**Supplementary**

**TABLE 2 |** B. Nature of harm in NWB labels derived from study titles

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| --- | --- |
| **Construct NWB** |  **Nature of Harm: B1. physical B2. material B3. psychological B4. social**  |
| Aggression BBBB | 1. physical damage (Fredericksen and McCorkle 2013), somatic symptoms, headaches, disturbances in sleep patterns, increased probability of bringing a weapon into one's work environment (Haines, Marchand, and Harvey 2006; Marchand, Demers, and Durand 2005; McDermut, Haaga, and Kirk 2000), high blood pressure, coronary heart disease and suicide (Kivimäki et al. 2005; Lutgen-Sandvik, Tracy, and Alberts 2007; Namie 2003)
2. economic harm﻿ (Fredericksen and McCorkle 2013)
3. psychological harm (Schat and Kelloway 2005), negative impact on functioning effectively (Keashly and Harvey 2005),﻿ reduced job satisfaction, psychological distress, feelings of fear (Budd, Arvey, and Lawless 1996; Haines, Marchand, and Harvey 2006; Marchand, Demers, and Durand 2005; McDermut, Haaga, and Kirk 2000; Rogers and Kelloway 1997; Schat and Kelloway 2003), depression and posttraumatic stress disorder (Kivimäki et al. 2005; Leymann and Gustafsson 1996; Lutgen-Sandvik, Tracy, and Alberts 2007; Namie 2003; Van den Bossche et al. 2012), respond with enacted aggression (Hershcovis et al. 2012; Lian et al. 2014; Detert et al. 2007; Mayer et al. 2012), respons is revenge (Aquino, Tripp, and Bies 2006)
4. socioeconomic and moral harm﻿ (Fredericksen and McCorkle 2013)
 |
| Bullying BBBB | 1. psychosomatic illness (Djurkovic, McCormack, and Casimir 2004), musculoskeletal disorders (Choi, Yi, and Kim 2018), sleep dysfunction (Morten Birkeland Nielsen et al. 2018), ﻿somatization, physical health problems (Nielsen & Einarsen, 2012), chronic neck pain (Kääriä et al. 2012), diabetes type 2 (Xu et al. 2018)
2. employer monetary costs (Sabbath et al. 2018), socioeconomic impact (Reknes et al. 2019), absenteeism, turnover and productivity (Giga, Hoel, and Lewis 2008),﻿ sickness absence (Nielsen, Indregard, & Overland, 2016), disability retirement as consequence (Nielsen, Emberland, and Knardahl, 2017)
3. hurtful effect on target (Pallesen et al. 2017), mental health problems, anxiety, depression, post-traumatic stress, general strain, burnout (Nielsen and Einarsen, 2012), cyberbullying in social network as reaction (Escartín et al. 2019)
4. damages the victim’s friendship networks (indirect bullying; Björkqvist, Österman, and Lagerspetz 1994), health and family consequences, affecting health of victims children (Ng 2019)﻿
 |
| Mobbing BBBB | 1. considerable psychosomatic misery (Leymann and Tallgren 1989), sleep problems (Hansen et al. 2014), risk of cardiovascular disease (Hansen, Hogh, and Persson 2011), fatigue (Reknes et al. 2014)
2. material damage (Wolmerath 2019), claims and legal fees ﻿(Bultena and Whatcott 2008), ﻿long periods of sick leave; a catastrophic drop in production by the whole group; the necessity for frequent intervention by personnel officers, personnel consultants, managers of various grades, occupational health staff, external consultants, the company's health care centers (Leymann 1990)
3. substance abuse(Dobry, Braquehais, and Sher 2013), more prone to psychiatric and neurological diseases (Jacob and Kostev 2017), loss of dignity, lowered self-confidence and productivity, and an excessive amount of non-work-related stress and other related health issues (Kircher et al. 2011), mental health problems (Verkuil, Atasayi, and Molendijk 2015), post-traumatic stress disorder (Baran Tatar and Yuksel 2018), burnout (Trépanier, Fernet, and Austin 2015)
4. social misery (Leymann and Tallgren 1989), affecting the family of the victim and intimate relationships (Sperry and Duffy 2009)
 |
