

**TABLE 1. 44** Construct instruments, 16 studies on digital NWB, and 32 studies on harm.

<b>INSTRUMENTS OF NWB CONSTRUCTS (tests, questionnaires, scales) STUDIES</b>	<b>3. GOAL 4. DIGITAL NWB: Cyber enabled (CE) items<sup>1</sup> Cyber dependent (CD) items</b>	<b>QUESTIONS ON: 3. ACTOR TYPE 4. ACTOR ROLE HARM</b>	<b>RATING SCALE: ANCHORS</b>	<b>DURATION</b>	<b>ITEMS</b>	<b>RELIABILITY/ CONSISTENCY</b>
<b>1. AGGRESSION</b>						
*Baron Neuman Geddes Scale (BNGS) (Baron et al., 1999)	1. study on the effect of perceived injustice on type A behavior pattern. The grater this type A the greater the engagement in this behavior. Dimensions: expressions of hostility (15), obstructions (10), overt aggression (8).	1. workers 2. target Harm: 0 items	1-5: Never to very often	Not specified	33	0.81-0.94
*Indirect Aggression Scale - Target (IAS-T) (Forrest et al., 2005)	1. The development of a psychometric measure of indirect aggression for use in an adult population. 3 Dimensions: Social exclusion (10), malicious humor (9), guilt induction (6).	1. students 2. aggressor (IAS-A), target (IAS-T) Harm: 5 double barreled	1-5: Never to regularly	Past 12 months	25	0.81-0.89
*Fox & Stalworth Scale (FSS)(Fox & Stallworth, 2005)	To Explore links between bullying and racism in the US workplace. Dimensions: General (25), racial (7).	1. workers (full time) 2. target Harm: 15 items	1-5: Never to extremely often	5 Years	32	0.94 0.84
Cyber aggression, dissertation (Weatherbee, 2007)	Construct development, and test of hypothesized relationships of selected variables to	1. coworker, supervisor, customer, person other organization	1-7: Different anchors e.g., agree-disagree,	Last year	116	0.80

Continued TABLE 1.

INSTRUMENTS OF NWB CONSTRUCTS (tests, questionnaires, scales) STUDIES	1. GOAL 2. DIGITAL NWB: Cyber enabled (CE) items <sup>1</sup> Cyber dependent (CD) items	QUESTIONS ON: 1. ACTOR TYPE 2. ACTOR ROLE HARM	RATING SCALE: ANCHORS	DURATION	ITEMS	RELIABILITY/ CONSISTENCY
	cyberaggression (by e-mail). Dimensions + items: perceived cyberaggression (25), strains (7), negative affective reactions (19), enacted cyberaggression (35), organization policy (6), employer support (8). 2. CE natures	2. target, perpetrator Harm: 7 items	never-all of the time.			
Hospital Aggressive Behavior Scale for coworkers/superiors (HABS- CS) (Waschgler et al., 2013)	1. Brief and manageable instrument for the assessment of aggressive behavior risk.	1. manager, workers 2. perpetrator subordinate Harm: 0 items	1-6: Never to daily	Past year	17	0,86
Healthcare-worker's Aggressive Behavior Scale- Users (HABS-U) (Ruiz- Hernández et al., 2016)	1. Measure the prevalence of workplace violence in primary healthcare (PHC) professionals by adapting the HABS-U to establish the frequency of exposure to hostile indicators of clients and to determine which professional group is most exposed. Dimensions: physical, nonphysical.	1. users (clients, visitors, relatives, friends) 2. perpetrator Harm: 0 items	1-6: Never, annually, quarterly, monthly, weekly to daily	Past year	10	0.85 0.74
2. BULLYING						

Continued TABLE 1.

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* Jóhannsdóttir Ólafsson Scale (JOS)(Jóhannsdóttir & Ólafsson, 2004)	1.Study of bullying, victimization and the coping strategies employed to tackle in Iceland.	1. bankemployees. 2. target Harm 1 and 1 double barreled item.	1-5 Never- a few times per week	12 months	18	0.85 0.78
*Workplace Bullying Questinnnaire- Bullied by Others (WBQ-BO) (Lee & Brotheridge, 2006)	1. Study on counter aggressive/bullying behaviors and certain coping responses on bullying. In turn, if coping with bullying predicted burnout and well-being. Dimensions: belittlement (13), work undermined (7), verbal abuse (7).	1. workers 2. target Harm: 0 items	1-5: Not at all to many times a week	6 months	27	0.94
Negative Acts Questionnaire: Revised NAQ-R, (Einarsen et al., 2009)	1. Together with its earlier version, NAQ explores workplace bullying exposure, both in applied and scientific research. Dimensions bullying + items: work related (7), person related (12), physically intimidating (3).	1. coworker 2. target Harm: 1 double barreled Item.	1-4: Never, almost never, once a week, more	Past 6 months	22	0.90
Cyber NAQ (Privitera & Campbell, 2009)	1.Investigate the prevalence and methods of face-to-face	1. coworker 2. target	1-6: No, yes: very rarely, now	Past 6 months	18	0.94

Continued TABLE 1.

