

Notes: *N* = sample size; *r* = observed correlation coefficient; *r_{xx}* = reliability of variable *xx*; *r_{yy}* = reliability of variable *yy*; Code_{xx} = construct code for data coding (see Supplemental Table I. Construct Code Definitions); Variable name_{xx} = variable name *xx* as reported in study; Scale_{xx} = measure for variable *xx*; Code_{yy} = construct code for data coding (see Supplemental Table I. Construct Code Definitions); Variable name_{yy} = variable name *yy* as reported in study; Scale_{yy} = measure for variable *yy*; Published = published (0), unpublished (1). "?" indicates information was missing from original study.

Supplemental Table II. Summary of data included in meta-analysis

Author(s)	<i>N</i>	<i>r</i>	<i>r_{xx}</i>	<i>r_{yy}</i>	Code _{xx}	Variable name _{xx}	Scale _{xx}	Code _{yy}	Variable name _{yy}	Scale _{yy}	Published
Anand (2012)	208	.60	.85	.86	10	LMX	Liden & Maslyn (1998)	4	LPJ (leader-focused PJ)	Niehoff & Moorman (1993)	0
Andrews & Kacmar (2001)	418	.34	.82	.93	5	PJ	Moorman (1991)	7	DJ	Price & Mueller (1986)	1
Andrews & Kacmar (2001)	418	.30	.82	.90	5	PJ	Moorman (1991)	10	LMX	Scandura et al. (1986)	1
Andrews & Kacmar (2001)	418	.26	.93	.90	7	DJ	Price & Mueller (1986)	10	LMX	Scandura et al. (1986)	1
Ansari et al. (2007)	224	.45	.91	.86	10	LMX-affect	Liden & Maslyn (1998)	5	Procedural justice climate	Naumann & Bennett (2000)	1
Ansari et al. (2007)	224	.32	.80	.86	10	LMX-contribution	Liden & Maslyn (1998)	5	Procedural justice climate	Naumann & Bennett (2000)	1
Ansari et al. (2007)	224	.46	.84	.86	10	LMX-loyalty	Liden & Maslyn (1998)	5	Procedural justice climate	Naumann & Bennett (2000)	1
Ansari et al. (2007)	224	.52	.92	.86	10	LMX-respect	Liden & Maslyn (1998)	5	Procedural justice climate	Naumann & Bennett (2000)	1
Aryee et al. (2002)	153	.19	.92	.89	5	PJ	Niehoff & Moorman (1993)	11	Task perf	Tsui et al. (1997)	1
Aryee et al. (2002)	153	.59	.92	.77	5	PJ	Niehoff & Moorman (1993)	12	Job Sat	Brayfield & Rothe (1951)	1
Aryee et al. (2002)	153	.38	.95	.92	7	DJ	Price & Mueller (1986)	5	PJ	Niehoff & Moorman (1993)	1
Aryee et al. (2002)	153	.12	.95	.89	7	DJ	Price & Mueller (1986)	11	Task perf	Tsui et al. (1997)	1
Aryee et al. (2002)	153	.49	.95	.77	7	DJ	Price & Mueller (1986)	12	Job Sat	Brayfield & Rothe (1951)	1
Aryee et al. (2002)	153	.15	.77	.89	12	Job satisfaction	Brayfield & Rothe (1951)	11	Task perf	Tsui et al. (1997)	1
Bhal & Ansari (2007)	295	.31	.77	.77	4	Procedural justice - supervisor	Niehoff & Moorman (1993)	6	Distributive justice - supervisor	Price & Mueller (1986)	1
Bhal & Ansari (2007)	295	.33	.77	.86	4	Procedural justice - supervisor	Niehoff & Moorman (1993)	12	Satisfaction	Price (2001)	1
Bhal & Ansari (2007)	295	.77	.77	.86	6	Distributive justice - supervisor	Price & Mueller (1986)	12	Satisfaction	Price (2001)	1
Bhal & Ansari (2007)	295	.21	.89	.77	10	LMX-AF	Bhal & Ansari (1996, 2000)	4	Procedural justice - supervisor	Niehoff & Moorman (1993)	1
Bhal & Ansari (2007)	295	.42	.91	.77	10	LMX-PC	Bhal & Ansari (1996, 2000)	4	Procedural justice - supervisor	Niehoff & Moorman (1993)	1
Bhal & Ansari (2007)	295	.06	.89	.77	10	LMX-AF	Bhal & Ansari (1996, 2000)	6	Distributive justice - supervisor	Price & Mueller (1986)	1
Bhal & Ansari (2007)	295	.14	.91	.77	10	LMX-PC	Bhal & Ansari (1996, 2000)	6	Distributive justice - supervisor	Price & Mueller (1986)	1
Bhal & Ansari (2007)	295	.24	.89	.86	10	LMX-AF	Bhal & Ansari (1996, 2000)	12	Satisfaction	Price (2001)	1
Bhal & Ansari (2007)	295	.19	.91	.86	10	LMX-PC	Bhal & Ansari (1996, 2000)	12	Satisfaction	Price (2001)	1
Bhal (2006)	289	.32	.79	.79	7	DJ	Price & Mueller (1986)	5	PJ	Niehoff & Moorman (1993)	1
Bhal (2006)	289	.20	.88	.79	10	LMX (affect)	Bhal & Ansari (1996)	5	PJ	Niehoff & Moorman (1993)	1
Bhal (2006)	289	.41	.91	.79	10	LMX (perceived contribution)	Bhal & Ansari (1996)	5	PJ	Niehoff & Moorman (1993)	1
Bhal (2006)	289	.06	.88	.79	10	LMX (affect)	Bhal & Ansari (1996)	7	DJ	Price & Mueller (1986)	1
Bhal (2006)	289	.16	.91	.79	10	LMX (perceived contribution)	Bhal & Ansari (1996)	7	DJ	Price & Mueller (1986)	1
Burlacu (2013)	371	.65	.90	.85	9	Info justice	Colquitt (2001)	8	Interpersonal justice	Colquitt (2001)	0
Burlacu (2013)	371	.63	.87	.85	10	LMX	Bauer & Green (1996)	8	Interpersonal justice	Colquitt (2001)	0
Burlacu (2013)	371	.61	.87	.90	10	LMX	Bauer & Green (1996)	9	Info justice	Colquitt (2001)	0
Burton et al. (2008)	258	.54	.95	.96	5	PJ - org	Colquitt (2001)	7	DJ - org	Colquitt (2001)	1
Burton et al. (2008)	258	.49	.92	.95	10	LMX	Graen et al. (1982)	5	PJ - org	Colquitt (2001)	1
Burton et al. (2008)	258	.46	.92	.96	10	LMX	Graen et al. (1982)	7	DJ - org	Colquitt (2001)	1
Burton et al. (2008)	258	.15	.87	.95	11	Performance	Williams & Anderson (1991)	5	PJ - org	Colquitt (2001)	1
Burton et al. (2008)	258	.10	.87	.96	11	Performance	Williams & Anderson (1991)	7	DJ - org	Colquitt (2001)	1
Burton et al. (2008)	258	.26	.87	.92	11	Performance	Williams & Anderson (1991)	10	LMX	Graen et al. (1982)	1
Camerman et al. (2007)	162	.54	.82	.89	5	PJ	Colquitt (2001)	7	DJ	Colquitt (2001)	1
Camerman et al. (2007)	162	.41	.82	.88	5	PJ	Colquitt (2001)	8	Interpersonal justice	Colquitt (2001)	1
Camerman et al. (2007)	162	.59	.82	.90	5	PJ	Colquitt (2001)	9	Informational justice	Colquitt (2001)	1
Camerman et al. (2007)	162	.27	.82	.81	5	PJ	Colquitt (2001)	12	Outcome satisfaction	Camerman et al. (2007)	1
Camerman et al. (2007)	162	.37	.89	.88	7	DJ	Colquitt (2001)	8	Interpersonal justice	Colquitt (2001)	1
Camerman et al. (2007)	162	.54	.89	.90	7	DJ	Colquitt (2001)	9	Informational justice	Colquitt (2001)	1
Camerman et al. (2007)	162	.50	.89	.81	7	DJ	Colquitt (2001)	12	Outcome satisfaction	Camerman et al. (2007)	1
Camerman et al. (2007)	162	.63	.88	.90	8	Interpersonal justice	Colquitt (2001)	9	Informational justice	Colquitt (2001)	1
Camerman et al. (2007)	162	.29	.88	.81	8	Interpersonal justice	Colquitt (2001)	12	Outcome satisfaction	Camerman et al. (2007)	1
Camerman et al. (2007)	162	.29	.90	.81	9	Informational justice	Colquitt (2001)	12	Outcome satisfaction	Camerman et al. (2007)	1
Camps et al. (2012)	134	.53	.86	.82	5	Procedural justice - org	Colquitt (2001)	8	Interpersonal justice - supervisor	Colquitt (2001)	1
Camps et al. (2012)	134	.53	.97	.86	7	Distributive justice - org	Colquitt (2001)	5	Procedural justice - org	Colquitt (2001)	1
Camps et al. (2012)	134	.28	.97	.82	7	Distributive justice - org	Colquitt (2001)	8	Interpersonal justice - supervisor	Colquitt (2001)	1
Carter et al. (2014)	230	.77	.69	.94	1	Contingent Reward	MLQ (Bass & Avolio, 1991)	3	Transformational Leadership	MLQ (Avolio & Bass, 2004)	1
Cavazotte et al. (2013)	186	.35	.92	.81	2	Feedback	Herold et al. (1987)	11	Safety performance	Neal et al (2000)	1
Chen & Jin (2014)	264	.64	.70	.88	5	PJ	Ya (2003)	7	DJ	Ya (2003)	1
Chen & Jin (2014)	264	.29	.70	.73	5	PJ	Ya (2003)	10	LMX	Graen & Uhl-Bien (1995)	1
Chen & Jin (2014)	264	.25	.88	.73	7	DJ	Ya (2003)	10	LMX	Graen & Uhl-Bien (1995)	1
Chen et al. (2009)	209	.78	.95	.91	10	LMX	Liden & Maslyn (1998)	4	Procedural justice - supervisor	Moorman (1991)	1
Chernyak-Hai & Tziner (2014)	120	.18	.95	.78	7	DJ	Tang & Sarsfield-Baldwin (1996)	10	LMX	Graen & Uhl-Bien (1995)	1

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Supplemental Table II. Summary of data included in meta-analysis

Author(s)	N	r	r_{xx}	r_{yy}	Code $_{xx}$	Variable name $_{xx}$	Scale $_{xx}$	Code $_{yy}$	Variable name $_{yy}$	Scale $_{yy}$	Published
Chi & Lo (2003)	104	.56	.70	.86	6	DJ - supervisor	Ball et al. (1994)	4	PJ - Supervisor	Ball et al. (1994)	1
Chi & Lo (2003)	104	.38	.92	.86	10	LMX	Bauer & Green (1996)	4	PJ - Supervisor	Ball et al. (1994)	1
Chi & Lo (2003)	104	.15	.92	.70	10	LMX	Bauer & Green (1996)	6	DJ - Supervisor	Ball et al. (1994)	1
Chiaburu & Lim (2008)	120	.37	.97	.83	2	Manager trustworthiness	Mayer & Davis (1999)	4	Procedural justice	Colquitt (2001)	1
Chiaburu & Lim (2008)	120	.22	.97	.93	2	Manager trustworthiness	Mayer & Davis (1999)	6	Distributive justice	Colquitt (2001)	1
Chiaburu & Lim (2008)	120	.56	.83	.93	4	Procedural justice	Colquitt (2001)	6	Distributive justice	Colquitt (2001)	1
Chiaburu & Marinova (2006)	186	.56	.88	.92	4	PJ - supervisor	Colquitt (2001)	6	DJ - Supervisor	Colquitt (2001)	1
Chiaburu & Marinova (2006)	186	.42	.88	.92	4	PJ - supervisor	Colquitt (2001)	8	Interpersonal J - supervisor	Colquitt (2001)	1
Chiaburu & Marinova (2006)	186	.49	.88	.91	4	PJ - supervisor	Colquitt (2001)	9	Informational J - supervisor	Colquitt (2001)	1
Chiaburu & Marinova (2006)	186	.30	.92	.92	6	DJ - supervisor	Colquitt (2001)	8	Interpersonal J - supervisor	Colquitt (2001)	1
Chiaburu & Marinova (2006)	186	.46	.92	.91	6	DJ - supervisor	Colquitt (2001)	9	Informational J - supervisor	Colquitt (2001)	1
Chiaburu & Marinova (2006)	186	.77	.92	.91	8	Interpersonal justice - supervisor	Colquitt (2001)	9	Informational J - supervisor	Colquitt (2001)	1
Cho & Dansereau (2010)	119	.75	.88	.94	2	Individualized consideration	Bass & Avolio (2004)	3	Charisma	Bass & Avolio (2004)	1
Cho & Dansereau (2010)	119	.48	.88	.91	2	Individualized consideration	Bass & Avolio (2004)	5	Procedural justice climate	Colquitt (2001)	1
Cho & Dansereau (2010)	119	.59	.88	.94	2	Individualized consideration	Bass & Avolio (2004)	8	Interpersonal justice - supervisor	Colquitt (2001)	1
Cho & Dansereau (2010)	119	.47	.94	.91	3	Charisma	Bass & Avolio (2004)	5	Procedural justice climate	Colquitt (2001)	1
Cho & Dansereau (2010)	119	.58	.94	.94	8	Interpersonal justice - supervisor	Colquitt (2001)	3	Charisma	Bass & Avolio (2004)	1
Cho & Dansereau (2010)	119	.38	.94	.91	8	Interpersonal justice - supervisor	Colquitt (2001)	5	Procedural justice climate	Colquitt (2001)	1
Choi (2008)	265	.39	.85	.76	7	Distributive event justice	Colquitt (2001)	5	Procedural event justice	Colquitt (2001)	1
Cobb & Frey (1996)	54	.62	.89	.94	4	Procedural fairness	Cobb & Frey (1996)	6	Distributive fairness	Cobb & Frey (1996)	1
Cobb & Lau (2015)	366	.65	.92	.96	4	PJ - supervisor	Niehoff & Moorman (1993)	6	DJ - supervisor	Niehoff & Moorman (1993)	1
Cobb & Lau (2015)	366	.67	.90	.92	10	LMX	Graen et al. (1982)	4	PJ - supervisor	Niehoff & Moorman (1993)	1
Cobb & Lau (2015)	366	.57	.90	.96	10	LMX	Graen et al. (1982)	6	DJ - supervisor	Niehoff & Moorman (1993)	1
Cole (2004)	141	.47	?	.82	3	Transformational leadership	Cole (2004)	4	Interactional justice	Cole (2004)	1
Colquitt (2001)	301	.34	.78	.92	5	PJ	Colquitt (2001)	7	DJ	Colquitt (2001)	1
Colquitt (2001)	301	.35	.78	.79	5	PJ	Colquitt (2001)	8	Interpersonal J	Colquitt (2001)	1
Colquitt (2001)	301	.46	.78	.79	5	PJ	Colquitt (2001)	9	Informational J	Colquitt (2001)	1
Colquitt (2001)	301	.17	.79	.92	8	Interpersonal justice	Colquitt (2001)	7	DJ	Colquitt (2001)	1
Colquitt (2001)	301	.57	.79	.79	8	Interpersonal justice	Colquitt (2001)	9	Informational J	Colquitt (2001)	1
Colquitt (2001)	301	.29	.79	.92	9	Informational justice	Colquitt (2001)	7	DJ	Colquitt (2001)	1
Colquitt et al. (2012)	156	.50	.90	.96	4	Procedural justice	Colquitt (2001)	6	Distributional justice	Colquitt (2001)	1
Colquitt et al. (2012)	156	.55	.90	.95	4	Procedural justice	Colquitt (2001)	8	Interpersonal justice	Colquitt (2001)	1
Colquitt et al. (2012)	156	.15	.90	.80	4	Procedural justice	Colquitt (2001)	11	Job performance	Objective	1
Colquitt et al. (2012)	156	.27	.96	.80	6	Distributional justice	Colquitt (2001)	11	Job performance	Objective	1
Colquitt et al. (2012)	156	.37	.95	.96	8	Interpersonal justice	Colquitt (2001)	6	Distributional justice	Colquitt (2001)	1
Colquitt et al. (2012)	156	.25	.95	.80	8	Interpersonal justice	Colquitt (2001)	11	Job performance	Objective	1
Connell et al. (2003)	275	.55	.98	.69	3	Transformational leadership	Den Hartog et al. (1997)	5	PJ	Sweeney & McFarlin (1997)	1
Cropanzano et al. (2002)	102	.69	.83	.80	5	PJ	Cropanzano et al. (2002)	7	DJ	Cropanzano et al. (2002)	1
Cropanzano et al. (2002)	102	.25	.83	.92	5	PJ	Cropanzano et al. (2002)	10	LMX	Wakabayashi, Graen, & Uhl-Bien (1990)	1
Cropanzano et al. (2002)	102	.12	.83	.89	5	PJ	Cropanzano et al. (2002)	11	Performance	Cropanzano et al. (2002)	1
Cropanzano et al. (2002)	102	.20	.83	.78	5	PJ	Cropanzano et al. (2002)	12	Job Sat	Seashore, Lawler, Mirvis, & Camman (1982)	1
Cropanzano et al. (2002)	102	.07	.80	.89	7	DJ	Cropanzano et al. (2002)	11	Performance	Cropanzano et al. (2002)	1
Cropanzano et al. (2002)	102	.07	.80	.78	7	DJ	Cropanzano et al. (2002)	12	Job Sat	Seashore, Lawler, Mirvis, & Camman (1982)	1
Cropanzano et al. (2002)	102	.22	.92	.80	10	LMX	Wakabayashi, Graen, & Uhl-Bien (1990)	7	DJ	Cropanzano et al. (2002)	1
Cropanzano et al. (2002)	102	.42	.92	.89	10	LMX	Wakabayashi, Graen, & Uhl-Bien (1990)	11	Performance	Cropanzano et al. (2002)	1
Cropanzano et al. (2002)	102	.38	.92	.78	10	LMX	Wakabayashi, Graen, & Uhl-Bien (1990)	12	Job Sat	Seashore, Lawler, Mirvis, & Camman (1982)	1
Cropanzano et al. (2002)	102	.15	.78	.89	12	Job sat	Seashore, Lawler, Mirvis, & Camman (1982).	11	Performance	Cropanzano et al. (2002)	1
Dai et al. (2013)	358	.68	.67	.81	1	TSLs - transactional leadership	MLQ (Bass & Avolio, 1990)	4	Procedural justice	Nadiri & Tanova (2010)	1
Dai et al. (2013)	358	.80	.67	.76	1	TSLs - transactional leadership	MLQ (Bass & Avolio, 1990)	7	Distributive justice	Nadiri & Tanova (2010)	1
Dai et al. (2013)	358	.60	.79	.67	3	TFLs - Transformational leadership	MLQ (Bass & Avolio, 1990)	1	TSLs - transactional leadership	MLQ (Bass & Avolio, 1990)	1
Dai et al. (2013)	358	.85	.79	.81	3	TFLs - Transformational leadership	MLQ (Bass & Avolio, 1990)	4	Procedural justice	Nadiri & Tanova (2010)	1
Dai et al. (2013)	358	.74	.79	.76	3	TFLs - Transformational leadership	MLQ (Bass & Avolio, 1990)	7	Distributive justice	Nadiri & Tanova (2010)	1
Dai et al. (2013)	358	.86	.81	.76	4	Procedural justice	Nadiri & Tanova (2010)	7	Distributive justice	Nadiri & Tanova (2010)	1
De Cremer & den Ouden (2009)	61	.26	?	?	3	Transformational leadership - passion	De Cremer & Den Ouden (2009)	4	PJ	De Cremer & Den Ouden (2009)	1
De Cremer & van Knippenberg (2002)	150	.69	.85	.90	4	PJ	Moorman (1991)	3	Charisma	Bass & Avolio (1989)	1
De Cremer (2006)	57	.35	?	.84	4	PJ	De Cremer (2006)	3	Transformational Leadership	MLQ (Bass & Avolio, 1989)	1
De Cremer (2006)	69	.30	.90	.92	4	PJ	De Cremer (2006)	3	Transformational Leadership	MLQ (Bass & Avolio, 1989)	1