| Harassment B/ Discrimination BBB | 1. health difficulties (Hyde et al. 2006; Spector, Chen, and O’Connell 2000), problem drinking (Rospenda, Richman, and Shannon 2009), headache (Tynes, Johannessen, and Sterud 2013)
2. discomfort, loss of income and employment (Lutgen-Sandvik 2006; Zapf and Gross 2001), for organizations: absenteeism (Ayoko, Callan, and Härtel 2003; Giebels and Janssen 2005), lowered productivity (Chen, Tjosvold, & Su Fang, 2005), causes everyday NWB through digital technologies (Henry and Powell 2018)
3. psychological distress (Ayoko, Callan, and Härtel, 2003; Giebels and Janssen, 2005; Hauge, Skogstad, and Einarsen, 2010), causes toxic work environments in organizations (Jonason, Slomski, and Partyka 2012)
4. affects the dignity of workers, effects for society (Di Martino 2009), depressive symptoms in family members (Crouter et al. 2006)
 |
| Deviance BBBB | 1. no physical well-being (Robinson, Wang, & Kiewitz, 2014), bodily harm (Bennett and Robinson, 2000a; Rioux and Marie-Élène Roberge, 2005; Robinson and Bennett, 1995)
2. costs in the employee-customer relationship, functional quality, and company performance (Harris and Ogbonna, 2006; Hollinger and Adams, 2010), ﻿﻿disruption of procedures, productivity, and profitability (Aubé, Rousseau, Mama, and Morin, 2009; Dalal, 2005; Lanyon and Goodstein, 2003; Pearson, Andersson, and Porath, 2005; Robinson, 2008; Spector and Fox, 2005; Vardi and Weitz, 2004), decreased productivity, increased turnover (O’Leary-Kelly, Griffin, and Glew, 1996), extremely costly both to organizations and to society (Bennett and Robinson 2003)
3. harms well-being of target and organization members (Robinson and Bennett, 1995),﻿ uncertainty, negative reactions (Tangirala and Alge 2006; Thau et al. 2009), humiliate, depreciate, reduce, destroy self-worth (Bennett and Robinson, 2000; Rioux and Marie-Élène Roberge, 2005; Robinson and Bennett, 1995), lower self-esteem, team spirit (Harris and Ogbonna, 2006)﻿, low morale, and stress (O’Leary-Kelly, Griffin, and Glew 1996)
4. work-family conflict (Darrat, Amyx, and Bennett 2010)
 |
| Counterproductive Work B Behavior (CWB) BBB | 1. somatic pressure, exhaustion and burnout (Cortina and Magley 2003; Cropanzano et al. 1997)
2. defaced or destroyed property belongings (Chen and Spector, 1992), severe effect on quality of products, technological innovation of enterprises, leak of core secrets, fatal harm to enterprises (Chen, 2017)
3. decreased job satisfaction, altruism, organizational commitment, and conscientiousness, and increased intention to leave and deviantbehavior (Peng 2011)
4. withdraw behavior, ﻿absenteeism (Yperen, Hagedoorn, and Geurts 1996)

 ﻿  |
| Violence BBBB | 1. death, growth disorders (Campo and Klijn 2018), ﻿physical pain (Ray 2007; Ridenour et al. 2015)
2. decreased commitment to the profession and organization, lower quality of teamwork, increased absenteeism and lower quality of work (Camerino et al. 2008; Esmaeilpour, Salsali, and Ahmadi 2011)
3. psychological damage, deprivation (Campo and Klijn 2018), psychological and emotional problems (Ray 2007), depression, anxiety and work-related stress (Aytaç and Dursun 2012; Rodwell and Demir 2012), emotional exhaustion and burnout (Budin et al. 2013; Waschgler et al. 2013)
4. sexual, racial problems (Ray 2007), lower satisfaction of life (Budin et al. 2013; Waschgler et al. 2013)
 |
|  Abuse B/Abusive supervisionBB  B | 1. alcohol and other drug use (Richman et al. 1999), physical symptoms and illness (Bambi et al. 2018), violates workers’ physical integrity (Richman et al. 1999)
2. causes direct reactions of workplace bullying with costs for individual and organization (Einarsen et al., 2003), turnover (Bambi et al. 2018), causes health care costs, lost productivity (Tepper et al. 2006)
