Supplemental Appendix A

*Meta-Analytic Inclusion Criteria and Application*

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Inclusion criterion** | ***Nremoved*** | ***Nincluded*** |
| *Step 1.* | The material included search terms of interest. |  | 1494 |
| *Step 2.* | The material provided sufficient relevant information in English. | 87 | 1407 |
| *Step 3.* | The data included a measure of instigated incivility rather than only experienced and/or witnessed incivility. | 601 | 806 |
| *Step 4.* | The data measured incivility rather than more severe forms of workplace mistreatment. | 486 | 320 |
| *Step 5.* | The data were collected in a workplace context | 10 | 310 |
| *Step 6.* | The data were quantitative, presented bivariate correlations or other statistics able to be converted to bivariate correlations, and the authors reported the sample size. | 203 | 107 |
| *Step 7.* | The exact data and/or sample were not used in another published or unpublished report of findings. a | 37 | 70 |
|  | **Total** | **1424** | **70** |

a Duplicates were reconciled such that the report with the larger number of correlates was included. If correlates were identical, the report with the greater sample size was included. If both correlates and sample sizes were identical, the earliest report of findings was included.

Supplemental Appendix B

*Studies Included in Meta-Analysis*

Aboodi, H., & Allameh, S. M. (2019). A theoretical model of antecedents of customer-directed incivility. *International Journal of Business Excellence*, *17*(4), 516–543. https://doi.org/10.1504/IJBEX.2019.099127

Barnes, C., Krishnan, S., & Watkins, T. S. (2016, April 14-16). Electronic warfare: A sleep and self-control model of cyberincivility. In L. K. Barber (Chair), *Emerging research on employee sleep and bad behavior*. Society for Industrial and Organizational Psychology 31st Annual Meeting, Anaheim, CA.

Belluccia, A. (2018). *Negative mind wandering as a symptom of incivility: What it means for important workplace outcomes* [Master’s thesis; Florida Institute of Technology]. Scholarship Repository at Florida Tech. https://repository.lib.fit.edu/handle/11141/2533

Birkeland, I. K., & Nerstad, C. (2016). Incivility is (not) the very essence of love: Passion for work and incivility instigation. *Journal of Occupational Health Psychology*, *21*(1), 77–90. https://doi.org/10.1037/a0039389

Blau, G., & Andersson, L. (2005). Testing a measure of instigated workplace incivility. *Journal of Occupational and Organizational Psychology*, *78*(4), 595–614. https://doi.org/10.1348/096317905X26822

Brady, D. L., Brown, D. J., & Liang, L. H. (2017). Moving beyond assumptions of deviance: The reconceptualization and measurement of workplace gossip. *Journal of Applied Psychology*, *102*(1), 1–25. https://doi.org/10.1037/apl0000164

Carter, J. (2013). *Generational differences for experienced and instigated workplace incivility* [Master’s thesis, Xavier University]. OhioLINK Electronic Theses & Dissertations Center. http://rave.ohiolink.edu/etdc/view?acc\_num=xavier1510831049049475

Gallus, J. A., Bunk, J. A., Matthews, R. A., Barnes-Farrell, J. L., & Magley, V. J. (2014). An eye for an eye? Exploring the relationship between workplace incivility experiences and perpetration. *Journal of Occupational Health Psychology*, *19*(2), 143–154. https://doi.org/10.1037/a0035931

Ghosh, R., Dierkes, S., & Falletta, S. (2011). Incivility spiral in mentoring relationships: Reconceptualizing negative mentoring as deviant workplace behavior. *Advances in Developing Human Resources*, *13*(1), 22–39. https://doi.org/10.1177/1523422311410639

Gray, C. J., Carter, N. T., & Sears, K. L. (2017). The UWBQ-I: An adaptation and validation of a measure of instigated incivility. *Journal of Business and Psychology*, *32*(1), 21–39. https://doi.org/10.1007/s10869-015-9433-6

Hershcovis, M. S., Cameron, A.-F., Gervais, L., & Bozeman, J. (2018). The effects of confrontation and avoidance coping in response to workplace incivility. *Journal of Occupational Health Psychology*, *23*(2), 163–174. http://dx.doi.org.proxy.lib.pdx.edu/10.1037/ocp0000078

Heylen, B. (2018). *Occupational stress, workplace incivility and job satisfaction with the moderating role of psychological capital among staff in an Emergency Services Control Unit* [Master’s thesis, University of KwaZulu-Natal]. ResearchSpace. http://researchspace.ukzn.ac.za/handle/10413/16481

Holm, K. (2014). *Workplace incivility as a social process: How witnessing incivility relates to uncivil conduct, well-being, job satisfaction and stress* [Master’s thesis, Lunds Universitet]. Lund University Publications. http://lup.lub.lu.se/luur/download?func=downloadFile&recordOId=4464075&fileOId=4464088

Holm, K., Torkelson, E., & Bäckström, M. (2015). Models of workplace incivility: The relationships to instigated incivility and negative outcomes. *BioMed Research International*, *2015*. https://doi.org/10.1155/2015/920239