INSTRUMENTS OF NWB CONSTRUCTS (tests, questionnaires, scales) STUDIES	1. GOAL 2. DIGITAL NWB: Cyber enabled (CE) items <sup>1</sup> Cyber dependent (CD) items	QUESTIONS ON: 1. ACTOR TYPE 2. ACTOR ROLE HARM	RATING SCALE: ANCHORS	DURATION	ITEMS	RELIABILITY/ CONSISTENCY
	bullying and cyberbullying of males at work. Instrument asks negative acts related to work through different forms of technology. 2. CE all items	Harm: 1 item	and then, several times per month, several times per week, and almost daily			
*Escala de Abuso Psicológico Aplicado en el Lugar de Trabajo (EAPA-T) (Escartín et al., 2010)	1 Development and validation of a new measure of workplace bullying instrument.	1. workers 2. target Harm: 1 double barreled item.	1-4: Never to daily	6 months	12	0.89 0.72
*Patchin & Hinduja Cyber bullying scale (PHCS) (Patchin & Hinduja, 2015)	1. Review the essential elements of cyberbullying that distinguish it from other peer-to-peer online interactions and present a cyberbullying scale. Dimensions: offender and victimization scale. 2. CE: 34 items, CD: 2 items.	1. students 2. offender, victim Harm: 10 double barreled questions on hurtfulness.	1-4: Never to many times	Past 6 months	36	0.89-0.93 0.93-0.96
Workplace Cyberbullying Measure (WCM) (Farley et al., 2016)	1. Develop a valid and reliable measure to assess cyberbullying across various communication technologies and disparate working populations.	1. coworker 2. target Harm: 1 item	1-5: Never, now and then, at least monthly, at least weekly, daily	Past 6 months	26	0.93

Continued TABLE 1.

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	2. CE 14 items, 12 face-to face					
Bullying Participants Behavior Questionnaire (BPPBQ)(Demaray et al., 2016)	1. To establish reliability and validity of this self-report survey examining various bullying participant role behaviors.	1. students 2. bully, victim, assistant, victim, defender victim, outsider. Harm: 0 items	1-5: Never, 1-2 times, 3-5 times, 6 times, 7 or more	Last 30 days	80	0.88 0.94
CBQ and CBQ-S (short) (Jönsson et al., 2017)	1. Analyze the reliability and validity of a cyberbullying behavior questionnaire (CBQ) and to analyze the reliability and validity of a short version of a cyberbullying behavior questionnaire (CBQ-S) in working life 2. CE:17 items, CD: 3 items	1. coworker 2. target Harm:0 items	1-5: Never, now and then, monthly, weekly, daily	Past 6 months	20	0.96 Both samples  Short: 0.88
ICA-W (Vranjes et al., 2018)	1. To construct and validate the Inventory of Cyberbullying Acts at Work. 2. CE: 8 items, CD: 2 items	1. coworker 2. target Harm: 1 item	1-6: Never to always	Past 6 months	10	0.78 0.72 0.78 Full scale: 0.81
<b>Study digital bullying</b>						

Continued TABLE 1.

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<p>Internet bullying (Gofin &amp; Avitzour, 2012)</p> <p><b>Studies harm</b> Workplace bullying and the risk of cardiovascular disease and depression (Kivimaki et al., 2003)</p> <p>The costs of workplace bullying (Giga et al., 2008)</p>	<p>1. To examine the prevalence of traditional and Internet bullying and the personal, family, and school environment characteristics of perpetrators and victims.</p> <p>1.To investigate the association between prolonged bullying and incident depression, and incident cardiovascular disease.</p> <p>1. The use of wide-ranging secondary data sources to extrapolate individual and organizational costs associated with workplace bullying using direct (bullying) and indirect (stress and violence) literature.</p>	<p>1. students 12-14 junior high schools 2. perpetrator, victim</p> <p>1. hospital employees 2. target</p> <p>Personal costs: Loss of income, additional medical and hospital treatment, costs family. Organizational costs: sickness absence, replacement costs incurred by employee turnover, reduced productivity/performance, knock on effects on witnesses or observers of bullying, premature retirement, grievance and complaints, litigation, and compensation,</p>		<p>hours of internet use a day 1/2–1 h, 1–2 h, more than 2 h</p>		

Continued TABLE 1.

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Exposure to negative acts at work, psychological stress reactions and physiological stress response (Hogh et al., 2012)	1. To test the association between exposure to negative acts at work, psychological stress-reactions and cortisol secretion and whether some negative acts are more detrimental to health than others.	organizational intervention.  1. employees of several public and private sectors. 1. target NAQ-R +2 ostracism items, Impact of Event Scale (IES) measured psychological stress (Weiss & Marmar, 1997), Saliva samples to measure cortisol.				
The impact of by standing to workplace bullying on symptoms of depression among women and men in industry in Sweden: an empirical and theoretical longitudinal study (Emdad et al., 2013)	1. To investigate the work environmental risk factors of depressive symptoms among bystanders to bullying in both women and men in four large industrial organizations in Sweden.	1. employees 2. bystanders (witness) Harm: depressive symptoms measured with the Hospital Anxiety and Depression Scale (HAD depression)				
Workplace bullying and sleep difficulties: a 2-year follow-up study (Hansen et al., 2014)	1.To investigate whether being subjected to bullying and witnessing bullying at the	1. workers of public and private workplaces in Denmark 2. target, witness				

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<p>Workplace bullying and mental health: A meta-analysis on cross-sectional and longitudinal data. (Verkuil et al., 2015)</p> <p>Workplace bullying in a sample of Italian and Spanish employees and its relationship with job satisfaction, and psychological well-being (Arenas et al., 2015)</p>	<p>workplace was associated with concurrent sleep difficulties.</p> <p>1. To examine the relation between workplace bullying and mental health, by pooling the available cross-sectional and longitudinal data (70 samples and a total of 170.233 participants), consisting of three categories: (1) symptoms of depression, (2) symptoms of anxiety, and (3) stress-related psychological complaints, such as negative affect and emotional exhaustion.</p> <p>1. To examine the prevalence rate of workplace bullying with differential consequences on employees' job satisfaction and psychological well-being.</p>	<p>1. employees 2. targets</p> <p>Harm: widely used scales to measure job induced stress job satisfaction, intention to leave the job / profession, anxiety, depression, PTSD, burnout.</p> <p>1. sample of Italian and Spanish employees 2. target</p>				



Continued TABLE 1.