3. short- and long-term effects on lowering the victim's self-perceptions and well-being (Keashly and Harvey 2005), results in symptomatic distress (Richman et al. 1999), has psychological and behavioral impact (Bambi et al. 2018), ﻿causes moral outrage, anger, retaliation, resistance (Mitchell, Vogel, and Folger 2015; Priesemuth and Schminke 2019), violates workers’ psychological and/or professional integrity (Richman et al. 1999)
4. results in ﻿interpersonal counterproductive work behaviors (Tepper 2007), causes ﻿family undermining as displaced aggression (Hoobler and Brass 2006)
 |
| Terror BBBB | 1. lower levels of health, health problems (Giorgi et al. 2015)
2. harms the victim’s communication channels, information flows, reputation and/or professionalism (Leymann 1996)
3. stress and anxiety (Leymann 1996), undermines or sabotages the motivation, well-being, job satisfaction (Einarsen, Aasland, and Skogstad, 2007), ﻿turns into a relational hell of human existence (Zamperini and Menegatto 2013)
4. being defenseless and unable to get any help (Leymann 1996), causes differences in victimization between people with equal power and people with power differences (Leymann and Zapf 1990), detrimental role stress consequences (Örtqvist and Wincent 2006), involving behavior such as harassment and mistreatment (Einarsen, Aasland, and Skogstad, 2007)

  |
| Injustice BBBB | 1. results in physical harm (Citron and Franks, 2014)
2. loss of income and employment (Lutgen-Sandvik 2006; Zapf and Gross 2001), financial risk for personal safety, reputational damage (Citron and Franks 2014)
3. affects the dignity of workers (Di Martino 2009), causes a psychological, risk for personal safety, causes shame (Citron and Franks 2014), causes different CWBs with mental problem effects (Martinko, Gundlach, and Douglas 2002)
4. discomfort in another person (Lutgen-Sandvik 2006; Zapf and Gross 2001), effects for society (Di Martino 2009), social risk for personal safety (Citron and Franks 2014), paranoia at home from digital injustice (Citron and Franks 2014)
 |
| Interpersonalconflict BBBB | 1. cardiovascular disease (Jacob and Kostev 2017)
2. reduced performance, absenteeism, and turnover (Sliter et al. 2011)
3. reduced job satisfaction and organizational commitment (Frone 2000), negative employee outcomes, such as negative emotions (Fox, Spector, and Miles,2001), anger behaviors﻿ (Sliter, Pui, Sliter, and Jex, 2011)
4. reduced life satisfaction (Appelberg et al. 1991)
 |
| Victimization B/Scapegoating BBB | 1. alcohol use problems (McFarlin et al. 2001), physical harm (Aquino and Thau 2009)
2. reduced job performance (Jensen, Patel, and Raver 2014), high costs for ﻿sickness absenteeism, job turnover, exclusion from social work- related processes, unemployment (Glambek, Skogstad, and Einarsen 2016; Morten Birkeland Nielsen and Einarsen 2018; Theorell et al. 2015)
3. mental health problems (Verkuil, Atasayi, and Molendijk 2015), decreased well-being, job satisfaction (Glambek, Skogstad, and Einarsen 2016; Morten Birkeland Nielsen and Einarsen 2018; Theorell et al. 2015), negative psychological outcomes (Hershcovis and Barling 2010)
4. losing the respect of others, loss of standing in the group, or damage to one’s reputation (Wright et al. 2004),
 |
| Micropolitics B BBB | 1. increased levels of absenteeism (Vigoda 2001)
2. turnover intentions (Valle and Perrewe 2000), ﻿denial of the desired benefit (Ferris et al., 2000b), reduced organizational efficiency and effectiveness (Kacmar et al. 1999; Mintzberg 1983)
3. lower job satisfaction (Vigoda 2001), variety of dysfunctional attitudinal, psychological health, and behavioral outcomes, increased stress, burnout, turnover intentions and counterproductive work behavior, and decreased citizenship behavior and job performance (Bedi and Schat 2013; Vigoda-Gadot and Kapun 2005; Atinc, Fuller, and Darrat 2010)