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Author(s)	N	r	r_{xx}	r_{yy}	Code $_{xx}$	Variable name $_{xx}$	Scale $_{xx}$	Code $_{yy}$	Variable name $_{yy}$	Scale $_{yy}$	Published
De Cremer (2006)	245	.29	.83	.94	4	PJ	Colquitt (2001)	3	Transformational leadership	MLQ (Bass & Avolio, 1989)	1
De Cremer et al. (2005)	125	.25	.85	.88	4	Procedural fairness	Colquitt (2001)	2	Rewarding leadership	Pearce & Sims (2002)	1
De Cremer et al. (2007)	257	.29	.80	.94	4	PJ	Colquitt (2001)	3	Transformational leadership	MLQ 5X (Avolio et al., 1999)	1
De Cremer et al. (2007)	257	.19	.95	.94	7	DJ	Colquitt (2001)	3	Transformational leadership	MLQ 5X (Avolio et al., 1999)	1
De Cremer et al. (2007)	257	.56	.95	.80	7	DJ	Colquitt (2001)	4	PJ	Colquitt (2001)	1
DeConinck (2010)	234	.49	.89	.95	4	Procedural justice	Colquitt (2001)	7	Distributive justice	Price & Mueller (1986)	1
DeConinck (2010)	234	.76	.92	.89	9	Interactional justice	Colquitt (2001)	4	Procedural justice	Colquitt (2001)	1
DeConinck (2010)	234	.35	.92	.95	9	Interactional justice	Colquitt (2001)	7	Distributive justice	Price & Mueller (1986)	1
DeConinck (2010)	248	.45	.89	.95	4	Procedural justice	Colquitt (2001)	7	Distributive justice	Price & Mueller (1986)	1
DeConinck (2010)	248	.52	.92	.89	9	Interactional justice	Colquitt (2001)	4	Procedural justice	Colquitt (2001)	1
DeConinck (2010)	248	.40	.92	.95	9	Interactional justice	Colquitt (2001)	7	Distributive justice	Price & Mueller (1986)	1
Dineen et al. (2006)	264	.25	.78	.86	4	PJ	Dineen, Lewicki, & Tomlinson (2006)	2	Supervisory guidance	Dineen, Lewicki, & Tomlinson (2006)	1
Dineen et al. (2006)	838	.52	.85	.82	4	PJ	Dineen, Lewicki, & Tomlinson (2006)	2	Supervisory guidance	Dineen, Lewicki, & Tomlinson (2006)	1
Ehrhart (2004)	120	.72	.98	.95	2	Servant leadership	Ehrhart (2004)	4	PJ climate - supervisor	Colquitt (2001)	1
El Akremi et al. (2010)	602	.56	.84	.95	5	Procedural justice - org	Colquitt (2001)	7	Distributive justice - org	Colquitt (2001)	1
El Akremi et al. (2010)	602	.47	.84	.93	5	Procedural justice - org	Colquitt (2001)	8	Interpersonal justice - supervisor	Colquitt (2001)	1
El Akremi et al. (2010)	602	.58	.84	.89	5	Procedural justice - org	Colquitt (2001)	9	Informational justice - supervisor	Colquitt (2001)	1
El Akremi et al. (2010)	602	.41	.84	.93	5	Procedural justice - org	Colquitt (2001)	10	LMX	Liden & Maslyn (1998)	1
El Akremi et al. (2010)	602	.39	.95	.93	7	Distributive justice - org	Colquitt (2001)	8	Interpersonal justice - supervisor	Colquitt (2001)	1
El Akremi et al. (2010)	602	.46	.95	.89	7	Distributive justice - org	Colquitt (2001)	9	Informational justice - supervisor	Colquitt (2001)	1
El Akremi et al. (2010)	602	.36	.95	.93	7	Distributive justice - org	Colquitt (2001)	10	LMX	Liden & Maslyn (1998)	1
El Akremi et al. (2010)	602	.69	.93	.89	8	Interpersonal justice - supervisor	Colquitt (2001)	9	Informational justice - supervisor	Colquitt (2001)	1
El Akremi et al. (2010)	602	.54	.93	.93	8	Interpersonal justice - supervisor	Colquitt (2001)	10	LMX	Liden & Maslyn (1998)	1
El Akremi et al. (2010)	602	.59	.89	.93	9	Informational justice - supervisor	Colquitt (2001)	10	LMX	Liden & Maslyn (1998)	1
Elicker et al. (2006)	139	.01	.97	?	5	PJ	Keeping, Makiney, Levy, Moon, & Gillette (19)	11	Performance (supervisor)	Objective	1
Elicker et al. (2006)	139	.32	.97	?	5	PJ	Keeping, Makiney, Levy, Moon, & Gillette (19)	11	Performance (supervisor)	Objective	1
Elicker et al. (2006)	139	.76	.95	.97	7	DJ	Korsgaard & Roberson (1995)	5	PJ	Keeping, Makiney, Levy, Moon, & Gillette (19)	1
Elicker et al. (2006)	139	.05	.95	?	7	DJ	Korsgaard & Roberson (1995)	11	Performance (supervisor)	Objective	1
Elicker et al. (2006)	139	.41	.95	?	7	DJ	Korsgaard & Roberson (1995)	11	Performance (supervisor)	Objective	1
Elicker et al. (2006)	139	.50	.88	.97	10	LMX	LMX-7 (Graen et al., 1982)	5	PJ	Keeping, Makiney, Levy, Moon, & Gillette (19)	1
Elicker et al. (2006)	139	.45	.88	.95	10	LMX	LMX-7 (Graen et al., 1982)	7	DJ	Korsgaard & Roberson (1995)	1
Elicker et al. (2006)	139	.12	.88	?	10	LMX	LMX-7 (Graen et al., 1982)	11	Performance (supervisor)	Objective	1
Elicker et al. (2006)	139	.26	.88	?	10	LMX	LMX-7 (Graen et al., 1982)	11	Performance (supervisor)	Objective	1
Elicker et al. (2006)	139	.56	?	?	11	Performance (self)	objective	11	Performance (supervisor)	Objective	1
Epitropaki (2013)	864	.33	.78	.89	1	Transactional leadership	Avolio, Bass, & Jung (1999) MLQ Short Form	5	Procedural justice	Colquitt (2001)	1
Epitropaki (2013)	864	.53	.95	.78	3	Transformational leadership	Avolio, Bass, & Jung (1999) MLQ Short Form	1	Transactional leadership	Avolio, Bass, & Jung (1999) MLQ Short Form	1
Epitropaki (2013)	864	.58	.95	.89	3	Transformational leadership	Avolio, Bass, & Jung (1999) MLQ Short Form	5	Procedural justice	Colquitt (2001)	1
Erdogan & Liden (2006)	100	.32	.94	.92	7	DJ	Moorman (1991)	10	LMX-MDM	Liden & Maslyn (1998)	1
Erdogan et al. (2006)	263	.45	.94	.87	10	LMX	Liden & Maslyn (1998)	6	DJ	Niehoff & Moorman (1993)	1
Fein et al. (2013)	105	-.03	.83	.69	5	Procedural justice - org	Colquitt et al. (2002)	10	LMX	Liden & Maslyn (1998)	1
Fein et al. (2013)	105	.38	.89	.83	7	Distribution justice - org	Colquitt et al. (2002)	5	Procedural justice - org	Colquitt et al. (2002)	1
Fein et al. (2013)	105	.20	.89	.69	7	Distribution justice - org	Colquitt et al. (2002)	10	LMX	Liden & Maslyn (1998)	1
Ferres et al. (2005)	123	.57	.98	.69	3	Transformational leadership	Den Hartog, Muijen, & Koopman (1997)	5	Procedural justice	Sweeney & McFarlin (1997)	1
Ferres et al. (2005)	152	.53	.98	.69	3	Transformational leadership	Den Hartog, Muijen, & Koopman (1997)	5	Procedural justice	Sweeney & McFarlin (1997)	1
Frazier et al. (2010)	141	.57	.90	.94	4	BD-procedural justice	Colquitt (2001)	8	BD-interpersonal justice	Colquitt (2001)	1
Frazier et al. (2010)	141	.58	.90	.90	4	BD-procedural justice	Colquitt (2001)	9	BD-informational justice	Colquitt (2001)	1
Frazier et al. (2010)	141	.82	.94	.90	8	BD-interpersonal justice	Colquitt (2001)	9	BD-informational justice	Colquitt (2001)	1
Frazier et al. (2010)	141	.76	.86	.90	8	SL-interpersonal justice	Colquitt (2001)	9	SL-informational justice	Colquitt (2001)	1
Fuchs (2011)	137	.66	.92	.89	7	ODJ - org distributive justice	Byrne & Cropanzano (2000)	5	OPJ - org procedural justice	Byrne & Cropanzano (2000)	1
Gaudet et al. (2014)	294	.40	.93	.82	1	Contingent Reward	Podsakoff, Mackenzie, Moorman, & Fetter (19)	4	PJ	Folger & Konovsky (1989), Niehoff & Moorm:	1
Gaudet et al. (2014)	294	.24	.93	.77	1	Contingent Reward	Podsakoff, Mackenzie, Moorman, & Fetter (19)	6	DJ	Folger & Konovsky (1989), Niehoff & Moorm:	1
Gaudet et al. (2014)	294	.79	.94	.93	3	Transformational leadership	Podsakoff, Mackenzie, Moorman, & Fetter (19)	1	Contingent reward	Podsakoff, MacKenzie, Moorman, & Fetter (15)	1
Gaudet et al. (2014)	294	.38	.94	.82	3	Transformational leadership	Podsakoff, Mackenzie, Moorman, & Fetter (19)	4	PJ	Folger & Konovsky (1989), Niehoff & Moorm:	1
Gaudet et al. (2014)	294	.25	.94	.77	3	Transformational leadership	Podsakoff, Mackenzie, Moorman, & Fetter (19)	6	DJ	Folger & Konovsky (1989), Niehoff & Moorm:	1
Gaudet et al. (2014)	294	.40	.77	.82	6	DJ	Folger & Konovsky (1989), Niehoff & Moorm:	4	PJ	Folger & Konovsky (1989), Niehoff & Moorm:	1
Georgalis et al. (2015)	100	.38	.86	.96	5	PJ	Colquitt (2001)	8	Interpersonal Justice	Colquitt (2001)	1
Georgalis et al. (2015)	100	.58	.86	.93	5	PJ	Colquitt (2001)	9	Informational Justice	Colquitt (2001)	1

Notes: *N* = sample size; *r* = observed correlation coefficient; *r_{xx}* = reliability of variable xx; *r_{yy}* = reliability of variable yy; Code_{xx} = construct code for data coding (see Supplemental Table I. Construct Code Definitions); Variable name_{xx} = variable name xx as reported in study; Scale_{xx} = measure for variable xx; Code_{yy} = construct code for data coding (see Supplemental Table I. Construct Code Definitions); Variable name_{yy} = variable name yy as reported in study; Scale_{yy} = measure for variable yy; Published = published (0), unpublished (1). "?" indicates information was missing from original study.

Supplemental Table II. Summary of data included in meta-analysis

Author(s)	<i>N</i>	<i>r</i>	<i>r_{xx}</i>	<i>r_{yy}</i>	Code _{xx}	Variable name _{xx}	Scale _{xx}	Code _{yy}	Variable name _{yy}	Scale _{yy}	Published
Georgalis et al. (2015)	100	.58	.96	.93	8	Interpersonal Justice	Colquitt (2001)	9	Informational Justice	Colquitt (2001)	1
Georgalis et al. (2015)	100	.07	.87	.86	10	LMX	Graen & Uhl-Bien (1995)	5	PJ	Colquitt (2001)	1
Georgalis et al. (2015)	100	.27	.87	.96	10	LMX	Graen & Uhl-Bien (1995)	8	Interpersonal Justice	Colquitt (2001)	1
Georgalis et al. (2015)	100	.30	.87	.93	10	LMX	Graen & Uhl-Bien (1995)	9	Informational Justice	Colquitt (2001)	1
Gillet et al. (2013)	343	.32	.94	.79	3	Transformational leadership	Carless, Wearing, & Mann (2000)	6	Distributive justice	Niehoff & Moorman (1993)	1
Gould-Williams & Davies (2005)	181	.21	?	.85	7	Fair rewards	Gould-Williams et al. (2005)	2	Empowerment	Gould-Williams et al. (2005)	1
Graen et al. (2006)	117	.34	.88	.97	4	PJ	Graen et al. (2004)	10	LMX Leadership	LMX-7 (Graen & Uhl-Bien, 1993)	1
Graen et al. (2006)	117	.57	.83	.88	6	DJ	Graen et al. (2004)	4	PJ	Graen et al. (2004)	1
Graen et al. (2006)	117	.61	.83	.97	6	DJ	Graen et al. (2004)	10	LMX Leadership	LMX-7 (Graen & Uhl-Bien, 1993)	1
Grover & Coppins (2012)	74	.35	.76	.87	1	Contingent reward	MLQ (Bass & Avolio, 2002)	8	Interpersonal fairness	Colquitt (2001)	1
Grover & Coppins (2012)	74	.39	.76	.92	1	Contingent reward	MLQ (Bass & Avolio, 2002)	12	Job Satisfaction	Weiss, Davis, England, & Lofquist (1967)	1
Grover & Coppins (2012)	74	.77	.90	.76	3	Transformational leadership	MLQ (Bass & Avolio, 2002)	1	Contingent reward	MLQ (Bass & Avolio, 2002)	1
Grover & Coppins (2012)	74	.33	.90	.87	3	Transformational leadership	MLQ (Bass & Avolio, 2002)	8	Interpersonal fairness	Colquitt (2001)	1
Grover & Coppins (2012)	74	.51	.90	.92	3	Transformational leadership	MLQ (Bass & Avolio, 2002)	12	Job Satisfaction	Weiss, Davis, England, & Lofquist (1967)	1
Grover & Coppins (2012)	74	.46	.87	.92	8	Interpersonal fairness	Colquitt (2001)	12	Job Satisfaction	Weiss, Davis, England, & Lofquist (1967)	1
Gumusluoglu et al. (2013)	445	.47	.93	.86	3	Transformational leadership	MLQ (Bass & Avolio, 1995)	5	Procedural justice	Lamertz (2002)	1
Hassan et al. (2014)	415	.63	.92	.93	2	Supportive behaviors	Kim & Yukl (1995)	5	Procedural Fairness	Colquitt (2001)	1
Haynie et al. (2014)	90	.39	.90	.87	5	PJ - org	Niehoff & Moorman (1993)	7	DJ - org	Niehoff & Moorman (1993)	1
Haynie et al. (2014)	90	.21	.90	.93	5	PJ - org	Niehoff & Moorman (1993)	11	Task Performance	Haynie et al. (2014)	1
Haynie et al. (2014)	90	.30	.87	.93	7	DJ - org	Niehoff & Moorman (1993)	11	Task Performance	Haynie et al. (2014)	1
Haynie et al. (2014)	90	.58	.87	.90	10	LMX	Scandura & Graen (1984)	5	PJ - org	Niehoff & Moorman (1993)	1
Haynie et al. (2014)	90	.44	.87	.87	10	LMX	Scandura & Graen (1984)	7	DJ - org	Niehoff & Moorman (1993)	1
Haynie et al. (2014)	90	.26	.87	.93	10	LMX	Scandura & Graen (1984)	11	Task Performance	Haynie et al. (2014)	1
He et al. (2016)	203	.36	.91	.86	4	Procedural justice	Niehoff & Moorman (1993)	10	LMX quality	Graen & Uhl-Bien (1995)	1
He et al. (2016)	203	.15	.91	.89	4	Procedural justice	Niehoff & Moorman (1993)	11	Task performance	Farh et al (1991)	1
He et al. (2016)	203	.54	.94	.91	7	Distributive justice	Niehoff & Moorman (1993)	4	Procedural justice	Niehoff & Moorman (1993)	1
He et al. (2016)	203	.28	.94	.86	7	Distributive justice	Niehoff & Moorman (1993)	10	LMX quality	Graen & Uhl-Bien (1995)	1
He et al. (2016)	203	.16	.94	.89	7	Distributive justice	Niehoff & Moorman (1993)	11	Task performance	Farh et al (1991)	1
He et al. (2016)	203	.23	.86	.89	10	LMX quality	Graen & Uhl-Bien (1995)	11	Task performance	Farh et al (1991)	1
Heck et al. (2005)	305	.65	.88	.94	5	PJ	Naumann & Bennett (2000)	7	DJ	Price & Mueller (1986)	1
Heck et al. (2005)	305	.81	.88	.90	5	PJ	Naumann & Bennett (2000)	10	LMX	Scandura & Graen (1984)	1
Heck et al. (2005)	305	.66	.94	.90	7	DJ	Price & Mueller (1986)	10	LMX	Scandura & Graen (1984)	1
Heck et al. (2005)	305	.63	.80	.88	12	Job sat	Chalykoff & Kochan (1989)	5	PJ	Naumann & Bennett (2000)	1
Heck et al. (2005)	305	.71	.80	.94	12	Job sat	Chalykoff & Kochan (1989)	7	DJ	Price & Mueller (1986)	1
Heck et al. (2005)	305	.64	.80	.90	12	Job sat	Chalykoff & Kochan (1989)	10	LMX	Scandura & Graen (1984)	1
Holtz & Harold (2013)	122	.22	.85	.76	1	Structure	Stogdill (1963); LBDQ-XII	1	Structure (leader self-rated)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	122	.14	.85	.75	1	Structure	Stogdill (1963); LBDQ-XII	2	Consideration (leader self-rated)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	122	.58	.85	.92	1	Structure	Stogdill (1963); LBDQ-XII	5	Procedural justice	Colquitt (2001)	1
Holtz & Harold (2013)	122	.46	.85	.92	1	Structure	Stogdill (1963); LBDQ-XII	7	Distributive justice	Colquitt (2001)	1
Holtz & Harold (2013)	122	.50	.85	.91	1	Structure	Stogdill (1963); LBDQ-XII	8	Interpersonal justice	Colquitt (2001)	1
Holtz & Harold (2013)	122	.67	.85	.90	1	Structure	Stogdill (1963); LBDQ-XII	9	Informational justice	Colquitt (2001)	1
Holtz & Harold (2013)	122	.65	.89	.85	2	Consideration	Stogdill (1963); LBDQ-XII	1	Structure	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	122	.22	.89	.76	2	Consideration	Stogdill (1963); LBDQ-XII	1	Structure (leader self-rated)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	122	.48	.75	.76	2	Consideration (leader self-rated)	Stogdill (1963); LBDQ-XII	1	Structure (leader self-rated)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	122	.33	.89	.75	2	Consideration	Stogdill (1963); LBDQ-XII	2	Consideration (leader self-rated)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	122	.90	.89	.92	2	Consideration	Stogdill (1963); LBDQ-XII	5	Procedural justice	Colquitt (2001)	1
Holtz & Harold (2013)	122	.53	.89	.92	2	Consideration	Stogdill (1963); LBDQ-XII	7	Distributive justice	Colquitt (2001)	1
Holtz & Harold (2013)	122	.68	.89	.91	2	Consideration	Stogdill (1963); LBDQ-XII	8	Interpersonal justice	Colquitt (2001)	1
Holtz & Harold (2013)	122	.72	.89	.90	2	Consideration	Stogdill (1963); LBDQ-XII	9	Informational justice	Colquitt (2001)	1
Holtz & Harold (2013)	122	.25	.92	.76	5	Procedural justice	Colquitt (2001)	1	Structure (leader self-rated)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	122	.12	.92	.75	5	Procedural justice	Colquitt (2001)	2	Consideration (leader self-rated)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	122	.49	.92	.91	5	Procedural justice	Colquitt (2001)	8	Interpersonal justice	Colquitt (2001)	1
Holtz & Harold (2013)	122	.53	.92	.90	5	Procedural justice	Colquitt (2001)	9	Informational justice	Colquitt (2001)	1
Holtz & Harold (2013)	122	.29	.92	.76	7	Distributive justice	Colquitt (2001)	1	Structure (leader self-rated)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	122	.15	.92	.75	7	Distributive justice	Colquitt (2001)	2	Consideration (leader self-rated)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	122	.78	.92	.92	7	Distributive justice	Colquitt (2001)	5	Procedural justice	Colquitt (2001)	1
Holtz & Harold (2013)	122	.46	.92	.91	7	Distributive justice	Colquitt (2001)	8	Interpersonal justice	Colquitt (2001)	1