Holm, K., Torkelson, E., & Bäckström, M. (2019). Exploring links between witnessed and instigated workplace incivility. *International Journal of Workplace Health Management*, *12*(3), 160–175. https://doi.org/10.1108/IJWHM-04-2018-0044

Ilies, R., Guo, C. Y., Lim, S., Yam, K. C., & Li, X. (2019). Happy but uncivil? Examining when and why positive affect leads to incivility. *Journal of Business Ethics*, *165*, 595–614. https://doi.org/10.1007/s10551-018-04097-1

Jiménez, P., Bregenzer, A., Leiter, M., & Magley, V. (2018). Psychometric properties of the German version of the Workplace Incivility Scale and the Instigated Workplace Incivility Scale. *Swiss Journal of Psychology*, *77*(4), 159–172. https://doi.org/10.1024/1421-0185/a000213

Kain, J. (2008). *The relationship between workplace incivility and strain: Equity sensitivity as a moderator* [Master’s thesis, Bowling Green State University]. OhioLINK Electronic Theses & Dissertations Center. https://etd.ohiolink.edu/!etd.send\_file?accession=bgsu1209998458&disposition=inline

Khalid, M., & Gulzar, A. (2019). When does psychological entitlement lead to incivility? The role of abusive supervision perceptions and rumination. *City University Research Journal*, *9*(1), 1–14.

Kim, H., & Qu, H. (2019a). Employees’ burnout and emotional intelligence as mediator and moderator in the negative spiral of incivility. *International Journal of Contemporary Hospitality Management*, *31*(3), 1412–1431. https://doi.org/10.1108/IJCHM-12-2017-0794

Kim, H., & Qu, H. (2019b). The effects of experienced customer incivility on employees’ behavior toward customers and coworkers. *Journal of Hospitality & Tourism Research*, *43*(1), 58–77. https://doi.org/10.1177/1096348018764583

Kirk, B. A. (2007). *The role of emotional self-efficacy and emotional intelligence in workplace incivility and workplace satisfaction* [Doctoral dissertation, University of New England]. Research UNE. https://rune.une.edu.au/web/handle/1959.11/13166

Kluemper, D. H., Taylor, S. G., Bowler, W. M., Bing, M. N., & Halbesleben, J. R. (2019). How leaders perceive employee deviance: Blaming victims while excusing favorites. *Journal of Applied Psychology*, *104*(7), 946–964. https://doi.org/10.1037/apl0000387

Koon, V.-Y., & Pun, P.-Y. (2018). The mediating role of emotional exhaustion and job satisfaction on the relationship between job demands and instigated workplace incivility. *The Journal of Applied Behavioral Science*, *54*(2), 187–207. https://doi.org/10.1177%2F0021886317749163

Krishnan, S. (2016). Electronic warfare: A personality model of cyber incivility. *Computers in Human Behavior*, *64*, 537–546. https://doi.org/10.1016/j.chb.2016.07.031

Lanzo, L. A. (2015). *Workaholism and workplace incivility: The role of stress and psychological capital* [Master’s thesis; East Carolina University]. ProQuest. http://search.proquest.com/psycinfo/docview/1693995718/abstract/BB20D530574C4A83PQ/1

Lata, M., & Chaudhary, R. (2020). Dark Triad and instigated incivility: The moderating role of workplace spirituality. *Personality and Individual Differences*, *166*, article 110090. https://doi.org/10.1016/j.paid.2020.110090

LeBlanc, D. E. (2011). *The moderating effects of workplace incivility on the relationship between job stressors and worker strain* [Master’s thesis, Saint Mary’s University]. ProQuest. http://search.proquest.com/psycinfo/docview/902759178/abstract/EBEBBF2013E54A91PQ/1

Leiter, M. P., Day, A., Oore, D. G., & Spence Laschinger, H. K. (2012). Getting better and staying better: Assessing civility, incivility, distress, and job attitudes one year after a civility intervention. *Journal of Occupational Health Psychology*, *17*(4), 425–434. https://doi.org/10.1037/a0029540

Leiter, M. P., Day, A., & Price, L. (2015). Attachment styles at work: Measurement, collegial relationships, and burnout. *Burnout Research*, *2*(1), 25–35. https://doi.org/10.1016/j.burn.2015.02.003

Leiter, M. P., Laschinger, H. K. S., Day, A., & Oore, D. G. (2011). The impact of civility interventions on employee social behavior, distress, and attitudes. *Journal of Applied Psychology*, *96*(6), 1258–1274. https://doi.org/10.1037/a0024442

Leiter, M. P., Price, S. L., & Laschinger, H. K. S. (2010). Generational differences in distress, attitudes and incivility among nurses. *Journal of Nursing Management*, *18*(8), 970–980. https://doi.org/10.1111/j.1365-2834.2010.01168.x

Loh, J. M. I., & Loi, N. (2018). Tit for tat: Burnout as a mediator between workplace incivility and instigated workplace incivility. *Asia-Pacific Journal of Business Administration*, *10*(1), 100–111. https://doi.org/10.1108/APJBA-11-2017-0132

