



Research article

Organizational cynicism and its relation to nurses' occupational burnout: Testing nurse managers' paradoxical leadership moderation effects

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Supplementary

Table S1. Confirmatory factor analysis.

Construct	Composite reliability (CR)	Cronbach's alpha (CA)	Average variance extracted (AVE)	Variance inflation factors (VIF)
Organizational Cynicism (OC)	0.929	0.920	0.505	2.946
Occupational Burnout (OB)	0.916	0.903	0.511	2.937
Paradoxical Leadership (PL)	0.928	0.919	0.513	1.190

Table S2. Discriminant validity results - Fornell-Larcker Criterion.

Variables	OC	PL	OB
Organizational Cynicism (OC)	0.710	−0.332	0.605
Paradoxical Leadership (PL)	−0.332	0.716	−0.361
Occupational Burnout (OB)	0.605	−0.361	0.715



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