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Workplace bullying as a predictor of disability retirement (Nielsen et al., 2017)	1.To determine whether bullying is related to all-cause disability retirement, contributes to disability retirement above high job demands and lack of job control, and to establish gender differences in the relationship.	1. Norwegian employees with disability pension 2. target respondents were asked whether they had been subjected to bullying at the workplace during the last 6 months with yes and no. Bullying definition was offered before. Job control measured with QPS (Dallner et al., 2000).				
Workplace bullying and violence as risk factors for type 2 diabetes: a multicohort study and meta-analysis (Xu et al., 2018)	1. Multicohort study to examine if employees exposed to workplace bullying and violence, have an increased risk of type 2 diabetes.	1. Workers: men and women (40– 65 years) free of diabetes in Sweden, Denmark and Finland 2. target Bullying and violence were self-reported at baseline + national health and medication records and death registers.				

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<b>MOBBING</b> Mobbing with effects on the victim (Leymann, 1996)	1. Research to develop a typology of mobbing activities, subdivided into five dimensions depending on the effects they have on the victim.	1. coworker 2. target Harm :5 double barreled items (all)	No anchors	6 months	5	Not identified
Leidse Mobbing Schaal-II. (LEMS -II) (Hubert & Furda, 1996)	1. Measures the extent of bullying at work and harm.	1. coworker 2. target Harm: 12 items	1-5: Never, rarely, at least once a month, at least once a week, daily	Past year	12	0.71-0.88
LIPT-60 scale (Rivera & Abuín, 2003)	1. Translation, validation of Leymann's LIPT-60 questionnaire, extra items added, 6 dimensions: 1. job discrediting, 2. hindering progress, 3. communication blockage or blocking of communication, 4. covert intimidation, 5. overt intimidation and 6 personal discrediting.	1. coworker 2. target Harm: 11 items Turkish version health workers (Körükçü et al., 2014)	0-4 Not at all., a little, moderately, very much, extremely.	Past year	60	0.79
<b>Studies digital mobbing</b> Cyber-mobbing (Fawzi, 2009)	1. Systematic and differentiated questions on targets and experts	1. coworker 2. target				

Continued TABLE 1.

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<p>Blackmail (Da Silva João &amp; Saldanha Portelada, 2019):</p> <p><b>Study harm</b> Helsemessige aspekter ved mobbing i arbeidslivet: Modererende effekter av sosial støtte og personlighet (Einarsen et al., 1996)</p> <p>Mobbing at workplace- psychological trauma</p>	<p>for an overview on the state-of-the-art research of cyber mobbing.</p> <p>1. Assess the existence, frequency, and intensity of mobbing within the Portuguese nurse population, as well as its impact on their well-being and interpersonal relationships. 2. CE</p> <p>1.To investigate the relationships between exposure to bullying and self-reported health complaints and whether these relationships are moderated by social support and aspects of the victims' personality.</p> <p>1. To identify the features of trauma and analyze the</p>	<p>1. people in general 2. perpetrator</p> <p>1. workers union members, management 2. target</p> <p>The questionnaire included demographic variables, questions on workplace bullying and harassment, several personality scales, health-related measures, and work environment indicators.</p> <p>1. Patiënts 2. Target</p>				

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And documentation of psychiatric symptoms (Baran Tatar & Yuksel, 2018)	development of mental problems caused by traumatic experiences in individuals who have been subjected to mobbing at workplace and admitted to psychiatry services.	Trauma Evaluation Form (TIF), Posttraumatic Stress Diagnostic Scale (PDS), Impact of Event Scale- Revised (IES-R) were administered				
<b>3. HARASSMENT/ DISCRIMINATION</b> *Work Harassment Scale (WHS) (Bjorkqvist et al., 1994)	A series of studies, labeled the "Work Harassment Project," was initiated to investigate the prevalence of work harassment in various types of workplaces in Finland. Aggressor-victim relationships in this study were a part of this.	1. university workers 2. target Harm: 0 items	0-4: Never, very often	6 Months	24	0,95
Ethnic Harassment Experiences scale (EHE) (Schneider et al., 2000)	1. Examines the nature and correlates of the ethnic harassment experiences (i.e., verbal ethnic harassment and exclusion due to ethnicity).	1. coworker 2. target Harm: 0 items	1-5: Never to almost always	Past 24 months	7	0.95 0.90
Generalized Workplace Harassment Questionnaire	1. To measure any negative or hostile workplace interpersonal interactions experienced by an	1. coworker 2. target Harm: 1 item	1-3: Never, once more than twice.	Past year	29	0.92

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(GWHQ) (Rospenda & Richman, 2004)	employee not based on social characteristics such as gender, race ethnic or other social status characteristics that are legally. Five dimensions + items: verbal aggression (9), disrespect (9), isolation/exclusion (5), threats/bribes (3), and physical aggression (3).					
Cyber harassment (Beran & Li, 2005)	1. Measures the form of harassment that occurs using electronic communications such as e-mail and cell phones. Dimensions + items: medium (3), harm (10), combi with vis-à-vis (1), actor type (2). Questions were open ended on type of technology, closed on frequency. 2. CE: 3 items:	1. students grade 7-9 2. target, perpetrator, bystander Harm: 10 items	1-5: Never, once, twice, a few times, many times, almost every day	Past Year	15	0.88
Gender Experience Questionnaire (SEQ)(Leskinen & Cortina, 2014)	1. Measurement of workplace gender harassment, beyond sexual insults to include hostility targeting one's gender,	1. coworker 2. target Harm: 0 items	1-5: Never, once, or twice, sometimes, often, many times	Past year	20	0.85 0.90 0.92 Full scale

