*Figure 1: An Illustration of Hobfoll et al. (1990). P. 469*

*High stress conditions representing a situation in which individual and social resources are consumed by the context*

*Low stress conditions representing a situation in which individual resources suffice to deal with the context*

Personal Resources

Environmental

context

Social Resources

*Figure 2.* The theoretical structure of the proposed framework.

SEA

ROE

Emotional Intelligence

H4c,d

H4a,b

H7

Incivility

H8

H1

Revenge

Irritation

H9

H3a,b

H5

H6

Vertical

Solidarity

H2

*\*Interaction effects (H7-H10)*

*Table 1. Result summary for measurement models*

|  |  |  |  |
| --- | --- | --- | --- |
| Reflective Variables | Convergent Validity | Internal Constituency Reliability | Discriminant Validity |
|  | AVE | Cronbach's Alpha |  |
|  | > 0.50 | > 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 (Hair et al., 2016, p. 113)*

*Table 2*. Significance analysis of the 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 |

Figure 3. simple slop analysis of the interaction effect

Chart, line chart

Description automatically generated

Figure 4. simple slop analysis of the interaction effect

Chart, line chart

Description automatically generated

Figure 5. simple slop analysis of the interaction effect

Chart

Description automatically generated