**Appendix**

**Table A1**. Comparison between generalized ordered logit model and ordinal logit model for Danish and Swedish civil servants predicted values to stay loyal

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Dependent variable  | Responses  | Category  | Gologit2 | Ordered logit regression |
| Predicted probability | Difference | Predicted probability | Difference |
| Stay loyal | Very likelyFairly likelyNot very likely Not likely at all | Danish civil servantsSwedish civil servantsDanish civil servantsSwedish civil servantsDanish civil servantsSwedish civil servantsDanish civil servantsSwedish civil servants | 0.050.010.100.090.260.410.450.64 |  0.04\*\* 0.01-0.15\*\*\*-0.19\*\*\* | 0.010.020.08 0.140.280.380.460.63 |  0.01\*\* 0.06\*\*\*-0.10\*\*\*-0.17\*\*\* |

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

**Table A2**. Descriptive data

|  |  |  |  |
| --- | --- | --- | --- |
|  | Pooled sample | Denmark | Sweden |
| Variables | Range | Mean | Std. | Range | Mean | Std. | Range | Mean | Std. |
| Talk to political leadership | 1-4 | 3.019 | 0.874 | 1-4 | 2.892 | 0.874 | 1-4 | 3.101 | 0.865 |
| Talk to the leadership | 1-4 | 3.541 | 0.641 | 1-4 | 3.525 | 0.580 | 1-4 | 3.553 | 0.679 |
| Talk to other at other departmentsGo to media Stay loyal Silent resistance  | 1-41-31-41-4 | 1.7451.0751.5831.653 | 0.7740.2970.7360.750 | 1-41-31-41-4 | 1.7881.0331.7131.690 | 0.7660.1990.7670.768 | 1-41-31-41-4 | 1.7201.1061.4891.626 | 0.7810.3500.6990.736 |
| Gender | 0-1 | 0.432 | 0.496 | 0-1 | 0.341 | 0.475 | 0-1 | 0.496 | 0.501 |
| Age | 26-70 | 46-50 |  | 26-70 | 41-45 |  | 31-71 | 46-50 |  |
| Chief executivesSeniority | 0-10-22 | 0.19610.300 | 0.3976.619 | 0-10-22 | 0.2708.943 | 0.4447.105 | 0-10-21 | 0.14211.283 | 0.3506.066 |
| Departments Ideology deviation  | 0-1 | 0.662 | 0.473 | 0-1 | 0.457 | .499 | 0-10.1-7.6 | 0.8092.119 | 0.3931.639 |

**Table A3**. Evaluations of generalized ordered logit model of  Swedish civil servants’ and political advisers’ propensities to express internal and external voice

|  |  |  |  |
| --- | --- | --- | --- |
|  | Talk to the political leadershipBivariate Full model | Talk to the leadership  Bivariate Full model  | Talk to people at other departmentsBivariate Full model |
| Nagelkerke R-squaredObservationsAICLog-likelihood |   0.13 0.20 393 393 872.710 859.531 -431.355 -417.765 |  0.00 389 684.235 -338.118 |  0.05 389 683.893 -329.946 |  0.01 383 830.415 -409.206 |  0.04 383 832.340-404.170 |

**Table A4**. Evaluations of ordered logistic regression models of  Danish and Swedish civil servants’ propensities to express internal and

external voice

|  |  |
| --- | --- |
|  |  Talk to the leadership Talk to the political Talk to people at Go to media Stay loyal Silent resistance leadership other departments |
|  |  Bivariate Full model Bivariate Full model Bivariate Full model Bivariate Full model Bivariate Full model Bivariate Full model |
| NagelkerkeR-squaredObservationsAICLog-likelihood |  0.00 6021020.809-506.405 |  0.02 6021018.884-501.442 |  0.02 616  1473.089  -732.545  |   0.04 6161467.710-725.855 |  0.00 602 1314.011 -653.005 |  0.01 602 1319.331 -651.666 |  0.04 608 336.129 -165.065 |  0.04  608 343.188 -164.594 |   0.03 607  1197.208  -594.604  |   0.04 607 1198.811 -591.405  |  0.00 603 1232.840 -612.420 |  0.02 6031233.045-608.522 |

**Table A5**. Predicted probabilities for categories with Gamma coefficients

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Dependent variable  | Responses  | Category  | Predicted probability | Difference |
| Talk to the leadershipTalk to the political leadershipTalk to other departments | Very likelyFairly likelyNot very likely Not likely at allVery likelyFairly likelyNot very likely Not likely at allVery likelyFairly likelyNot very likely Not likely at allVery likelyFairly likelyNot very likely Not likely at all | Small ministriesLarge ministriesSmall ministriesLarge ministriesSmall ministriesLarge ministriesSmall ministriesLarge ministriesCivil servant Political adviserCivil servant Political adviserCivil servant Political adviserCivil servant Political adviserOthersChief executives OthersChief executives OthersChief executives OthersChief executives Civil servant Political adviserCivil servant Political adviserCivil servant Political adviserCivil servant Political adviser | 0.620.640.310.300.060.030.000.030.370.670.45 0.330.100.000.080.000.380.530.440.390.030.010.150.070.020.000.150.130.380.230.460.63 | -0.02\* 0.01 0.03-0.03-0.30\*\*\* 0.12\*\* 0.10\*\*\* 0.08\*\*\*-0.15\*\*\* 0.05\*\* 0.02 0.08\*\*  0.02 0.02 0.15\*\*\*-0.17\*\*\* |