|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Table 1*Factor Matrix for Perceived Incivility: Reflective Scale*

|  |
| --- |
| **Factor Matrixa** |
| Item | Factor |
| 1 |
| Offensive | .855 |
| Disrespecting | .835 |
| Insulting | .813 |
| Humiliating | .809 |
| Unpleasant | .787 |
| Rude | .785 |
| Sad | .767 |
| Frustrating | .763 |
| Annoying | .750 |
| Hurting | .742 |
| Shaming | .719 |
| Stressful | .710 |
| Extraction Method: Maximum Likelihood. |
| a. 1 factors extracted. 3 iterations required. |

 |
|  |

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  | 0.638 | 0.948 | 0.356 |
| 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 | 0.2890 | 4.7325 | .000 | 0.0373 | 2.201 | .027 |
| Bystanders scale— Moral disengagement | 0.1326 | 2.4876 | .000 |  |  |  |
| Moral disengagement— perpetration scale | 0.2813 | 6.031 | .000 |  |  |  |
| Perceived reflective scale—bystander scale | 0.6398 | 22.755 | .000 |  |  |  |
| Perceived reflective scale—perpetration scale (through moral disengagement) | 0.153 | 2.450 | .000 | 0.0642 | 3.526 | .000 |
| Perceived reflective scale— moral disengagement | 0.228 | 4.436 | .000 |  |  |  |
| Perceived reflective scale—formative scale | 0.775 | 34.303 | .000 |  |  |  |
| Perceived reflective scale—perpetration scale (through bystander scale) | 0.153 | 2.450 | .000 | 0.1847 | 4.573 | .000 |
|  |  |  |  |  |  |  |