Supplemental Digital Content # 2. Means, standard deviations, and Pearson’s correlations of study variables

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **VARIABLE** | **M** | **SD** | **α** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** | **15** | **16** |
| 1. Authentic Leadership | 2.47 | 0.86 | .94 | -- |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Psychological Capital | 5.06 | 0.73 | .84 | .25 | -- |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Structural Empowerment | 13.63 | 2.32 | .83 | .42 | .25 | -- |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Engagement | 3.28 | 0.73 | .86 | .23 | .36 | .43 | -- |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Community | 3.71 | 0.90 | .80 | .29 | .25 | .51 | .33 | -- |  |  |  |  |  |  |  |  |  |  |  |
| 1. Values Congruence | 3.36 | 0.71 | .54 | .35 | .25 | .49 | .31 | .32 | -- |  |  |  |  |  |  |  |  |  |  |
| 1. Fairness | 2.87 | 0.63 | .40 | .37 | .12 | .41 | .17 | .25 | .43 | -- |  |  |  |  |  |  |  |  |  |
| 1. Supervisor Incivility | 1.33 | 0.56 | .90 | -.32 | -.17 | -.22 | -.09\* | -.32 | -.13 | -.30 | -- |  |  |  |  |  |  |  |  |
| 1. Co-worker Incivility | 1.64 | 0.75 | .91 | -.24 | -.19 | -.31 | -.23 | -.58 | -.17 | -.29 | .49 | -- |  |  |  |  |  |  |  |
| 1. Bullying | 1.57 | 0.55 | .92 | -.35 | -.21 | -.34 | -.27 | -.44 | -.23 | -.35 | .49 | .73 | -- |  |  |  |  |  |  |
| 1. Burnout | 2.90 | 1.51 | .92 | -.23 | -.32 | -.18 | -.39 | -.23 | -.14 | -.17 | .35 | .31 | .46 | -- |  |  |  |  |  |
| 1. Mental Health | 2.45 | 0.91 | .80 | -.19 | -.36 | -.17 | -.36 | -.23 | -.15 | -.10\* | .28 | .25 | .32 | .50 | -- |  |  |  |  |
| 1. Physical Health | 2.73 | 1.00 | .87 | -.22 | -.29 | -.22 | -.41 | -.24 | -.17 | -.17 | .33 | .28 | .39 | .76 | .56 | -- |  |  |  |
| 1. Job Satisfaction | 3.07 | 0.89 | .82 | .41 | .30 | .57 | .52 | .53 | .48 | .40 | -.24 | -.37 | -.46 | -.48 | -.36 | -.46 | -- |  |  |
| 1. Career Satisfaction | 4.26 | 0.81 | .84 | .21 | .38 | .24 | .47 | .28 | .18 | .05\* | -.12 | -.16 | -.21 | -.31 | -.39 | -.36 | .49 | -- |  |
| 1. Job Turnover | 2.66 | 1.27 | .87 | -.30 | -.18 | -.45 | -.49 | -.34 | -.33 | -.20 | .19 | .19 | .32 | .36 | .28 | .32 | -.64 | -.29 | -- |
| 1. Career Turnover | 1.44 | 0.71 | .82 | -.20 | -.27 | -.19 | -.42 | -.21 | -.14 | .09\* | .19 | .18 | .23 | .27 | .38 | .28 | .39 | -.58 | .35 |

\*Non-significant at the р<0.05 level