

Supplementary Materials

Table S1. Discriminant validity and variance inflation factors of the construct.

Construct/Dimension/ Indicator	Outer weights	VIF
Cross-cultural adjustment (CCA)		
adjust1	−0.192	2.63
adjust10	0.146	2.16
adjust11	0.398	3.08
adjust12	0.459	2.64
adjust13	−0.312	2.39
adjust14	−0.239	1.75
adjust2	0.185	2.47
adjust3	−0.143	1.99
adjust4	0.026	1.86
adjust5	0.385	2.05
adjust6	0.064	3.24
adjust7	0.132	2.17
adjust8	0.331	2.01
adjust9	−0.037	3.35
Perceived organizational support (POS)		
s11	−0.035	2.63
s13recod	0.262	2.17
s16recod	−0.027	1.78
s27recod	0.162	3.25
s30recod	0.146	1.63
s40recod	0.257	2.79
s42recod	0.098	1.53
s52recod	0.236	2.46
s53recod	−0.177	2.91
s56	0.085	1.59
s64	−0.100	1.99
s66	−0.155	1.83
s70	−0.193	2.38
Work-related stress (WRS)		
s18	0.012	1.96
s19	−0.119	1.65
s21	0.073	1.32
s32	−0,174	1.63
s34	0,324	2.31

s4	-0.016	1.93
s44	-0.007	1.85
s46	0.549	2.47
s5	-0.005	1.56
s58	0.062	1.69
s59	0.062	2.75
s67recod	-0.349	1.24
s7	0.003	1.49
Innovation		
innov1	-0.726	1.79
innov2	0.279	1.88
innov3	0.207	2.59
innov4	0.227	2.15
innov5	0.214	2.44
innov6	0.041	2.46
innov7	0.169	2.31
innov8	0.400	1.98
innov9	-0.330	1.77

Note: VIF= Variance Inflation factors.