

# GENERATION Z'S ORGANIZATIONAL COMMITMENT IN THE RETAIL SECTOR IN HO CHI MINH CITY

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## Appendix 1. Measurement scales

Symbol	Statement	Source
<b>Workplace mindfulness</b>		
WM1	When my attention gets sidetracked at work, I make a disciplined choice to refocus my efforts upon my work.	Zivnuska et al. (2016)
WM 2	When interrupted from a task I am engaged in at work, I am able to clear my mind and dive back into the task.	
WM3	When I get preoccupied with distracting thoughts at work, I recognize it and then intentionally redirect my attention back to my work.	
WM4	When at work, I am able to purposefully focus on tasks and refocus when presented with an interruption or distraction.	
WM5	When I get distracted at work, I recognize it and then purposefully turn back to the task at hand	
<b>Employee empowerment</b>		
EE1	I feel competent to perform the tasks required for my position	Zamanan et al. (2020)
EE2	I am confident about my capabilities and skills to do my job	
EE3	I have considerable opportunity for interdependence and freedom in how I do my job	
EE4	My manager trusts me to make the appropriate decisions in my job	
EE5	I have the authority to make the necessary decisions to perform my job well	
<b>Job security</b>		
SE1	I will be able to keep my present job as long as I wish	Oldham et al. (1986)
SE2	I am confident that I will be able to work for my organization as long as I wish	
SE3	If my job were eliminated, I would be offered another job in my current organization	
SE4	I am secure in my job	
<b>Supervisor emotional support</b>		
SES1	Your manager provides emotional support to you	Baker & Kim (2020)
SES2	It is easy to talk with your manager	
SES3	Your manager is willing to listen to your work life problems	

Symbol	Statement	Source
SES4	Your manager can be relied on when things get tough at work	
Work-life balance		
WB1	I currently have a good balance between the time I spend at work and the time I have available for non-work activities _	Talukder et al. (2018)
WB2	I feel that the balance between my work demands and non-work activities is currently about right	
WB3	I am able to negotiate and accomplish what is expected of me at work and in my family	
WB4	I am able to accomplish the expectations that my supervisors and my family have for me	
Job satisfaction		
JS1	My job is like a hobby to me	Talukder et al. (2018)
JS2	My job is usually interesting enough to keep me from getting bored	
JS3	I feel that I am happier in my work than most other people	
JS4	I like my job better than the average worker does	
JS5	I find real enjoyment in my work	
Organizational Commitment		
OC1	I am willing to put in a great deal of effort beyond that normally expected to help this organization be successful	Talukder et al. (2018)
OC2	I talk up this organization to my friends as a great organization to work for	
OC3	I would accept almost any type of job assignment to keep working for this organization	
OC4	I find that my values and the organization's values are very similar	
OC5	For me this is the best of all possible organizations for which to work	

## Appendix 2. Descriptive statistics of the sample

Title	Sample	Frequency	Percentage
Gender	Males	157	46.9%
	Females	178	53.1%
Income	Income below 10 million VND	72	21.5%
	Income from 10 million to below 15 million VND	160	47.7%
	Income above 15 million VND	103	30.8%
Years of experience	Less than a year	79	23.6%
	From 1 to 3 years	137	40.9%
	More than 3 years	119	35.5%
Total		335	100%

**Appendix 3.** Construct reliability and validity

	<b>Cronbach's alpha</b>	<b>Composite reliability (rho_a)</b>	<b>Composite reliability (rho c)</b>	<b>Average variance extracted (AVE)</b>
EE	0.846	0.846	0.896	0.684
JS	0.857	0.860	0.898	0.637
OC	0.844	0.845	0.889	0.616
SE	0.823	0.852	0.881	0.649
SES	0.821	0.862	0.880	0.648
WB	0.814	0.824	0.877	0.641
WM	0.817	0.819	0.879	0.646

**Appendix 4.** Heterotrait-Monotrait ratio of correlations

	<b>EE</b>	<b>JS</b>	<b>OC</b>	<b>SES</b>	<b>SE</b>	<b>WB</b>	<b>WM</b>
EE							
JS	0.522						
OC	0.437	0.867					
SES	0.490	0.605	0.591				
SE	0.208	0.516	0.489	0.203			
WB	0.225	0.610	0.595	0.390	0.494		
WM	0.136	0.502	0.508	0.161	0.498	0.277	

**Appendix 5.** R-square

	<b>R-square</b>	<b>R-square adjusted</b>
JS	0.544	0.537
OC	0.565	0.563

**Appendix 6.** Conlinearity statistics (VIF) and f-square

	<b>VIF</b>	<b>f<sup>2</sup></b>
EE ⇒ JS	1.257	0.088
JS ⇒ OC	1.000	1.297
SE ⇒ JS	1.375	0.124
SES ⇒ JS	1.465	0.029
WB ⇒ JS	1.368	0.106
WM ⇒ JS	1.238	0.103