Loi, N. M., & Golledge, C. (2018, June). *The role of positive and negative affect in the relationship between emotional intelligence and uncivil workplace behaviour among managers* [Conference poster]. 29th International Congress of Applied Psychology, Montreal, Canada. https://rune.une.edu.au/web/handle/1959.11/27032

Manegold, J. G. (2014). *Negative exchange spirals: A process model of incivility among coworkers* [Doctoral dissertation, The University of Texas at Arlington]. ResearchCommons. https://rc.library.uta.edu/uta-ir/handle/10106/24759

McNeice, C. L. (2013). *The relationship between family to work conflict and instigated incivility at work: Exploring trait anger and negative affect as moderators* [Master’s thesis, Saint Mary’s University]. Saint Mary’s University Patrick Power Library. http://library2.smu.ca/handle/01/25026

Meier, L. L., & Gross, S. (2015). Episodes of incivility between subordinates and supervisors: Examining the role of self-control and time with an interaction-record diary study. *Journal of Organizational Behavior*, *36*(8), 1096–1113. https://doi.org/10.1002/job.2013

Meier, L. L., & Semmer, N. K. (2013). Lack of reciprocity, narcissism, anger, and instigated workplace incivility: A moderated mediation model. *European Journal of Work and Organizational Psychology*, *22*(4), 461–475. https://doi.org/10.1080/1359432X.2012.654605

Min, H., Pavisic, I., Howald, N., Highhouse, S., & Zickar, M. J. (2019). A systematic comparison of three sadism measures and their ability to explain workplace mistreatment over and above the dark triad. *Journal of Research in Personality*, *82*, article 103862. https://doi.org/10.1016/j.jrp.2019.103862

Miranda, G. A., & Welbourne, J. L. (2020). *Examining incivility through a moral lens: Coworker morality appraisals, other-condemning emotions, and instigated incivility* [Manuscript under review].

Moore, A. F. (2019). *Online disinhibition and its influence on cyber incivility* [Master’s thesis, Clemson University]. TigerPrints. https://tigerprints.clemson.edu/all\_theses/3170/

Nandedkar, A. (2016). Investigating leader-member exchange and employee envy: An evidence from the information technology industry. *International Journal of Organization Theory and Behavior*, *19*(4), 419–451. https://doi.org/10.1108/IJOTB-19-04-2016-B001

Patterson, A. M. (2016). *A construct analysis of civility in the workplace* [Doctoral dissertation, The University of Guelph]. The Atrium. https://atrium.lib.uoguelph.ca/xmlui/handle/10214/10159

Pegues, D. A. (2018). *Professional and petty: An investigation into the social and individual conditions that promote instigated acts of workplace incivility between black professionals* [Doctoral dissertation, Columbia University]. ProQuest. http://search.proquest.com/psycinfo/docview/2084059703/abstract/CCDAC231035A4890PQ/1

Peng, X. (2020). *Why experienced incivility triggers instigated incivility: Combining the affect-based and resource-based pathways* [Doctoral dissertation, University of Central Florida]. STARS. https://stars.library.ucf.edu/etd2020/114/

Petitta, L., & Jiang, L. (2019). Burning out? Watch your own incivility and the emotions you spread. *Work*, *64*(4), 671–683. https://doi.org/10.3233/WOR-193029

Ricciotti, N. (2016). *Emotional intelligence and instigation of workplace incivility in a business organization* [Doctoral dissertation, Walden University]. ScholarWorks. https://scholarworks.waldenu.edu/dissertations/2756

Roberts, S. J. (2013). *Application of the stressor-emotion model of counterproductive work behavior to incivility* [Doctoral dissertation, University of Nebraska]. ProQuest. http://search.proquest.com/psycinfo/docview/1348796172/abstract/65AD905A15DA43C3PQ/1

Roberts, S. J., Scherer, L. L., & Bowyer, C. J. (2011). Job stress and incivility: What role does psychological capital play? *Journal of Leadership & Organizational Studies*, *18*(4), 449–458. https://doi.org/10.1177/1548051811409044

Rosen, C. C., Koopman, J., Gabriel, A. S., & Johnson, R. E. (2016). Who strikes back? A daily investigation of when and why incivility begets incivility. *Journal of Applied Psychology*, *101*(11), 1620–1634. https://doi.org/10.1037/apl0000140

Sayers, J. K., Sears, K. L., Kelly, K. M., & Harbke, C. R. (2011). When employees engage in workplace incivility: The interactive effect of psychological contract violation and organizational justice. *Employee Responsibilities and Rights Journal*, *23*(4), 269–283. https://doi.org/10.1007/s10672-011-9170-6

Schroeder, A. N., & Gatti, A. K. (2014, May 14-17). *It’s me, not you: How personality is linked to incivility* [Conference poster]. Society for Industrial and Organizational Psychology 29th Annual Meeting, Honolulu. HI.

