**Change in frontline supervisors’ safety leadership practices after participating in a leadership training program: Does company size matter?**

| **Supplemental Table 1** – Leader outcomes: Mixed models including and excluding business size parameter  |
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|  | **Model 1 (Std. Error)** | **Model 2 (Std. Error)** |
| **Understanding of safety leadership skills** |  |  |
| Time | 0.36 (0.03) \*\* | 0.33 (0.05)\*\* |
| Business size |  |  |
| <75 employees (ref==201+) |  | -0.14 (0.11)  |
| 75-200 employees (ref==201+) |  | -0.03 (0.06) |
| Time\*Business size |  |  |
| <75 employees (ref==201+) |  | 0.10 (0.14) |
| 75-200 employees (ref==201+) |  | 0.03 (0.07) |
| *Between-person variance* | *0.05 (0.01)* | *0.05 (0.01)* |
| *Within-person variance* | *0.16 (0.01)* | *0.16 (0.01)* |
| ln(likelihood) | *-367.81* | *-331.65* |
| Difference in -2 ln(likelihoods): *p* = 0.82 |  |  |
| **Use of safety leadership skills** |  |  |
| Time | 0.20 (0.03)\*\* | 0.12 (0.04)\*\* |
| Business size |  |  |
| <75 employees (ref==201+) |  | -0.40 (0.10)\*\* |
| 75-200 employees (ref==201+) |  | -0.16 (0.06)\*\* |
| Time\*Business size |  |  |
| <75 employees (ref==201+) |  | 0.16 (0.10)  |
| 75-200 employees (ref==201+) |  | 0.13 (0.05)\* |
| *Between-person variance* | *0.10 (0.01)* | *0.09 (0.01)* |
| *Within-person variance* | *0.09 (0.01)* | *0.08 (0.01)* |
| ln(likelihood) | *-266.04* | *-235.92* |
| Difference in -2 ln(likelihoods): *p* = <0.01 |  |  |
| **Use of safety practices** |  |  |
| Time | 0.21 (0.02)\*\* | 0.20 (0.04)\*\* |
| Business size |  |  |
| <75 employees (ref==201+) |  | -0.29 (0.11)\*\* |
| 75-200 employees (ref==201+) |  | -0.10 (0.06) |
| Time\*Business size |  |  |
| <75 employees (ref==201+) |  | 0.09 (0.09)  |
| 75-200 employees (ref==201+) |  | 0.00 (0.05) |
| *Between-person variance* | *0.14 (0.02)* | *0.14 (0.02)* |
| *Within-person variance* | *0.08 (0.01)* | *0.08 (0.01)* |
| ln(likelihood) | *-291.63* | *-287.53* |
| Difference in -2 ln(likelihoods): *p* = 0.08 |  |  |
| **Crew reporting of safety-related conditions** |  |  |
| Time | 0.14 (0.04)\*\* | 0.13 (0.07) |
| Business size |  |  |
| <75 employees (ref==201+) |  | 0.11 (0.15) |
| 75-200 employees (ref==201+) |  | -0.19 (0.10)\* |
| Time\*Business size |  |  |
| <75 employees (ref==201+) |  | -0.07 (0.17) |
| 75-200 employees (ref==201+) |  | 0.03 (0.10) |
| *Between-person variance* | *0.19 (0.03)* | *0.18 (0.03)* |
| *Within-person variance* | *0.26 (0.02)* | *0.26 (0.02)* |
| ln(likelihood) | *-523.87* | *-518.76* |
| Difference in -2 ln(likelihoods): *p* = 0.18 |  |  |
| \*\*p < 0.01; \*p< 0.05*Note*. All models controlled for language and learning goal orientation. Additionally, models for understanding of safety leadership and use of safety leadership skills controlled for tenure at current company. The models with crew reporting of safety related conditions controlled for location where the company was based in the United States and whether they were a union company. |