

Appendix: Items of main variables

Member commitment

Item	<i>M</i>	<i>SD</i>
I would be happy to spend the rest of my career with my cooperative	3.4	1.0
I enjoy discussing my cooperative with people outside it	3.6	1.1
I really feel as if my cooperative's problems are my own	3.2	1.0
I think that I could easily become as attached to another organization as	3.0	1.0
I am to my cooperative (R)		
I do not feel like 'part of the family' at my cooperative (R)	3.2	1.1
I do not feel 'emotionally attached' to my cooperative (R)	3.1	1.2
My cooperative has a great deal of personal meaning for me	2.8	1.1
I do not feel a strong sense of belonging to my cooperative (R)	3.2	1.2

Note. $n = 425$.

Preference deviation (Individual preferences – perceived organisational priorities)

Item	<i>M</i>	<i>SD</i>
Doing work that makes a helpful CONTRIBUTION to society; making a difference	0.3	1.0
Working with agreeable and friendly CO-WORKERS with whom you could form friendships	0.4	1.0
Having the ability to WORK WITH PEOPLE	0.4	1.0
Doing work that affords you a good SALARY	0.6	1.2
Having the assurance of JOB SECURITY	0.5	1.4
Having PROTECTIONS against loss of income due to unemployment, sickness or accidents	0.7	1.4
Having the AUTHORITY to organize and direct the work of others	-0.0	1.2
Doing work that is PRESTIGIOUS and regarded highly by others	-0.0	1.1
Having the ability to INFLUENCE organizational outcomes	0.3	1.2
Doing work that provides change and VARIETY in work activities	0.3	1.1
Having the AUTONOMY to make decisions about how you do your work and spend your time	0.4	1.1
Having the opportunity to CONTINUOUSLY LEARN and develop new knowledge or skills	0.6	1.1
Having the opportunity for ADVANCEMENT in your career	0.7	1.2

Note. $n = 425$.

Social embeddedness: Do you know anyone in the same line of work as you... (answered with: another member of my cooperative)

Item	% Yes
... who can give you information about customers and competitors?	38.4
... who is knowledgeable about budgeting, subsidies and other work related financial matters?	44.7
... who can give you a good reference?	39.3
... who makes you get good ideas whenever you talk to them?	33.6
... who can help you find your way on the digital platform of your cooperative?	75.1
... that is a member of a union, or is active in a union?	19.3
... with whom you can informally chat about what is currently happening in your cooperative?	59.3
... who can take over some of your tasks temporarily?	33.4
... who is knowledgeable about all kinds of governmental, official arrangements (legislation, etc.)?	52.7
... who has a location, machine, or equipment you can use for work once in a while?	22.6
... who can give you advice concerning a conflict at work?	46.8

Note. n = 425.