Notes: N = sample size; r = observed correlation coefficient; r_{xx} = reliability of variable xx ; r_{yy} = reliability of variable yy ; Code $_{xx}$ = construct code for data coding (see Supplemental Table I. Construct Code Definitions); Variable name $_{xx}$ = variable name xx as reported in study; Scale $_{xx}$ = measure for variable xx ; Code $_{yy}$ = construct code for data coding (see Supplemental Table I. Construct Code Definitions); Variable name $_{yy}$ = variable name yy as reported in study; Scale $_{yy}$ = measure for variable yy ; Published = published (0), unpublished (1). "?" indicates information was missing from original study.

Supplemental Table II. Summary of data included in meta-analysis

Author(s)	N	r	r_{xx}	r_{yy}	Code $_{xx}$	Variable name $_{xx}$	Scale $_{xx}$	Code $_{yy}$	Variable name $_{yy}$	Scale $_{yy}$	Published
Holtz & Harold (2013)	122	.51	.92	.90	7	Distributive justice	Colquitt (2001)	9	Informational justice	Colquitt (2001)	1
Holtz & Harold (2013)	122	.19	.91	.76	8	Interpersonal justice	Colquitt (2001)	1	Structure (leader self-rated)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	122	.20	.91	.75	8	Interpersonal justice	Colquitt (2001)	2	Consideration (leader self-rated)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	122	.20	.90	.76	9	Informational justice	Colquitt (2001)	1	Structure (leader self-rated)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	122	.26	.90	.75	9	Informational justice	Colquitt (2001)	2	Consideration (leader self-rated)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	122	.71	.90	.91	9	Informational justice	Colquitt (2001)	8	Interpersonal justice	Colquitt (2001)	1
Holtz & Harold (2013)	210	.78	.88	.88	1	Structure (subordinate)	Stogdill (1963); LBDQ-XII	1	Structure (subordinate)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	210	.57	.88	.74	1	Structure (subordinate)	Stogdill (1963); LBDQ-XII	2	Consideration (subordinate)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	210	.64	.88	.90	1	Structure (subordinate)	Stogdill (1963); LBDQ-XII	5	Procedural justice	Colquitt (2001)	1
Holtz & Harold (2013)	210	.53	.88	.88	1	Structure (subordinate)	Stogdill (1963); LBDQ-XII	7	Distributive justice	Colquitt (2001)	1
Holtz & Harold (2013)	210	.54	.88	.90	1	Structure (subordinate)	Stogdill (1963); LBDQ-XII	8	Interpersonal justice	Colquitt (2001)	1
Holtz & Harold (2013)	210	.60	.88	.89	1	Structure (subordinate)	Stogdill (1963); LBDQ-XII	9	Informational justice	Colquitt (2001)	1
Holtz & Harold (2013)	210	.72	.74	.88	2	Consideration (subordinate)	Stogdill (1963); LBDQ-XII	1	Structure (subordinate)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	210	.59	.74	.88	2	Consideration (subordinate)	Stogdill (1963); LBDQ-XII	1	Structure (subordinate)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	210	.72	.74	.88	2	Consideration (subordinate)	Stogdill (1963); LBDQ-XII	1	Structure (subordinate)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	210	.67	.74	.74	2	Consideration (subordinate)	Stogdill (1963); LBDQ-XII	2	Consideration (subordinate)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	210	.64	.74	.90	2	Consideration (subordinate)	Stogdill (1963); LBDQ-XII	5	Procedural justice	Colquitt (2001)	1
Holtz & Harold (2013)	210	.45	.74	.88	2	Consideration (subordinate)	Stogdill (1963); LBDQ-XII	7	Distributive justice	Colquitt (2001)	1
Holtz & Harold (2013)	210	.63	.74	.90	2	Consideration (subordinate)	Stogdill (1963); LBDQ-XII	8	Interpersonal justice	Colquitt (2001)	1
Holtz & Harold (2013)	210	.62	.74	.89	2	Consideration (subordinate)	Stogdill (1963); LBDQ-XII	9	Informational justice	Colquitt (2001)	1
Holtz & Harold (2013)	210	.51	.90	.88	5	Procedural justice	Colquitt (2001)	1	Structure (subordinate)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	210	.49	.90	.74	5	Procedural justice	Colquitt (2001)	2	Consideration (subordinate)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	210	.73	.90	.90	5	Procedural justice	Colquitt (2001)	8	Interpersonal justice	Colquitt (2001)	1
Holtz & Harold (2013)	210	.75	.90	.89	5	Procedural justice	Colquitt (2001)	9	Informational justice	Colquitt (2001)	1
Holtz & Harold (2013)	210	.45	.88	.88	7	Distributive justice	Colquitt (2001)	1	Structure (subordinate)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	210	.38	.88	.74	7	Distributive justice	Colquitt (2001)	2	Consideration (subordinate)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	210	.74	.88	.90	7	Distributive justice	Colquitt (2001)	5	Procedural justice	Colquitt (2001)	1
Holtz & Harold (2013)	210	.56	.88	.90	7	Distributive justice	Colquitt (2001)	8	Interpersonal justice	Colquitt (2001)	1
Holtz & Harold (2013)	210	.57	.88	.89	7	Distributive justice	Colquitt (2001)	9	Informational justice	Colquitt (2001)	1
Holtz & Harold (2013)	210	.45	.90	.88	8	Interpersonal justice	Colquitt (2001)	1	Structure (subordinate)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	210	.47	.90	.74	8	Interpersonal justice	Colquitt (2001)	2	Consideration (subordinate)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	210	.55	.89	.88	9	Informational justice	Colquitt (2001)	1	Structure (subordinate)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	210	.49	.89	.74	9	Informational justice	Colquitt (2001)	2	Consideration (subordinate)	Stogdill (1963); LBDQ-XII	1
Holtz & Harold (2013)	210	.80	.89	.90	9	Informational justice	Colquitt (2001)	8	Interpersonal justice	Colquitt (2001)	1
Hoobler (2002)	210	.04	.86	.93	5	PJ	Niehoff & Moorman (1993)	11	Performance	Mott (1972)	0
Hsiung (2012)	404	.34	.87	.87	10	LMX	LMX-7 (Graen & Uhl-Bien, 1995)	4	Procedural justice	Niehoff & Moorman (1993)	1
Huang et al. (2015)	203	.43	.85	.87	5	PJ	Colquitt (2001)	8	Interpersonal Justice	Colquitt (2001)	1
Huang et al. (2015)	203	.38	.77	.85	10	LMX Social Comparison	Vidvarthi et al. (2010)	5	PJ	Colquitt (2001)	1
Huang et al. (2015)	203	.45	.77	.87	10	LMX Social Comparison	Vidvarthi et al. (2010)	8	Interpersonal Justice	Colquitt (2001)	1
Hui et al. (2004)	557	.50	.92	.86	5	Procedural justice	Moorman (1991)	10	LMX	Aryee & Chen (2001)	1
Ishaq et al. (2012)	452	.17	.70	.74	5	Procedural justice	Niehoff & Moorman (1993)	10	LMX	Graen, Liden, & Hoel (1982)	1
Jiang & Cheng (2008)	1339	.21	.79	.85	8	Interpersonal justice perception	Bies & Moag (1986)	11	Job performance	Cheng, Jinang, & Riley (2003)	1
Johnson et al. (2006)	182	.67	.93	.87	7	DJ	Colquitt (2001)	5	PJ	Colquitt (2001)	1
Johnson et al. (2006)	261	.50	.86	.92	5	PJ	Colquitt (2001)	10	LMX	Graen, Novak, & Sommerkamp (1982)	1
Johnson et al. (2006)	261	.30	.86	.83	5	PJ	Colquitt (2001)	12	Task sat	Dunham & Smith (1979)	1
Johnson et al. (2006)	261	.43	.92	.86	7	DJ	Colquitt (2001)	5	PJ	Colquitt (2001)	1
Johnson et al. (2006)	261	.40	.92	.92	7	DJ	Colquitt (2001)	10	LMX	Graen, Novak, & Sommerkamp (1982)	1
Johnson et al. (2006)	261	.22	.92	.83	7	DJ	Colquitt (2001)	12	Task sat	Dunham & Smith (1979)	1
Johnson et al. (2006)	261	.45	.83	.92	12	Task satisfaction	Dunham & Smith (1979)	10	LMX	Graen, Novak, & Sommerkamp (1982)	1
Johnson et al. (2009)	157	.32	.95	.89	10	LMX	Scandura & Graen (1984)	11	In-role task performance	Williams & Anderson (1991)	1
Kacmar et al. (1999)	186	.44	.94	.87	7	Justice	Price & Mueller (1986)	12	Job Sat	Cammann, Fichman, Jenkins, & Klesh (1979)	1
Kacmar et al. (1999)	186	.45	.92	.94	10	LMX	Graen, Liden, & Hoel (1982)	7	DJ	Price & Mueller (1986)	1
Kacmar et al. (1999)	186	.36	.92	.87	10	LMX	Graen, Liden, & Hoel (1982)	12	Job Sat	Cammann, Fichman, Jenkins, & Klesh (1979)	1
Kang et al. (2012)	282	.38	.87	.85	4	Procedural justice	Niehoff & Moorman (1993)	10	Leader-member exchange	Scandura & Graen (1984)	1
Kang et al. (2012)	282	.05	.87	.76	4	Procedural justice	Niehoff & Moorman (1993)	11	Role-prescribed service behavior	Bettencourt & Brown (1997)	1
Kang et al. (2012)	282	.46	.84	.87	7	Distributive justice	Niehoff & Moorman (1993)	4	Procedural justice	Niehoff & Moorman (1993)	1
Kang et al. (2012)	282	.46	.84	.85	7	Distributive justice	Niehoff & Moorman (1993)	10	Leader-member exchange	Scandura & Graen (1984)	1

Notes: *N* = sample size; *r* = observed correlation coefficient; *r_{xx}* = reliability of variable xx; *r_{yy}* = reliability of variable yy; Code_{xx} = construct code for data coding (see Supplemental Table I. Construct Code Definitions); Variable name_{xx} = variable name xx as reported in study; Scale_{xx} = measure for variable xx; Code_{yy} = construct code for data coding (see Supplemental Table I. Construct Code Definitions); Variable name_{yy} = variable name yy as reported in study; Scale_{yy} = measure for variable yy; Published = published (0), unpublished (1). "?" indicates information was missing from original study.

