**APPENDIX**

Table 1. Comparison of CBD and SBD based on firm characteristics and perception of location attractiveness.

|  | Average t-test comparison | | | Discrimination analysis (LDA) | | Discrimination function | | Classification function | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Variable | CBD | SBD | Test t | All variables F-test | Reduced variables F-test | Standardised coefficient | Structure correlation coefficient | CBD | SBD |
| *Company characteristics* | | | | | | | | | |
| **Size of company (intervals)** | **3.44** | **3.66** | **1.01** | **7.86\*\*** | **9.74\*\*** | 0.86 | 0.07 | 0.5 | 2.1 |
| **Size of corporation in Poland (intervals)** | **3.80** | **3.76** | **0.17** | **7.11\*\*** | **8.76\*\*** | -0.90 | -0.01 | 1.5 | 0.1 |
| Age (years intervals) | 3.14 | 3.18 | -1.02 | 0.78 |  |  |  |  |  |
| Office space (size intervals) | 3.06 | 3.34 | -1.07 | 2.29 |  |  |  |  |  |
| **Headquarters (0/1)** | **0.44** | **0.55** | **-1.28** | **6.31\*\*** | **4.48\*** | 0.23 | 0.09 | 0.0 | 1.1 |
| Subsidiary (0/1) | 0.21 | 0.32 | -1.57 | 0.40 |  |  |  |  |  |
| Clients B2B (0/1) | 0.82 | 0.73 | 1.38 | 3.46 |  |  |  |  |  |
| Clients’ location (From local to global intervals) | 2.11 | 2.21 | -0.66 | 1.62 |  |  |  |  |  |
| **ICT contacts with clients (0/1)** | **0.69** | **0.52** | **2.19\*** | 0.20 |  |  |  |  |  |
| Face to face contacts with clients (0/1) | 0.15 | 0.24 | -1.43 | 0.36 |  |  |  |  |  |
| *Location attractiveness1* | | | | | | | | | |
| Cost of office space | 3.39 | 3.40 | -0.07 | 0.03 |  |  |  |  |  |
| Office space expansion opportunity | 2.94 | 3.23 | -1.56 | 2.36 |  |  |  |  |  |
| **Proximity to city centre** | **4.66** | **3.45** | **9.13\*\*** | **17.67\*\*** |  |  |  |  |  |
| **Proximity to airport** | **3.54** | **4.37** | **-5.96\*\*** | **16.17\*\*** | **18.39\*\*** | 0.50 | 0.39 | 2.4 | 3.8 |
| **Proximity to train station** | **4.46** | **3.60** | **5.94\*\*** | **8.78\*\*** | **43.11\*\*** | -0.75 | -0.41 | 3.5 | 1.4 |
| **Proximity to by-pass motorway** | **2.91** | **4.03** | **-7.73\*\*** | **13.05\*\*** | **22.88\*\*** | 0.52 | 0.50 | 3.5 | 4.9 |
| **Proximity to subway** | **4.41** | **3.53** | **5.40\*\*** | 1.03 |  |  |  |  |  |
| **Public transport accessibility** | **4.57** | **3.69** | **5.83\*\*** | 2.19 |  |  |  |  |  |
| Accessibility by car | 3.41 | 3.13 | 1.44 | 0.00 |  |  |  |  |  |
| Parking availability for employees | 2.46 | 2.81 | -1.53 | 0.17 |  |  |  |  |  |
| **Parking availability for clients** | **2.29** | **2.76** | **-2.24\*** | 1.10 |  |  |  |  |  |
| Nice surroundings | 3.68 | 3.45 | 1.39 | 1.91 |  |  |  |  |  |
| **Prestige of location** | **4.09** | **3.60** | **3.44\*\*** | 0.81 |  |  |  |  |  |
| Quiet, safe surrounding | 3.90 | 4.10 | -1.47 | 0.57 |  |  |  |  |  |
| **Access to services (shops, restaurants etc.)** | **4.25** | **3.92** | **2.18\*** | 1.78 |  |  |  |  |  |
| **Access to culture and entertainment** | **3.90** | **2.84** | **6.16\*\*** | **5.47\*** | **9.96\*\*** | -0.37 | -0.42 | 2.6 | 1.8 |
| Clients’ proximity | 3.40 | 3.48 | -0.49 | 0.24 |  |  |  |  |  |
| **Suppliers, business partners proximity** | 3.42 | 3.39 | 0.23 | 3.17 | **6.95\*\*** | 0.31 | -0.02 | 1.6 | 2.4 |
| Lack of competitors | 2.84 | 2.97 | -0.81 | 0.94 |  |  |  |  |  |
| Industry cluster | 3.15 | 3.08 | 0.45 | 0.88 |  |  |  |  |  |
| Model summary |  |  |  | Wilks’ lambda = 0.29; F (33,1) = 9,09, p < 0.000 | Wilks’ lambda = 0.41; F (8,1) = 26, 34, p < 0.000 |  |  |  |  |

1 Based on the question ‘What is your assessment of the firm’s location attractiveness in relation to the following factors?’ (Average: 1 – very low, 5 – very high)

Statistically significant values are bolded (\*: p < 0.05; \*\*: p < 0.01).

