

Table S1

Meta-Analytic Estimates of Correlations among Study Variables, Supplementary Study

Variables		1	2	3	4	5	6	7	8	9
1. Abusive supervision	k		10	11	14	5	7	8	28	14
	N		3212	3034	3916	1238	2007	1848	9917	4470
	\bar{r}	(.89)	-.31	-.34	-.51	.37	-.21	-.17	.38	.37
	LL		-.40	-.44	-.60	.19	-.28	-.24	.31	.30
	UL		-.22	-.23	-.42	.53	-.14	-.09	.44	.42
2. Distributive justice	k			62	14	3	6	6	10	11
	N			38337	3018	679	1838	1838	2827	2963
	\bar{r}		(.88)	.55	.46	-.20	.19	.12	-.09	-.07
	LL			-.27	.32	-.50	.19	.04	-.25	-.17
	UL			.89	.77	.13	.19	.20	.07	.04
3. Procedural justice	k				20	4	13	13	11	11
	N				4703	747	3653	3653	3486	3486
	\bar{r}			(.89)	.54	-.29	.22	.10	-.19	-.19
	LL				.20	-.42	.22	.01	-.22	-.19
	UL				.93	-.13	.22	.19	-.15	-.19
4. Interactional justice	k					3	6	6	4	4
	N					455	1964	1964	1092	1092
	\bar{r}				(.91)	-.18	.20	.19	-.18	-.28
	LL					-.27	.05	.03	-.18	-.28
	UL					-.09	.34	.36	-.18	-.28
5. Work stress	k						22	24	3	10
	N						5930	7840	1785	2734
	\bar{r}					(.93)	-.21	-.16	.34	.30
	LL						-.82	-.46	.25	.19

Variables		1	2	3	4	5	6	7	8	9
6. OCBO	UL						-.39	.14	.44	.43
	k							22	20	19
	N							4800	4269	3962
	\bar{r}						(.86)	.64	-.33	-.17
	LL							.34	-.74	-.60
7. OCBI	UL							.94	.09	.26
	k								21	19
	N								4526	3962
	\bar{r}							(.85)	-.16	-.11
	LL								-.70	-.71
8. CWBO	UL								.37	.08
	k									20
	N									4136
	\bar{r}								(.84)	.70
	LL									.21
9. CWBI	UL									1.00
	k									
	N									
	\bar{r}									(.88)
	LL									
	UL									

Note: k = the number of independent effect sizes included in each analysis; N = the number of participants in each analysis;

\bar{r} = corrected correlation value; LL = lower level of the 95% confidence interval; UL = upper level of the 95% confidence interval.

Reliability coefficients are presented in the diagonal in parentheses (in italics).

Table S2

Sources of Correlations among Study Variables, Supplementary Study

Variables	1	2	3	4	5	6	7	8	9
1. Abusive supervision	-								
2. Distributive justice	MAC	-							
3. Procedural justice	MAC	Cohen-Charash & Spector, 2001	-						
4. Interactional justice	MAC	Cohen-Charash & Spector, 2001	Cohen-Charash & Spector, 2001	-					
5. Work stress	MAC	MAC	MAC	MAC	-				
6. OCBO	MAC	Chang, 2015	Chang, 2015	Chang, 2015	Chang et al., 2007	-			
7. OCBI	MAC	Chang, 2015	Chang, 2015	Chang, 2015	Chang et al., 2007	Dalal, 2005	-		
8. CWBO	MAC	Chang, 2015	Chang, 2015	Chang, 2015	Carpenter & Berry 2017	Dalal, 2005	Dalal, 2005	-	
9. CWBI	MAC	Chang, 2015	Chang, 2015	Chang, 2015	Hershcovis et al. 2007	Dalal, 2005	Dalal, 2005	Dalal, 2005	-

Note: MAC indicates a meta-analytic correlation derived from this meta-analytic review.

Table S3
Fit Statistics for Alternative Models, Supplementary Study

Models		χ^2	df	CFI	SRMR	RMSEA	$\Delta\chi^2(\Delta df)/p$
M1	Proposed structural model	521.16	19	.93	.04	.11	
M2	Remove non-significant path between abusive supervision and OCB	523.98	20	.93	.04	.10	2.82 (1)/.093
M3	Remove non-significant path between organizational justice and CWB	521.16	20	.93	.04	.10	0.00 (1)/1.000
M4	Constrain the paths of two mediators to OCB as equal	622.35	20	.91	.06	.11	101.19 (1)/.000
M5	Constrain the paths of two mediators to OCB as equal and paths of abusive supervision to two mediators as equal	1335.46	21	.81	.14	.16	814.30 (2)/.000
M6	Constrain the paths of two mediators to CWB as equal	550.08	20	.92	.05	.11	28.92 (1)/.000
M7	Constrain the paths of two mediators to CWB as equal and paths of abusive supervision to two mediators as equal	1267.20	21	.82	.14	.16	746.04 (2)/.000

Note. CFI = comparative fit index; SRMR = standardized root mean square residual; RMSEA = root mean square error of approximation. $\Delta\chi^2(\Delta df)$ was compared with the proposed structural model (M1). M1-M7 = Model 1-Model 7.

Table S4

Results of Meta-Analytic Structural Equation Modeling, Supplementary Study

Variables	Organizational justice			Work stress			OCB			CWB		
	<i>B</i>	<i>SE</i>	<i>p</i>	<i>B</i>	<i>SE</i>	<i>p</i>	<i>B</i>	<i>SE</i>	<i>p</i>	<i>B</i>	<i>SE</i>	<i>p</i>
<i>Mediator</i>												
Organizational justice							.33	.04	.000	.00	.04	.919
Work stress							-.13	.02	.000	.23	.02	.000
<i>Independent variable</i>												
Abusive supervision	-.36	.02	.000	.37	.02	.000	-.04	.02	.091	.31	.02	.000
<i>R</i> ²	.30			.14			.09			.23		

Note. *B* represents unstandardized coefficients; *SE* represents standard errors of the regression coefficients.