Supplemental Table II. Summary of data included in meta-analysis

Author(s)	<i>N</i>	<i>r</i>	<i>r_{xx}</i>	<i>r_{yy}</i>	Code _{xx}	Variable name _{xx}	Scale _{xx}	Code _{yy}	Variable name _{yy}	Scale _{yy}	Published
Kang et al. (2012)	282	.20	.84	.76	7	Distributive justice	Niehoff & Moorman (1993)	11	Role-prescribed service behavior	Bettencourt & Brown (1997)	1
Kang et al. (2012)	282	.23	.85	.76	10	Leader-member exchange	Scandura & Graen (1984)	11	Role-prescribed service behavior	Bettencourt & Brown (1997)	1
Karriker & Williams (2009)	217	.19	.91	.93	4	Agent-procedural justice	Colquitt (2001)	10	LMX	Wakabayashi, Graen, & Uhl-Bien (1990)	1
Karriker & Williams (2009)	217	.52	.89	.91	5	System-procedural justice	Colquitt (2001)	4	Agent-procedural justice	Colquitt (2001)	1
Karriker & Williams (2009)	217	.38	.89	.95	5	System-procedural justice	Colquitt (2001)	6	Agent-distributive justice	Colquitt (2001)	1
Karriker & Williams (2009)	217	.30	.89	.92	5	System-procedural justice	Colquitt (2001)	8	Agent-interpersonal justice	Colquitt (2001)	1
Karriker & Williams (2009)	217	.59	.89	.93	5	System-procedural justice	Colquitt (2001)	10	LMX	Wakabayashi, Graen, & Uhl-Bien (1990)	1
Karriker & Williams (2009)	217	.64	.95	.91	6	Agent-distributive justice	Colquitt (2001)	4	Agent-procedural justice	Colquitt (2001)	1
Karriker & Williams (2009)	217	.69	.95	.93	6	Agent-distributive justice	Colquitt (2001)	10	LMX	Wakabayashi, Graen, & Uhl-Bien (1990)	1
Karriker & Williams (2009)	217	.34	.92	.91	7	System-distributive justice	Colquitt (2001)	4	Agent-procedural justice	Colquitt (2001)	1
Karriker & Williams (2009)	217	.60	.92	.89	7	System-distributive justice	Colquitt (2001)	5	System-procedural justice	Colquitt (2001)	1
Karriker & Williams (2009)	217	.52	.92	.95	7	System-distributive justice	Colquitt (2001)	6	Agent-distributive justice	Colquitt (2001)	1
Karriker & Williams (2009)	217	.18	.92	.92	7	System-distributive justice	Colquitt (2001)	8	Agent-interpersonal justice	Colquitt (2001)	1
Karriker & Williams (2009)	217	.32	.92	.93	7	System-distributive justice	Colquitt (2001)	10	LMX	Wakabayashi, Graen, & Uhl-Bien (1990)	1
Karriker & Williams (2009)	217	.65	.92	.91	8	Agent-interpersonal justice	Colquitt (2001)	4	Agent-procedural justice	Colquitt (2001)	1
Karriker & Williams (2009)	217	.57	.92	.95	8	Agent-interpersonal justice	Colquitt (2001)	6	Agent-distributive justice	Colquitt (2001)	1
Karriker & Williams (2009)	217	.59	.92	.93	8	Agent-interpersonal justice	Colquitt (2001)	10	LMX	Wakabayashi, Graen, & Uhl-Bien (1990)	1
Katou (2015)	1250	.67	.89	.85	1	Developmental	Rafferty & Griffin (2006)	5	Procedural justice	Niehoff & Moorman (1993)	1
Katou (2015)	1250	.68	.89	.90	1	Developmental	Rafferty & Griffin (2006)	7	Distributive justice	Niehoff & Moorman (1993)	1
Katou (2015)	1250	.69	.91	.89	2	Supportive	Rafferty & Griffin (2006)	1	Developmental	Rafferty & Griffin (2006)	1
Katou (2015)	1250	.70	.91	.85	2	Supportive	Rafferty & Griffin (2006)	5	Procedural justice	Niehoff & Moorman (1993)	1
Katou (2015)	1250	.63	.91	.90	2	Supportive	Rafferty & Griffin (2006)	7	Distributive justice	Niehoff & Moorman (1993)	1
Katou (2015)	1250	.72	.89	.89	3	Responsive	Purcell & Hutchinson (2007)	1	Developmental	Rafferty & Griffin (2006)	1
Katou (2015)	1250	.78	.89	.91	3	Responsive	Purcell & Hutchinson (2007)	2	Supportive	Rafferty & Griffin (2006)	1
Katou (2015)	1250	.71	.89	.85	3	Responsive	Purcell & Hutchinson (2007)	5	Procedural justice	Niehoff & Moorman (1993)	1
Katou (2015)	1250	.66	.89	.90	3	Responsive	Purcell & Hutchinson (2007)	7	Distributive justice	Niehoff & Moorman (1993)	1
Katou (2015)	1250	.74	.90	.85	7	Distributive justice	Niehoff & Moorman (1993)	5	Procedural justice	Niehoff & Moorman (1993)	1
Katrinli et al. (2010)	1397	.47	.89	.88	7	Distributive justice	Colquitt (2001)	10	Leader-member exchange quality	LMX-7 (Graen & Uhl-Bien, 1995)	1
Katrinli et al. (2010)	1397	.20	.89	.75	7	Distributive justice	Colquitt (2001)	12	Job Satisfaction	Brayfield & Rothe (1951)	1
Katrinli et al. (2010)	1397	.23	.88	.75	10	Leader-member exchange quality	LMX-7 (Graen & Uhl-Bien, 1995)	12	Job Satisfaction	Brayfield & Rothe (1951)	1
Keller & Dansereau (1995)	92	.65	.69	.93	10	Negotiating latitude	Liden & Graen (1980)	6	Supervisory fairness	Folger & Konovsky (1989)	1
Khazanchi & Masterson (2011)	205	.78	.92	.92	8	Interpersonal justice - Supervisory	Colquitt (2001)	9	Informational justice - supervisory	Colquitt (2001)	1
Khazanchi & Masterson (2011)	205	.76	.92	.94	8	Interpersonal justice - Supervisory	Colquitt (2001)	10	Leader-member exchange	Janssen & Van Yperen's (2004); Liden & Grae	1
Khazanchi & Masterson (2011)	205	.81	.92	.94	9	Informational justice - Supervisory	Colquitt (2001)	10	Leader-member exchange	Janssen & Van Yperen's (2004); Liden & Grae	1
Kiersch (2012)	187	.60	.95	.89	7	DJ	Colquitt (2001)	5	PJ	Colquitt (2001)	0
Kim & Andrew (2015)	260	.38	.86	.89	10	LMX	Scandura & Graen (1984)	7	Distributive justice	Colquitt (2001)	1
Kim & Andrew (2015)	260	.43	.86	.88	10	LMX	Scandura & Graen (1984)	12	Job satisfaction	Judge et al. (1998)	1
Kim & Andrew (2015)	260	.24	.88	.89	12	Job satisfaction	Judge et al. (1998)	7	Distributive justice	Colquitt (2001)	1
Kim & Kim (2015)	560	.52	.93	.93	3	Transformational leadership	Bass & Avolio (1995); Miao et al. (2012)	5	PJ	Niehoff & Moorman (1993)	1
Kirkman et al. (2009)	560	.56	.91	.90	3	Transformational leadership	Podsakoff, MacKenzie, Moorman, & Fetter (15	4	Procedural justice	Niehoff & Moorman (1993)	1
Kool & van Dierendonck (2012)	135	.50	.92	.88	1	Contingent reward	Podsakoff, MacKenzie, Moorman, & Fetter (15	8	Interpersonal justice	Colquitt (2001)	1
Kool & van Dierendonck (2012)	135	.56	.92	.88	1	Contingent reward	Podsakoff, MacKenzie, Moorman, & Fetter (15	9	Informational justice	Colquitt (2001)	1
Kool & van Dierendonck (2012)	135	.56	.93	.92	2	Servant leadership	Ehrhart (2004)	1	Contingent reward	Podsakoff, MacKenzie, Moorman, & Fetter (15	1
Kool & van Dierendonck (2012)	135	.47	.93	.88	2	Servant leadership	Ehrhart (2004)	8	Interpersonal justice	Colquitt (2001)	1
Kool & van Dierendonck (2012)	135	.69	.93	.88	2	Servant leadership	Ehrhart (2004)	9	Informational justice	Colquitt (2001)	1
Kool & van Dierendonck (2012)	135	.56	.88	.88	8	Interpersonal justice	Colquitt (2001)	9	Informational justice	Colquitt (2001)	1
Korsgaard et al. (1995)	89	.53	?	.96	2	Consideration	(lab manipulation)	4	Procedural fairness	Tyler & Cain (1981)	1
Korsgaard et al. (2002)	115	.39	.94	.82	5	HR policy fairness	Skarlicki & Latham (1997)	2	Mgr trustworthy behavior	Korsgaard, Brodt, & Whitener (2002)	1
Lam (2009)	115	.68	.88	.89	2	Rapport mgmt. behavior	White (2007)	10	Leader-member exchange	Liden & Maslyn (1998)	0
Lee & Wei (2017)	593	.52	.72	.92	1	Transactional leadership	Bass & Avolio (1997) MLQ	3	Transformational leadership	Bass & Avolio (1997) MLQ	1
Lee & Wei (2017)	593	.27	.91	.72	5	PJ	Colquitt (2001)	1	Transactional leadership	Bass & Avolio (1997) MLQ	1
Lee & Wei (2017)	593	.36	.91	.92	5	PJ	Colquitt (2001)	3	Transformational leadership	Bass & Avolio (1997) MLQ	1
Lee & Wei (2017)	593	.27	.90	.72	7	DJ	Colquitt (2001)	1	Transactional leadership	Bass & Avolio (1997) MLQ	1
Lee & Wei (2017)	593	.25	.90	.92	7	DJ	Colquitt (2001)	3	Transformational leadership	Bass & Avolio (1997) MLQ	1
Lee & Wei (2017)	593	.74	.90	.91	7	DJ	Colquitt (2001)	5	PJ	Colquitt (2001)	1
Li (2012)	349	.56	.93	.86	1	Transactional leadership	Podsakoff et al. (1990)	4	PJ - supervisor-focused	Colquitt (2001)	1
Li (2012)	349	.57	.93	.92	1	Transactional leadership	Podsakoff et al. (1990)	6	DJ - supervisor-focused	Colquitt (2001)	1

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Supplemental Table II. Summary of data included in meta-analysis

Author(s)	N	r	r_{xx}	r_{yy}	Code $_{xx}$	Variable name $_{xx}$	Scale $_{xx}$	Code $_{yy}$	Variable name $_{yy}$	Scale $_{yy}$	Published
Li (2012)	349	.54	.93	.91	1	Transactional leadership	Podsakoff et al. (1990)	8	IPJ - Supervisor-focused interpersonal justice	Colquitt (2001)	1
Li (2012)	349	.60	.93	.91	1	Transactional leadership	Podsakoff et al. (1990)	9	IFJ - supervisor-focused informational justice	Colquitt (2001)	1
Li (2012)	349	.23	.93	.84	1	Transactional leadership	Podsakoff et al. (1990)	11	PFMS - In-role performance	Rupp & Cropanzano (2002)	1
Li (2012)	349	.78	.97	.93	3	TSL - transformational leadership	Podsakoff et al. (1990)	1	TSL - transactional	Podsakoff et al. (1990)	1
Li (2012)	349	.60	.97	.86	3	TSL - transformational leadership	Podsakoff et al. (1990)	4	PJ - supervisor-focused	Colquitt (2001)	1
Li (2012)	349	.62	.97	.92	3	TSL - transformational leadership	Podsakoff et al. (1990)	6	DJ - supervisor-focused	Colquitt (2001)	1
Li (2012)	349	.55	.97	.91	3	TSL - transformational leadership	Podsakoff et al. (1990)	8	IPJ - Supervisor-focused interpersonal justice	Colquitt (2001)	1
Li (2012)	349	.67	.97	.91	3	TSL - transformational leadership	Podsakoff et al. (1990)	9	IFJ - supervisor-focused informational justice	Colquitt (2001)	1
Li (2012)	349	.18	.97	.84	3	TSL - transformational leadership	Podsakoff et al. (1990)	11	PFMS - In-role performance	Rupp & Cropanzano (2002)	1
Li (2012)	349	.66	.86	.92	4	PJ - supervisor-focused procedural justice	Colquitt (2001)	6	DJ - supervisor-focused	Colquitt (2001)	1
Li (2012)	349	.67	.86	.91	4	PJ - supervisor-focused procedural justice	Colquitt (2001)	8	IPJ - Supervisor-focused interpersonal justice	Colquitt (2001)	1
Li (2012)	349	.73	.86	.91	4	PJ - supervisor-focused procedural justice	Colquitt (2001)	9	IFJ - supervisor-focused informational justice	Colquitt (2001)	1
Li (2012)	349	.23	.86	.84	4	PJ - supervisor-focused procedural justice	Colquitt (2001)	11	PFMS - In-role performance	Rupp & Cropanzano (2002)	1
Li (2012)	349	.58	.92	.91	6	DJ - supervisor-focused	Colquitt (2001)	8	IPJ - Supervisor-focused interpersonal justice	Colquitt (2001)	1
Li (2012)	349	.74	.92	.91	6	DJ - supervisor-focused	Colquitt (2001)	9	IFJ - supervisor-focused informational justice	Colquitt (2001)	1
Li (2012)	349	.18	.92	.84	6	DJ - supervisor-focused	Colquitt (2001)	11	PFMS - In-role performance	Rupp & Cropanzano (2002)	1
Li (2012)	349	.71	.91	.91	8	IPJ - Supervisor-focused interpersonal justice	Colquitt (2001)	9	IFJ - supervisor-focused informational justice	Colquitt (2001)	1
Li (2012)	349	.26	.91	.84	8	IPJ - Supervisor-focused interpersonal justice	Colquitt (2001)	11	PFMS - In-role performance	Rupp & Cropanzano (2002)	1
Li (2012)	349	.20	.91	.84	9	IFJ - supervisor-focused informational justice	Colquitt (2001)	11	PFMS - In-role performance	Rupp & Cropanzano (2002)	1
Li et al. (2014)	170	.24	.86	.90	3	Transformational leadership	Detert & Burris (2007)	11	In-role performance	Farh, Dobbins, & Cheng (1991)	1
Lian et al. (2012)	260	.64	.88	.90	5	PJ - procedural justice	Colquitt (2001)	8	IJ - interpersonal justice	Colquitt (2001)	1
Lian et al. (2012)	260	.50	.90	.88	10	LMX	LMX-7 (Scandura & Schriesheim, 1994)	5	PJ - procedural justice	Colquitt (2001)	1
Lian et al. (2012)	260	.58	.90	.90	10	LMX	LMX-7 (Scandura & Schriesheim, 1994)	8	IJ - interpersonal justice	Colquitt (2001)	1
Lin et al. (2009)	181	.57	.86	.88	4	Procedural justice	Colquitt (2001)	6	Outcome favorability	Lin et al. (2009)	1
Luo et al. (2014)	585	.67	.85	.89	10	LMX	Graen (1995)	8	Interpersonal Justice	Colquitt (2001)	1
Mansour-Cole & Scott (1998)	103	.33	.88	.75	5	Procedural fairness - org	Moorman (1991)	7	Distributive fairness - org	Price & Mueller (1986)	1
Mansour-Cole & Scott (1998)	103	.32	.89	.88	10	LMX	Graen et al. (1982)	5	Procedural fairness - org	Moorman (1991)	1
Mansour-Cole & Scott (1998)	103	.28	.89	.75	10	LMX	Graen et al. (1982)	7	Distributive fairness - org	Price & Mueller (1986)	1
Martinko et al. (2007)	146	.71	.96	.89	6	DJ - supervisor	Price & Mueller (1986)	5	PJ - org	McFarlin & Sweeney (1992)	1
Martinko et al. (2007)	146	.41	.93	.89	10	Member LMX	LMX-7 (Liden, Wayne, & Stillwell, 1993)	5	PJ - org	McFarlin & Sweeney (1992)	1
Martinko et al. (2007)	146	.47	.93	.96	10	Member LMX	LMX-7 (Liden, Wayne, & Stillwell, 1993)	6	DJ - Supervisor	Price & Mueller (1986)	1
Masterson et al. (2000)	205	.38	.77	.89	5	PJ	Tyler & Lind (1992)	10	LMX	Graen & Scandura (1987)	1
Masterson et al. (2000)	205	-.05	.77	?	5	PJ	Tyler & Lind (1992)	11	Performance	(personnel records)	1
Masterson et al. (2000)	205	.37	.77	.76	5	PJ	Tyler & Lind (1992)	12	Job Sat	Dunham & Smith (1979)	1
Masterson et al. (2000)	205	.16	.89	?	10	LMX	Graen & Scandura (1987)	11	Performance	(personnel records)	1
Masterson et al. (2000)	205	.48	.89	.76	10	LMX	Graen & Scandura (1987)	12	Job Sat	Dunham & Smith (1979)	1
Masterson et al. (2000)	205	.07	.76	?	12	Job sat	Dunham & Smith (1979)	11	Performance	(personnel records)	1
Mayer et al. (2008)	187	.37	.94	.89	2	Relational leadership	Ehrhart (2004)	12	Job Satisfaction	Brayfield & Rothe (1951)	1
Meng & Wu (2015)	581	.65	.90	.90	5	PJ	Colquitt (2001)	10	LMX	Graen & Uhl-Bien (1995)	1
Meng & Wu (2015)	581	.66	.88	.90	7	Perceived fairness of merit pay (DJ)	Colquitt (2001)	5	PJ	Colquitt (2001)	1
Meng & Wu (2015)	581	.39	.88	.90	7	Perceived fairness of merit pay (DJ)	Colquitt (2001)	10	LMX	Graen & Uhl-Bien (1995)	1
Morrison (2015)	155	.58	.89	.92	7	Distributive Justice	Niehoff & Moorman (1993)	4	Procedural Justice	Niehoff & Moorman (1993)	0
Morrison (2015)	155	.60	.92	.92	8	Interactional Justice	Moorman (1991)	4	Procedural Justice	Niehoff & Moorman (1993)	0
Morrison (2015)	155	.49	.92	.89	8	Interactional Justice	Moorman (1991)	7	Distributive Justice	Niehoff & Moorman (1993)	0
Mosley (2006)	153	.70	.96	.95	3	Transformational leadership	Avolio, Bass, & Jung (1995) MLQ	1	Supervisory control system-activity	Challagalla & Shervani (1996)	0
Mosley (2006)	153	.75	.96	.95	3	Transformational leadership	Avolio, Bass, & Jung (1995) MLQ	1	Supervisory control system-capability	Challagalla & Shervani (1996)	0
Mosley (2006)	153	.55	.96	.92	3	Transformational leadership	Avolio, Bass, & Jung (1995) MLQ	1	Supervisory control system-end results	Challagalla & Shervani (1996)	0
Mosley (2006)	153	.39	.96	.95	8	Interpersonal organizational justice	Colquitt (2001)	1	Supervisory control system-activity	Challagalla & Shervani (1996)	0
Mosley (2006)	153	.35	.96	.95	8	Interpersonal organizational justice	Colquitt (2001)	1	Supervisory control system-capability	Challagalla & Shervani (1996)	0
Mosley (2006)	153	.42	.96	.92	8	Interpersonal organizational justice	Colquitt (2001)	1	Supervisory control system-end results	Challagalla & Shervani (1996)	0
Mosley (2006)	153	.63	.96	.96	8	Interpersonal organizational justice	Colquitt (2001)	3	Transformational leadership	Avolio, Bass, & Jung (1995) MLQ	0
Mosley (2006)	153	.74	.96	.95	8	Interpersonal organizational justice	Colquitt (2001)	9	Informational organizational justice	Colquitt (2001)	0
Mosley (2006)	153	.57	.95	.95	9	Informational organizational justice	Colquitt (2001)	1	Supervisory control system-activity	Challagalla & Shervani (1996)	0
Mosley (2006)	153	.64	.95	.95	9	Informational organizational justice	Colquitt (2001)	1	Supervisory control system-capability	Challagalla & Shervani (1996)	0
Mosley (2006)	153	.53	.95	.92	9	Informational organizational justice	Colquitt (2001)	1	Supervisory control system-end results	Challagalla & Shervani (1996)	0
Mosley (2006)	153	.78	.95	.96	9	Informational organizational justice	Colquitt (2001)	3	Transformational leadership	Avolio, Bass, & Jung (1995) MLQ	0
Murphy et al. (2003)	124	.37	.93	.86	7	DJ - org	Price & Mueller (1986)	10	LMX	Liden & Maslyn (1998)	1