Table 2.Comparison of CBD and SBD based on employees’ behaviours and opinions.

| Variable | Positive answers frequencies (%) | | Chi-square statistics (n1 = 97; n2 = 99; df = 1) | |
| --- | --- | --- | --- | --- |
| CBD | SBD | Value | p |
| *Commuting travel time (question: How long does it usually take you to get from home to work?)* | | | | | |
| Up to 15 min | 14.6 | 9.2 | 1.353 | 0.245 |
| 15-30 min | 36.5 | 25.5 | 2.721 | 0.099 |
| 30-60 min | 39.6 | 42.9 | 0.214 | 0.643 |
| **60-90 min** | **7.3** | **19.4** | **6.114** | **0.013** |
| Over 90 min | 2.1 | 3.1 | 0.185 | 0.667 |
| *Main commuting transport mode (question: Please indicate the most important means of transport.)* | | | | | |
| Foot | 7.4 | 7.4 | 0.002 | 0.968 |
| Bike | 6.4 | 7.4 | 0.062 | 0.803 |
| Bus | 25.5 | 25.5 | 0.007 | 0.935 |
| Subway | 22.3 | 17.0 | 0.964 | 0.326 |
| **Car** | **14.9** | **27.7** | **4.221** | **0.040** |
| Tram | 12.8 | 11.7 | 0.075 | 0.784 |
| **Rail** | **10.6** | **3.2** | **4.192** | **0.041** |
| *Frequency of shopping in the shopping mall near the workplace (question: How often do you shop and/or use services in a shopping mall near your workplace?)* | | | | | |
| Several times a day | 0.0 | 0.0 | - | - |
| Once a day | 2.2 | 2.0 | 0.003 | 0.958 |
| Several times a week | 11.8 | 12.2 | 0.008 | 0.929 |
| Several times a month | 23.7 | 27.6 | 0.380 | 0.538 |
| Less than once a month | 40.9 | 34.7 | 0.773 | 0.379 |
| Never | 21.5 | 23.5 | 0.106 | 0.745 |
| *Frequency of shopping outside the shopping mall near the workplace (question: How often do you usually shop and/or use services outside a shopping mall near your workplace?)* | | | | | |
| Several times a day | 8.3 | 2.1 | 3.798 | 0.051 |
| **Once a day** | **25.0** | **8.3** | **9.600** | **0.002** |
| Several times a week | 28.1 | 26.0 | 0.105 | 0.745 |
| Several times a month | 20.8 | 27.1 | 1.029 | 0.310 |
| Less than once a month | 12.5 | 13.5 | 0.046 | 0.830 |
| **Never** | **5.2** | **22.9** | **12.455** | **0.000** |
| *Time of shopping nearby the workplace in the shopping mall (question: When do you usually shop and/or use services in a shopping mall near your workplace?)* | | | | |
| During working hours | 13.3 | 17.1 | 0.416 | 0.519 |
| **On the way back home** | **30.7** | **56.6** | **10.301** | **0.001** |
| On the way to work | 4.0 | 5.3 | 0.136 | 0.712 |
| Free time after work | 18.7 | 8.0 | 3.692 | 0.055 |
| **Weekends** | **33.3** | **13.2** | **8.629** | **0.003** |
| *Time of shopping nearby the workplace outside the shopping mall (question: When do you usually shop and/or use services outside a shopping mall near your workplace?)* | | | | |
| During working hours | 22.7 | 35.7 | 3.228 | 0.072 |
| On the way back home | 31.8 | 39.4 | 1.000 | 0.317 |
| On the way to work | 22.7 | 12.7 | 2.662 | 0.103 |
| **Free time after work** | **13.6** | **4.2** | **4.073** | **0.044** |
| Weekends | 9.1 | 7.0 | 0.220 | 0.639 |
| *How much time on shopping in the shopping mall near the workplace (question: How much time during the day do you usually spend on shopping and/or using services in a shopping mall near your workplace?)* | | | | |
| **Up to 15 min** | **23.9** | **8.1** | **6.808** | **0.009** |
| 15-30 min | 21.1 | 32.4 | 2.355 | 0.125 |
| 30-60 min | 22.5 | 36.5 | 3.381 | 0.066 |
| 60-90 min | 22.5 | 17.6 | 0.559 | 0.455 |
| Over 90 min | 9.9 | 5.4 | 1.025 | 0.311 |
| *How much time on shopping outside the shopping mall near the workplace (question: How much time during the day do you usually spend on shopping and/or using services outside a shopping mall near your workplace?)* | | | | |
| Up to 15 min | 46.1 | 48.6 | 0.108 | 0.742 |
