**Tables**

Table 1

Result summary for measurement models

|  |  |  |  |
| --- | --- | --- | --- |
| Reflective Variable | Convergent Validity | Internal Constituency Reliability | Discriminant Validity |
|  | AVE  > 0.50 | Cronbach’s Alpha  > 0.70 | HTMT  Confidence Interval Does Not Contain 1 |
| Irritation | 0.575 | 0.893 | Yes |
| Vertical Solidarity | 0.498 | 0.771 | Yes |
| ROE | 0.808 | 0.921 | Yes |
| SEA | 0.834 | 0.806 | Yes |
| Revenge | 0.738 | 0.911 | Yes |

\* AVE > 0.49 is close enough to be accepted [40] (p. 113)

Table 2

Significance analysis of direct effects

|  |  |  |  |
| --- | --- | --- | --- |
|  | Direct Effect | *t*-value | *p*-value |
| Incivility → Irritation | 0.428 | 6.455 | 0.000 |
| Incivility → Revenge | 0.233 | 2.797 | 0.005 |
| Irritation → Revenge | 0.187 | 2.314 | 0.021 |
| Moderating Effect 1 | -0.148 | 2.336 | 0.020 |
| Moderating Effect 2 | 0.226 | 3.543 | 0.000 |
| Moderating Effect 3 | -0.154 | 2.593 | 0.010 |
| ROE → Irritation | -0.231 | 2.992 | 0.003 |
| Solidarity → Revenge | -0.120 | 1.978 | 0.048 |