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Author(s)	<i>N</i>	<i>r</i>	<i>r_{xx}</i>	<i>r_{yy}</i>	Code _{xx}	Variable name _{xx}	Scale _{xx}	Code _{yy}	Variable name _{yy}	Scale _{yy}	Published
Netemeyer et al. (1997)	91	.46	.87	.94	2	Leadership support	House & Dessler (1974)	7	Fairness in reward allocation	Price & Mueller (1986)	1
Netemeyer et al. (1997)	91	.60	.90	.87	12	Job satisfaction	Price & Mueller (1986)	2	Leadership support	House & Dessler (1974)	1
Netemeyer et al. (1997)	91	.58	.90	.94	12	Job satisfaction	Price & Mueller (1986)	7	Fairness in reward allocation	Price & Mueller (1986)	1
Netemeyer et al. (1997)	182	.53	.89	.92	2	Leadership support	House & Dessler (1974)	7	Fairness in reward allocation	Price & Mueller (1986)	1
Netemeyer et al. (1997)	182	.37	.94	.89	12	Job satisfaction	Price & Mueller (1986)	2	Leadership support	House & Dessler (1974)	1
Netemeyer et al. (1997)	182	.49	.94	.92	12	Job satisfaction	Price & Mueller (1986)	7	Fairness in reward allocation	Price & Mueller (1986)	1
Oginde (2013)	260	.60	.85	.89	4	PJ	Niehoff & Moorman (1993)	10	LMX	Liden, Wayne, Zhao, & Henderson (2008)	0
Oginde (2013)	260	.53	.73	.85	6	DJ	Niehoff & Moorman (1993)	4	PJ	Niehoff & Moorman (1993)	0
Oginde (2013)	260	.40	.73	.89	6	DJ	Niehoff & Moorman (1993)	10	LMX	Liden, Wayne, Zhao, & Henderson (2008)	0
Ogunfowora (2013)	297	.60	.92	.90	8	Interpersonal justice	Colquitt (2001)	9	Informational justice	Colquitt (2001)	1
Piccolo et al. (2008)	283	.60	.91	.93	5	PJ	Colquitt (2001)	10	LMX	LMX-7 (Graen & Scandura, 1987)	1
Pillai et al. (1999)	80	.59	.92	.81	3	Transformational leadership	MLQ (Avolio, Bass, & Jung, 1996)	10	LMX	Scandura & Graen (1984)	1
Pillai et al. (1999)	80	.54	.76	.92	4	Procedural justice	Niehoff & Moorman (1993)	3	Transformational leadership	MLQ (Avolio, Bass, & Jung, 1996)	1
Pillai et al. (1999)	80	.40	.76	.81	4	Procedural justice	Niehoff & Moorman (1993)	10	LMX	Scandura & Graen (1984)	1
Pillai et al. (1999)	80	.30	.81	.92	6	Distributive justice	Niehoff & Moorman (1993)	3	Transformational leadership	MLQ (Avolio, Bass, & Jung, 1996)	1
Pillai et al. (1999)	80	.55	.81	.76	6	Distributive justice	Niehoff & Moorman (1993)	4	Procedural justice	Niehoff & Moorman (1993)	1
Pillai et al. (1999)	80	.26	.81	.81	6	Distributive justice	Niehoff & Moorman (1993)	10	LMX	Scandura & Graen (1984)	1
Pillai et al. (1999)	80	.35	.85	.92	12	Job satisfaction	Weiss, Dawis, England, & Lofquist (1967)	3	Transformational leadership	MLQ (Avolio, Bass, & Jung, 1996)	1
Pillai et al. (1999)	80	.48	.85	.76	12	Job satisfaction	Weiss, Dawis, England, & Lofquist (1967)	4	Procedural justice	Niehoff & Moorman (1993)	1
Pillai et al. (1999)	80	.52	.85	.81	12	Job satisfaction	Weiss, Dawis, England, & Lofquist (1967)	6	Distributive justice	Niehoff & Moorman (1993)	1
Pillai et al. (1999)	80	.58	.85	.81	12	Job satisfaction	Weiss, Dawis, England, & Lofquist (1967)	10	LMX	Scandura & Graen (1984)	1
Pillai et al. (1999)	85	.59	.78	.86	3	Transformational leadership	MLQ (Avolio, Bass, & Jung, 1996)	10	LMX	Scandura & Graen (1984)	1
Pillai et al. (1999)	85	.62	.89	.78	4	Procedural justice	Niehoff & Moorman (1993)	3	Transformational leadership	MLQ (Avolio, Bass, & Jung, 1996)	1
Pillai et al. (1999)	85	.57	.89	.86	4	Procedural justice	Niehoff & Moorman (1993)	10	LMX	Scandura & Graen (1984)	1
Pillai et al. (1999)	85	.47	.78	.78	6	Distributive justice	Niehoff & Moorman (1993)	3	Transformational leadership	MLQ (Avolio, Bass, & Jung, 1996)	1
Pillai et al. (1999)	85	.47	.78	.89	6	Distributive justice	Niehoff & Moorman (1993)	4	Procedural justice	Niehoff & Moorman (1993)	1
Pillai et al. (1999)	85	.40	.78	.86	6	Distributive justice	Niehoff & Moorman (1993)	10	LMX	Scandura & Graen (1984)	1
Pillai et al. (1999)	85	.49	.80	.78	12	Job satisfaction	Weiss, Dawis, England, & Lofquist (1967)	3	Transformational leadership	MLQ (Avolio, Bass, & Jung, 1996)	1
Pillai et al. (1999)	85	.65	.80	.89	12	Job satisfaction	Weiss, Dawis, England, & Lofquist (1967)	4	Procedural justice	Niehoff & Moorman (1993)	1
Pillai et al. (1999)	85	.53	.80	.78	12	Job satisfaction	Weiss, Dawis, England, & Lofquist (1967)	6	Distributive justice	Niehoff & Moorman (1993)	1
Pillai et al. (1999)	85	.51	.80	.86	12	Job satisfaction	Weiss, Dawis, England, & Lofquist (1967)	10	LMX	Scandura & Graen (1984)	1
Pillai et al. (1999)	155	.55	.88	.93	1	Transactional	MLQ (Bass & Avolio, 1991)	4	Procedural justice	Moorman (1991)	1
Pillai et al. (1999)	155	.50	.88	.89	1	Transactional	MLQ (Bass & Avolio, 1991)	6	Distributive justice	Moorman (1991)	1
Pillai et al. (1999)	155	.33	.88	.89	1	Transactional	MLQ (Bass & Avolio, 1991)	12	Job satisfaction	Brayfield & Rothe (1951)	1
Pillai et al. (1999)	155	.78	.94	.88	3	Transformational leadership	MLQ (Bass & Avolio, 1991)	1	Transactional	MLQ (Bass & Avolio, 1991)	1
Pillai et al. (1999)	155	.56	.94	.93	3	Transformational leadership	MLQ (Bass & Avolio, 1991)	4	Procedural justice	Moorman (1991)	1
Pillai et al. (1999)	155	.47	.94	.89	3	Transformational leadership	MLQ (Bass & Avolio, 1991)	6	Distributive justice	Moorman (1991)	1
Pillai et al. (1999)	155	.49	.94	.89	3	Transformational leadership	MLQ (Bass & Avolio, 1991)	12	Job satisfaction	Brayfield & Rothe (1951)	1
Pillai et al. (1999)	155	.45	.93	.89	4	Procedural justice	Moorman (1991)	12	Job satisfaction	Brayfield & Rothe (1951)	1
Pillai et al. (1999)	155	.49	.89	.93	6	Distributive justice	Moorman (1991)	4	Procedural justice	Moorman (1991)	1
Pillai et al. (1999)	155	.39	.89	.89	6	Distributive justice	Moorman (1991)	12	Job satisfaction	Brayfield & Rothe (1951)	1
Pillai et al. (1999)	160	.69	.89	.90	3	Transformational leadership	MLQ (Avolio, Bass, & Jung, 1996)	10	LMX	Scandura & Graen (1984)	1
Pillai et al. (1999)	160	.58	.88	.89	4	Procedural justice	Niehoff & Moorman (1993)	3	Transformational leadership	MLQ (Avolio, Bass, & Jung, 1996)	1
Pillai et al. (1999)	160	.64	.88	.90	4	Procedural justice	Niehoff & Moorman (1993)	10	LMX	Scandura & Graen (1984)	1
Pillai et al. (1999)	160	.35	.85	.89	6	Distributive justice	Niehoff & Moorman (1993)	3	Transformational leadership	MLQ (Avolio, Bass, & Jung, 1996)	1
Pillai et al. (1999)	160	.58	.85	.88	6	Distributive justice	Niehoff & Moorman (1993)	4	Procedural justice	Niehoff & Moorman (1993)	1
Pillai et al. (1999)	160	.38	.85	.90	6	Distributive justice	Niehoff & Moorman (1993)	10	LMX	Scandura & Graen (1984)	1
Pillai et al. (1999)	160	.52	.77	.89	12	Job satisfaction	Weiss, Dawis, England, & Lofquist (1967)	3	Transformational leadership	MLQ (Avolio, Bass, & Jung, 1996)	1
Pillai et al. (1999)	160	.60	.77	.88	12	Job satisfaction	Weiss, Dawis, England, & Lofquist (1967)	4	Procedural justice	Niehoff & Moorman (1993)	1
Pillai et al. (1999)	160	.49	.77	.85	12	Job satisfaction	Weiss, Dawis, England, & Lofquist (1967)	6	Distributive justice	Niehoff & Moorman (1993)	1
Pillai et al. (1999)	160	.50	.77	.90	12	Job satisfaction	Weiss, Dawis, England, & Lofquist (1967)	10	LMX	Scandura & Graen (1984)	1
Pillai et al. (1999)	190	.24	.87	.84	3	Transformational leadership	MLQ (Avolio, Bass, & Jung, 1996)	10	LMX	Scandura & Graen (1984)	1
Pillai et al. (1999)	190	.25	.76	.87	4	Procedural justice	Niehoff & Moorman (1993)	3	Transformational leadership	MLQ (Avolio, Bass, & Jung, 1996)	1
Pillai et al. (1999)	190	.41	.76	.84	4	Procedural justice	Niehoff & Moorman (1993)	10	LMX	Scandura & Graen (1984)	1
Pillai et al. (1999)	190	.05	.72	.87	6	Distributive justice	Niehoff & Moorman (1993)	3	Transformational leadership	MLQ (Avolio, Bass, & Jung, 1996)	1
Pillai et al. (1999)	190	.47	.72	.76	6	Distributive justice	Niehoff & Moorman (1993)	4	Procedural justice	Niehoff & Moorman (1993)	1
Pillai et al. (1999)	190	.32	.72	.84	6	Distributive justice	Niehoff & Moorman (1993)	10	LMX	Scandura & Graen (1984)	1

Notes: N = sample size; r = observed correlation coefficient; r_{xx} = reliability of variable xx ; r_{yy} = reliability of variable yy ; Code $_{xx}$ = construct code for data coding (see Supplemental Table I. Construct Code Definitions); Variable name $_{xx}$ = variable name xx as reported in study; Scale $_{xx}$ = measure for variable xx ; Code $_{yy}$ = construct code for data coding (see Supplemental Table I. Construct Code Definitions); Variable name $_{yy}$ = variable name yy as reported in study; Scale $_{yy}$ = measure for variable yy ; Published = published (0), unpublished (1). "?" indicates information was missing from original study.

Supplemental Table II. Summary of data included in meta-analysis

Author(s)	N	r	r_{xx}	r_{yy}	Code $_{xx}$	Variable name $_{xx}$	Scale $_{xx}$	Code $_{yy}$	Variable name $_{yy}$	Scale $_{yy}$	Published
Pillai et al. (1999)	190	.13	.79	.87	12	Job satisfaction	Weiss, Dawis, England, & Lofquist (1967)	3	Transformational leadership	MLQ (Avolio, Bass, & Jung, 1996)	1
Pillai et al. (1999)	190	.37	.79	.76	12	Job satisfaction	Weiss, Dawis, England, & Lofquist (1967)	4	Procedural justice	Niehoff & Moorman (1993)	1
Pillai et al. (1999)	190	.42	.79	.72	12	Job satisfaction	Weiss, Dawis, England, & Lofquist (1967)	6	Distributive justice	Niehoff & Moorman (1993)	1
Pillai et al. (1999)	190	.43	.79	.84	12	Job satisfaction	Weiss, Dawis, England, & Lofquist (1967)	10	LMX	Scandura & Graen (1984)	1
Pillai et al. (1999)	191	.50	.89	.96	1	Transactional	MLQ (Bass & Avolio, 1991)	4	Procedural justice	Moorman (1991)	1
Pillai et al. (1999)	191	.41	.89	.94	1	Transactional	MLQ (Bass & Avolio, 1991)	6	Distributive justice	Moorman (1991)	1
Pillai et al. (1999)	191	.12	.89	.90	1	Transactional	MLQ (Bass & Avolio, 1991)	12	Job satisfaction	Brayfield & Rothe (1951)	1
Pillai et al. (1999)	191	.78	.96	.89	3	Transformational leadership	MLQ (Bass & Avolio, 1991)	1	Transactional	MLQ (Bass & Avolio, 1991)	1
Pillai et al. (1999)	191	.59	.96	.96	3	Transformational leadership	MLQ (Bass & Avolio, 1991)	4	Procedural justice	Moorman (1991)	1
Pillai et al. (1999)	191	.43	.96	.94	3	Transformational leadership	MLQ (Bass & Avolio, 1991)	6	Distributive justice	Moorman (1991)	1
Pillai et al. (1999)	191	.17	.96	.90	3	Transformational leadership	MLQ (Bass & Avolio, 1991)	12	Job satisfaction	Brayfield & Rothe (1951)	1
Pillai et al. (1999)	191	.20	.96	.90	4	Procedural justice	Moorman (1991)	12	Job satisfaction	Brayfield & Rothe (1951)	1
Pillai et al. (1999)	191	.55	.94	.96	6	Distributive justice	Moorman (1991)	4	Procedural justice	Moorman (1991)	1
Pillai et al. (1999)	191	.21	.94	.90	6	Distributive justice	Moorman (1991)	12	Job satisfaction	Brayfield & Rothe (1951)	1
Pillai et al. (1999)	240	.75	.94	.89	3	Transformational leadership	MLQ (Avolio, Bass, & Jung, 1996)	10	LMX	Scandura & Graen (1984)	1
Pillai et al. (1999)	240	.62	.88	.94	4	Procedural justice	Niehoff & Moorman (1993)	3	Transformational leadership	MLQ (Avolio, Bass, & Jung, 1996)	1
Pillai et al. (1999)	240	.64	.88	.89	4	Procedural justice	Niehoff & Moorman (1993)	10	LMX	Scandura & Graen (1984)	1
Pillai et al. (1999)	240	.25	.83	.94	6	Distributive justice	Niehoff & Moorman (1993)	3	Transformational leadership	MLQ (Avolio, Bass, & Jung, 1996)	1
Pillai et al. (1999)	240	.44	.83	.88	6	Distributive justice	Niehoff & Moorman (1993)	4	Procedural justice	Niehoff & Moorman (1993)	1
Pillai et al. (1999)	240	.29	.83	.89	6	Distributive justice	Niehoff & Moorman (1993)	10	LMX	Scandura & Graen (1984)	1
Pillai et al. (1999)	240	.63	.87	.94	12	Job satisfaction	Weiss, Dawis, England, & Lofquist (1967)	3	Transformational leadership	MLQ (Avolio, Bass, & Jung, 1996)	1
Pillai et al. (1999)	240	.56	.87	.88	12	Job satisfaction	Weiss, Dawis, England, & Lofquist (1967)	4	Procedural justice	Niehoff & Moorman (1993)	1
Pillai et al. (1999)	240	.46	.87	.83	12	Job satisfaction	Weiss, Dawis, England, & Lofquist (1967)	6	Distributive justice	Niehoff & Moorman (1993)	1
Pillai et al. (1999)	240	.69	.87	.89	12	Job satisfaction	Weiss, Dawis, England, & Lofquist (1967)	10	LMX	Scandura & Graen (1984)	1
Potipiroon & Faerman (2016)	196	.07	.89	.94	5	Procedural justice	Colquitt (2001)	11	Performance (Sup)	Williams & Anderson (1991)	1
Potipiroon & Faerman (2016)	196	.24	.94	.89	8	Interpersonal justice	Colquitt (2001)	5	Procedural justice	Colquitt (2001)	1
Potipiroon & Faerman (2016)	196	.40	.94	.94	8	Interpersonal justice	Colquitt (2001)	11	Performance (Sup)	Williams & Anderson (1991)	1
Ren (2008)	173	.65	.88	.95	5	Procedural justice	Colquitt (2001)	7	Distributive justice	Colquitt (2001)	0
Ren (2008)	173	.58	.88	.82	5	Procedural justice	Colquitt (2001)	8	Interpersonal justice	Colquitt (2001)	0
Ren (2008)	173	.66	.88	.89	5	Procedural justice	Colquitt (2001)	9	Informational justice	Colquitt (2001)	0
Ren (2008)	173	.33	.88	.73	5	Procedural justice	Colquitt (2001)	12	Job Satisfaction	Hackman & Oldman (1976)	0
Ren (2008)	173	.51	.95	.82	7	Distributive justice	Colquitt (2001)	8	Interpersonal justice	Colquitt (2001)	0
Ren (2008)	173	.54	.95	.89	7	Distributive justice	Colquitt (2001)	9	Informational justice	Colquitt (2001)	0
Ren (2008)	173	.39	.95	.73	7	Distributive justice	Colquitt (2001)	12	Job Satisfaction	Hackman & Oldman (1976)	0
Ren (2008)	173	.73	.82	.89	8	Interpersonal justice	Colquitt (2001)	9	Informational justice	Colquitt (2001)	0
Ren (2008)	173	.28	.82	.73	8	Interpersonal justice	Colquitt (2001)	12	Job Satisfaction	Hackman & Oldman (1976)	0
Ren (2008)	173	.36	.89	.73	9	Informational justice	Colquitt (2001)	12	Job Satisfaction	Hackman & Oldman (1976)	0
Ren (2008)	173	.43	.82	.88	10	LMX	LMX-7 (Graen, Novak, & Sommerkamp, 1982)	5	Procedural justice	Colquitt (2001)	0
Ren (2008)	173	.29	.82	.95	10	LMX	LMX-7 (Graen, Novak, & Sommerkamp, 1982)	7	Distributive justice	Colquitt (2001)	0
Ren (2008)	173	.49	.82	.82	10	LMX	LMX-7 (Graen, Novak, & Sommerkamp, 1982)	8	Interpersonal justice	Colquitt (2001)	0
Ren (2008)	173	.53	.82	.89	10	LMX	LMX-7 (Graen, Novak, & Sommerkamp, 1982)	9	informational justice	Colquitt (2001)	0
Ren (2008)	173	.47	.82	.73	10	LMX	LMX-7 (Graen, Novak, & Sommerkamp, 1982)	12	Job Satisfaction	Hackman & Oldman (1976)	0
Ren (2008)	263	.55	.85	.95	5	PJ-org	Clugston, Howell, & Dorfman (2000)	7	Distributive justice	Colquitt (2001)	0
Ren (2008)	263	.37	.85	.90	5	PJ-org	Clugston, Howell, & Dorfman (2000)	8	Interpersonal justice	Colquitt (2001)	0
Ren (2008)	263	.37	.85	.86	5	PJ-org	Clugston, Howell, & Dorfman (2000)	9	Informational justice	Colquitt (2001)	0
Ren (2008)	263	.37	.85	.89	5	PJ-org	Clugston, Howell, & Dorfman (2000)	12	Job Satisfaction	Colquitt (2001)	0
Ren (2008)	263	.27	.95	.90	7	Distributive justice	Colquitt (2001)	8	Interpersonal justice	Colquitt (2001)	0
Ren (2008)	263	.30	.95	.86	7	Distributive justice	Colquitt (2001)	9	Informational justice	Colquitt (2001)	0
Ren (2008)	263	.33	.95	.89	7	Distributive justice	Colquitt (2001)	12	Job Satisfaction	Colquitt (2001)	0
Ren (2008)	263	.69	.90	.86	8	Interpersonal justice	Colquitt (2001)	9	Informational justice	Colquitt (2001)	0
Ren (2008)	263	.39	.90	.89	8	Interpersonal justice	Colquitt (2001)	12	Job Satisfaction	Colquitt (2001)	0
Ren (2008)	263	.40	.86	.89	9	Informational justice	Colquitt (2001)	12	Job Satisfaction	Colquitt (2001)	0
Ren (2008)	263	.42	.89	.85	10	LMX	Law, Wong, Wang, & Wang (2000)	5	PJ-org	Clugston, Howell & Dorfman (2000)	0
Ren (2008)	263	.24	.89	.95	10	LMX	Law, Wong, Wang, & Wang (2000)	7	Distributive justice	Colquitt (2001)	0
Ren (2008)	263	.62	.89	.90	10	LMX	Law, Wong, Wang, & Wang (2000)	8	Interpersonal justice	Colquitt (2001)	0
Ren (2008)	263	.69	.89	.86	10	LMX	Law, Wong, Wang, & Wang (2000)	9	Informational justice	Colquitt (2001)	0
Ren (2008)	263	.42	.89	.89	10	LMX	Law, Wong, Wang, & Wang (2000)	12	Job Satisfaction	Colquitt (2001)	0