Sears, K., & Humiston, G. S. (2015). The role of emotion in workplace incivility. *Journal of Managerial Psychology*, *30*(4), 390–405. https://psycnet.apa.org/doi/10.1108/JMP-11-2012-0373

Semmer, N. K., Tschan, F., Meier, L. L., Facchin, S., & Jacobshagen, N. (2010). Illegitimate tasks and counterproductive work behavior. *Applied Psychology*, *59*(1), 70–96. https://doi.org/10.1111/j.1464-0597.2009.00416.x

Setar, S. B., Buitendach, J. H., & Kanengoni, H. (2015). The moderating role of psychological capital in the relationship between job stress and the outcomes of incivility and job involvement amongst call centre employees. *South African Journal of Industrial Psychology*, *41*(1), 1–13. https://doi.org/10.4102/sajip.v41i1.1183

Shadwick, J. L. (2018). *A quantitative analysis of workplace incivility and burnout among professional firefighters* [Doctoral dissertation, Keiser University]. ProQuest. http://search.proquest.com/docview/2118579538/abstract/993A9C6C21C4444EPQ/1

Sliter, M., & Jones, M. (2016). A qualitative and quantitative examination of the antecedents of customer incivility. *Journal of Occupational Health Psychology*, *21*(2), 208–219. https://doi.org/10.1037/a0039897

Smidt, O., de Beer, L. T., Brink, L., & Leiter, M. P. (2016). The validation of a workplace incivility scale within the South African banking industry. *South African Journal of Industrial Psychology*, *42*(1), 1–12. https://doi.org/10.4102/sajip.v42i1.1316

Taylor, S. G., Kluemper, D. H., & Locklear, L. R. (2018, July 9). *Is incivility really tit-for-tat? Experienced and instigated incivility in dyadic relationships*. Academy of Management Proceedings. https://doi.org/10.5465/AMBPP.2018.10553abstract

Taylor, S. G., & Pattie, M. W. (2014). When does ethical leadership affect workplace incivility? The moderating role of follower personality. *Business Ethics Quarterly*, *24*(4), 595–616. https://doi.org/10.5840/beq201492618

Torkelson, E., Holm, K., & Bäckström, M. (2016). Workplace incivility in a Swedish context. *Nordic Journal of Working Life Studies*, *6*(2), 3–22. https://doi.org/10.19154/njwls.v6i2.4969

Torkelson, E., Holm, K., Bäckström, M., & Schad, E. (2016). Factors contributing to the perpetration of workplace incivility: The importance of organizational aspects and experiencing incivility from others. *Work & Stress*, *30*(2), 115–131. https://doi.org/10.1080/02678373.2016.1175524

Torres, E. N., Niekerk, M. van, & Orlowski, M. (2017). Customer and employee incivility and its causal effects in the hospitality industry. *Journal of Hospitality Marketing & Management*, *26*(1), 48–66. https://doi.org/10.1080/19368623.2016.1178620

Trudel, J. (2009). *Workplace incivility: Relationship with conflict management styles and impact on perceived job performance, organizational commitment and turnover.* [Doctoral dissertation, University of Louisville]. ThinkIR. https://doi.org/10.18297/etd/1460

van Jaarsveld, D. D., Walker, D. D., & Skarlicki, D. P. (2010). The role of job demands and emotional exhaustion in the relationship between customer and employee incivility. *Journal of Management*, *36*(6), 1486–1504. https://doi.org/10.1177/0149206310368998

Walsh, B. M., McGonagle, A. K., Bauerle, T., & Bardwell, T. (2020). Safety stressors: Deviant reactions to work-safety tension. *Occupational Health Science*. https://doi.org/10.1007/s41542-020-00055-4

Weiss, H. M., Dalal, R. S., Lam, H., & Welch, E. R. (2009). *Temporal investigations into the relationship between affect and discretionary work behavior* (Technical Report No. 1243; pp. 1–102). United States Army Research Institute for the Behavioral and Social Sciences.

Wooderson, R. L. (2014). *Political orientation, media consumption and workplace incivility during the 2012 American presidential election* [Doctoral dissertation, Texas A&M University]. OAKTrust. http://oaktrust.library.tamu.edu/bitstream/handle/1969.1/154122/WOODERSON-THESIS-2014.pdf?sequence=1

Zhou, Z. E. (2015). *Effects of workplace incivility on nurses’ emotions, well-being, and behaviors: A longitudinal study* [Doctoral dissertation, University of South Florida]. ProQuest. http://search.proquest.com/psycinfo/docview/1689319276/abstract/B04C4DA920404C7CPQ/1

Zivnuska, S. L., Carlson, D. S., Carlson, J. R., Harris, K. J., Harris, R. B., & Valle, M. (2020). Information and communication technology incivility aggression in the workplace: Implications for work and family. *Information Processing & Management*, *57*(3), 102222. https://doi.org/10.1016/j.ipm.2020.102222