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<p><b>Study digital discrimination</b> Discriminating systems: Gender, race, and power in AI (West et al., 2019).</p> <p><b>Studies harm</b> Harassment as predictor of burnout (Savicki et al., 2003) Local harassment scale on race, religion, gender, national origin (6 items)</p> <p>Associations of workplace bullying and harassment with pain (Takaki et al., 2013)</p>	<p>gender role (non)conformity, and motherhood status.</p> <p>1.Study on algorithms build in AI systems discriminating on gender, race, and power. A diversity crisis in the AI industry and the problems of bias in AI systems are interrelated aspects.</p> <p>2.CD</p> <p>To examine the impact of harassment on important aspects of job experience in correctional settings: burnout, commitment to the organization, and perceived stress.</p> <p>1.To investigate associations of workplace bullying and harassment with headache, stiffness of the neck or</p>	<p>1. developer, institute, customers</p> <p>2. customer of site as target, institute as perpetrator</p> <p>1. correctional officers</p> <p>2. target</p> <p>Harm: locally constructed 6 item scale on harassment based on based on race, religion, gender, or national origin; Maslach Burnout Inventory (Maslach et al., 1997)</p> <p>1. workers</p> <p>2. target</p>	<p>analyzing existing IT systems</p>	<p>Year-long pilot review study</p>		

Continued TABLE 1.

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Association of sexual harassment and sexual assault with midlife women's mental and physical health (Thurston et al., 2019)	shoulders, lumbago, and pain of two or more joints.  1. To investigate the association of history of sexual harassment and sexual assault with bloodpressure, mood, anxiety, and sleep among midlife women.	NAQ-R + Brief Job Stress Questionnaire(BJSQ, (Shimomitsu et al., 2000)  1. nonsmoking women aged 40 to 60 years free of clinical cardiovascular disease. Pittsburg, Pennsylvania 2. Target Telephone screening Brief Trauma Questionnaire (Koenen et al., 2009), items from the Workplace Sexual Harassment and assault (Breiding et al., 2014) +several physical measurement methods.				
<b>4. DEVIANCE</b> Interpersonal and Organizational Deviance Scale (IODS) (Bennett & Robinson, 2000)	1. Research to develop broad, theoretically derived measure(s) of deviant behavior in the workplace.	1. coworker 2. perpetrator Harm: 0 items	1-7: Never to once a year, twice a year, several times a	Last Year	19	0.87 0.90 0.88

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Cyber loafing (Lim, 2002)	1. Study on internet access at work for personal use while pretending to do legitimate work. Measuring engagement in type of cyber loafing if workers experience injustice Justice dimensions + items: distributive (5), procedural (7), interactive (6), forms of cyber loafing (11). 11 CE items of visits on private websites and mail	1. coworker 2. perpetrator Harm: 0 items	year, monthly, weekly, daily  A/B 5: Very unfair to very fair C 5: Strongly disagree to strongly agree. D 5: Never to constantly	During working hours	29	0.93
Work related Social Media Questionnaire (WSMQ) (Landers & Callan, 2014)	1. Measure internet surfing during work hours for personal interest, misuse of companies' internet access 2.on CD nature	1. coworker 2. perpetrator	1-5: Strongly disagree- strongly agree.	Last year	9	0.76 0.78
<b>5. CWB</b> Counterproductive Work Behavior Checklist -long version (CWB-C) (Fox & Spector, 2002)	1. Measure acts that harm or are intended to harm organizations. They include acts directed toward both organizations and individuals, including	1. coworker 2. perpetrator Harm: 0 items	1-5: Never once or twice, Once or twice per month,	During their job	45	0.87



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<b>Studies digital CWB</b> Cyber fraud (Trembly, 2004)	aggression (physical and verbal), sabotage, theft, and withdrawal.  1. Internet communications are not private. 2. CD nature	1. internet users targets	Once or twice per week, Every day.			Analyzed court cases.
Mail and wire fraud (Neese et al., 2005),	1. False statements provided to customers, marketing channel members, and the government. Analysis of federal mail and wire fraud cases related to marketing. 2. CE nature	1. marketers 2. perpetrators				
<b>Study harm</b> Explaining counterproductive work behaviors among police officers: The indirect effects of job demands are mediated by job burnout and moderated by job control and social support (Smoktunowicz et al., 2015)	1. Part of this study was to investigate the relation of job-demands and CWB on job burnout.	1. police officers 2. target				
<b>6. VIOLENCE</b>		1. individual/group		Last year	11	

Continued TABLE 1.

