

Electronic Supplements

Table E1. Correlations of extended DCA-transparency and KomminO scales

Note. Cronbach's alpha is shown on the diagonal; * $p < .05$, ** $p < .01$; Trust scale of Gillespie (2003); KomminO scale of Sperka (1997); sample

Variables	Mean	SD	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1 Overall Transparency	3.72	0.62	.926														
2 Disclosure	3.43	0.98	.816**	.915													
3 Clarity	4.01	0.77	.795**	.596**	.890												
4 Accuracy	4.07	0.68	.747**	.532**	.507**	.881											
5 Timeliness	3.49	0.92	.801**	.564**	.542**	.527**	.847										
6 Relevance	3.60	0.78	.585**	.276**	.351**	.314**	.314**	.838									
7 Trust	3.55	0.80	.604**	.550**	.392**	.445**	.494**	.359**	.897								
8 Overall KomminO	3.02	0.36	.572**	.514**	.473**	.405**	.376**	.372*	.612**	.871							
9 KomminO – Comm. Quality	3.43	0.79	.705**	.678**	.582**	.420**	.552**	.370**	.565**	.778**	.914						
10 KomminO – Trust	3.53	1.05	.521**	.476**	.483**	.387**	.296**	.316**	.675**	.767**	.650**	.843					
11 KomminO – Feedback	2.94	0.96	.351**	.383**	.278**	.139	.287**	.184*	.462**	.676**	.567**	.416**	.800				
12 KomminO – Importance	3.76	0.86	.343**	.328**	.240**	.297**	.200*	.222**	.377**	.525**	.308**	.312**	.266**	.731			
13 KomminO – Overload	2.23	0.96	-.056	.033	-.099	-.098	.045	-.151	-.056	-.496**	-.169*	-.159	-.147	-.121	.807		
14 KomminO – Conclusion	3.00	0.48	-.055	-.035	-.177	.006	-.005	-.001	.080	.035*	-.103	-.029	-.017	-.072	.024	.791	
15 KomminO – Withholding	2.27	0.93	-.415**	-.329**	-.354**	-.317**	-.284**	-.281**	-.358**	-.787	-.571**	-.555**	-.383**	-.251**	.393**	.117	.729

size $N = 114$.

Table E2. Comparison of correlations of related and unrelated scales

Variables	Dataset Study 3			Separate Dataset KomminO	Dataset Study 1	
	Communication Quality	Informational Justice	Trustworthiness		Well-Being	Need-for- Cognition
Overall Transparency	.650**	.861**	.643**	.572**	.164**	.067
Disclosure	.616**	.767**	.577**	.514**	.170**	.124*
Clarity	.604**	.746**	.560**	.473**	.084	-.029
Accuracy	.557**	.750**	.553**	.405**	.041	-0.13
Timeliness	.538**	.744**	.537**	.376**	.195**	.040
Relevance	.453**	.629**	.509**	.372**	.119*	.122*

Note. * $p < .05$, ** $p < .01$. Sample size of dataset of Study 3 $N = 376$; sample size of separate dataset $N = 114$; sample size of dataset of Study 1 $N = 322$. All other correlations are significant ($p < .05$). Communication Quality scale of Mohr et al. (2014); Informational Justice scale of Maier et al. (2007); KomminO scale of Sperka (1997); Well-Being scale of Brähler et al. (2007); Need-for-Cognition scale of Beißert et al. (2014).

Table E3. Comparison of incremental validity of OT over related scales via stepwise regression

Variable	Dataset Study 3								Separate Dataset	
	Beta (se)		Beta (se)		Beta (se)		Beta (se)		Beta (se)	
<i>Effects</i>	<i>Ability</i>		<i>Benevolence</i>		<i>Integrity</i>		<i>Job Satisfaction</i>		<i>Trust</i>	
Informational Justice (Communication Quality) ^a	0.59*** (0.04)	0.22** (0.08)	0.70*** (0.04)	0.49*** (0.09)	0.71*** (0.04)	0.40*** (0.09)	0.44*** (0.05)	0.13 (0.10)	0.57*** (0.08)	0.28** (0.10)
Overall Transparency		0.48*** (0.09)		0.28*** (0.10)	0.17** (0.05)	0.42** (0.09)		0.41*** (0.12)		0.52*** (0.13)
Adj. R^2	.31	.35	.35	.36	.39	.42	.16	.19	.31	.39
ΔR^2		.04**		.01**		.03***		.03*		.08***

Note. * $p < .05$, ** $p < .01$, *** $p < .001$. Sample size of dataset of Study 3 $N = 376$; sample size of separate dataset $N = 114$. ^a = Communication Quality as the Communication Quality Subscale of the KomminO (Sperka, 1997), only for Trust as the dependent variable.

Sources

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