

Table 6. Mean, standard deviation, intercorrelations, and reliability estimates for variables

Variable	Mean	SD	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1 personal ownership	2.87	.90	(.929)															
2 fear of loss	2.78	.88	.724**	(.947)														
3 concern for negative evaluation	2.91	.68	.323**	.396**	(.879)													
4 negative relation	2.77	.88	.511**	.512**	.140*	(.937)												
5 psychological ownership	4.93	.96	.420**	.266**	.033	.258**	(.851)											
6 interpersonal competitiveness	3.34	.63	.320**	.380**	.074	.266**	.439**	(.842)										
7 fear of negative evaluation	3.06	.66	.270**	.292**	.365**	.221**	.280**	.337**	(.890)									
8 negative reciprocity	3.19	.72	.312**	.309**	.143*	.489**	.323**	.272**	.301**	(.903)								
9 knowledge sharing intention	3.51	.66	-.250**	-.243**	-.125*	-.048	.101	-.002	-.130*	-.086	(.928)							
10 knowledge transfer intention	3.66	.55	-.130*	-.157**	-.014	.022	.151**	.078	.025	.027	.542**	(.848)						
11 knowledge sharing	3.62	.54	-.248**	-.244**	-.161**	-.031	.132*	.044	-.162**	-.066	.717**	.666**	(.877)					
12 knowledge hoarding	5.23	.99	.106	-.026	-.129*	.080	.481**	.195**	.096	.112	.266**	.253**	.286**	(.924)				
13 evasive hiding	3.00	1.15	.493**	.530**	.350**	.343**	.059	.093	.207**	.232**	-.268**	-.119*	-.308**	-.162**	(.860)			
14 playing dumb	2.99	1.34	.548**	.483**	.355**	.432**	.133*	.110	.269**	.349**	-.332**	-.106	-.339**	-.075	.774**	(.939)		
15 rationalized hiding	3.05	1.24	.460**	.461**	.341**	.416**	.105	.141*	.265**	.215**	-.176**	-.059	-.199**	-.089	.743**	.727**	(.879)	
16 knowledge hiding	2.97	1.13	.550**	.537**	.382**	.438**	.111	.126*	.273**	.294**	-.286**	-.104	-.310**	-.117*	.913**	.920**	.902**	(.947)

Note. Reliability estimates(Coefficient α) are along the diagonal in parentheses. * $p < .05$, ** $p < .01$