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Violence Research health care: in Brazil, Bulgaria, Lebanon, Portugal, South Africa, Thailand, Australia (Di Martino, 2009)	1. Country studies to identify and address workplace violence in the health sector, to develop sound policies and practical approaches for the prevention and elimination of it.	2. witness Harm: 6 double barreled items	1-5: Not at all, to infrequently (a few times in 12 months), occasionally (a few times each six months), often (a few times each month), frequently (once or more each week),			Not identified
<b>Studies digital violence</b> Technology facilitated violence (Henry & Powell, 2016)	1. To examine the scope and limitations of criminal laws for responding to technology- facilitated sexual violence (TFSV) e.g., blackmail, control, coerce, harass, humiliate, objectify, or violate another person. 2. CE natures	1. woman in public and private life/ ex partners 2. target / perpetrator	Analysis of criminal law responses			
Cyber violence on Twitter (Nagle, 2018)	1. A review of the current literature on social media,	1. students, teachers 2. perpetrator, target	Research on Twitter use in			

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<p><b>Studies harm</b> The exploding spark: Workplace violence in an infectious disease hospital- longitudinal study (Magnavita, 2013)</p> <p>Psychosocial work factors and long sickness absence in Europe (Slany et al., 2014)</p>	<p>especially Twitter, use in classrooms, to give a multi- disciplinary perspective on issues of cyber-violence and understand the digital tools we use in teacher education. 2.CE/CD</p> <p>1.Longitudinal study of workplace violence on work- related stress, anxiety, and depression.</p> <p>1. To investigate workplace violence (physical violence, bullying, and discrimination) relation to long sickness absence.</p>	<p>1. patients, physicians, nurses 2. perpetrator, target Violent Incident Form (Arnetz, 1998) combined with Goldberg scales for anxiety and depression (Goldberg et al., 1988), the Demand Control/ Support Questionnaire for Stress (Karasek, 1979).</p> <p>1. workers 2. target Over the past 12 months, at work exposed to: -physical violence -sexual harassment - bullying/harassment -age</p>	<p>teacher education as an educational tool</p>			

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INSTRUMENTS OF NWB CONSTRUCTS (tests, questionnaires, scales) STUDIES	1. GOAL 2. DIGITAL NWB: Cyber enabled (CE) items <sup>1</sup> Cyber dependent (CD) items	QUESTIONS ON: 1. ACTOR TYPE 2. ACTOR ROLE HARM	RATING SCALE: ANCHORS	DURATION	ITEMS	RELIABILITY/ CONSISTENCY
Criminalizing revenge porn (Citron & Franks, 2014)	1.To argue why criminalization of revenge porn is necessary to protect against the devastating invasion of privacy, sexual privacy, especially the non- consensual publication of sexually graphic images.	discrimination linked to race, ethnic background, or color - discrimination linked to nationality -discrimination on the basis of your sex - discrimination linked to religion -discrimination linked to disability - discrimination linked to sexual orientation At least one situation exposure.  Supporting a narrowly and carefully crafted criminal statute can comport with the First Amendment with several laws.				
<b>7. ABUSE</b> Abusive Supervision Scale (Tepper, 2000)	1. Drawing on justice theory, to examine the consequences of abusive supervisor behavior.	1. subordinate/supervisor 2. subordinate as target, supervisor as perpetrator Harm: 0 items	1-5 Can not remember, seldom, sometimes, moderately often, very often	in the past few months	15	0.90

Continued TABLE 1.

INSTRUMENTS OF NWB CONSTRUCTS (tests, questionnaires, scales) STUDIES	1. GOAL 2. DIGITAL NWB: Cyber enabled (CE) items <sup>1</sup> Cyber dependent (CD) items	QUESTIONS ON: 1. ACTOR TYPE 2. ACTOR ROLE HARM	RATING SCALE: ANCHORS	DURATION	ITEMS	RELIABILITY/ CONSISTENCY
<p><b>Studies digital abuse</b> Spyware, unauthorized entry into computers (Stafford &amp; Urbaczewski, 2004).</p> <p>Problematic Internet Use (PIU)(Caplan, 2007)</p> <p><b>Study harm</b></p>	<p>1. indirect infiltration in the form of monitoring programs surreptitiously installed on computers, called spyware, serve to record, and transmit a user's computer uses and behaviors to third parties. Spyware, essentially, is software that asserts control over a user's computer without his/her consent including Adware, Key Loggers, and Trojan Horses.</p> <p>2. CD</p> <p>1. Study examined to which extend social anxiety explains results previously attributed to loneliness as a predictor of preference for online social interaction and problematic Internet use.</p> <p>2.CE</p>	<p>1. hackers and users</p> <p>2. e.g., marketers as perpetrator, customer as target</p> <p>1. Internet users</p> <p>2. target, perpetrator</p>				

Continued TABLE 1.

INSTRUMENTS OF NWB CONSTRUCTS (tests, questionnaires, scales) STUDIES	1. GOAL 2. DIGITAL NWB: Cyber enabled (CE) items <sup>1</sup> Cyber dependent (CD) items	QUESTIONS ON: 1. ACTOR TYPE 2. ACTOR ROLE HARM	RATING SCALE: ANCHORS	DURATION	ITEMS	RELIABILITY/ CONSISTENCY
Abusive supervision and family undermining as displaced aggression (Hoobler & Brass, 2006)	To investigate the results of abusive supervision on subordinates and their family members.	1. subordinates/ family members 2. target				
<b>8. TERROR</b> Leymann Inventory of Psychological Terror (LIPT) (Leymann, 1990)	1.To develop a questionnaire and typography of 45 mobbing actions, 5 dimensions of effects + items: on self-expression (11), on social contact (5), on personal reputation (15), on occupational situation and quality of life (7), on physical health (7).	1. coworker 2. target Harm: 3 double barreled items	1-7: Completely disagree, to strongly disagree, fairly disagree, neither disagree nor agree, fairly agree, strongly agree, completely agree.	Last one year.	45	0.79
Cyberstalking (Every-Palmer et al., 2015). Used FTAC* questionnaire of (James et al., 2013), and (Pathé et al., 2014). *Fixated Threat Assessment Centre (FTAC) is a UK police/mental health unit	1.To investigate the significantly elevated risk of violence, stalking, harassment, and attack to politicians of fixated individuals with untreated serious mental disorders, usually psychosis: in the frequency, nature, and effects. 2. CE	1. Politicians as target (and their family and staff) 2. A small fraction of people with mental illness as harasser divided in approachers and non-approachers. Harm:1 item	Yes/ No: if affirmative further on nature, frequency: 1,2,3-9,>10, location, duration. + additional free text replies.	Current work	42	Not identified
<b>Study harm</b>						

Continued TABLE 1.

