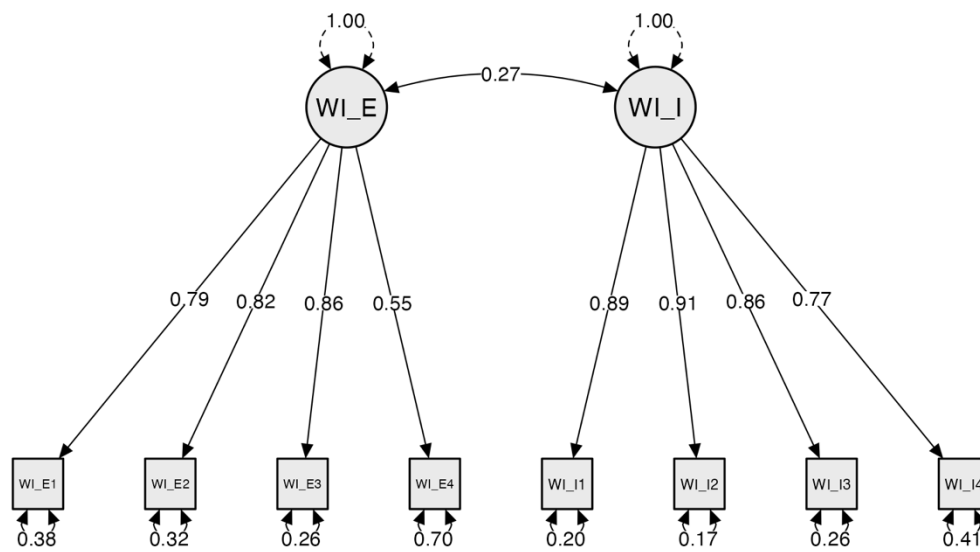


## Supplementary Materials

### Supplement A

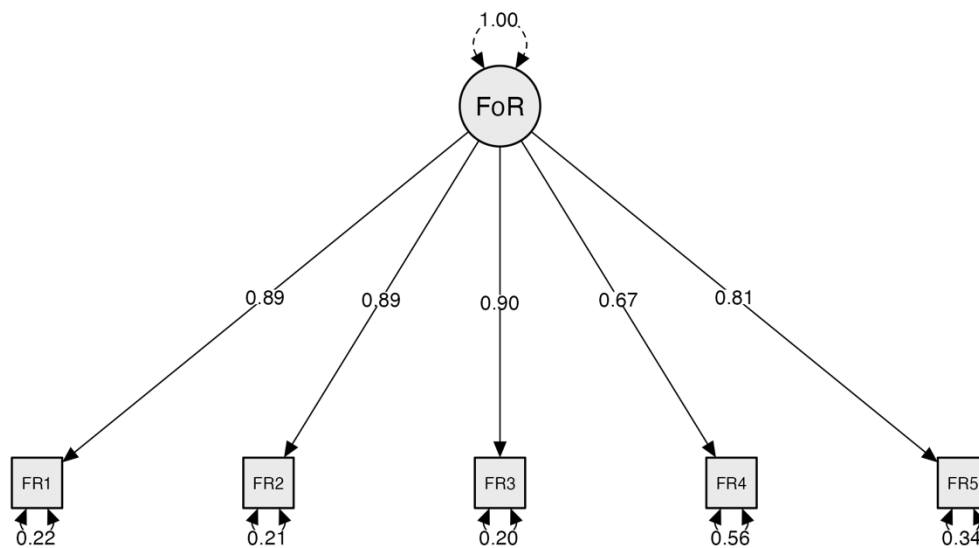
**Figure 1**

*Factor Model of the Whistleblowing Intentions Scale, With Standardized Coefficients*



*Note.* WI\_E – External whistleblowing intentions. WI\_I – Internal whistleblowing intentions.

## Supplement B

**Figure 1***Factor Model of the Fear of Retaliation Scale, With Standardized Coefficients*

*Note.* FoR – Fear of retaliation.

