceived Work Addiction – Supervisor, PWA-C = Perceived Work Addiction – Colleagues, R^2 = variance explained. * $p < .05$, ** $p < .01$, *** $p < .001$

^aFactor loadings for the PWA-S and PWA-C were all significant except for Item 1 of the PWA-S and PWA-C in Taiwan.

^bThe small, nonsignificant negative residual variance for this item was addressed by fixing it to 0.

Table S27*Summary of the Factor Loadings and Recommendations on the Usage of the PCWAS*

Culture	PCWAS	
	PWA-S	PWA-C
	<i>Did any items with factor loadings < .4 occur? (the number of the inferior item)</i>	<i>Did any items with factor loadings < .4 occur? (the number of the inferior item)</i>
Albania	No	No
Algeria	Yes (1)	Yes (1)
Argentina	No	No
Armenia	No	No
Australia	No	No
Austria	No	No
Azerbaijan	No	No
Bahrain	No	No
Belgium	No	No
Bolivia	No	No
Bosnia and Herzegovina	No	No
Brazil	No	No
Bulgaria	No	No
Canada	No	No
Chile	No	No
Croatia	No	No
Cyprus	No	No
Czech Republic	No	No
Denmark	No	No
Dominican Republic	No	No
Ecuador	No	No
Estonia	No	No
Finland	No	No
France	No	No
Georgia	No	No
Germany	Yes (1)	No
Ghana	No	No
Greece	No	No
Hong Kong	No	No
Hungary	No	No
Iceland	No	No
India	Yes (1)	No
Indonesia	No	No
Iran	No	No
Iraq	Yes (2)	No
Ireland	No	No
Israel	No	No
Italy	No	No
Jamaica	No	No
Japan	No	No
Jordan	No	No
Kazakhstan	No	No
Kenya	Yes (1)	Yes (1)
Kuwait	Yes (1)	No
Latvia	No	No
Lebanon	No	No
Lithuania	No	No
Macao	No	No

Mainland China	No	No
Malaysia	Yes (1)	No
Malta	No	No
Mexico	Yes (1)	No
Montenegro	No	No
Mozambique	Yes (3)	Yes (3)
Namibia	Yes (1)	No
Netherlands	No	No
New Zealand	No	No
North Macedonia	No	No
Norway	No	No
Palestine	Yes (1)	Yes (1)
Paraguay	Yes (1)	No
Philippines	No	No
Poland	No	No
Portugal	No	No
Romania	No	No
Saudi Arabia	Yes (1)	No
Serbia	No	No
Slovakia	No	No
Slovenia	No	No
South Korea	No	No
Spain	No	No
Sri Lanka	No	No
Suriname	No	No
Switzerland	No	No
Taiwan	Yes (1)	Yes (1)
Tanzania	Yes (1)	Yes (1)
Thailand	No	No
Turkey	No	No
Ukraine	No	No
United Kingdom	No	No
United States	No	No
Uruguay	No	No
Uzbekistan	No	No
Vietnam	No	No
Zambia	Yes (1)	Yes (1)

Note. PCWAS = Perceived Coworkers' Work Addiction Scale, PWA-S = Perceived Work Addiction – Supervisor, PWA-C = Perceived Work Addiction – Colleagues. “Yes” means that more studies are needed to investigate whether the low factor loadings problems can be attributable to the sampling method in the current study or if they represent systematic cross-cultural differences in the psychometric performance of the scale.