INSTRUMENTS OF NWB CONSTRUCTS (tests, questionnaires, scales) STUDIES	1. GOAL 2. DIGITAL NWB: Cyber enabled (CE) items <sup>1</sup> Cyber dependent (CD) items	QUESTIONS ON: 1. ACTOR TYPE 2. ACTOR ROLE HARM	RATING SCALE: ANCHORS	DURATION	ITEMS	RELIABILITY/ CONSISTENCY
Employee safety perception following workplace terrorism: a longitudinal study (Nissen et al., 2019)	1. To explore longitudinal associations between perceived safety at work among employees exposed to a workplace terrorist attack and their views on security measures and emergency preparedness	1. exposed ministerial employees. 2. victim				
<b>10. INJUSTICE</b> Combined effect of perceived organizational injustice and perceived politics on deviant behaviors (Khattak et al., 2021)	1. To examine the catalytic impact of perceptions of politics in organizations on the relationship between perceived unfairness and deviant behavior at work. Dimensions +items: distributive (4), procedural (6), interactional (4) justice, perceived organizational politics (15), deviant behavior individual (7), deviant behavior organizational (3) expenses (12).	1. employees 2. target-perpetrator-witness role change (Social exchange theory) Harm: 0 items	1-5: strongly disagree to strongly agree.	Current work	48	0.81
<b>Studies harm</b> Organizational justice: evidence of a new psychosocial predictor of	1.To examine the justice of decision-making procedures and interpersonal relations as a	1. feminine hospital employees 2. target				

Continued TABLE 1.

INSTRUMENTS OF NWB CONSTRUCTS (tests, questionnaires, scales) STUDIES	1. GOAL 2. DIGITAL NWB: Cyber enabled (CE) items <sup>1</sup> Cyber dependent (CD) items	QUESTIONS ON: 1. ACTOR TYPE 2. ACTOR ROLE HARM	RATING SCALE: ANCHORS	DURATION	ITEMS	RELIABILITY/ CONSISTENCY
health (Elovainio et al., 2002)	psychosocial predictor of self- rated health, minor psychiatric disorders, and recorded absences due to sickness.					
Justice at work and reduced risk of coronary heart disease among employees (Kivimäki et al., 2005)	1.To investigate the risk of incident coronary heart disease on employees with an intermediate or low level of justice.	1. British civil servants 2. target				
<b>11. INTERPERSONAL CONFLICT</b> *Interpersonal Workplace events Scale (Not included in this study the 18 positive behavior Items) (IWES) (Keashly et al., 1994)	Study on abusive interpersonal behaviors (hostile verbal, nonverbal, not physical, sexual contact) directed by one or more persons towards another. 3 dimensions: positive (18), abusive (28), physical abusive (2) behaviors.	1. nurses 2. target Harm: 1 double barreled item.	1-5: Rare to always	12 months	48	0.87-0.92
Interpersonal Conflict at Work Scale (ICAWS) (Spector & Jex, 1998)	1. To assesses the frequency with which employees experience arguments and yelling in their interactions with coworkers.	1. workers 2. target Harm: 0 items	1-5: Never to every day	Current work	4	0.74



Continued TABLE 1.

INSTRUMENTS OF NWB CONSTRUCTS (tests, questionnaires, scales) STUDIES	1. GOAL 2. DIGITAL NWB: Cyber enabled (CE) items <sup>1</sup> Cyber dependent (CD) items	QUESTIONS ON: 1. ACTOR TYPE 2. ACTOR ROLE HARM	RATING SCALE: ANCHORS	DURATION	ITEMS	RELIABILITY/ CONSISTENCY
<b>Study digital conflict</b> Impact of social media on Millennials – a conceptual study (Kavitha & Bhuvaneswari, 2016)	1. Explain the pros and cons of the use of social media on personality development personal conflicts and skills of Millennials with the highest internet use since the last few decades. 2. CE natures	1. users of social media 2. perpetrators, targets	Secondary data collected from various journals, articles, blogs, publications, and other websites.			
<b>Studies harm</b> Workplace conflict resolution and the health of employees in the Swedish and Finnish units of an industrial company (Hyde et al., 2006)	1. To examine the relationship between conflict management in the workplace and self-reported measures of stress, poor general health, exhaustion, and sickness absence due to overstrain or fatigue.	1. non-supervisory employees 2. targets The psycho- social work characteristics were measured using the Occupational Stress Questionnaire (OSQ,) (Elo et al., 2003), separate items on conflict management.				
Conflicts at work are associated with a higher risk of cardiovascular disease (Jacob & Kostev, 2017)	1. To analyze the association between workplace conflicts and cardiovascular disorders	1. patients of general practitioners with conflict at work 2. target, perpetrator				

Continued TABLE 1.

