

Supplementary Materials

Article: *Sensitized or Desensitized to Bullying? How Hostile Work Climates Shape Target Identification and Outcome*

Table S1

Sensitivity analysis using ordinal logistic regression for mental health problems at T2 (H2a and H2b)

Variables	<i>b</i>	SE	95% CI	<i>p</i>
Exposure to negative acts (NAQ-R; T1)	0.71	0.26	[0.19, 1.22]	.007
Hostile work climate (HWC; T1)	0.11	0.05	[0.01, 0.21]	.032
NAQ-R × HWC	-0.40	0.11	[-0.62, -0.19]	< .001
Mental health problems (T1)	4.11	0.15	[3.81, 4.42]	< .001
Age	-0.02	0.00	[-0.02, -0.01]	< .001

Note. Ordered logistic regression predicting quartiles of mental health problems at T2. NAQ-R = Negative Acts Questionnaire-Revised. HWC = Hostile work climate. Higher values indicate greater mental health problems. NAQ-R and HWC were mean-centred.

Table S2

Sensitivity analysis of the mediation model using ordinal logistic regression for mental health problems at T2 (H3a)

Path	<i>b</i>	SE	95% CI	<i>p</i>
<i>Predicting victimization T2</i>				
NAQ-R T1	1.63	0.32	[1.01, 2.24]	< .001
MHP T1	0.64	0.21	[0.23, 1.05]	.002
Victimization T1	1.98	0.26	[1.46, 2.49]	< .001
Age	0.01	0.01	[-0.01, 0.03]	.188
<i>Predicting MHP T2 quartiles</i>				
NAQ-R T1	0.24	0.20	[-0.16, 0.63]	.241
Victimization T2	0.80	0.22	[0.36, 1.24]	< .001
MHP T1	4.18	0.15	[3.88, 4.48]	< .001
Age	-0.02	0.00	[-0.02, -0.01]	< .001

Note. Generalized structural equation model (gsem) with logistic regression for victimization and ordinal logistic regression for quartiles of mental health problems at T2. NAQ-R = Negative Acts Questionnaire-Revised. MHP = Mental health problems.

Table S3

Sensitivity analysis of the moderated mediation model using ordinal logistic regression for mental health problems at T2 (H3b)

Path	<i>b</i>	SE	95% CI	<i>p</i>
<i>Predicting victimization T2</i>				
NAQ–R T1	1.76	0.43	[0.91, 2.60]	< .001
HWC T1	0.5	0.11	[0.29, 0.71]	< .001
NAQ–R × HWC	-0.40	0.16	[-0.71, -0.10]	.010
MHP T1	0.38	0.22	[-0.06, 0.81]	.087
Victimization T1	1.76	0.26	[1.25, 2.27]	< .001
Age	0.01	0.01	[-0.01, 0.03]	.315
<i>Predicting MHP T2 quartiles</i>				
NAQ–R T1	0.57	0.27	[0.04, 1.10]	.034
Victimization T2	0.8	0.23	[0.36, 1.24]	< .001
HWC T1	0.09	0.05	[-0.01, 0.19]	.084
NAQ–R × HWC	-0.43	0.11	[-0.65, -0.21]	< .001
MHP T1	4.1	0.15	[3.80, 4.41]	< .001
Age	-0.02	0.00	[-0.03, -0.01]	< .001

Note. Generalized structural equation model (gsem) with logistic regression for victimization and ordinal logistic regression for quartiles of mental health problems at T2. NAQ–R = Negative Acts Questionnaire–Revised. HWC = Hostile work climate. MHP = Mental health problems.

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* Analytic code (Stata 19.5) for the main hypothesis tests.
* Variable names correspond to those used in the manuscript.
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* The dataset cannot be shared publicly due to ethical approval restrictions
* and the data access agreement with Statistics Sweden.
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* NAQ = Exposure to negative acts
* HWC = Hostile work climate
* MHP = Mental health problems
* Victimization = Self-labelled bullying (yes/no)
* c_ = mean-centred variables

*****
* H1a/b *
*****
bootstrap, reps(5000) seed(12345): ///
    logit Victimization_T2 c.c_NAQ_T1##c.c_HWC_T1 Victimization_T1, or
estat bootstrap, all

*****
* H2a/b *
*****
regress MHP_T2 c.c_NAQ_T1##c.c_HWC_T1 MHP_T1 Age, vce(hc3)
bootstrap, reps(5000) seed(12345): ///
    regress MHP_T2 c.c_NAQ_T1##c.c_HWC_T1 MHP_T1 Age
estat bootstrap, all

*****
* H3a *
*****
bootstrap, reps(5000) seed(12345): ///
    gsem (Victimization_T2 <- c_NAQ_T1 MHP_T1 Victimization_T1 Age, ///
        family(bernoulli) link(logit)) ///
        (MHP_T2 <- c_NAQ_T1 Victimization_T2 MHP_T1 Age, ///
        family(gaussian) link(identity)), nocapslatent
estat bootstrap, all

*****
* H3b *
*****
bootstrap, reps(5000) seed(12345): ///
    gsem (Victimization_T2 <- c_NAQ_T1 c_HWC_T1 c_NAQxHWC MHP_T1 Victimization_T1 Age, ///
        family(bernoulli) link(logit)) ///
        (MHP_T2 <- c_NAQ_T1 Victimization_T2 c_HWC_T1 c_NAQxHWC MHP_T1 Age, ///
        family(gaussian) link(identity)), nocapslatent
estat bootstrap, all

*****
* Supplementary Materials *
*****

xtile MHP_T2_q = MHP_T2, nq(4) // quartiles of the mental health variable

* H2a/b *
ologit MHP_T2_q c.c_NAQ_T1##c.c_HWC_T1 MHP_T1 Age

* H3a *
gsem (Victimization_T2 <- c_NAQ_T1 MHP_T1 Victimization_T1 Age, ///
    family(bernoulli) link(logit)) ///
    (MHP_T2_q <- c_NAQ_T1 Victimization_T2 MHP_T1 Age, ///
    family(ordinal) link(logit)), nocapslatent

* H3b *
gsem (Victimization_T2 <- c_NAQ_T1 c_HWC_T1 c_NAQxHWC MHP_T1 Victimization_T1 Age, ///
    family(bernoulli) link(logit)) ///
    (MHP_T2_q <- c_NAQ_T1 Victimization_T2 c_HWC_T1 c_NAQxHWC MHP_T1 Age, ///
    family(ordinal) link(logit)), nocapslatent

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