**Appendix: Measurement Items and Factor Loadings**

|  |  |  |  |
| --- | --- | --- | --- |
| **Table A.1. Measurement Items and Factor Loadings** | | | |
| **Measurement Item** | **Mean** | **S.D.** | **Factor Loading** |
| **Counter-Productive Behaviors (Ramos-Villagrasa et al., 2019)** | | | |
| 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 |
| **Work Exhaustion (Ahuja et al., 2007)** | | | |
| 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 |
| **Psychological Reactance (Dillard & Shen, 2005)** | | | |
| 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 |
| **Misfit in Task Identity (Morris & Venkatesh, 2010)** | | | |
| 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 |
| **Misfit in Work Scheduling Latitude (Pierce & Newstrom, 1983)** | | | |
| 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 |
| **Misfit in Professional Proximity (Golden et al., 2008)** | | | |
| 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 |
| **Misfit in Social Support (Morgeson & Humphrey, 2006)** | | | |
| 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 |
| **Misfit in Skill Variety (Morris & Venkatesh, 2010)** | | | |
| 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 |
| **Misfit in Time-based Family-work Balance (Carlson et al., 2000)** | | | |
| 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 |
| **Misfit in Space-Based Family-work Balance (Carlson et al., 2000)** | | | |
| 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 |
| **Misfit in Initiated Interdependence (Morgeson & Humphrey, 2006)** | | | |
| 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 |
| **Association (Treem and Leonardi (2013)** | | | |
| 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 |
| **Persistence (Treem and Leonardi (2013)** | | | |
| 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 |
| **Identifiability (Chatterjee et al. (2017)** | | | |
| 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 |