

Supplemental material for the article “Is there a blast radius of workplace bullying? Ripple effects on witnesses and non-witnesses”

Table I–VI present the results of the analyses testing hypothesis 2a. In the article the results are presented in the text and in Figure 3.

Table I

Moderation analysis predicting job satisfaction

	b	SE	t	p	95% CI
Group level exposure to bullying behaviours (GB)	-0.02	0.01	-2.38	.017	[-0.03; -0.00]
Targets (T) vs Witnesses (W)	0.75	0.12	6.26	< .001	[0.52; 0.99]
Targets vs Non-witnesses (N)	1.02	0.11	9.41	< .001	[0.81; 1.24]
Interaction GB x TvsW	0.02	0.01	2.15	.031	[0.00; 0.04]
Interaction GB x TvsN	0.02	0.01	2.73	.006	[0.01; 0.04]
Previous exposure to bullying	-0.02	0.08	-0.23	.822	[-0.17; 0.13]

Table II

Moderation analysis predicting cognitive deficiencies

	b	SE	t	p	95% CI
Group level exposure to bullying behaviours (GB)	0.02	0.01	2.48	.013	[0.00; 0.04]
Targets (T) vs Witnesses (W)	-0.47	0.13	-3.72	< .001	[-0.72; -0.22]
Targets vs Non-witnesses (N)	-0.90	0.11	-7.83	< .001	[-1.12; -0.67]
Interaction GB x TvsW	-0.02	0.01	-2.18	.029	[-0.04; -0.00]
Interaction GB x TvsN	-0.03	0.01	-2.85	.004	[-0.04; -0.01]
Previous exposure to bullying	0.23	0.08	2.87	.004	[0.07; 0.39]

Table III

Moderation analysis predicting anxiety

	b	SE	t	p	95% CI
Group level exposure to bullying behaviours (GB)	0.07	0.02	2.98	.003	[0.02; 0.12]
Targets (T) vs Witnesses (W)	-1.55	0.39	-3.99	< .001	[-2.32; -0.79]
Targets vs Non-witnesses (N)	-3.11	0.35	8.84	< .001	[-3.80; -2.42]
Interaction GB x TvsW	-0.07	0.03	-2.34	.020	[-0.13; -0.01]
Interaction GB x TvsN	-0.08	0.03	-2.84	.005	[-0.14; -0.02]
Previous exposure to bullying	1.16	0.25	4.66	< .001	[0.67; 1.64]

Table IV

Moderation analysis predicting depression

	b	SE	t	p	95% CI
Group level exposure to bullying behaviours (GB)	0.06	0.02	2.88	.004	[0.02; 0.10]
Targets (T) vs Witnesses (W)	-1.90	0.31	-6.18	< .001	[-2.51; -1.30]
Targets vs Non-witnesses (N)	-2.91	0.29	-10.43	< .001	[-3.45; -2.36]
Interaction GB x TvsW	-0.06	0.02	-2.28	.023	[-0.10; -0.01]
Interaction GB x TvsN	-0.06	0.02	-2.44	.015	[-0.10; -0.01]
Previous exposure to bullying	0.56	0.20	2.86	.004	[0.18; 0.95]

Table V
Moderation analysis predicting sick leave

	b	SE	t	p	95% CI
Group level exposure to bullying behaviours (GB)	0.13	0.05	2.71	.007	[0.03; 0.22]
Targets (T) vs Witnesses (W)	-0.30	0.74	-0.41	.684	[-1.76; 1.15]
Targets vs Non-witnesses (N)	1.69	0.67	-2.53	.012	[-3.01; -0.38]
Interaction GB x TvsW	-0.16	0.06	-2.87	.004	[-0.28; -0.05]
Interaction GB x TvsN	-0.09	0.05	-1.65	.100	[-0.19; 0.02]
Previous exposure to bullying	0.97	0.46	2.09	.037	[0.06; 1.88]

Table VI
Moderation analysis predicting sickness presenteeism

	b	SE	t	p	95% CI
Group level exposure to bullying behaviours (GB)	0.06	0.03	1.89	.059	[-0.00; 0.13]
Targets (T) vs Witnesses (W)	-2.38	0.52	-4.61	< .001	[-3.39; -1.36]
Targets vs Non-witnesses (N)	-3.67	0.46	-7.89	< .001	[-4.58; -2.76]
Interaction GB x TvsW	-0.03	0.04	-0.62	.533	[0.11; 0.06]
Interaction GB x TvsN	-0.07	0.04	-1.87	.061	[-0.14; 0.00]
Previous exposure to bullying	0.90	0.32	2.77	.006	[0.26; 1.54]

Table VII–XII present the results of the analyses testing hypothesis 2b.