Supplemental Appendix C

*Included Sample Characteristics and Included Constructs*

|  | Sample | | |  |  | Included Constructs | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Study | *N* | Published | Design | Instrument |  | Demographics | Instigator | Situational | Reciprocal | |
| Aboodi & Allameh (2019) | 511 | Published | Concurrent | Other |  | Age  Biological sex  Education  Job tenure | Emotional exhaustion  Job satisfaction  Justice perc. (general)  Work-nonwork conflict | Demands | E. customer  O. customer | |
| Barnes et al. (2016) | 131 | Un-published | Prospective | Other |  |  | Agreeableness  Anxiety  Self-control |  |  | |
| Belluccia (2018) | 162 | Un-published | Concurrent | WIS |  |  |  |  | E. general | |
| Birkeland & Nerstad (2016) | 1263 | Published | Prospective | WIS |  | Age  Biological sex  Job tenure |  | Work hours |  | |
| Blau & Andersson (2005) | 162 | Published | Prospective | WIS |  |  | Job insecurity  Job satisfaction  Justice perc. (distributive)  Justice perc. (interactional)  Justice perc. (procedural)  Work exhaustion |  |  | |
| Brady et al. (2017) | 221 | Published | Prospective | WIS |  | Age  Biological sex | Job-related affective well-being  Positive affect (state) |  |  | |
| Carter (2013) | 168 | Un-published | Concurrent | WIS |  | Age  Biological sex |  |  |  | |
| Gallus et al. (2014) | 234 | Published | Concurrent | WIS |  | Biological sex |  | Workload | E. general | |
| Ghosh et al. (2011) | 81 | Published | Concurrent | Other |  |  | Negative affect (trait) |  |  | |
| Gray et al. (2017; study 1) | 472 | Published | Concurrent | UWBQ |  |  | Narcissism |  |  | |
| Gray et al. (2017; study 2) | 642 | Published | Concurrent | UWBQ |  | Age  Organizational tenure | Agreeableness  Anger (trait)  Conscientiousness  Extraversion  Job insecurity  Job satisfaction  Justice perc. (distributive)  Justice perc. (interactional)  Justice perc. (procedural)  Narcissism  Neuroticism  Openness to experience  Org. commitment (affective)  Psyc. contract violation  Work exhaustion | Job demands | E. general | |
| Hershcovis et al. (2018) | 206 | Published | Prospective | WIS |  |  | Emotional exhaustion |  | E. general | |
| Heylen (2018) | 70 | Un-published | Concurrent | UWBQ |  |  | Job satisfaction  Job stress  Psychological capital | Time pressure |  | |
| Holm (2014) | 1960 | Un-published | Concurrent | WIS |  |  | Job satisfaction  Job stress  Well-being |  | O. coworker  O. supervisor | |
| Holm et al. (2015) | 2132 | Published | Concurrent | WIS |  |  |  | Coworker support  Job control  Job demands  Supervisor support | E. coworker  E. supervisor  O. coworker  O. supervisor | |
| Holm et al. (2019) | 836 | Published | Concurrent | WIS |  |  | Job satisfaction  Stress | Job control  Coworker support  Supervisor support | O. coworker  O. supervisor | |
| Ilies et al. (2019; study 1) | 266 | Published | Prospective | WIS |  | Age  Biological sex  Education  Organizational tenure | Positive affect (trait) |  |  | |
| Ilies et al. (2019; study 3) | 278 | Published | Prospective | WIS |  | Age  Biological sex  Organizational tenure | Positive affect (trait) |  |  | |
| Jiménez et al. (2018) | 1377-2168b | Published | Concurrent | WIS |  |  | Cynicism  Emotional exhaustion  Fairness perceptions  Job satisfaction  Turnover intention | Job control  Workload | E. coworker  E. supervisor | |
| Kain (2008) | 201 | Un-published | Concurrent | WIS |  | Age | Job-related affective well-being  Negative affect (state) |  | E. general | |
| Khalid & Gulzar (2019) | 276 | Published | Prospective | WIS |  | Age  Biological sex  Education  Job tenure |  |  |  | |
| Kim & Qu (2019a, 2019b)a | 296 | Published | Concurrent | Other |  |  | Burnout | Emotional job demands | E. customer | |
| Kirk (2007) | 207 | Un-published | Concurrent | UWBQ |  |  | Emotional intelligence  Job satisfaction  Negative affect (state)  Positive affect (state) |  | E. general | |
| Kluemper et al. (2019; study 1) | 372 | Published | Concurrent | WIS |  |  |  | Leader-member exchange | E. general | |
| Kluemper et al. (2019; study 2) | 144 | Published | Concurrent | Other |  |  |  | Leader-member exchange | E. general | |
| Koon & Pun (2018) | 102 | Published | Concurrent | WIS |  | Age  Biological sex | Emotional exhaustion  Job satisfaction | Job demands |  | |