| 15-30 min | 22.5 | 31.1 | 1.542 | 0.214 |
| 30-60 min | 21.3 | 13.5 | 1.696 | 0.193 |
| 60-90 min | 6.7 | 5.4 | 0.125 | 0.723 |
| Over 90 min | 3.4 | 1.4 | 0.688 | 0.407 |
| *Store/service outlet in the shopping mall visited the most often (question: What kinds of shops and/or services outside a shopping mall near your workplace do you visit most often?)* | | | | |
| **Grocery store** | **15.5** | **34.3** | **9.314** | **0.002** |
| Clothes and shoes | 50.5 | 44.4 | 0.724 | 0.395 |
| Electronic equipment | 27.8 | 22.2 | 0.823 | 0.364 |
| Pharmacy | 8.2 | 16.2 | 2.856 | 0.091 |
| Bookstore | 24.7 | 23.2 | 0.061 | 0.804 |
| Florist | 4.1 | 1.0 | 1.911 | 0.167 |
| Newsstand | 6.2 | 6.1 | 0.001 | 0.971 |
| **Restaurant** | **14.4** | **27.3** | **4.883** | **0.027** |
| Fast-food | 25.8 | 32.3 | 1.019 | 0.313 |
| Cafe | 8.2 | 15.2 | 2.255 | 0.133 |
| Other food and beverages | 7.2 | 7.1 | 0.002 | 0.968 |
| Hairdresser | 1.0 | 2.0 | 0.318 | 0.573 |
| Beauty studio | 1.0 | 0.0 | 1.026 | 0.311 |
| Fitness club | 3.1 | 7.1 | 1.601 | 0.206 |
| Cinema | 27.8 | 33.3 | 0.697 | 0.404 |
| Bank | 6.2 | 5.1 | 0.119 | 0.730 |
| ATM | 17.5 | 25.3 | 1.737 | 0.187 |
| *Store/service outlet in the shopping mall visited the most often (question: What kinds of shops and/or services outside a shopping mall near your workplace do you visit most often?)* | | | | |
| **Grocery store** | **76.3** | **55.6** | **9.361** | **0.002** |
| **Clothes and shoes** | **13.4** | **5.1** | **4.097** | **0.043** |
| **Electronic equipment** | **16.5** | **3.0** | **10.147** | **0.001** |
| **Pharmacy** | **49.5** | **25.3** | **12.309** | **0.000** |
| **Bookstore** | **21.6** | **7.1** | **8.504** | **0.004** |
| **Florist** | **22.7** | **8.1** | **8.056** | **0.005** |
| **Newsstand** | **37.1** | **20.2** | **6.866** | **0.009** |
| Restaurant | 44.3 | 33.3 | 2.496 | 0.114 |
| Fast-food | 25.8 | 16.2 | 2.736 | 0.098 |
| **Cafe** | **42.3** | **13.1** | **20.838** | **0.000** |
| Other food and beverages | 29.9 | 18.2 | 3.689 | 0.055 |
| **Hairdresser** | **28.9** | **10.1** | **11.039** | **0.001** |
| **Beauty studio** | **19.6** | **7.1** | **6.672** | **0.010** |
| Fitness club | 19.6 | 15.2 | 0.672 | 0.412 |
| **Cinema** | **17.5** | **8.1** | **3.928** | **0.047** |
| **Bank** | **27.8** | **12.1** | **7.590** | **0.006** |
| **ATM** | **58.8** | **33.3** | **12.758** | **0.000** |
| *Business meetings outside the office (question: Do you have business meetings near your workplace?)* | | | | |
| **In the shopping mall** | **2.2** | **10.9** | **5.433** | **0.020** |
| Outside the shopping mall | 30.9 | 25.5 | 0.657 | 0.418 |
|  | | | | |
| Variable | Average rate [1-7] | | Mann-Whitney (n1 = 97; n2 = 99) | |
| CBD | SBD | U value | p |
| *Assessment of the workplace neighbourhood1* | | | | |
| **Well organized in terms of transport** | **5.80** | **3.70** | **1651.5** | **0.000** |
| **Offers wide range of restaurants and cafes** | **5.17** | **3.82** | **2596.5** | **0.000** |
| **Offers wide range of stores and service outlets** | **4.86** | **3.58** | **2655.0** | **0.000** |
| **Enables social interaction** | **5.00** | **3.81** | **2582.0** | **0.000** |
| **Encourages leisure** | **3.66** | **2.48** | **2522.0** | **0.000** |
| **Offers access to public services** | **4.37** | **3.62** | **3336.0** | **0.002** |
| Safe | 5.28 | 4.95 | 4185.0 | 0.303 |
| Nice/aesthetic | 4.64 | 4.44 | 4439.0 | 0.656 |
| Green | 3.61 | 3.94 | 4013.0 | 0.116 |

Statistically significant values are bolded (p < 0.05).

1 Based on the question ‘What is your assessment of your workplace neighbourhood?’ (1 – definitely not, 7 – definitely yes)