

Appendix S2

This appendix contains the standardized factor loadings from the confirmatory factor analysis of the 27 multi-item constructs shown in Figure 1 of the article. The downsizing and inability to unwind variables were not included because they were assessed with single items. See the Analysis section in the article for more detail on this analysis. All standardized factor loadings reported below are significant at $p < .001$.

Standardized Factor Loadings

Constructs / Items	Standardized Factor Loadings
Work Demands	
Item 1	.84
Item 2	.88
Item 3	.89
Item 4	.74
Item 5	.84
Item 6	.66
Role Conflict	
Item 1	.87
Item 2	.86
Item 3	.90
Role Ambiguity	
Item 1	.78
Item 2	.84
Item 3	.84
Item 4	.88
Work Autonomy	
Item 1	.70
Item 2	.76
Item 3	.86
Item 4	.83
Item 5	.86
Item 6	.85
Supervisor Aggression	
Item 1	.87
Item 2	.94
Item 3	.85
Coworker Aggression	
Item 1	.91
Item 2	.91
Item 3	.77

Friendship Formation	
Item 1	.87
Item 2	.95
Item 3	.93
Dysfunctional Leadership	
Item 1	.75
Item 2	.86
Item 3	.89
Item 4	.79
Item 5	.83
Item 6	.86
Item 7	.80
Item 8	.85
Item 9	.89
Item 10	.79
Distributive Justice	
Item 1	.90
Item 2	.94
Item 3	.94
Item 4	.92
Promotion Opportunity	
Item 1	.76
Item 2	.82
Item 3	.87
Job Insecurity	
Item 1	.83
Item 2	.79
Item 3	.89
Employment Insecurity	
Item 1	.89
Item 2	.78
Item 3	.90
Negative Work Rumination	
Item 1	.81
Item 2	.91
Item 3	.91
Item 4	.92

Physical Work Fatigue	
Item 1	.86
Item 2	.86
Item 3	.93
Item 4	.90
Item 5	.93
Item 6	.89
Mental Work Fatigue	
Item 1	.92
Item 2	.90
Item 3	.95
Item 4	.89
Item 5	.95
Item 6	.89
Emotional Work Fatigue	
Item 1	.89
Item 2	.96
Item 3	.95
Item 4	.86
Item 5	.93
Item 6	.92
Depression	
Item 1	.85
Item 2	.67
Item 3	.70
Anxiety	
Item 1	.75
Item 2	.66
Item 3	.82
Anger	
Item 1	.72
Item 2	.61
Item 3	.82
Happiness	
Item 1	.76
Item 2	.93
Item 3	.86

Confidence	
Item 1	.80
Item 2	.62
Item 3	.77
Vigor	
Item 1	.79
Item 2	.80
Item 3	.86
Physical Health	
Item 1	.84
Item 2	.79
Mental Health	
Item 1	.95
Item 2	.78
Job satisfaction	
Item 1	.93
Item 2	.95
Item 3	.93
Organizational Commitment	
Item 1	
Item 2	.88
Item 3	.96
	.88
Turnover Intentions	
Item 1	.93
Item 2	.94
Item 3	.87