

**Electronic Supplementary Material for
Huebner, L.-A., & Zacher, H. (2021). Effects of action planning after employee surveys.
Journal of Personnel Psychology. <https://doi.org/10.1027/1866-5888/a000285>**

Figure E1. Screeplot of exploratory factor analyses (EFA) performed on the employee survey (n = 300; EFA conducted on all 24 items of employee survey)

