

## Appendix: Measurement Items and Factor Loadings

Table A.1. Measurement Items and Factor Loadings			
Measurement Item	Mean	S.D.	Factor Loading
<b>Counter-Productive Behaviors (Ramos-Villagrasa et al., 2019)</b>			
1. I complained about minor work-related issues at work ...	4.043	1.359	.691
2. I made problems at work bigger than they were ...	4.224	1.153	.813
3. I focused on the negative aspects of situation at work instead of the positive aspects...	4.232	1.363	.738
4. I talked to colleagues about the negative aspects of my work ...	4.159	1.292	.808
5. I talked to people outside the organization about the negative aspects of my work ...	4.192	1.316	.770
<b>Work Exhaustion (Ahuja et al., 2007)</b>			
1. I felt emotionally drained from my work ...	4.751	1.554	.837
2. I felt mentally exhausted at the end of the workday ...	4.784	1.597	.853
3. I felt fatigued when I got up in the morning and had to face another day on the job ...	4.686	1.556	.880
4. I felt burned out from my work ...	4.846	1.504	.823
<b>Psychological Reactance (Dillard &amp; Shen, 2005)</b>			
1. My freedom to choose work was threatened ...	4.924	1.439	.782
2. I am unable to control my work activities...	4.800	1.481	.834
3. I felt constraint in how I work ...	4.776	1.487	.828
4. My work behavior was influenced ...	4.824	1.490	.759
<b>Misfit in Task Identity (Morris &amp; Venkatesh, 2010)</b>			
1. My needs of completing a whole and identifiable piece of work was fulfilled by my work environment ...	4.586	1.619	.918
2. My needs of completely finishing the pieces of work I began was fulfilled by my work environment ...	4.435	1.650	.888
3. My needs of doing an entire piece of work from beginning to end was fulfilled by my work environment ...	4.511	1.638	.885
<b>Misfit in Work Scheduling Latitude (Pierce &amp; Newstrom, 1983)</b>			
1. My needs of defining my own work schedule was fulfilled by my work environment ...	4.557	1.632	.847
2. My needs of acting independently of my supervisor in defining my work schedule was fulfilled by my work environment ...	4.673	1.611	.876
3. My needs of defining my work schedule independently of others was fulfilled by my work environment ...	4.592	1.594	.856
4. My needs of exercising independent thought, judgement, and action in determining when I will work was fulfilled by my work environment ...	4.646	1.525	.844
5. My needs of exercising discretion in defining my work schedule was fulfilled by my work environment ...	4.616	1.514	.876
<b>Misfit in Professional Proximity (Golden et al., 2008)</b>			
1. My needs of involving in activities and meetings that could enhance my career was fulfilled by my work environment ...	4.546	1.599	.797
2. My needs of having opportunities to be mentored was fulfilled by my work environment ...	4.524	1.660	.782
3. My needs of being in the loop was fulfilled by my work environment ...	4.605	1.464	.796

4. My needs of having face-to-face contact with coworkers was fulfilled by my work environment ...	4.578	1.854	.828
5. My needs of not being isolated was fulfilled by my work environment ...	4.489	1.738	.796
6. My needs of having emotional support of coworkers was fulfilled by my work environment ...	4.516	1.795	.850
7. My needs of having informal interaction with others was fulfilled by my work environment ...	4.573	1.747	.847
<b>Misfit in Social Support (Morgeson &amp; Humphrey, 2006)</b>			
1. My needs of having the opportunity to develop close friendships in my job was fulfilled by my work environment ...	4.605	1.773	.869
2. My needs of having the chance to get to know other people in my job was fulfilled by my work environment ...	4.570	1.764	.882
3. My needs of having the opportunity to meet with others in my work was fulfilled by my work environment ...	4.505	1.716	.867
4. My needs of having a supervisor who is concerned about my welfare was fulfilled by my work environment ...	4.441	1.619	.819
5. My needs of having colleagues who take a personal interest in me was fulfilled by my work environment ...	4.446	1.686	.869
6. My needs of having friendly colleagues was fulfilled by my work environment ...	4.500	1.752	.881
<b>Misfit in Skill Variety (Morris &amp; Venkatesh, 2010)</b>			
1. I was able to fulfill my job demand of doing many different things at work ...	4.681	1.514	.870
2. I was able to fulfill my job demand of using a number of complex or high-level skills ...	4.495	1.591	.859
3. I was able to fulfill my job demand of doing complex and non-repetitive tasks ...	4.603	1.527	.848
<b>Misfit in Time-based Family-work Balance (Carlson et al., 2000)</b>			
1. My work responsibilities and the time I spent on family responsibilities fit ...	4.670	1.603	.886
2. The time I spent with my family allowed me to have sufficient time for work activities that could be helpful to my career ...	4.662	1.581	.858
3. I could handle work activities given the amount of time I must spend on family responsibilities ...	4.657	1.554	.893
<b>Misfit in Space-Based Family-work Balance (Carlson et al., 2000)</b>			
1. My work responsibilities and the space I used for family responsibilities fit ...	4.765	1.585	.900
2. The space I shared with my family allowed me to have enough space for work activities that could be helpful to my career ...	4.635	1.624	.882
3. I could handle work activities given the amount of space I must share with other family members...	4.597	1.552	.877
<b>Misfit in Initiated Interdependence (Morgeson &amp; Humphrey, 2006)</b>			
1. I was able to fulfill my job demand in terms of accomplishing my job before others complete their job ...	4.614	1.512	.829
2. I was able to fulfill my job demand in terms of completing my job because other jobs depend directly on it ...	4.549	1.551	.862
3. I was able to fulfill my job demand in terms of getting my job done so that other jobs can be completed ...	4.522	1.605	.866
<b>Association (Treem and Leonardi (2013)</b>			
1. I utilized collaborative tools to connect with other knowledgeable members of the organization ...	4.792	1.593	.885
2. I utilized collaborative tools to keep existing links and to establish new links ...	4.754	1.548	.855

3. I utilized collaborative tools to associate with people I know or am aware of, and to find new people I did not know or wasn't aware of ...	4.897	1.532	.876
<b>Persistence (Treem and Leonardi (2013))</b>			
1. I utilized collaborative tools to keep the relationships I formed at work ...	4.841	1.540	.883
2. I utilized collaborative tools to maintain my relations with others at work despite changes in activities, work, or location ...	4.765	1.555	.873
3. I utilized collaborative tools to have my information or conversations stay available at work after I post them ...	4.816	1.560	.888
<b>Identifiability (Chatterjee et al. (2017))</b>			
1. I utilized collaborative tools at work to present a unique identity ...	4.792	1.588	.868
2. I utilized collaborative tools at work to show others who I am ...	4.689	1.561	.864
3. I utilized collaborative tools to let other people identify me at work ...	4.784	1.602	.907