| Krishnan (2016) | 265 | Published | Prospective | Other |  | Biological sex  Organizational tenure  Work experience | Agreeableness  Conscientiousness  Extraversion  Neuroticism | Job control  Job demands |  | |
| Lanzo (2015) | 176 | Un-published | Concurrent | UWBQ |  | Age  Biological sex  Organizational tenure | Psychological capital | Work hours |  | |
| Lata & Chaudhary (2020; academic sample) | 350 | Published | Prospective | WIS |  | Age  Biological sex  Education  Job tenure | Machiavellianism  Narcissism  Psychopathy | Organizational level  Work hours |  | |
| Lata & Chaudhary (2020; hospitality sample) | 338 | Published | Prospective | WIS |  | Age  Biological sex  Education  Job tenure | Machiavellianism  Narcissism  Psychopathy | Organizational level  Work hours |  | |
| LeBlanc (2011) | 1126 | Un-published | Concurrent | WIS |  |  | Job satisfaction  Psychological well-being  Physical well-being | Job control  Workload | E. coworker  E. supervisor | |
| Leiter et al. (2010) | 477 | Published | Concurrent | WIS |  | Age | Cynicism  Emotional exhaustion  Physical well-being  Turnover intention | Work group civility | E. coworker  E. supervisor | |
| Leiter et al. (2011) | 1107 | Published | Prospective | WIS |  |  | Cynicism  Emotional exhaustion  Job satisfaction  Org. commitment  Personal accomplishment  Trust in management  Turnover intention | Respect perceived from others  Work group civility | E. coworker  E. supervisor | |
| Leiter et al. (2012) | 1136 | Published | Prospective | WIS |  |  | Cynicism  Emotional exhaustion  Job satisfaction  Org. commitment  Personal accomplishment  Physical well-being  Trust in management  Turnover intention | Job control  Respect perceived from others  Work group civility | E. coworker  E. supervisor | |
| Leiter et al. (2015) | 1624 | Published | Concurrent | Other |  |  | Cynicism  Emotional exhaustion  Personal accomplishment  Trust in management | Work group civility  Workload | E. coworker  E. supervisor | |
| Loh & Loi (2018) | 303 | Published | Concurrent | WIS |  |  | Burnout |  | E. general | |
| Loi & Golledge (2018) | 113 | Un-published | Prospective | UWBQ |  |  | Emotional intelligence  Negative affect (state)  Positive affect (state) |  |  | |
| Manegold (2014) | 94 | Un-published | Prospective | WIS |  |  | Anger (trait)  Narcissism  Negative affect (state)  Social desirability |  | E. coworker | |
| McNeice (2013) | 159 | Un-published | Concurrent | UWBQ |  | Biological sex | Anger (trait)  Family-to-work conflict  Negative affect (trait) |  |  | |
| Meier & Gross (2015) | 131 | Published | Prospective | Other |  |  | Depressive mood  Exhaustion |  | E. general | |
| Meier & Semmer (2013) | 197 | Published | Concurrent | WIS |  | Age  Biological sex  Education | Anger (trait)  Lack of reciprocity  Narcissism |  |  | |
| Min et al. (2019) | 376 | Published | Prospective | WIS |  | Age  Biological sex | Machiavellianism  Narcissism  Psychopathy  Sadism |  |  | |
| Miranda & Welbourne (2020) | 447 | Un-published | Prospective | WIS |  |  | Anger (trait)  Contempt  Disgust  Social desirability |  |  | |
| Moore (2019; pilot study) | 36 | Un-published | Concurrent | WIS, Other |  |  | Agreeableness  Anger (trait)  Conscientiousness  Job satisfaction  Justice perc. (distributive)  Justice perc. (interactional)  Justice perc. (procedural)  Neuroticism  Social desirability |  | E. general | |
| Moore (2019; main study) | 237 | Un-published | Concurrent | WIS, Other |  |  | Agreeableness  Anger (trait)  Conscientiousness  Job satisfaction  Justice perc. (distributive)  Justice perc. (interactional)  Justice perc. (procedural)  Neuroticism  Social desirability |  | E. general | |
| Nandedkar (2016) | 204 | Published | Concurrent | WIS |  | Age  Work experience | Turnover intention | Leader-member exchange |  | |
| Patterson (2016; chapter 3) | 362 | Un-published | Prospective | WIS |  |  | Cynicism  Emotional exhaustion  Job satisfaction  Org. commitment (affective)  Professional efficacy | Civility norms  Respect perceived from others | E. coworker  E. supervisor | |
| Patterson (2016; chapter 5) | 400 | Un-published | Prospective | WIS |  |  | Agreeableness  Conscientiousness  Cynicism  Emotional exhaustion  Dispositional gratitude  Job satisfaction  Justice perc. (procedural)  Mental well-being  Negative affect (trait)  Org. commitment (affective)  Positive affect (trait) | Civility norms  Incivility norms  Coworker support  Respect perceived from others | E. coworker | |
