|  |  |
| --- | --- |
| Table 1  *Factor Matrix for Perceived Incivility: Reflective Scale* | |
| Item | Factor |
| 1 |
| Offensive | .849 |
| Insulting | .811 |
| Disregarding | .801 |
| Rude | .790 |
| Humiliating | .786 |
| Unpleasant | .777 |
| Frustrating | .764 |
| Annoying | .755 |
| Hurtful | .742 |
| Sad | .722 |
| Stressful | .718 |
| Shaming | .706 |
| Disrespectful | .653 |
| *Note*. Extraction method: maximum likelihood. | |

Table 2

*Result Summary for the Measurement Model*

|  |  |  |  |
| --- | --- | --- | --- |
| Latent Variable | Convergent Validity | Internal Consistency Reliability | Discriminant Validity |
|  | AVE | Cronbach's Alpha | HTMT |
|  | >0.50 | >0.70 | < 0.85 |
| Reflective measure for perceived incivility | 0.639 | 0.953 | 0.359 |
| Moral disengagement | 0.390 | 0.777 |

Table 3

*Significance Analysis of the Direct and Indirect Effects*

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Measure | Direct Effect | *t* | *p* | Specific Indirect Effect | *t* | *p* |
| Bystanders scale—perpetration scale | 0.284 | 4.5787 | .000 | 0.0356 | 2.134 | .032 |
| Moral disengagement— perpetration scale | 0.279 | 5.918 | .000 |  |  |  |
| Perceived reflective scale—bystander scale | 0.645 | 23.129 | .000 |  |  |  |
| Perceived reflective scale—perpetration scale (through moral disengagement) | 0.160 | 2.580 | .000 | 0.0616 | 3.605 | .036 |
| Perceived reflective scale— moral disengagement | 0.315 | 4.556 | .000 |  |  |  |
| Perceived reflective scale—formative scale | 0.778 | 34.606 | .000 |  |  |  |
| Perceived reflective scale—perpetration scale (through bystander scale) | 0.160 | 2.580 | .000 | 0.1831 | 4.427 | .000 |
|  |  |  |  |  |  |  |