

*****ONLINE APPENDIX*****
Online Appendix A
Multi-Item Measures Created for Studies 1 and 2

Study 1

Wasta I would need the recommendation of wasta in this job situation.
I would need a connection to get this job.
I would only get offered a job through wasta.
Wasta is only way to secure job offer in such a situation.

Study 2

Communal Hamad/Hamda clearly cares about relationships.
Hamad/Hamda puts people first.
Hamad/Hamda enjoys working with other people.
Having good relationships with colleagues is important to Hamad/Hamda.
Hamad/Hamda talks too much. (Arabic expression; reverse coded)

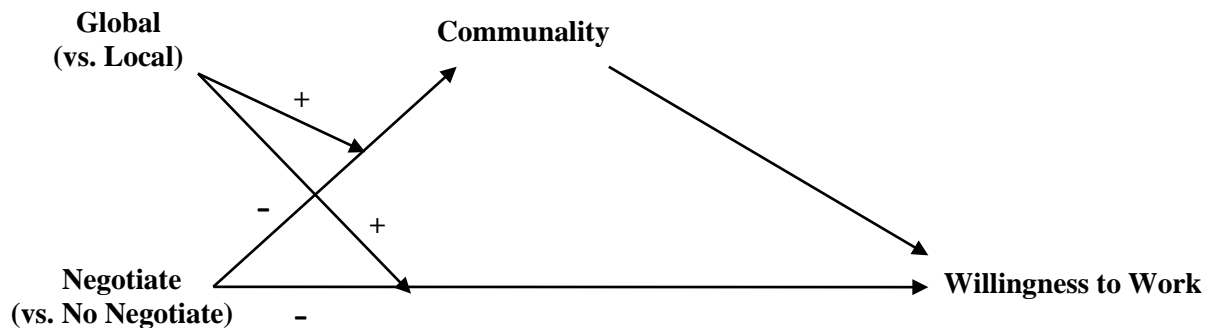
Modest Hamad/Hamda is modest.
Hamad/Hamda displays the appropriate level of modesty.
Hamad/Hamda acted in an immodest manner. (reverse coded)
Hamad/Hamda is respectful toward his/her seniors.
Hamad/Hamda doesn't know when to stop. (Arabic expression; reverse coded)

Materialistic Hamad/Hamda is materialistic.
Hamad/Hamda is threatening to leave the company in order to get more money.
Hamad/Hamda's negotiating behavior is aggressive.

Hamad/Hamda is pressuring the company to pay him/her more.

Hamad/Hamda is giving up a lot on his/her demands. (reverse coded)

Online Appendix B Illustration of Moderated Mediation Effects Predicted in Hypothesis 6 for Male Locals (adapted from Hayes, 2013)



Online Appendix C. Study 2: Estimated Marginal Mean Willingness to Work with Local Employee, Generated by ANCOVA (in Table 3) Testing Effects of Global/Local Employment Context, Employee Gender, and Negotiate (Yes/No) Conditions and Controlling for Participants' Arabic/English Language Proficiency

Context			Employee	
			Male	Female
Local	No Negotiate	mean	5.85	6.29 ^a
		SE	(.16)	(.16)
		n	53	55
	Negotiate	mean	5.65	5.34
		SE	(.16)	(.14)
		n	56	66
Within Local: Mean difference			0.20	0.95 ^{**}
Global	No Negotiate	mean	5.78	5.52
		SE	(.18)	(.17)
		n	43	45
	Negotiate	mean	4.92	5.04
		SE	(.18)	(.20)
		n	40	35
Within Global: Mean difference			0.86 ^{**}	0.48 [†]
Within No Negotiate: Mean difference			0.07	0.77 ^{**}
Within Negotiate: Mean difference			0.73 ^{**}	0.30

[†] $p = .06$. ^{**} $p < .01$.

^a Indicates a significant gender difference within condition at level of $p < .05$.

Online Appendix D Model of Multiple Mediation for Local Female Employees in Study 2,

Showing that Evaluators Were Less Inclined to Work with a Female Employee when She Negotiated for Higher Compensation (as Compared to When She Let the Opportunity to Negotiate Pass) Because Negotiating Made Her Appear Insufficiently Communal and Modest and Overly Materialistic (Graphic adapted from Preacher and Hayes, 2008, p. 881). All regressions included controls for participants' language proficiency.

* $p < .05$. ** $p < .01$. *** $p < .001$.