Notes: N = sample size; r = observed correlation coefficient; r_{xx} = reliability of variable xx ; r_{yy} = reliability of variable yy ; Code $_{xx}$ = construct code for data coding (see Supplemental Table I. Construct Code Definitions); Variable name $_{xx}$ = variable name xx as reported in study; Scale $_{xx}$ = measure for variable xx ; Code $_{yy}$ = construct code for data coding (see Supplemental Table I. Construct Code Definitions); Variable name $_{yy}$ = variable name yy as reported in study; Scale $_{yy}$ = measure for variable yy ; Published = published (0), unpublished (1). "?" indicates information was missing from original study.

Supplemental Table II. Summary of data included in meta-analysis

Author(s)	N	r	r_{xx}	r_{yy}	Code $_{xx}$	Variable name $_{xx}$	Scale $_{xx}$	Code $_{yy}$	Variable name $_{yy}$	Scale $_{yy}$	Published
Rhoades et al. (2001)	367	.50	.62	.90	5	Procedural justice	Beehr et al. (1976)	2	Supervisor support	Kotke & Sharafinski (1988)	1
Rhodes et al. (2013)	161	.51	.92	.95	7	Distributive justice	Colquitt (2001)	5	Procedural justice	Colquitt (2001)	0
Riulli & Savicki (2006)	103	-.58	.85	.94	1	Coercion (reverse-coded task)	Frost & Stahelski (1988)	3	Referent	Frost & Stahelski (1988)	1
Riulli & Savicki (2006)	103	.63	.90	.94	1	Reward	Frost & Stahelski (1988)	3	Referent	Frost & Stahelski (1988)	1
Riulli & Savicki (2006)	103	.07	.98	.85	5	Procedural justice	Brockner et al. (1995)	1	Coercion (reverse-coded)	Frost & Stahelski (1988)	1
Riulli & Savicki (2006)	103	-.21	.98	.90	5	Procedural justice	Brockner et al. (1995)	1	Reward	Frost & Stahelski (1988)	1
Riulli & Savicki (2006)	103	.22	.98	.94	5	Procedural justice	Brockner et al. (1995)	3	Referent	Frost & Stahelski (1988)	1
Roberts (2004)	156	.33	.89	.92	5	Procedural Justice	Roberts (2004)	4	Considerate voice	Rusbult et al. (1988); Hagedoorn et al. (1999)	0
Roberts (2004)	156	.91	.89	.92	5	Procedural Justice	Roberts (2004)	7	Distributive Justice	Roberts (2004)	0
Roberts (2004)	156	.35	.92	.92	7	Distributive Justice	Roberts (2004)	4	Considerate voice	Rusbult et al. (1988); Hagedoorn et al. (1999)	0
Roberts (2004)	156	.39	.83	.92	10	LMX	Graen, Liden, & Hoel (1982)	4	Considerate voice	Rusbult et al. (1988); Hagedoorn et al. (1999)	0
Roberts (2004)	156	.52	.83	.89	10	LMX	Graen, Liden, & Hoel (1982)	5	Procedural Justice	Roberts (2004)	0
Roberts (2004)	156	.46	.83	.92	10	LMX	Graen, Liden, & Hoel (1982)	7	Distributive Justice	Roberts (2004)	0
Roberts (2004)	156	.22	.78	.92	12	Prior Job Satisfaction	Rusbult et al. (1988)	4	Considerate voice	Rusbult et al. (1988); Hagedoorn et al. (1999)	0
Roberts (2004)	156	.50	.78	.89	12	Prior Job Satisfaction	Rusbult et al. (1988)	5	Procedural Justice	Roberts (2004)	0
Roberts (2004)	156	.48	.78	.92	12	Prior Job Satisfaction	Rusbult et al. (1988)	7	Distributive Justice	Roberts (2004)	0
Roberts (2004)	156	.40	.78	.83	12	Prior Job Satisfaction	Rusbult et al. (1988)	10	LMX	Graen, Liden, & Hoel (1982)	0
Roch & Shanock (2006)	272	.57	.89	.97	5	Procedural justice	Colquitt (2001)	7	Distributive justice	Colquitt (2001)	1
Roch & Shanock (2006)	272	.50	.89	.88	5	Procedural justice	Colquitt (2001)	10	LMX	Scandura & Graen (1984)	1
Roch & Shanock (2006)	272	.42	.97	.88	7	Distributive justice	Colquitt (2001)	10	LMX	Scandura & Graen (1984)	1
Roch & Shanock (2006)	272	.40	.93	.89	8	Interpersonal Justice	Colquitt (2001)	5	Procedural justice	Colquitt (2001)	1
Roch & Shanock (2006)	272	.40	.93	.97	8	Interpersonal Justice	Colquitt (2001)	7	Distributive justice	Colquitt (2001)	1
Roch & Shanock (2006)	272	.75	.93	.89	8	Interpersonal Justice	Colquitt (2001)	9	Information justice	Colquitt (2001)	1
Roch & Shanock (2006)	272	.72	.93	.88	8	Interpersonal Justice	Colquitt (2001)	10	LMX	Scandura & Graen (1984)	1
Roch & Shanock (2006)	272	.52	.89	.89	9	Information justice	Colquitt (2001)	5	Procedural justice	Colquitt (2001)	1
Roch & Shanock (2006)	272	.46	.89	.97	9	Information justice	Colquitt (2001)	7	Distributive justice	Colquitt (2001)	1
Roch & Shanock (2006)	272	.84	.89	.88	9	Information justice	Colquitt (2001)	10	LMX	Scandura & Graen (1984)	1
Rosen et al. (2011)	157	.46	.73	.90	5	Procedural justice	Parker, Baltes, & Christiansen (1997)	7	Distributive justice	Price & Mueller (1986)	1
Rosen et al. (2011)	157	.46	.73	.75	5	Procedural justice	Parker, Baltes, & Christiansen (1997)	10	LMX	Liden & Maslyn (1998)	1
Rosen et al. (2011)	157	.08	.73	.86	5	Procedural justice	Parker, Baltes, & Christiansen (1997)	11	Performance	Podsakoff & MacKenzie (1989)	1
Rosen et al. (2011)	157	.31	.90	.75	7	Distributive justice	Price & Mueller (1986)	10	LMX	Liden & Maslyn (1998)	1
Rosen et al. (2011)	157	.06	.90	.86	7	Distributive justice	Price & Mueller (1986)	11	Performance	Podsakoff & MacKenzie (1989)	1
Rosen et al. (2011)	157	.30	.75	.86	10	LMX	Liden & Maslyn (1998)	11	Performance	Podsakoff & MacKenzie (1989)	1
Sanchez (2006)	52	.27	.89	.86	4	Post procedural justice	Folger & Konovsky (1989)	11	Post in role performance	Williams & Anderson (1991)	0
Sanchez (2006)	52	.59	.89	.74	4	Post procedural justice	Folger & Konovsky (1989)	12	Post job satisfaction	Hackman & Oldham (1980)	0
Sanchez (2006)	52	.46	.97	.89	6	Post distributive justice	Price & Mueller (1986)	4	Post procedural justice	Folger & Konovsky (1989)	0
Sanchez (2006)	52	-.06	.97	.86	6	Post distributive justice	Price & Mueller (1986)	11	Post in role performance	Williams & Anderson (1991)	0
Sanchez (2006)	52	.41	.97	.74	6	Post distributive justice	Price & Mueller (1986)	12	Post job satisfaction	Hackman & Oldham (1980)	0
Sanchez (2006)	52	.50	.95	.89	10	Post LMX	Graen et al. (1982)	4	Post procedural justice	Folger & Konovsky (1989)	0
Sanchez (2006)	52	.49	.95	.97	10	Post LMX	Graen et al. (1982)	6	Post distributive justice	Price & Mueller (1986)	0
Sanchez (2006)	52	.34	.95	.86	10	Post LMX	Graen et al. (1982)	11	Post in role performance	Williams & Anderson (1991)	0
Sanchez (2006)	52	.51	.95	.74	10	Post LMX	Graen et al. (1982)	12	Post job satisfaction	Hackman & Oldham (1980)	0
Sanchez (2006)	52	.51	.74	.86	12	Post job satisfaction	Hackman & Oldham (1980)	11	Post in role performance	Williams & Anderson (1991)	0
Sanchez (2006)	53	.18	.89	.86	4	Post procedural justice	Folger & Konovsky (1989)	11	Post in role performance	Williams & Anderson (1991)	0
Sanchez (2006)	53	.29	.89	.74	4	Post procedural justice	Folger & Konovsky (1989)	12	Post job satisfaction	Hackman & Oldham (1980)	0
Sanchez (2006)	53	.32	.97	.89	6	Post distributive justice	Price & Mueller (1986)	4	Post procedural justice	Folger & Konovsky (1989)	0
Sanchez (2006)	53	.34	.97	.86	6	Post distributive justice	Price & Mueller (1986)	11	Post in role performance	Williams & Anderson (1991)	0
Sanchez (2006)	53	.40	.97	.74	6	Post distributive justice	Price & Mueller (1986)	12	Post job satisfaction	Hackman & Oldham (1980)	0
Sanchez (2006)	53	.34	.95	.89	10	Post LMX	Graen et al. (1982)	4	Post procedural justice	Folger & Konovsky (1989)	0
Sanchez (2006)	53	.48	.95	.97	10	Post LMX	Graen et al. (1982)	6	Post distributive justice	Price & Mueller (1986)	0
Sanchez (2006)	53	.58	.95	.86	10	Post LMX	Graen et al. (1982)	11	Post in role performance	Williams & Anderson (1991)	0
Sanchez (2006)	53	.59	.95	.74	10	Post LMX	Graen et al. (1982)	12	Post job satisfaction	Hackman & Oldham (1980)	0
Sanchez (2006)	53	.38	.74	.86	12	Post job satisfaction	Hackman & Oldham (1980)	11	Post in role performance	Williams & Anderson (1991)	0
Sanchez (2006)	57	.20	.89	.86	4	Post procedural justice	Folger & Konovsky (1989)	11	Post in role performance	Williams & Anderson (1991)	0
Sanchez (2006)	57	.50	.89	.74	4	Post procedural justice	Folger & Konovsky (1989)	12	Post job satisfaction	Hackman & Oldham (1980)	0
Sanchez (2006)	57	.84	.97	.89	6	Post distributive justice	Price & Mueller (1986)	4	Post procedural justice	Folger & Konovsky (1989)	0
Sanchez (2006)	57	.07	.97	.86	6	Post distributive justice	Price & Mueller (1986)	11	Post in role performance	Williams & Anderson (1991)	0

Notes: N = sample size; r = observed correlation coefficient; r_{xx} = reliability of variable xx ; r_{yy} = reliability of variable yy ; Code $_{xx}$ = construct code for data coding (see Supplemental Table I. Construct Code Definitions); Variable name $_{xx}$ = variable name xx as reported in study; Scale $_{xx}$ = measure for variable xx ; Code $_{yy}$ = construct code for data coding (see Supplemental Table I. Construct Code Definitions); Variable name $_{yy}$ = variable name yy as reported in study; Scale $_{yy}$ = measure for variable yy ; Published = published (0), unpublished (1). "?" indicates information was missing from original study.

