

***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
<b>Organizational Cynicism (OC)</b>	0.710	-0.332	0.605
<b>Paradoxical Leadership (PL)</b>	-0.332	0.716	-0.361
<b>Occupational Burnout (OB)</b>	0.605	-0.361	0.715



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