| Pegues (2018) | 520 | Un-published | Concurrent | UWBQ |  | Age  Biological sex  Education  Job tenure  Work experience | Emotional exhaustion  Psychological capital | Organizational level | E. general | |
| Peng (2020) | 226 | Un-published | Prospective | WIS |  | Age  Biological sex  Race | Fatigue  Hostile attribution bias  Negative affect (trait) | Time pressure  Work hours  Workload | E. general | |
| Pettita & Jiang (2019; Italian sample) | 273 | Published | Concurrent | Other |  |  | Emotional exhaustion |  |  | |
| Pettita & Jiang (2019; American sample) | 350 | Published | Concurrent | Other |  |  | Cynicism  Emotional exhaustion |  |  | |
| Ricciotti (2016) | 260 | Un-published | Concurrent | WIS |  | Age  Biological sex  Job tenure  Organizational tenure  Race | Emotional intelligence | Organizational level |  | |
| Roberts (2013) | 1304 | Un-published | Concurrent | UWBQ |  | Age  Biological sex  Race | Agreeableness  Conscientiousness  Hostility  Job tenure  Life-to-work conflict  Negative emotion  Neuroticism  Sadness  Work-to-life conflict | Job demands |  | |
| Roberts et al. (2011) | 390 | Published | Concurrent | UWBQ |  | Age  Biological sex  Job tenure | Job stress  Psychological capital |  |  | |
| Rosen et al. (2016) | 70 | Published | Prospective | WIS |  |  |  |  | E. coworker | |
| Sayers et al. (2011) | 975 | Published | Concurrent | WIS |  |  | Justice perc. (interactional)  Justice perc. (procedural)  Psyc. contract violation |  |  | |
| Schroeder & Gatti (2014) | 225 | Un-published | Concurrent | UWBQ, WIS |  | Age  Biological sex  Education  Race  Work experience | Emotional intelligence  Narcissism  Neuroticism |  |  | |
| Sears & Humiston (2015) | 461 | Published | Concurrent | UWBQ |  | Biological sex  Management  Organizational tenure | Psyc. contract violation | Leader-member exchange |  | |
| Semmer et al. (2010) | 199 | Published | Concurrent | WIS |  | Age  Biological sex  Education  Organizational tenure | Effort-reward imbalance | Work hours |  | |
| Setar et al. (2015) | 104 | Published | Concurrent | UWBQ |  |  | Job involvement  Job stress  Psychological capital |  |  | |
| Shadwick (2018) | 113-119b | Un-published | Concurrent | WIS |  |  | Depersonalization  Emotional exhaustion  Personal accomplishment |  | E. general  O. general | |
| Sliter & Jones (2016) | 187 | Published | Prospective | Other |  | Biological sex  Customer service experience | Agreeableness  Conscientiousness  Neuroticism |  |  | |
| Smidt et al. (2016) | 345 | Published | Concurrent | Other |  |  | Engagement  Job satisfaction  Org. commitment  Turnover intention |  | E. coworker  E. supervisor | |
| Taylor & Pattie (2014) | 485 | Published | Concurrent | WIS |  | Age  Biological sex  Race | Conscientiousness  Emotional exhaustion  Job satisfaction |  |  | |
| Taylor et al. (2018) | 142 | Un-published | Concurrent | Other |  | Age  Biological sex |  |  | E. coworker | |
| Torkelson, Holm, & Bäckström (2016) | 2828 | Published | Concurrent | WIS |  | Age  Biological sex  Management  Role permanence | Well-being |  | E. coworker  E. supervisor  O. coworker  O. supervisor | |
| Torkelson, Holm, Bäckström, et al. (2016) | 512 | Published | Concurrent | WIS |  |  | Job insecurity | Coworker support  Job control  Job demands  Supervisor support | E. coworker  E. supervisor | |
| Torres et al. (2017) | 297 | Published | Concurrent | Other |  |  | Negative emotions |  | E. customer | |
| Trudel (2009) | 277-284b | Un-published | Concurrent | WIS |  |  | Organizational commitment  Turnover intention |  | E. general | |
| van Jaarsveld et al. (2010) | 307 | Published | Concurrent | Other |  | Age  Biological sex  Education  Organizational tenure | Emotional exhaustion  Negative affect (trait) | Job demands | E. customer | |
| Walsh et al. (2020) | 798 | Published | Concurrent | UWBQ |  |  | Job stress | Civility climate | E. general | |
| Weiss et al. (2009) | 38 | Un-published | Prospective | Other |  |  |  |  | E. general | |
| Wooderson (2014) | 895 | Un-published | Prospective | WIS |  |  |  |  | E. liberal coworker  E. conserv-ative coworker | |
| Zhou (2015) | 75 | Un-published | Prospective | WIS |  |  | Burnout  Negative emotions  Physical well-being |  | E. coworker  E. supervisor  E. physician  E. patients and visitors | |
| Zivnuska et al. (2020) | 260 | Published | Prospective | WIS |  |  | Positive mood  Psychological distress |  |  | |

