**Table 2. Use of Survey Items**

|  |  |  |
| --- | --- | --- |
| General Purpose | Number Relevant to Present Study | Number Analyzed Statistically |
| * Describe person responding to the survey:
 | 8 | 4 |
| * + No differences between “high” vs. “low” respondent groups in terms of gender, age, position level, or number of subordinates
 |  |  |
| * + What nationality? Polish: 52/53 (98.1%)
 |  |  |
|  |  |  |
| * Describe the organization:
 | 6 | 6 |
| * + Two items used to form “High” vs. “Low” TM Importance groups for analyses
 |  |  |
|  |  |  |
| * Describe HRM practices:
 | 12 | 8 |
|  |  |  |
| * Other (N=4):
 | 0 | 0 |

\* Three narrative items could not be analyzed statistically. Example: ‘What 3-5 words describe your company culture?’

\*\* Others were not relevant to the present analyses. Example: ‘Yes/No’ response to: ‘I understand that the responses to this survey are strictly confidential and...’