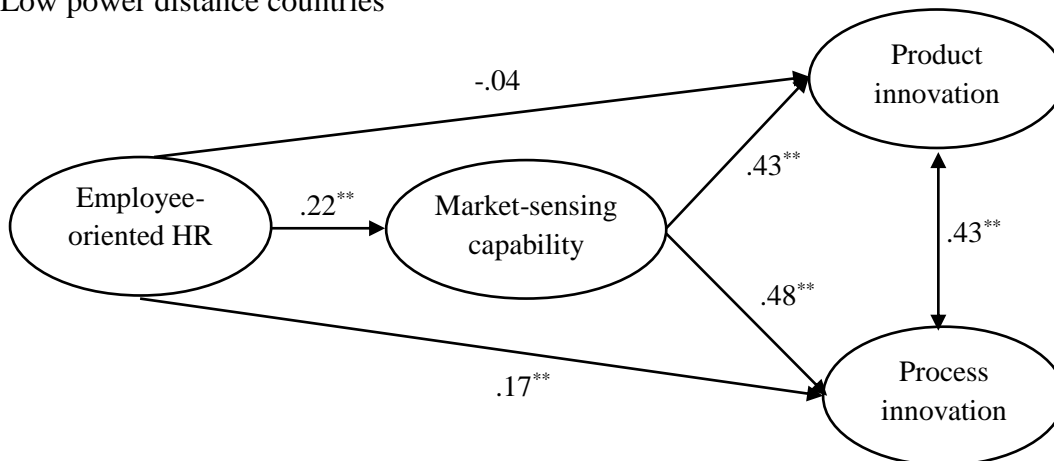


Figure 1: Conceptual research model

Low power distance countries



High power distance countries

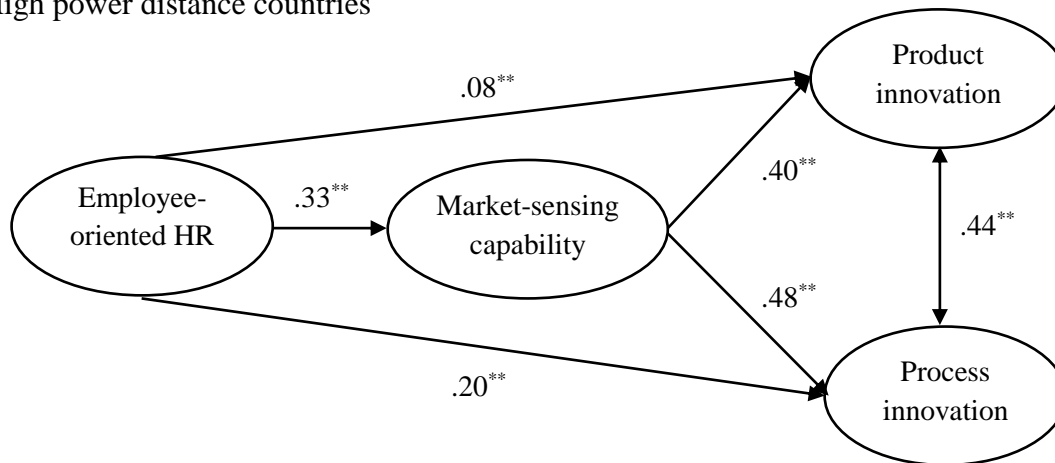


Figure 2: path coefficients in the low and high power distance countries.

Note: Standardized path coefficients are reported.

\* $p < .05$ , \*\* $p < .01$ , two-tailed.