4. higher intentions of exit and neglect and lower levels of loyalty (Vigoda 2001), censure by the political target and co-workers, and diminution of reputation and perceived trustworthiness (Ferris et al., 2000b)
 |
|  Ostracism B BBB | 1. physical pain (Eisenberger, Lieberman, and Williams 2003), health problems (O’Reilly et al. 2015)
2. reduced organizational engagement (Wu et al. 2016), no personal or organizational benefit (Balliet and Ferris 2013)
3. negative mood (Gonsalkorale and Williams 2007), psychologically aversive reactions, including anger (Chow, Tiedens, and Govan 2008), anxiety, job search behavior, negative attitudes toward work, low psychological health, lower job satisfaction, higher turnover intention (Ferris, Brown, Berry, and Lian, 2008; Hitlan and Noel, 2009), reduced personal well-being, emotional exhaustion and psychological distress (Ferris et al., 2008; Wu, Yim, Kwan, and Zhang, 2012), depression, worthlessness, alienation and helplessness (Riva et al. 2017), instigates stress (Sarfraz et al. 2019), causes individual and/or organizational CWB (Zhao, Peng, and Sheard 2013), lower self-esteem (Ferris, Lian, Brown, and Morrison, 2015)
4. solitude seeking, ﻿stronger desires to be alone (Ren, Wesselmann, and Williams 2016)
 |
| Incivility B BBB | 1. physical health problems (Bunk and Magley, 2013; Lim and Cortina, 2005), health problems among targets and witnesses (Lim et al., 2008; Pearson et al., 2005; Pearson and Porath, 2009), adiposity (Sliter, Sliter, Withrow, and Jex, 2012)
2. negative occupational and organizational outcomes (Bunk and Magley, 2013; Lim and Cortina, 2005), ﻿cost millions, decrease in performance and attendance (Lim et al., 2008; Pearson et al., 2005; Pearson and Porath, 2009), monetary costs employer (Sabbath et al. 2018)(Porath, 2015; Porath & Pearson, 2013; Yeung & Griffin, 2008), lower costumer service quality (Sliter, Jex, Wolford, and McInnerney, 2010), higher health care utilization (Sabbath et al. 2018)
3. psychological problems, ﻿job dissatisfaction, interpersonal conflict, turnover intent (Hershcovis 2011), burnout, withdrawal (Sliter et al. 2012), lower self-efficasy, negative mood, higher interpersonal problems such as privacy invasion, ﻿exclusionary behavior, turnover intention (Riadi, Hendryadi, and Tricahyadinata 2019)
4. a double-edged sword, bringing harm to target and damage to status perpetrator (Williams 2001), lower marital satisfaction and higher family-to-work conflict (Ferguson 2012)
 |
| Social safety B BBB  | 1. work-related injury and illness, lost time injury (disabilities, short and long absence), economic cost for worker, organization, society (O’Neill, Martinov-Bennie, and Cheung 2013), fatality, injury, or illness (Health and safety department US 2016), ﻿work-related ill-health, sleeping problems (Aumayr-Pintar, Cerf, and Surdykowska 2019; Eurofound 2013), ﻿lost life years (Kreis and Bödeker 2004)
2. social insurance on statutory sick pay, disability allowances, industrial injuries disablement and incapacity benefits (Adema and Ladaique 2009), economic losses (ILO, 2003), sickness absence (Lusinyan and Bonato 2007), private insurance and health care outlays of affected individuals, the indirect costs of companies (e.g. training inexperienced replacement workers, administrative expenses, production bottlenecks, low employee morale; Pouliakas and Theodossiou 2013), socio-economic costs of (sickness) absence in GDP (Eurofound 2013)
3. ﻿reduced psychological well-being,﻿ depression, stress, fatigue (Eurofound 2013) ﻿
4. ﻿the impact on families and communities and the inefficiency of having a large proportion of a potentially active workforce disabled, idle or prematurely retired (Pouliakas and Theodossiou 2013)
 |

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