Table VII
Moderation analysis predicting job satisfaction

	b	SE	t	p	95% CI
Group level exposure to bullying behaviours (GB)	0.01	0.01	0.98	.326	[-0.01; 0.02]
Frequency of observation	-0.31	0.11	-2.82	.005	[-0.52; -0.09]
Interaction GB x Frequency of observation	0.01	0.01	0.74	.461	[-0.01; 0.02]

Table VIII
Moderation analysis predicting cognitive deficits

	b	SE	t	p	95% CI
Group level exposure to bullying behaviours (GB)	0.00	0.01	0.10	.917	[-0.01; 0.01]
Frequency of observation	0.36	0.12	2.95	.003	[0.12; 0.60]
Interaction GB x Frequency of observation	-0.00	0.01	-0.18	.856	[-0.02; 0.02]

Table IX
Moderation analysis predicting anxiety

	b	SE	t	p	95% CI
Group level exposure to bullying behaviours (GB)	0.00	0.00	0.46	.646	[-0.00; 0.01]
Frequency of observation	0.07	0.05	1.38	.168	[-0.03; 0.18]
Interaction GB x Frequency of observation	0.00	0.00	0.07	.940	[-0.01; 0.01]

Table X
Moderation analysis predicting depression

	b	SE	t	p	95% CI
Group level exposure to bullying behaviours (GB)	0.00	0.00	0.71	.476	[-0.00; 0.01]
Frequency of observation	0.09	0.04	2.15	.032	[0.01; 0.18]
Interaction GB x Frequency of observation	-0.00	0.00	-0.35	.725	[-0.01; 0.00]

Table XI
Moderation analysis predicting sick leave

	b	SE	t	p	95% CI
Group level exposure to bullying behaviours (GB)	-0.01	0.04	-0.34	.737	[-0.08; 0.06]
Frequency of observation	-0.94	0.72	-1.31	.192	[-2.35; 0.47]
Interaction GB x Frequency of observation	0.00	0.05	0.02	.980	[-0.10; 0.10]

Table XII
Moderation analysis predicting sickness presenteeism

	b	SE	t	p	95% CI
Group level exposure to bullying behaviours (GB)	0.04	0.03	1.41	.160	[-0.02; 0.09]
Frequency of observation	-0.47	0.56	-0.83	.405	[-1.58; 0.64]
Interaction GB x Frequency of observation	-0.02	0.04	-0.54	.587	[-0.10; 0.06]

Table XIII presents the results of the post hoc test following the MANOVA used to test hypothesis 1.

Table XIII
Post hoc test (Tamhane's T2) following the MANOVA

Variable			Mean difference	SE	p	95% CI
Job satisfaction	Target	Witness	-0.82	0.13	< .001	[-1.16; -0.48]
		Non-witness	-1.05	0.12	< .001	[-1.36; -0.73]
		No bullied in grp	-1.04	0.12	< .001	[-1.35; -0.74]
	Witness	Non-witness	-0.23	0.08	.024	[-0.43; -0.02]
		No bullied in grp	-0.22	0.07	.016	[-0.41; -0.03]
	Non-witness	No bullied in grp	0.01	0.05	1.000	[-0.13; 0.15]
Cognitive deficiencies	Target	Witness	0.62	0.14	< .001	[0.25; 0.98]
		Non-witness	1.01	0.12	< .001	[0.68; 1.34]
		No bullied in grp	0.87	0.12	< .001	[0.55; 1.20]
	Witness	Non-witness	0.39	0.08	< .001	[0.17; 0.62]
		No bullied in grp	0.26	0.08	.010	[0.04; 0.47]
	Non-witness	No bullied in grp	-0.13	0.06	.129	[-0.29; 0.02]
Anxiety	Target	Witness	2.17	0.46	< .001	[0.95; 3.39]
		Non-witness	3.60	0.43	< .001	[2.46; 4.73]
		No bullied in grp	3.09	0.42	< .001	[1.97; 4.21]
	Witness	Non-witness	1.43	0.26	< .001	[0.75; 2.11]
		No bullied in grp	0.92	0.25	.001	[0.26; 1.58]
	Non-witness	No bullied in grp	-0.51	0.18	.027	[-0.99; -0.04]
Depression	Target	Witness	2.35	0.39	< .001	[1.30; 3.40]
		Non-witness	3.20	0.37	< .001	[2.22; 4.18]
		No bullied in grp	3.08	0.37	< .001	[2.10; 4.05]
	Witness	Non-witness	0.85	0.20	< .001	[0.32; 1.38]
		No bullied in grp	0.72	0.20	.001	[0.21; 1.24]
	Non-witness	No bullied in grp	-0.12	0.13	.932	[-0.48; 0.23]
Sick leave	Target	Witness	0.81	0.79	.888	[-1.28; 2.89]
		Non-witness	2.13	0.71	.019	[0.23; 4.02]
		No bullied in grp	2.12	0.69	.016	[0.27; 3.97]
	Witness	Non-witness	1.32	0.49	.043	[0.03; 2.62]
		No bullied in grp	1.32	0.46	.027	[0.10; 2.54]
	Non-witness	No bullied in grp	0.00	0.33	1.000	[-0.86; 0.85]
Sickness presenteeism	Target	Witness	2.51	0.66	.001	[0.75; 4.27]
		Non-witness	3.85	0.59	< .001	[2.26; 5.43]
		No bullied in grp	3.70	0.59	< .001	[2.13; 5.27]
	Witness	Non-witness	1.34	0.36	.002	[0.38; 2.30]
		No bullied in grp	1.19	0.36	.005	[0.26; 2.13]
	Non-witness	No bullied in grp	-0.14	0.20	.976	[-0.66; 0.37]