

Supplementary online material

Title: Measuring organizational transparency with 10 items: Validation of a German short scale

Authors:

C. Richard Hossiep^{1*}, Julian Märtings^{2*}, and Gerhard Schewe^{3*}

Supplemental Material 1.

Instructions given to the participants

Respondents are given the following instructions in German:

Bitte beziehen Sie die folgenden Aussagen auf Ihre aktuelle berufliche Tätigkeit und geben Sie an, inwiefern Sie den folgenden Aussagen zustimmen. Es gibt keine richtigen oder falschen Antworten.

[English translation: Please relate the following statements to your current job and indicate the extent to which you agree with the following statements. There are no right or wrong answers.]

Supplemental Table 1.*Answer sheet*

	Stimme ganz und gar nicht zu				Stimme voll und ganz zu
	1	2	3	4	5
1. Ich habe alle Informationen, die ich von meiner Führungskraft brauche.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Eine ausreichende Menge an Informationen wird von meiner Führungskraft vorgelegt.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Die von meiner Führungskraft bereitgestellten Informationen sind verständlich.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Die Informationen von meiner Führungskraft sind eindeutig.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Die Informationen von meiner Führungskraft scheinen wahr zu sein.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Die Informationen von meiner Führungskraft erscheinen korrekt.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Die Informationen von meiner Führungskraft kommen mit ausreichend Vorlauf.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Die Informationen von meiner Führungskraft kommen zeitlich angemessen.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Das Thema, über das mich meine Führungskraft informiert, ist mir wichtig.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Das Thema, über das mich meine Führungskraft informiert, liegt mir am Herzen.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Note. The information sender can be adapted to the specific context

Supplemental Table 2.*Sample Characteristics*

	Longitudinal Sample (Hossiep et al., 2021)			Cross-sectional sample
	t_0	t_1	t_2	
Sample Size	540	447	376	278
Gender				
Female	259 (48%)	206 (46%)	173 (46%)	126 (43.9%)
Male	281 (52%)	241 (54%)	203 (54%)	156 (54.4%)
Divers/No answer	-	-	-	5 (1.7%)
Age				
Mean (SD)	43.1 (13.1)	43.8 (13.0)	44.3 (12.9)	32.6 (9.87)

Supplemental Table 3.
Results for Distinctiveness

	Disclosure	Clarity	Accuracy	Timeliness	Relevance
Disclosure 1	6.27	4.44	3.59	3.57	4.95
Disclosure 2	6.14	4.28	3.49	3.24	3.93
Clarity 1	3.66	6.44	3.83	2.80	3.68
Clarity 2	4.26	6.29	4.68	2.87	4.03
Accuracy 1	3.80	4.32	6.17	2.58	3.90
Accuracy 2	4.04	4.66	6.40	2.86	3.75
Timeliness 1	3.56	3.23	2.83	5.74	2.99
Timeliness 2	3.45	3.02	2.97	6.46	3.15
Relevance 1	2.98	2.68	2.83	2.56	6.16
Relevance 2	2.62	2.58	2.54	2.26	5.74

Source. Hinkin & Tracey (1999); adopted from Hossiep et al. (2021).

Note. Bold numbers indicate higher average ratings for the intended definition than for the other transparency dimensions at $p < .05$; sample size $N = 120$.

Supplemental Table 4.*Means, Standard Deviations, Skewness and Kurtosis of Short Scale Items*

	Mean	Standard Deviation	Skewness	Kurtosis
Disclosure 1	3.57	1.033	-.325	-.565
Disclosure 2	3.63	1.009	-.360	-.580
Clarity 1	3.95	.944	-.703	.163
Clarity 2	3.77	1.068	-.633	-.292
Accuracy 1	3.96	.944	-.684	-.048
Accuracy 2	3.91	.971	-.638	-.159
Timeliness 1	3.35	1.109	-.184	-.702
Timeliness 2	3.48	1.083	-.383	-.543
Relevance 1	3.71	1.022	-.391	-.530
Relevance 2	3.52	1.110	-.360	-.498

Supplemental Table 5.*Means, Standard Deviations, Skewness and Kurtosis of all Items*

	Mean	Standard Deviation	Skewness	Kurtosis	Std. Factor Loading
Disclosure 1	3.53	1.058	-.295	-.608	.924
Disclosure 2	3.59	1.011	-.264	-.770	.887
Disclosure 3	3.57	1.033	-.325	-.565	.893
Disclosure 4	3.63	1.009	-.360	-.580	.873
Clarity 1	3.95	.944	-.703	.163	.857
Clarity 2	3.77	1.068	-.633	-.292	.819
Clarity 3	3.81	1.015	-.686	.076	.812
Clarity 4	4.11	.883	-.857	.418	.735
Accuracy 1	3.96	.944	-.684	-.048	.854
Accuracy 2	3.91	.971	-.638	-.159	.918
Accuracy 3	3.92	.938	-.582	-.252	.883
Accuracy 4	3.88	.978	-.571	-.358	.902
Timeliness 1	3.35	1.109	-.184	-.702	.905
Timeliness 2	3.47	1.088	-.255	-.765	.910
Timeliness 3	3.34	1.129	-.239	-.731	.817
Timeliness 4	3.48	1.083	-.383	-.543	.907
Relevance 1	3.61	1.073	-.428	-.381	.845
Relevance 2	3.71	1.022	-.391	-.530	.931
Relevance 3	3.81	.990	-.575	-.180	.827
Relevance 4	3.52	1.110	-.360	-.498	.833

Note. Scale ranging from 1 (strongly disagree) to 5 (strongly agree), N = 376 (Sample 5). Grey items were not included in the short scale

Supplemental Table 6.
Short scale Re-test reliability

	t1	t2
Disclosure	.604	.665
Clarity	.596	.662
Accuracy	.598	.695
Timeliness	.612	.644
Relevance	.601	.693
Organizational Transparency	.697	.790

N = 376. pearson-moment-correlations, all significant at $p < .001$, *N* = 376.

Supplemental Figure 1.
Model Plot of Organizational Transparency Short Scale