INSTRUMENTS OF NWB CONSTRUCTS (tests, questionnaires, scales) STUDIES	1. GOAL 2. DIGITAL NWB: Cyber enabled (CE) items <sup>1</sup> Cyber dependent (CD) items	QUESTIONS ON: 1. ACTOR TYPE 2. ACTOR ROLE HARM	RATING SCALE: ANCHORS	DURATION	ITEMS	RELIABILITY/ CONSISTENCY
	Measure the incidence of angina pectoris, myocardial infarction, and stroke.					
<b>12. VICTIMIZATION/ SCAPEGOATING</b> * Perceived Victimization Scale (PVS) ((Aquino & Bradfield, 2000)	1. Study on situational or dispositional characteristics that are likely to produce self- perceptions of victimization. Dimensions: Verbal (12) and covert (6) hostility, manipulation (5), physical hostility (3), sexual harassment (3).	1. governmental agency employees 2. Victim Harm: 1 double barreled item.	1-3: Never to more than once	12 Months	10	0.92
Juvenile Victimization Questionnaire Interview (JVQ) (Hamby et al., 2004)	1. Clinical, research, and community settings to help document the true burden of victimization experienced by youth	1. peer, relative 2. victim, witness Harm; 5 interview items	Either as a one- year incidence rate or as a frequency of number of incidents in the last year – Yes/No or zero	From birth Until 17 years	34	0.80
Cyberstalking victimization (Reyns et al., 2012)	1. study on pursuit behavior by the internet as a time and spaceless nature. It is repeated	1. intimate, friend, ex friend, acquaintance, stranger, coworker,	*0=Non victim, 1=vict1=Intimate, 2=Friend/	Ever	13	Questioned

Continued TABLE 1.

INSTRUMENTS OF NWB CONSTRUCTS (tests, questionnaires, scales) STUDIES	1. GOAL 2. DIGITAL NWB: Cyber enabled (CE) items <sup>1</sup> Cyber dependent (CD) items	QUESTIONS ON: 1. ACTOR TYPE 2. ACTOR ROLE HARM	RATING SCALE: ANCHORS	DURATION	ITEMS	RELIABILITY/ CONSISTENCY
	behavior: 4 dimensions + items: unwanted contact, (4) harassment, (2) unwanted sexual advances, and (3) threats of violence or physical harm (4). 2. CE	customer, neighbor, relative 1. target, perpetrator	Acquaintance, 3=Stranger *1,2,3,4,5, or more persons *Counting incidents			digital response rates.
<b>13. MICROPOLITICS</b> Perceptions of Organizational Politics Scale (POPS) (Kacmar & Carlson, 1997)  <b>Study digital politics</b> Internet politics (Fung et al., 2013)	Introduction of a new scale that purports to measure perceptions of organizational politics. Dimensions + items: general political behavior (2), go along to go ahead (7), pay and promotion policies (6).  Bring two opposed perspectives on the influence of digital technologies on politics. Six models: the empowered public sphere, displacement of traditional organizations by new digitally self-organized groups, digitally direct democracy, truth-based advocacy, constituent mobilization, and	1. coworkers, group 2. target, witness Harm: 0 items  1. citizens, interest groups, organizations, governments 2. variety of roles	1-5: Strongly disagree, disagree, neutral, agree, strongly agree.  perspectives from scholars of technologies and politics	Context of current work environment	15	0.88

Continued TABLE 1.

INSTRUMENTS OF NWB CONSTRUCTS (tests, questionnaires, scales) STUDIES	1. GOAL 2. DIGITAL NWB: Cyber enabled (CE) items <sup>1</sup> Cyber dependent (CD) items	QUESTIONS ON: 1. ACTOR TYPE 2. ACTOR ROLE HARM	RATING SCALE: ANCHORS	DURATION	ITEMS	RELIABILITY/ CONSISTENCY
	crowd-sourced social monitoring.					
<b>14. OSTRACISM</b> Workplace Ostracism Scale (WOS) (Ferris et al., 2008)	1. Development of a 10-item measure of workplace ostracism.	1. coworker 2. target Harm: 0 items	1-7: Never, once in a while, sometimes, fairly often, often, constantly, always	Past year	10	0.75
<b>Study digital ostracism</b> Internet ostracism (Zadro et al., 2004)	1. Compares face to face with two digital forms of social exclusion: 1. exclusion of subjects by a computer, 2. selection by computer of people to exclude subjects. Results show a very primitive and automatic adaptive sensitivity in subjects to even the slightest hint of social exclusion. 2. CE	1. subjects 2. target				
<b>Study harm</b> The cost of being ignored: Emotional exhaustion in the	1. To investigate how workplace ostracism both spills over and crosses over to	1. married partners 2. target/ spouse				

Continued TABLE 1.

INSTRUMENTS OF NWB CONSTRUCTS (tests, questionnaires, scales) STUDIES	1. GOAL 2. DIGITAL NWB: Cyber enabled (CE) items <sup>1</sup> Cyber dependent (CD) items	QUESTIONS ON: 1. ACTOR TYPE 2. ACTOR ROLE HARM	RATING SCALE: ANCHORS	DURATION	ITEMS	RELIABILITY/ CONSISTENCY
work and family domains. (Thompson et al., 2020)	emotional exhaustion for both the ostracism target and his or her spouse.	Measured with WOS, PANAS (Thompson, 2007), OQ-45.2 (Lambert et al., 1998), MBI ((Maslach et al., 1986), family undermining (Hoobler & Brass, 2006) family emotional exhaustion (Maslach et al., 1986)				
<b>15. INCIVILITY</b> Workplace Incivility Scale (WIS) (Cortina et al., 2001)	1.Unidimensional design to assess the frequency of respondent perceptions of disrespectful, rude, or condescending behaviors.	1. superiors, coworkers 2. target Harm: 0 items	1-5: Never, once, or twice, sometimes, often, many times	Previous 5 years, also altered to 1 year (Cortina & Magley, 2009), one month (Matthews & Ritter, 2016).	7	0.89
Uncivil Workplace Behavior Questionnaire (UWBQ) (Martin & Hine, 2005)	1.Propose a broader multidimensional construct than the WIS: 4 dimensions +items: hostility (4), privacy invasion	1. managers, colleagues. 2. target Harm: 0 items	1-5: Never, once, or twice, sometimes, often, many times	From 5 years, altered to 1 year	20	0.65 single factor 0.91 four factors.

