|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Variables** | **Model 1 Demography and**  **Biography** | | **Model 2**  **LMX** | | | | |
|  | **β** | **t** | | **β** | | **t** | |
| Age | 0,09 | 1,19 | | 0,12 | | 1,62 | |
| Gender | 0,01 | 0,06 | | 0,04 | | 0,39 | |
| Education | 0,09 | 1,14 | | 0,09 | | 1,20 | |
| Experience (clerk) | -0,08 | -0,86 | | -0,08 | | -0,90 | |
| Time in company | 0,21 | 2,29 | | 0,17 | | 1,93 | |
| LMX |  |  | | -0,31 | | -2,73\*\* | |
| **R²** | 0,06\* | | | |  | 0,15\*\* |  | |
| **R² aj.** | 0,03\* | | | |  | 0,11\*\* |  | |
| **∆ R²** | 0,03\* | | | |  | 0,04\*\* |  | |
|  | | | | | | | | | |
|  | | | | | | | |
|  | | | | | | | |