|  |  |
| --- | --- |
| Table 1. Factor Matrix for Perceived Incivility – Reflective scale | |
|  | 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 |
| 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

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Direct Effect | *t* value | *p* value | Specific Indirect Effect | *t* value | *p* value |
| Bystanders scale-Perpetration Scale | .284 | 4.5787 | .000 | 0.0356 | 2.134 | .032 |
| Moral Disengagement- Perpetration Scale | .279 | 5.918 | .000 |  |  |  |
| Perceived reflective scale-bystander scale | 0.645 | 23.129 | .000 |  |  |  |
| Perceived reflective scale-perpetration scale (through MD) | 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 |
|  |  |  |  |  |  |  |