|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Variables** | **Model 1 Demography** | | **Model 2**  **Biography** | | | **Model 3**  **Ethical leadership** | | |
|  | **β** | **t** | **β** | | **t** | **Β** | | **t** |
| Gender | 0,10 | 1,21 | 0,10 | | 1,30 | 0,09 | | 1,15 |
| Age | 0,19 | 2,32\* | 0,20 | | 2,11\* | 0,19 | | 1,99 |
| Education | -0,03 | -0,32 | -0,03 | | -0,36 | -0,03 | | -0,39 |
| Experience (clerk) |  |  | -0,14 | | -1,62 | -0,14 | | -1,67 |
| Time in company |  |  | 0,11 | | 1,15 | 0,14 | | 1,55 |
|  |  |  |  | |  |  | |  |
| Ethical leadership | |  |  | |  | -0,12 | | -1,05 |
| LMX |  |  |  | |  | 0,32 | | 2,78\*\* |
| **R²** | 0,04 |  | 0,06 |  | | | 0,12\*\* | |  |
| **R² aj.** | 0,02 |  | 0,03 |  | | | 0,08\*\* | |  |
| **∆ R²** | 0,04 |  | 0,02 |  | | | 0,06\*\* | |  |
|  | | | | | | | | |
|  | | | | | | | | |  | |
|  | | | | | | | | |  | |