Supplemental Table II. Summary of data included in meta-analysis

Author(s)	N	r	r_{xx}	r_{yy}	Code $_{xx}$	Variable name $_{xx}$	Scale $_{xx}$	Code $_{yy}$	Variable name $_{yy}$	Scale $_{yy}$	Published
Sanchez (2006)	57	.26	.97	.74	6	Post distributive justice	Price & Mueller (1986)	12	Post job satisfaction	Hackman & Oldham (1980)	0
Sanchez (2006)	57	.69	.95	.89	10	Post LMX	Graen et al. (1982)	4	Post procedural justice	Folger & Konovsky (1989)	0
Sanchez (2006)	57	.56	.95	.97	10	Post LMX	Graen et al. (1982)	6	Post distributive justice	Price & Mueller (1986)	0
Sanchez (2006)	57	.18	.95	.86	10	Post LMX	Graen et al. (1982)	11	Post in role performance	Williams & Anderson (1991)	0
Sanchez (2006)	57	.62	.95	.74	10	Post LMX	Graen et al. (1982)	12	Post job satisfaction	Hackman & Oldham (1980)	0
Sanchez (2006)	57	.39	.74	.86	12	Post job satisfaction	Hackman & Oldham (1980)	11	Post in role performance	Williams & Anderson (1991)	0
Sanchez (2006)	61	-.07	.89	.86	4	Post procedural justice	Folger & Konovsky (1989)	11	Post in role performance	Williams & Anderson (1991)	0
Sanchez (2006)	61	.37	.89	.74	4	Post procedural justice	Folger & Konovsky (1989)	12	Post job satisfaction	Hackman & Oldham (1980)	0
Sanchez (2006)	61	.14	.97	.89	6	Post distributive justice	Price & Mueller (1986)	4	Post procedural justice	Folger & Konovsky (1989)	0
Sanchez (2006)	61	.38	.97	.86	6	Post distributive justice	Price & Mueller (1986)	11	Post in role performance	Williams & Anderson (1991)	0
Sanchez (2006)	61	.20	.97	.74	6	Post distributive justice	Price & Mueller (1986)	12	Post job satisfaction	Hackman & Oldham (1980)	0
Sanchez (2006)	61	.41	.95	.89	10	Post LMX	Graen et al. (1982)	4	Post procedural justice	Folger & Konovsky (1989)	0
Sanchez (2006)	61	.47	.95	.97	10	Post LMX	Graen et al. (1982)	6	Post distributive justice	Price & Mueller (1986)	0
Sanchez (2006)	61	.25	.95	.86	10	Post LMX	Graen et al. (1982)	11	Post in role performance	Williams & Anderson (1991)	0
Sanchez (2006)	61	.39	.95	.74	10	Post LMX	Graen et al. (1982)	12	Post job satisfaction	Hackman & Oldham (1980)	0
Sanchez (2006)	61	.15	.74	.86	12	Post job satisfaction	Hackman & Oldham (1980)	11	Post in role performance	Williams & Anderson (1991)	0
Shalhoop (2003)	184	.39	.90	.84	1	Contingent reward	Wayne et al (2002)	12	Job Sat	Hackman & Oldham (1975)	0
Shalhoop (2003)	184	.48	.81	.90	5	Procedural justice	Colquitt (2001)	1	Contingent reward	Wayne et al. (2002)	0
Shalhoop (2003)	184	.47	.81	.91	5	Procedural justice	Colquitt (2001)	8	Interpersonal justice	Colquitt (2001)	0
Shalhoop (2003)	184	.55	.81	.87	5	Procedural justice	Colquitt (2001)	9	Informational justice	Colquitt (2001)	0
Shalhoop (2003)	184	.39	.81	.94	5	Procedural justice	Colquitt (2001)	10	LMX	Graen & Scandura (1987)	0
Shalhoop (2003)	184	.44	.81	.84	5	Procedural justice	Colquitt (2001)	12	Job Sat	Hackman & Oldham (1975)	0
Shalhoop (2003)	184	.36	.87	.90	7	Distributive justice	Colquitt (2001)	1	Contingent reward	Wayne et al. (2002)	0
Shalhoop (2003)	184	.55	.87	.81	7	Distributive justice	Colquitt (2001)	5	Procedural justice	Colquitt (2001)	0
Shalhoop (2003)	184	.37	.87	.91	7	Distributive justice	Colquitt (2001)	8	Interpersonal justice	Colquitt (2001)	0
Shalhoop (2003)	184	.42	.87	.87	7	Distributive justice	Colquitt (2001)	9	Informational justice	Colquitt (2001)	0
Shalhoop (2003)	184	.31	.87	.94	7	Distributive justice	Colquitt (2001)	10	LMX	Graen & Scandura (1987)	0
Shalhoop (2003)	184	.31	.87	.84	7	Distributive justice	Colquitt (2001)	12	Job Sat	Hackman & Oldham (1975)	0
Shalhoop (2003)	184	.63	.91	.90	8	Interpersonal justice	Colquitt (2001)	1	Contingent reward	Wayne et al. (2002)	0
Shalhoop (2003)	184	.73	.91	.87	8	Interpersonal justice	Colquitt (2001)	9	Informational justice	Colquitt (2001)	0
Shalhoop (2003)	184	.54	.91	.94	8	Interpersonal justice	Colquitt (2001)	10	LMX	Graen & Scandura (1987)	0
Shalhoop (2003)	184	.35	.91	.84	8	Interpersonal justice	Colquitt (2001)	12	Job Sat	Hackman & Oldham (1975)	0
Shalhoop (2003)	184	.67	.87	.90	9	Informational justice	Colquitt (2001)	1	Contingent reward	Wayne et al. (2002)	0
Shalhoop (2003)	184	.50	.87	.94	9	Informational justice	Colquitt (2001)	10	LMX	Graen & Scandura (1987)	0
Shalhoop (2003)	184	.46	.87	.84	9	Informational justice	Colquitt (2001)	12	Job Sat	Hackman & Oldham (1975)	0
Shalhoop (2003)	184	.63	.94	.90	10	LMX	Graen & Scandura (1987)	1	Contingent reward	Wayne et al. (2002)	0
Shalhoop (2003)	184	.54	.94	.84	10	LMX	Graen & Scandura (1987)	12	Job Sat	Hackman & Oldham (1975)	0
Shull (1995)	276	.29	.85	.85	4	Formal Procedures	Moorman (1991)	11	In-role Behavior	Williams & Anderson (1991)	0
Shull (1995)	276	.65	.78	.85	6	Distributive Justice	Moorman (1991)	4	Formal Procedures	Moorman (1991)	0
Shull (1995)	276	.17	.78	.85	6	Distributive Justice	Moorman (1991)	11	In-role Behavior	Williams & Anderson (1991)	0
Shull (1995)	276	.68	.80	.85	10	LMX - Affect	Schriesheim, Neider, Scandura, & Tepper (199	4	Formal Procedures	Moorman (1991)	0
Shull (1995)	276	.39	.31	.85	10	LMX - Contribution	Schriesheim, Neider, Scandura, & Tepper (199	4	Formal Procedures	Moorman (1991)	0
Shull (1995)	276	.22	.90	.85	10	LMX - Loyalty	Schriesheim, Neider, Scandura, & Tepper (199	4	Formal Procedures	Moorman (1991)	0
Shull (1995)	276	.52	.80	.78	10	LMX - Affect	Schriesheim, Neider, Scandura, & Tepper (199	6	Distributive Justice	Moorman (1991)	0
Shull (1995)	276	.23	.31	.78	10	LMX - Contribution	Schriesheim, Neider, Scandura, & Tepper (199	6	Distributive Justice	Moorman (1991)	0
Shull (1995)	276	.16	.90	.78	10	LMX - Loyalty	Schriesheim, Neider, Scandura, & Tepper (199	6	Distributive Justice	Moorman (1991)	0
Shull (1995)	276	.29	.80	.85	10	LMX - Affect	Schriesheim, Neider, Scandura, & Tepper (199	11	In-role Behavior	Williams & Anderson (1991)	0
Shull (1995)	276	.24	.31	.85	10	LMX - Contribution	Schriesheim, Neider, Scandura, & Tepper (199	11	In-role Behavior	Williams & Anderson (1991)	0
Shull (1995)	276	.09	.90	.85	10	LMX - Loyalty	Schriesheim, Neider, Scandura, & Tepper (199	11	In-role Behavior	Williams & Anderson (1991)	0
Simon (1995)	226	.74	.93	.91	3	Charisma	Bass & Avolio (1990)	4	Procedural Justice	Moorman (1991)	0
Simon (1995)	226	.76	.84	.91	3	Individual Consideration	Bass & Avolio (1990)	4	Procedural Justice	Moorman (1991)	0
Simon (1995)	226	.65	.75	.91	3	Inspirational Motivation	Bass & Avolio (1990)	4	Procedural Justice	Moorman (1991)	0
Simon (1995)	226	.61	.84	.91	3	Intellectual Stimulation	Bass & Avolio (1990)	4	Procedural Justice	Moorman (1991)	0
Simon (1995)	226	.76	.93	.91	3	Transformational	Bass & Avolio (1990)	4	Procedural Justice	Moorman (1991)	0
Simon (1995)	226	.36	.93	.75	3	Charisma	Bass & Avolio (1990)	7	DJ-org	Moorman (1991)	0
Simon (1995)	226	.42	.84	.75	3	Individual Consideration	Bass & Avolio (1990)	7	DJ-org	Moorman (1991)	0
Simon (1995)	226	.33	.75	.75	3	Inspirational Motivation	Bass & Avolio (1990)	7	DJ-org	Moorman (1991)	0

Notes: N = sample size; r = observed correlation coefficient; r_{xx} = reliability of variable xx ; r_{yy} = reliability of variable yy ; Code $_{xx}$ = construct code for data coding (see Supplemental Table I. Construct Code Definitions); Variable name $_{xx}$ = variable name xx as reported in study; Scale $_{xx}$ = measure for variable xx ; Code $_{yy}$ = construct code for data coding (see Supplemental Table I. Construct Code Definitions); Variable name $_{yy}$ = variable name yy as reported in study; Scale $_{yy}$ = measure for variable yy ; Published = published (0), unpublished (1). "?" indicates information was missing from original study.

Supplemental Table II. Summary of data included in meta-analysis

Author(s)	N	r	r_{xx}	r_{yy}	Code $_{xx}$	Variable name $_{xx}$	Scale $_{xx}$	Code $_{yy}$	Variable name $_{yy}$	Scale $_{yy}$	Published
Simon (1995)	226	.37	.84	.75	3	Intellectual Stimulation	Bass & Avolio (1990)	7	DJ-org	Moorman (1991)	0
Simon (1995)	226	.39	.93	.75	3	Transformational	Bass & Avolio (1990)	7	DJ-org	Moorman (1991)	0
Simon (1995)	226	.70	.93	.86	3	Charisma	Bass & Avolio (1990)	10	LMX	Schriesheim, Neider, Scandura, & Tepper (199	0
Simon (1995)	226	.70	.84	.86	3	Individual Consideration	Bass & Avolio (1990)	10	LMX	Schriesheim, Neider, Scandura, & Tepper (199	0
Simon (1995)	226	.63	.75	.86	3	Inspirational Motivation	Bass & Avolio (1990)	10	LMX	Schriesheim, Neider, Scandura, & Tepper (199	0
Simon (1995)	226	.59	.84	.86	3	Intellectual Stimulation	Bass & Avolio (1990)	10	LMX	Schriesheim, Neider, Scandura, & Tepper (199	0
Simon (1995)	226	.72	.93	.86	3	Transformational	Bass & Avolio (1990)	10	LMX	Schriesheim, Neider, Scandura, & Tepper (199	0
Simon (1995)	226	.67	.93	.91	3	Charisma	Bass & Avolio (1990)	12	Job Satisfaction	Weiss, Davis, England, & Lofquist (1967)	0
Simon (1995)	226	.61	.84	.91	3	Individual Consideration	Bass & Avolio (1990)	12	Job Satisfaction	Weiss, Davis, England, & Lofquist (1967)	0
Simon (1995)	226	.66	.75	.91	3	Inspirational Motivation	Bass & Avolio (1990)	12	Job Satisfaction	Weiss, Davis, England, & Lofquist (1967)	0
Simon (1995)	226	.56	.84	.91	3	Intellectual Stimulation	Bass & Avolio (1990)	12	Job Satisfaction	Weiss, Davis, England, & Lofquist (1967)	0
Simon (1995)	226	.69	.93	.91	3	Transformational	Bass & Avolio (1990)	12	Job Satisfaction	Weiss, Davis, England, & Lofquist (1967)	0
Simon (1995)	226	.67	.91	.86	4	Procedural justice	Moorman (1991)	10	LMX	Schriesheim, Neider, Scandura, & Tepper (199	0
Simon (1995)	226	.65	.91	.91	4	Procedural justice	Moorman (1991)	12	Job Satisfaction	Weiss, Davis, England, & Lofquist (1967)	0
Simon (1995)	226	.51	.75	.91	7	DJ-org	Moorman (1991)	4	Procedural justice	Moorman (1991)	0
Simon (1995)	226	.36	.75	.86	7	DJ-org	Moorman (1991)	10	LMX	Schriesheim, Neider, Scandura, & Tepper (199	0
Simon (1995)	226	.59	.75	.91	7	DJ-org	Moorman (1991)	12	Job Satisfaction	Weiss, Davis, England, & Lofquist (1967)	0
Simon (1995)	226	.63	.91	.86	12	Job Satisfaction	Weiss, Dawis, England, & Lofquist (1967)	10	LMX	Schriesheim, Neider, Scandura, & Tepper (199	0
Song et al. (2012)	182	.44	.92	.94	5	Organization's procedural justice	Moorman (1991)	3	Transformational leadership	Bass & Avolio (1993); Bass & Riggio (2010)	1
Sparr & Sonnentag (2008)	99	.60	.82	.92	4	PJ (feedback)	Colquitt (2001)	8	Interpersonal fairness	Colquitt (2001)	1
Sparr & Sonnentag (2008)	99	.74	.82	.86	4	PJ (feedback)	Colquitt (2001)	9	Informational fairness	Colquitt (2001)	1
Sparr & Sonnentag (2008)	99	.49	.82	.92	4	PJ (feedback)	Colquitt (2001)	10	LMX	LMX-7 (Graen & Uhl-Bien, 1995)	1
Sparr & Sonnentag (2008)	99	.24	.82	?	4	PJ (feedback)	Colquitt (2001)	12	Job Sat	Kunin (1955) single-item measure	1
Sparr & Sonnentag (2008)	99	.75	.93	.82	6	DJ (feedback)	Colquitt (2001)	4	PJ (feedback)	Colquitt (2001)	1
Sparr & Sonnentag (2008)	99	.77	.93	.92	6	DJ (feedback)	Colquitt (2001)	8	Interpersonal fairness	Colquitt (2001)	1
Sparr & Sonnentag (2008)	99	.77	.93	.86	6	DJ (feedback)	Colquitt (2001)	9	Informational fairness	Colquitt (2001)	1
Sparr & Sonnentag (2008)	99	.55	.93	.92	6	DJ (feedback)	Colquitt (2001)	10	LMX	LMX-7 (Graen & Uhl-Bien, 1995)	1
Sparr & Sonnentag (2008)	99	.34	.93	?	6	DJ (feedback)	Colquitt (2001)	12	Job Sat	Kunin (1955) single-item measure	1
Sparr & Sonnentag (2008)	99	.75	.92	.86	8	Interpersonal fairness	Colquitt (2001)	9	Informational fairness	Colquitt (2001)	1
Sparr & Sonnentag (2008)	99	.49	.92	.92	8	Interpersonal fairness	Colquitt (2001)	10	LMX	LMX-7 (Graen & Uhl-Bien, 1995)	1
Sparr & Sonnentag (2008)	99	.31	.92	?	8	Interpersonal fairness	Colquitt (2001)	12	Job Sat	Kunin (1955) single-item measure	1
Sparr & Sonnentag (2008)	99	.49	.86	.92	9	Informational fairness	Colquitt (2001)	10	LMX	LMX-7 (Graen & Uhl-Bien, 1995)	1
Sparr & Sonnentag (2008)	99	.25	.86	?	9	Informational fairness	Colquitt (2001)	12	Job Sat	Kunin (1955) single-item measure	1
Sparr & Sonnentag (2008)	99	.52	.92	?	10	LMX	LMX-7 (Graen & Uhl-Bien, 1995)	12	Job Sat	Kunin (1955) single-item measure	1
Spector & Che (2014)	146	.59	.97	.94	5	PJ	Moorman (1991)	10	LMX	LMX-7 (Graen & Uhl-Bien, 1995)	1
Spector & Che (2014)	146	.28	.97	.84	5	PJ	Moorman (1991)	11	Task perf (Supervisor rated)	Williams & Anderson (1991)	1
Spector & Che (2014)	146	.61	.97	.94	5	PJ	Moorman (1991)	12	Job Sat	Cammann, Fichman, Jenkins, & Klesh (1979)	1
Spector & Che (2014)	146	.72	.95	.97	7	DJ	Price & Mueller (1986)	5	PJ	Moorman (1991)	1
Spector & Che (2014)	146	.59	.95	.94	7	DJ	Price & Mueller (1986)	10	LMX	LMX-7 (Graen & Uhl-Bien, 1995)	1
Spector & Che (2014)	146	.22	.95	.84	7	DJ	Price & Mueller (1986)	11	Task perf (Supervisor rated)	Williams & Anderson (1991)	1
Spector & Che (2014)	146	.62	.95	.94	7	DJ	Price & Mueller (1986)	12	Job Sat	Cammann, Fichman, Jenkins, & Klesh (1979)	1
Spector & Che (2014)	146	.40	.94	.84	10	LMX	LMX-7 (Graen & Uhl-Bien, 1995)	11	Task perf (Supervisor rated)	Williams & Anderson (1991)	1
Spector & Che (2014)	146	.62	.94	.94	10	LMX	LMX-7 (Graen & Uhl-Bien, 1995)	12	Job Sat	Cammann, Fichman, Jenkins, & Klesh (1979)	1
Spector & Che (2014)	146	.26	.94	.84	12	Job sat	Cammann, Fichman, Jenkins, & Klesh (1979)	11	Task perf (Supervisor rated)	Williams & Anderson (1991)	1
Strom et al. (2014)	348	.74	.78	.97	1	Transactional	Bass & Avolio (1990)	3	Transformational	Bass & Avolio (1990)	1
Strom et al. (2014)	348	.46	.89	.78	5	PJ	Kausto, Elo, Lipponen, & Elovainio (2005)	1	Transactional	Bass & Avolio (1990)	1
Strom et al. (2014)	348	.66	.89	.97	5	PJ	Kausto, Elo, Lipponen, & Elovainio (2005)	3	Transformational	Bass & Avolio (1990)	1
Strom et al. (2014)	348	.32	.87	.78	7	DJ	Niehoff & Moorman (1993)	1	Transactional	Bass & Avolio (1990)	1
Strom et al. (2014)	348	.54	.87	.97	7	DJ	Niehoff & Moorman (1993)	3	Transformational	Bass & Avolio (1990)	1
Strom et al. (2014)	348	.71	.87	.89	7	DJ	Niehoff & Moorman (1993)	5	PJ	Kausto, Elo, Lipponen, & Elovainio (2005)	1
Sun et al. (2013)	157	.31	.81	.88	6	Outcome favorability	Brockner, Siegel, Daly, Tyler, & Martin (1997)	5	Procedural fairness	Moorman (1991)	1
Sun et al. (2013)	157	.19	.86	.88	10	LMX	Scandura & Graen (1984)	5	Procedural fairness	Moorman (1991)	1
Sun et al. (2013)	157	.24	.86	.81	10	LMX	Scandura & Graen (1984)	6	Outcome favorability	Brockner, Siegel, Daly, Tyler, & Martin (1997)	1
Sun et al. (2013)	157	.21	?	.88	12	Job satisfaction	Kopelman, Greenhaus, & Connolly (1983)	5	Procedural fairness	Moorman (1991)	1
Sun et al. (2013)	157	.31	?	.81	12	Job satisfaction	Kopelman, Greenhaus, & Connolly (1983)	6	Outcome favorability	Brockner, Siegel, Daly, Tyler, & Martin (1997)	1
Sun et al. (2013)	157	.33	?	.86	12	Job satisfaction	Kopelman, Greenhaus, & Connolly (1983)	10	LMX	Scandura & Graen (1984)	1
Tekleab et al. (2005)	191	.24	.84	.87	5	PJ	Tyler & Lind (1992)	10	LMX	LMX-7 (Scandura & Graen, 1984)	1

Notes: *N* = sample size; *r* = observed correlation coefficient; *r_{xx}* = reliability of variable xx; *r_{yy}* = reliability of variable yy; Code_{xx} = construct code for data coding (see Supplemental Table I. Construct Code Definitions); Variable name_{xx} = variable name xx as reported in study; Scale_{xx} = measure for variable xx; Code_{yy} = construct code for data coding (see Supplemental Table I. Construct Code Definitions); Variable name_{yy} = variable name yy as reported in study; Scale_{yy} = measure for variable yy; Published = published (0), unpublished (1). "?" indicates information was missing from original study.