*Note.* E = experienced. O. = observed.

a In personal correspondence, the authors indicated that the data from their two 2019 studies were from the same sample. As such, they are considered one sample for the purpose of analysis.

b Sample sizes for different effects varied due to missing data. Effect-specific sample sizes were used in analyses when provided; otherwise, the lower limit of sample size range was used.

Supplemental Appendix D

*Moderating Role of Publication Status on Hypothesized Main Effects*

| Publication status |  |  |  |  |  | | 80% CR | |  | 95% CI | |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *k* | *N* | *r* | *⍴* | *SD⍴* | | LL | UL |  | LL | UL | *Q* | *I2* | *t* (*df*) |
| **Psychological ill-being** | | | | | |  | | | | | |  |  | **0.13 (34)** |
| Total | 36 | 15989 | .31 | .36 | .15 | | .18 | .56 |  | .31 | .42 | 341.42\*\*\* | 90 |  |
| Published | 23 | 11563 | .31 | .37 | .14 | | .19 | .55 |  | .30 | .43 | 205.96\*\*\* | 89 |  |
| Unpublished | 13 | 4426 | .31 | .36 | .18 | | .12 | .60 |  | .25 | .47 | 135.18\*\*\* | 91 |  |
| **Psychological well-being** | | | | | |  | | | | | |  |  | **0.61 (19)** |
| Total | 21 | 10214 | -.15 | -.17 | .18 | | -.40 | .06 |  | -.25 | -.09 | 246.62\*\*\* | 92 |  |
| Published | 8 | 4915 | -.12 | -.14 | .17 | | -.39 | .10 |  | -.29 | .01 | 99.89\*\*\* | 93 |  |
| Unpublished | 13 | 5299 | -.17 | -.19 | .18 | | -.44 | .06 |  | -.31 | -.07 | 142.94\*\*\* | 92 |  |
| **Personal disposition risk factors** | | | | | | | | | | | |  |  | **0.35 (17)** |
| Total | 19 | 6329 | .39 | .47 | .24 | | .15 | .78 |  | .35 | .58 | 371.23\*\*\* | 95 |  |
| Published | 10 | 3215 | .38 | .45 | .32 | | .00 | .89 |  | .21 | .68 | 307.90\*\*\* | 97 |  |
| Unpublished | 9 | 3114 | .41 | .49 | .12 | | .31 | .66 |  | .38 | .59 | 53.12\*\*\* | 85 |  |
| **Preventative personal dispositions** | | | | | | | | | | | |  |  | **1.12 (11)** |
| Total | 13 | 4478 | -.26 | -.34 | .18 | | -.59 | -.09 |  | -.45 | -.22 | 111.28\*\*\* | 89 |  |
| Published | 4 | 1579 | -.21 | -.26 | .13 | | -.47 | -.05 |  | -.48 | -.04 | 16.39\*\*\* | 82 |  |
| Unpublished | 9 | 2899 | -.28 | -.39 | .21 | | -.68 | -.09 |  | -.56 | -.22 | 87.70\*\*\* | 91 |  |
| **Job attitude risk factors** | | | | | | | | | | | |  |  | **0.42 (14)** |
| Total | 16 | 10524 | .24 | .28 | .09 | | .16 | .40 |  | .23 | .34 | 80.06\*\*\* | 81 |  |
| Published | 13 | 8784 | .24 | .29 | .10 | | .15 | .42 |  | .22 | .35 | 76.21\*\*\* | 84 |  |
| Unpublished | 3 | 1740 | .23 | .26 | .03 | | .20 | .33 |  | .13 | .40 | 3.15 | 36 |  |
| **Preventative job attitudes** | | | | | | | | | | | |  |  | **1.13 (22)** |
| Total | 24 | 15615 | -.27 | -.33 | .12 | | -.48 | -.18 |  | -.38 | -.28 | 176.58\*\*\* | 87 |  |
| Published | 15 | 10938 | -.28 | -.35 | .13 | | -.52 | -.18 |  | -.42 | -.27 | 139.85\*\*\* | 90 |  |
| Unpublished | 9 | 4677 | -.24 | -.29 | .08 | | -.41 | -.18 |  | -.37 | -.22 | 30.31\*\*\* | 74 |  |
| **Job demand risk factors** | | | | | | | | | | | |  |  | **1.02 (18)** |
| Total | 20 | 13054 | .08 | .10 | .15 | | -.10 | .30 |  | .02 | .17 | 216.73\*\*\* | 91 |  |
| Published | 15 | 10152 | .06 | .08 | .17 | | -.15 | .30 |  | -.02 | .17 | 196.89\*\*\* | 93 |  |
| Unpublished | 5 | 2902 | .13 | .16 | .05 | | .08 | .24 |  | .07 | .25 | 8.84 | 55 |  |
| **Experienced incivility** | | | | | |  | | | | | |  |  | **0.85 (37)** |
| Total | 39 | 21763 | .53 | .61 | .13 | | .45 | .78 |  | .57 | .66 | 508.93\*\*\* | 93 |  |
| Published | 22 | 16640 | .52 | .60 | .09 | | .49 | .72 |  | .56 | .64 | 181.09\*\*\* | 89 |  |
| Unpublished | 17 | 5123 | .57 | .64 | .20 | | .37 | .91 |  | .53 | .75 | 359.83\*\*\* | 96 |  |

\*\*\**p* < .001.