

**IMPACTS OF PERCEIVED JUSTICE, WORKPLACE FUN ON INNOVATIVE
WORK BEHAVIOR AND JOB PERFORMANCE OF LECTURERS AT
UNIVERSITIES IN HO CHI MINH CITY**

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Appendix 1. Respondents' profiles

Attribute		Total
Age	<30 years	4 (2.6%)
	30-40 years	80 (52.63%)
	40-50 years	61 (40.13%)
	>50 years	7 (4.6%)
Gender	Male	33 (21.71%)
	Female	119 (78.29%)
Year of experience	<5 years	11 (7.24%)
	5-10 years	37 (24.34%)
	>10 years	104 (68.42%)
Field of teaching	Economics	47 (30.92%)
	Engineering	12 (7.89%)
	Social Sciences	53 (34.87%)
	Others	40 (26.32%)
Level of Education	Bachelor's Degree	6 (3.95%)
	Master's Degree	132 (86.84%)
	Doctoral Degree	14 (9.21%)

Appendix 2. The value of outer loading, Cronbach alpha, CR and AVE

Variables	Outer loading	Cronbach alpha	CR	AVE	Variables	Outer loading	Cronbach alpha	CR	AVE
1A. Formal procedure justice		0.949	0.959	0.798	2A. Fun activities		0.905	0.930	0.728
1AFOR1	0.876				2AFUN1	0.742			
1AFOR2	0.886				2AFUN2	0.915			
1AFOR3	0.913				2AFUN3	0.881			
1AFOR4	0.895				2AFUN4	0.879			
1AFOR5	0.895				2AFUN5	0.839			
1AFOR6	0.893								
1B. Interactive justice		0.948	0.959	0.796	2B. Coworker socializing		0.876	0.915	0.731
1BINT1	0.827				2BCOS1	0.890			
1BINT2	0.828				2BCOS2	0.884			
1BINT3	0.919				2BCOS3	0.801			
1BINT4	0.930				2BCOS4	0.842			
1BINT5	0.922								
1BINT6	0.920								
1C. Distributive justice		0.961	0.970	0.867	2C. Manager support for fun		0.938	0.954	0.808
1CDIS1	0.905				2CMAN1	0.928			
1CDIS2	0.909				2CMAN2	0.940			
1CDIS3	0.962				2CMAN3	0.943			
1CDIS4	0.964				2CMAN4	0.947			
1CDIS5	0.914				2CMAN5	0.714			
3. Employee innovative behavior		0.886	0.914	0.642	2D. Student socializing		0.895	0.935	0.827

Variables	Outer loading	Cronbach alpha	CR	AVE	Variables	Outer loading	Cronbach alpha	CR	AVE
3EIB1	0.764				2DSTS1	0.904			
3EIB2	0.859				2DSTS2	0.912			
3EIB3	0.849				2DSTS3	0.911			
3EIB4	0.857								
3EIB5	0.842								
3EIB6	0.627								

4. Job performance	0.888	0.918	0.691						
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4JPER1	0.789								
4JPER2	0.868								
4JPER3	0.863								
4JPER4	0.799								
4JPER5	0.835								

Appendix 3. The information of HTMT ratio

	1A	1B	1C	2A	2B	2C	2D	3
1A. Formal procedure justice								
1B. Interactive justice	0.749							
1C. Distributive justice	0.625	0.737						
1D. Perceived justice								
2A. Fun activities								
2B. Coworker socializing				0.426				
2C. Manager support for fun				0.777	0.514			
2D. Student socializing				0.296	0.531	0.445		
2E. Workplace fun								
3. Employee innovative behavior								
4. Job performance								0.578

Appendix 4. VIF value, R² values and Q² values

	VIF value				R ² value	Q ² value
	1D	2E	3	4		
1A. Formal procedure justice	2.115					
1B. Interactive justice	2.702					
1C. Distributive justice	2.065					
1D. Perceived justice			1.693	1.820		
2A. Fun activities		2.107				
2B. Coworker socializing		1.471				
2C. Manager support for fun		2.413				
2D. Student socializing		1.370				
2E. Workplace fun			1.693	2.149		
3. Employee innovative behavior				1.892	47%	0.286
4. Job performance					29%	0.185

Appendix 5. The IPMA chart