Supplemental Table II. Summary of data included in meta-analysis

Author(s)	<i>N</i>	<i>r</i>	<i>r_{xx}</i>	<i>r_{yy}</i>	Code _{xx}	Variable name _{xx}	Scale _{xx}	Code _{yy}	Variable name _{yy}	Scale _{yy}	Published
Tekleab et al. (2005)	191	.11	.84	.68	5	PJ	Tyler & Lind (1992)	12	Job Sat	Dunham & Smith (1979)	1
Tekleab et al. (2005)	191	.29	.87	.68	10	LMX	LMX-7 (Scandura & Graen, 1984)	12	Job Sat	Dunham & Smith (1979)	1
Tepper (2000)	362	.62	.89	.95	5	Procedural justice	Niehoff & Moorman (1993)	7	Distributive justice	Niehoff & Moorman (1993)	1
Tepper (2000)	362	.43	.89	.89	5	Procedural justice	Niehoff & Moorman (1993)	12	Job Sat	Cammann, Fichman, Jenkins, & Klesh (1979)	1
Tepper (2000)	362	.38	.95	.89	7	Distributive justice	Niehoff & Moorman (1993)	12	Job Sat	Cammann, Fichman, Jenkins, & Klesh (1979)	1
Thau & Mitchell (2010)	216	.59	.91	.94	5	PJ	Colquitt (2001)	7	DJ	Colquitt (2001)	1
Thau & Mitchell (2010)	365	.67	.92	.94	5	PJ	Colquitt (2001)	7	DJ	Colquitt (2001)	1
Tremblay (2010)	1443	.00	.83	.70	3	Transformational leadership	MLQ (Avolio & Bass, 2002)	1	Transactional leadership	MLQ (Avolio & Bass, 2002)	1
Tremblay et al. (2013)	3065	.06	.71	.77	1	Contingent financial rewards	Sims & Szilagyi (1975)	5	PJ	Tremblay & Roussel (2001)	1
Tremblay et al. (2013)	3065	.06	.71	.82	1	Contingent financial rewards	Sims & Szilagyi (1975)	7	DJ-org	Tremblay & Roussel (2001)	1
Tremblay et al. (2013)	3065	.11	.82	.77	7	DJ-org	Tremblay & Roussel (2001)	5	PJ	Tremblay & Roussel (2001)	1
Tremblay et al. (in press)	523	.57	.85	.90	1	Initiating structure	Stogdill (1963)	4	PJ	Folger & Konovsky (1989)	1
Tremblay et al. (in press)	523	.35	.85	.95	1	Initiating structure	Stogdill (1963)	7	DJ	Price & Mueller (1986)	1
Tremblay et al. (in press)	523	.63	.90	.85	2	Consideration	Stogdill (1963)	1	Initiating structure	Stogdill (1963)	1
Tremblay et al. (in press)	523	.62	.90	.90	2	Consideration	Stogdill (1963)	4	PJ	Folger & Konovsky (1989)	1
Tremblay et al. (in press)	523	.40	.90	.95	2	Consideration	Stogdill (1963)	7	DJ	Price & Mueller (1986)	1
Tremblay et al. (in press)	523	.43	.95	.90	7	DJ	Price & Mueller (1986)	4	PJ	Folger & Konovsky (1989)	1
Tsay et al. (2014)	227	.56	.96	.95	5	PJ	Colquitt (2001)	7	DJ	Colquitt (2001)	1
Tsay et al. (2014)	227	.58	.96	.95	5	PJ	Colquitt (2001)	10	LMX	Wayne et al. (1997)	1
Tsay et al. (2014)	227	.51	.95	.95	7	DJ	Colquitt (2001)	10	LMX	Wayne et al. (1997)	1
Tuytens & Devos (2012)	299	.57	? ?	? ?	4	Procedural justice - supervisor	Colquitt (2001)	3	Transformational leadership	Bass (1985)	1
Tuytens & Devos (2012)	414	.62	? ?	? ?	3	Charismatic leadership	Bycio et al. (1995)	4	Procedural justice	Colquitt (2001)	1
Tziner et al. (2008)	75	.68	.89	.91	10	Leader-member Exchange	Liden & Maslyn (1998)	11	Job performance	Tziner et al. (2008)	1
van Dijke & De Cremer (2010)	347	.30	.77	.87	4	Follower control - PJ	Colquitt (2001)	3	Leader charisma	Conger & Kanungo (1998)	1
van Dijke & De Cremer (2010)	347	.38	.81	.87	4	Leader benevolence - PJ	Colquitt (2001)	3	Leader charisma	Conger & Kanungo (1998)	1
van Dijke et al. (2012)	102	.65	.94	.93	4	Procedural justice - supervisor	Colquitt (2001)	2	EIA - leader encourage independent action	Pearce & Sims (2002)	1
van Dijke et al. (2012)	102	.67	.94	.97	4	Procedural justice - supervisor	Colquitt (2001)	2	ESD - leader encourage self-development	Pearce & Sims (2002)	1
van Dijke et al. (2012)	137	.24	.88	.86	4	Procedural justice - supervisor	Colquitt (2001)	2	EIA - leader encourage independent action	Pearce & Sims (2002)	1
van Dijke et al. (2012)	137	.37	.88	.94	4	Procedural justice - supervisor	Colquitt (2001)	2	ESD - leader encourage self-development	Pearce & Sims (2002)	1
Walsh et al. (in press)	239	.56	.94	.90	3	Charismatic leadership	Bass & Avolio (1997) MLQ	8	Interpersonal justice	Colquitt (2001)	1
Walumbwa et al. (2008)	212	.24	.82	.77	1	Contingent reward transactional leader behavior	Bass & Avolio (2000) (MLQ Form 5x-short)	5	PJ climate	Colquitt (2001)	1
Walumbwa et al. (2009)	398	.68	.82	.82	5	Procedural justice	Colquitt (2001)	8	Interpersonal justice	Colquitt (2001)	1
Walumbwa et al. (2009)	398	.69	.82	.71	5	Procedural justice	Colquitt (2001)	9	Informational justice	Colquitt (2001)	1
Walumbwa et al. (2009)	398	.31	.82	.72	5	Procedural justice	Colquitt (2001)	10	Leader-member exchange	Liden & Maslyn (1998) LMX-MDM	1
Walumbwa et al. (2009)	398	.36	.82	.79	5	Procedural justice	Colquitt (2001)	11	Job performance	Rupp & Cropanzano (2002); Williams & Ande	1
Walumbwa et al. (2009)	398	.66	.65	.82	7	Distributive justice	Colquitt (2001)	5	Procedural justice	Colquitt (2001)	1
Walumbwa et al. (2009)	398	.60	.65	.82	7	Distributive justice	Colquitt (2001)	8	Interpersonal justice	Colquitt (2001)	1
Walumbwa et al. (2009)	398	.63	.65	.71	7	Distributive justice	Colquitt (2001)	9	Informational justice	Colquitt (2001)	1
Walumbwa et al. (2009)	398	.17	.65	.72	7	Distributive justice	Colquitt (2001)	10	Leader-member exchange	Liden & Maslyn (1998) LMX-MDM	1
Walumbwa et al. (2009)	398	.24	.65	.79	7	Distributive justice	Colquitt (2001)	11	Job performance	Rupp & Cropanzano (2002); Williams & Ande	1
Walumbwa et al. (2009)	398	.66	.82	.71	8	Interpersonal justice	Colquitt (2001)	9	Informational justice	Colquitt (2001)	1
Walumbwa et al. (2009)	398	.28	.82	.72	8	Interpersonal justice	Colquitt (2001)	10	Leader-member exchange	Liden & Maslyn (1998) LMX-MDM	1
Walumbwa et al. (2009)	398	.25	.82	.79	8	Interpersonal justice	Colquitt (2001)	11	Job performance	Rupp & Cropanzano (2002); Williams & Ande	1
Walumbwa et al. (2009)	398	.22	.71	.72	9	Informational justice	Colquitt (2001)	10	Leader-member exchange	Liden & Maslyn (1998) LMX-MDM	1
Walumbwa et al. (2009)	398	.24	.71	.79	9	Informational justice	Colquitt (2001)	11	Job performance	Rupp & Cropanzano (2002); Williams & Ande	1
Walumbwa et al. (2009)	398	.50	.72	.79	10	Leader-member exchange	Liden & Maslyn (1998) LMX-MDM	11	Job performance	Rupp & Cropanzano (2002); Williams & Ande	1
Walumbwa et al. (2011)	201	.37	.89	.88	4	Procedural justice - supervisor	Colquitt (2001)	10	Leader-member exchange	LMX-7 (Scandura & Graen, 1984)	1
Walumbwa et al. (2011)	201	.16	.89	.92	4	Procedural justice - supervisor	Colquitt (2001)	11	Job performance	Tsui et al. (1997)	1
Walumbwa et al. (2011)	201	.29	.88	.92	10	Leader-member exchange	LMX-7 (Scandura & Graen, 1984)	11	Job performance	Tsui et al. (1997)	1
Wat & Shaffer (2005)	183	.25	.90	.88	4	Procedural justice	Moorman (1991)	10	LMX	Graen & Cashman (1975)	1
Wat & Shaffer (2005)	183	.41	.95	.90	6	Distributive justice	Price & Mueller (1986)	4	Procedural justice	Moorman (1991)	1
Wat & Shaffer (2005)	183	.25	.95	.88	6	Distributive justice	Price & Mueller (1986)	10	LMX	Graen & Cashman (1975)	1
Wayne et al. (2002)	211	.77	.90	.89	1	Supervisor contingent rewards	Podsakoff et al. (1982)	10	LMX	Scandura & Graen (1984)	1
Wayne et al. (2002)	211	.22	.90	.85	1	Supervisor contingent rewards	Podsakoff et al. (1982)	11	Performance rating	Williams & Anderson (1991)	1
Wayne et al. (2002)	211	.39	.88	.90	5	Procedural justice	Niehoff & Moorman (1993)	1	Supervisor contingent rewards	Podsakoff et al. (1982)	1
Wayne et al. (2002)	211	.67	.88	.92	5	Procedural justice	Niehoff & Moorman (1993)	7	Distributive justice	Price & Mueller (1986)	1
Wayne et al. (2002)	211	.51	.88	.89	5	Procedural justice	Niehoff & Moorman (1993)	10	LMX	Scandura & Graen (1984)	1

Notes: N = sample size; r = observed correlation coefficient; r_{xx} = reliability of variable xx ; r_{yy} = reliability of variable yy ; Code $_{xx}$ = construct code for data coding (see Supplemental Table I. Construct Code Definitions); Variable name $_{xx}$ = variable name xx as reported in study; Scale $_{xx}$ = measure for variable xx ; Code $_{yy}$ = construct code for data coding (see Supplemental Table I. Construct Code Definitions); Variable name $_{yy}$ = variable name yy as reported in study; Scale $_{yy}$ = measure for variable yy ; Published = published (0), unpublished (1). "?" indicates information was missing from original study.

Supplemental Table II. Summary of data included in meta-analysis

Author(s)	N	r	r_{xx}	r_{yy}	Code $_{xx}$	Variable name $_{xx}$	Scale $_{xx}$	Code $_{yy}$	Variable name $_{yy}$	Scale $_{yy}$	Published
Wayne et al. (2002)	211	.27	.88	.85	5	Procedural justice	Niehoff & Moorman (1993)	11	Performance rating	Williams & Anderson (1991)	1
Wayne et al. (2002)	211	.41	.92	.90	7	Distributive justice	Price & Mueller (1986)	1	Supervisor contingent rewards	Podsakoff et al. (1982)	1
Wayne et al. (2002)	211	.48	.92	.89	7	Distributive justice	Price & Mueller (1986)	10	LMX	Scandura & Graen (1984)	1
Wayne et al. (2002)	211	.21	.92	.85	7	Distributive justice	Price & Mueller (1986)	11	Performance rating	Williams & Anderson (1991)	1
Wayne et al. (2002)	211	.31	.89	.85	10	LMX	Scandura & Graen (1984)	11	Performance rating	Williams & Anderson (1991)	1
White (2008)	503	.72	.88	.75	2	Rapport-management behavior	White (2007)	10	LMX-7	Graen & Cashman (1975)	0
White (2008)	503	.72	.88	.89	2	Rapport-management behavior	White (2007)	10	LMX-MDM	Liden & Maslyn (1998)	0
Williams (2012)	228	.74	.90	.93	2	SL-Servant (servant leadership - servant)	Van Dierendonck & Nuijten (2011)	2	SL-Servant (servant leadership)	Van Dierendonck & Nuijten (2011)	1
Williams (2012)	228	.58	.93	.93	2	SL-Servant (servant leadership - leader)	Van Dierendonck & Nuijten (2011)	4	PJC - procedural justice climate	Colquitt (2001)	1
Williams (2012)	228	.56	.90	.93	2	SL-Servant (servant leadership - servant)	Van Dierendonck & Nuijten (2011)	4	PJC - procedural justice climate	Colquitt (2001)	1
Williams (2012)	259	.66	.94	.93	2	Servant leadership	Van Dierendonck & Nuijten (2011)	4	PJC - procedural justice climate	Colquitt (2001)	1
Williams (2012)	259	.61	.90	.93	2	SL-Servant (servant leadership - leader)	Van Dierendonck & Nuijten (2011)	4	PJC - procedural justice climate	Colquitt (2001)	1
Williams (2012)	259	.64	.93	.93	2	SL-Servant (servant leadership - servant)	Van Dierendonck & Nuijten (2011)	4	PJC - procedural justice climate	Colquitt (2001)	1
Wilson (2011)	138	.09	.88	.94	4	PJ	Colquitt (2001)	6	DJ	Colquitt (2001)	0
Wilson (2011)	138	.54	.88	.85	4	PJ	Colquitt (2001)	8	Interpersonal Justice	Colquitt (2001)	0
Wilson (2011)	138	.78	.88	.92	4	PJ	Colquitt (2001)	9	Informational Justice	Colquitt (2001)	0
Wilson (2011)	138	.61	.88	.92	4	PJ	Colquitt (2001)	10	LMX (employee rated)	Liden & Maslyn (1998)	0
Wilson (2011)	138	.21	.88	.91	4	PJ	Colquitt (2001)	10	LMX (supervisor rated)	Liden & Maslyn (1998)	0
Wilson (2011)	138	.09	.88	1.00	4	PJ	Colquitt (2001)	11	Task Performance (sup-rated)	Provided by org (objective)	0
Wilson (2011)	138	.18	.94	.92	6	DJ	Colquitt (2001)	10	LMX (employee rated)	Liden & Maslyn (1998)	0
Wilson (2011)	138	.11	.94	.91	6	DJ	Colquitt (2001)	10	LMX (supervisor rated)	Liden & Maslyn (1998)	0
Wilson (2011)	138	.28	.94	1.00	6	DJ	Colquitt (2001)	11	Task Performance (sup-rated)	Provided by org (objective)	0
Wilson (2011)	138	.13	.85	.94	8	Interpersonal Justice	Colquitt (2001)	6	DJ	Colquitt (2001)	0
Wilson (2011)	138	.62	.85	.92	8	Interpersonal Justice	Colquitt (2001)	9	Informational Justice	Colquitt (2001)	0
Wilson (2011)	138	.45	.85	.92	8	Interpersonal Justice	Colquitt (2001)	10	LMX (employee rated)	Liden & Maslyn (1998)	0
Wilson (2011)	138	.26	.85	.91	8	Interpersonal Justice	Colquitt (2001)	10	LMX (supervisor rated)	Liden & Maslyn (1998)	0
Wilson (2011)	138	.16	.85	1.00	8	Interpersonal Justice	Colquitt (2001)	11	Task Performance (sup-rated)	Provided by org (objective)	0
Wilson (2011)	138	.14	.92	.94	9	Informational Justice	Colquitt (2001)	6	DJ	Colquitt (2001)	0
Wilson (2011)	138	.60	.92	.92	9	Informational Justice	Colquitt (2001)	10	LMX (employee rated)	Liden & Maslyn (1998)	0
Wilson (2011)	138	.31	.92	.91	9	Informational Justice	Colquitt (2001)	10	LMX (supervisor rated)	Liden & Maslyn (1998)	0
Wilson (2011)	138	.12	.92	1.00	9	Informational Justice	Colquitt (2001)	11	Task Performance (sup-rated)	Provided by org (objective)	0
Wilson (2011)	138	.24	.92	.91	10	LMX (employee rated)	Liden & Maslyn (1998)	10	LMX (supervisor rated)	Liden & Maslyn (1998)	0
Wilson (2011)	138	.19	.92	1.00	10	LMX (employee rated)	Liden & Maslyn (1998)	11	Task Performance (sup-rated)	Provided by org (objective)	0
Wilson (2011)	138	.26	1.00	.91	11	Task Performance (sup-rated)	Provided by org (objective)	10	LMX (supervisor rated)	Liden & Maslyn (1998)	0
Wu et al. (2007)	469	.54	.89	.85	3	Transformational leadership	MLQ (Bass & Avolio, 1991)	8	Interpersonal justice	Colquitt (2001)	1
Wu et al. (2007)	469	.65	.89	.84	3	Transformational leadership	MLQ (Bass & Avolio, 1991)	9	Informational justice	Colquitt (2001)	1
Wu et al. (2007)	469	.61	.84	.85	9	Informational justice	Colquitt (2001)	8	Interpersonal justice	Colquitt (2001)	1
Wu et al. (2012)	271	.11	.91	.78	2	Benevolence leadership	Cheng et al. (2000)	11	Work performance	Williams & Anderson (1991)	1
Xu et al. (2012)	54	.19	.78	1.00	10	LMX	Graen & Uhl-Bien (1995)	11	Objective performance (future)	Products produced	1
Xu et al. (2016)	176	.23	.72	.70	5	PJ	Moorman (1991)	7	DJ	Price & Mueller (1986)	1
Yang et al. (2009)	187	.22	.87	.93	4	PJ - supervisor	Colquitt (2001)	11	Job performance	Williams & Anderson (1991)	1
Yang et al. (2009)	187	.25	.87	.83	4	PJ - supervisor	Colquitt (2001)	12	Job Satisfaction	Hackman & Oldham (1975)	1
Yang et al. (2009)	187	.09	.93	.83	11	Job performance	Williams & Anderson (1991)	12	Job satisfaction	Hackman & Oldham (1975)	1
Zeinabadi & Rastegarpour (2010)	652	.42	.94	.82	3	Transformational leadership	Bass & Avolio (2000)	4	Procedural justice (PJ)	Colquitt (2001)	1
Zhang et al. (2014)	339	.25	.73	.91	1	Transactional leadership	MLQ (Bass & Avolio, 1995)	11	Task performance	Williams & Anderson (1991)	1
Zhang et al. (2014)	339	.87	.92	.73	3	Transformational leadership	MLQ (Bass & Avolio, 1995)	1	Transactional	MLQ (Bass & Avolio, 1995)	1
Zhang et al. (2014)	339	.35	.92	.91	3	Transformational leadership	MLQ (Bass & Avolio, 1995)	11	Task performance	Williams & Anderson (1991)	1