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| --- |
| Response to AQ2 |
| Paths | Coefficients | T | Direct effect | Indirect effect | Total effect | VAF | 95% CI |
|  | BootLLCI | BootULCI | LLCI | ULCI |
| EL→POP→OCB | - | - | 0.1307 | 0.0696 | 0.2003 | 0.3474 | 0.0319 | 0.1126 | 0.1511 | 0.2494 |
| EL→POP | -0.48 | -12.94 | - | - | - | - | - | - | -0.6999 | -0.5338 |
| POP→OCB | -0.12 | -3.94 | - | - | - | - | - | - | -0.1770 | -0.0487 |
| EL→OCB | 0.10 | 4.10 | - | - | - | - | - | - | 0.0682 | 0.1931 |
| EL→POP→SL | - | - | -0.1404 | -0.2273 | -0.3677 | 0.6922 | -0.3063 | -0.1524 | -0.4386 | -0.2967 |
| EL→POP | -0.62 | -14.61 | - | - | - | - | - | - | -0.6999 | -0.5338 |
| POP→SL | 0.40 | 9.59 | - | - | - | - | - | - | 0.2834 | 0.4537 |
| EL→SL | -0.08 | -2.45 | - | - | - | - | - | - | -0.0575 | -0.0575 |
| EL: Ethical leadership, POP: Perceived organisational politics, OCB: Organisational citizenship behaviour, SL: Social loafing, VAF: Variance accounted for (IE/TE), CI: Confidence interval, LLCI: Lower-level confidence interval, ULCI: Upper-level confidence interval, p < 0.01  |

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| **TABLE 4:** Model validity measures |
| **Scale** | **CR** | **AVE** | **MSV** | **MaxR(H)** | **1** | **2** | **3** | **4** |
| EL | 0.899 | 0.647 | 0.275 | 0.956 | 0.804 |  |  |  |
| POP | 0.945 | 0.715 | 0.225 | 0.960 | -0.474\*\* | 0.845 |  |  |
| OCB | 0.992 | 0.524 | 0.211 | 0.918 | -0.197\* | 0.459\*\* | 0.724 |  |
| SL | 0.826 | 0.670 | 0.275 | 0.924 | 0.524\*\* | -0.434\*\* | -0.258\*\* | 0.819 |
| EL: Ethical leadership, POP: Perceived organisational politics, OCB: Organisational citizenship behaviour, SL: Social loafingSignificance of Correlations: \* p < 0.010, \*\* p < 0.001 |