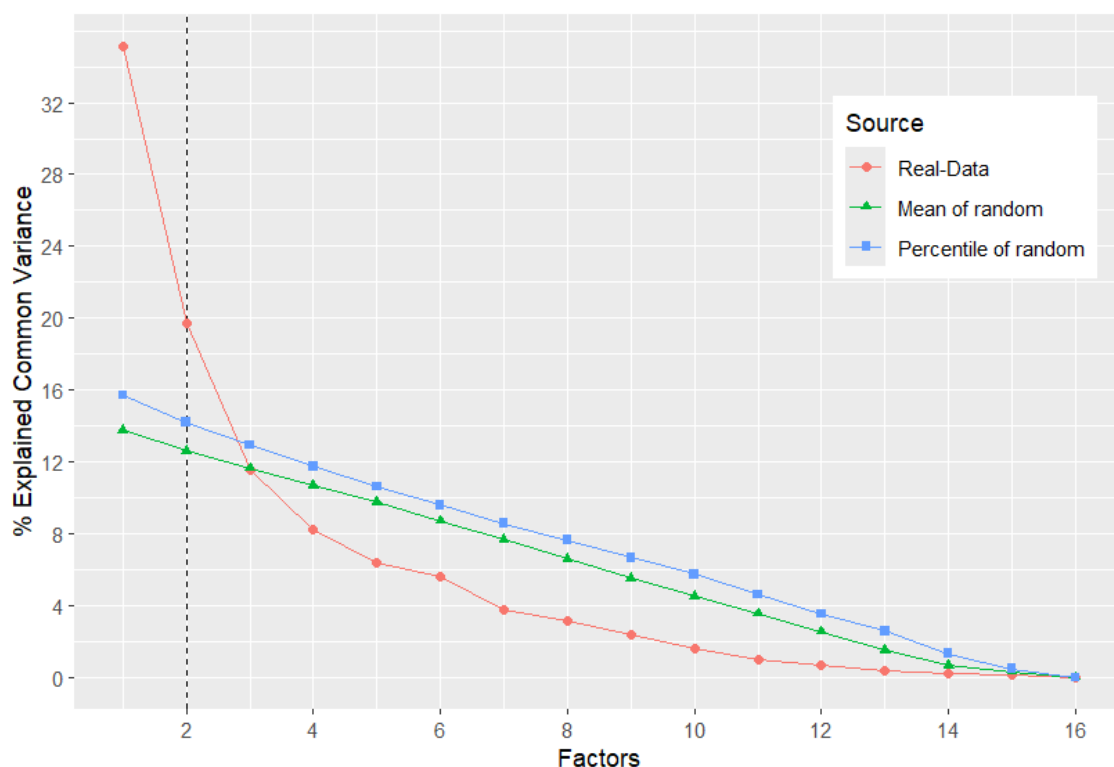
## Supplement C

### Factor structure of the Serbian version of the Work Locus of Control Scale (WLCS)

We conducted an exploratory factor analysis (EFA) to explore the latent structure of the Serbian translation of the WLCS on a sample of 220 participants. Factorization was justified according to the value of the Kaiser-Meyer-Olkin test ( $KMO = .78$ ) and the results of Bartlett's test of sphericity,  $\chi^2(120) = 1023.2, p < .001$ . Parallel analysis based on the minimum rank factor analysis suggested that two factors should be retained (Figure 1).

**Figure 1**

*Results of the Parallel Analysis Based on Minimum Rank Factor Analysis*



After extracting two factors (using the Principal axis factor method, recommended when the assumption of multivariate normality is violated, which is the case in our data; Fabrigar et al., 1999), the results indicated that three items should be removed from the scale due to very low factor loadings (Table 1). After further inspection of those three items, we concluded that they have ambiguous content, at least in Serbian, and do not straightforwardly indicate the internal work locus of control.

**Table 1***Factor Loadings (Pattern Matrix)*

Items	EWLC	IWLC	Uniqueness
WLCS9	.684		.561
WLCS6	.647		.580
WLCS16	.632		.635
WLCS8	.616		.458
WLCS13	.601		.666
WLCS12	.559		.671
WLCS10	.554		.600
WLCS5	.551		.715
WLCS2		.795	.421
WLCS1		.619	.628
WLCS3		.567	.659
WLCS7		.450	.810
WLCS11		.420	.730
<b>WLCS4</b>			.926
<b>WLCS14</b>			.766
<b>WLCS15</b>			.925

*Note.* EWLC – External work locus of control. IWLC – Internal work locus of control.

Furthermore, we decided to remove item WLCS7 based on the values of factor loadings from the structure matrix (i.e., due to the nonsignificant correlation of WLCS7 with the IWLC factor). After repeating the EFA without the abovementioned four items, the new pattern matrix revealed that item WLCS11 should also be removed due to nonsignificant factor loading. Thus, the final version of our WLCS has 11 items, 8 of which are indicators of the external work locus of control and 3 are indicators of the internal work locus of control (Table 2).

**Table 2***The Final Version of the Scale: Factor Loadings (Pattern Matrix)*

Items	EWLC	IWLC	Uniqueness
WLCS9	.694		.552
WLCS6	.647		.569
WLCS16	.624		.639
WLCS13	.623		.627
WLCS8	.605		.519
WLCS12	.556		.640
WLCS10	.553		.622
WLCS5	.536		.727
WLCS2		.954	.155
WLCS1		.669	.557
WLCS3		.512	.706

Note. EWLC – External work locus of control. IWLC – Internal work locus of control.

## References

- Fabrigar, L. R., Wegener, D. T., MacCallum, R. C., & Strahan, E. J. (1999). Evaluating the use of exploratory factor analysis in psychological research. *Psychological Methods*, 4(3), 272–299. <https://doi.org/10.1037/1082-989X.4.3.272>