Continued TABLE 1.

INSTRUMENTS OF NWB CONSTRUCTS (tests, questionnaires, scales) STUDIES	1. GOAL 2. DIGITAL NWB: Cyber enabled (CE) items <sup>1</sup> Cyber dependent (CD) items	QUESTIONS ON: 1. ACTOR TYPE 2. ACTOR ROLE HARM	RATING SCALE: ANCHORS	DURATION	ITEMS	RELIABILITY/ CONSISTENCY
Cyber incivility (Lim & Teo, 2009)	(5), exclusionary behavior (7), gossiping (4).  1. Examine cyber incivility by mail in the workplace. Compared workplace incivility (15) with outcomes on job satisfaction, (5) quit intentions (3), organizational commitment (9), workplace deviance (20). 2. CE	1. coworkers 2. target, perpetrator as outcome Harm: 0 items	1-5: Not at all to all the time.	Past year	14	0.95
<b>Study digital incivility</b> Cyber-incivility	1. Examine within-person relationships between day-level incivility via work e-mail (cyber incivility) and specific employee outcomes of detachment at home and distress spillover from one day to the next. 2. CE	1. coworkers, supervisors, clients/customers 2. target	Yes / No, Number incidents, and Questionnaire Lim & Teo 2009			
<b>Study harm</b> Information and communication technology incivility aggression in the workplace: Implications for	1. Examine ICT incivility, related to negative mood state, which in turn may have effect	1. employees 2. target, perpetrator Incivility was measured with the 7 points list of Blau & Anderson, separate				

Continued TABLE 1.

INSTRUMENTS OF NWB CONSTRUCTS (tests, questionnaires, scales) STUDIES	1. GOAL 2. DIGITAL NWB: Cyber enabled (CE) items <sup>1</sup> Cyber dependent (CD) items	QUESTIONS ON: 1. ACTOR TYPE 2. ACTOR ROLE HARM	RATING SCALE: ANCHORS	DURATION	ITEMS	RELIABILITY/ CONSISTENCY
<p>work and family (Zivnuska et al., 2020)</p> <p>Incivility and bullying in the workplace and nurses' shame responses (Felbinger, 2008)</p> <p>How employers &amp; co-workers respond to workplace bullying (Namie, 2008)</p> <p>The cost of bad behavior (Porath &amp; Pearson, 2010)</p>	<p>on attitudes regarding work and family.</p> <p>1. To help the reader of this paper identify disruptive behaviors, describe adverse outcomes of these behaviors, and identify standards that help to create and sustain a healthy work environment.</p> <p>1.Labor Day 2008 Survey: two separate 400-person respondent groups who visited the WBI website.</p> <p>1.To collect data to track the prevalence, types, causes, costs, and cures of incivility at work.</p>	<p>instruments for positive mood, psychological distress, job satisfaction, family satisfaction.</p> <p>1. nurses 2. victim Local measurement on the network instrument to help identify.</p> <p>1. co-workers, managers 2. target, employer Survey report on 11 questions.</p> <p>1. managers, workers of 17 industries in US, Canada 2. reacting targets, witness Report of people's reactions receiving end of incivility in percentages.</p>				

Continued TABLE 1.

INSTRUMENTS OF NWB CONSTRUCTS (tests, questionnaires, scales) STUDIES	1. GOAL 2. DIGITAL NWB: Cyber enabled (CE) items <sup>1</sup> Cyber dependent (CD) items	QUESTIONS ON: 1. ACTOR TYPE 2. ACTOR ROLE HARM	RATING SCALE: ANCHORS	DURATION	ITEMS	RELIABILITY/ CONSISTENCY
Employee adiposity and incivility: Establishing a link and identifying demographic moderators and negative consequences. (Sliter et al., 2012)	1.To explore prevalence of increased adiposity among experienced incivility, burnout and withdrawal on employees in the American workplace	1. self-selected part time workers 2. target Self-reported BMI, WIS and demographic variables.				
Mental health expenditures: association with workplace incivility and bullying among hospital patient care workers (Sabbath et al., 2018)	1.To test associations between bullying and health plan claims for mental health diagnoses.	1. hospital workers Boston 2. target Measurement with NAQ-R, health care utilization, incurred costs.				
<b>16. SOCIAL SAFETY</b> Social Safety Index at work (SVI)(Verschuren, 2012)	1. develop a validated and reliable questionnaire on social safety in various industries. 5 Dimensions +items: characteristics: personal & organizational antecedents (37), incidents: natures, severity, actor types & roles (27), coping: individual, organizational, legal, care, correction (41), consequences, individual,	1. strangers, workers, clients, relatives 2. witness, instigator, outsider, collaborator, target, perpetrator Harm: 12 items (organizational), 14 items (individual mental), 7 items (Individual physical)	1-4: Never/ Sometimes/ Usually/ Always	Past year	154	0.56 0.90 0.87 0.91



Continued TABLE 1.

INSTRUMENTS OF NWB CONSTRUCTS (tests, questionnaires, scales) STUDIES	1. GOAL 2. DIGITAL NWB: Cyber enabled (CE) items <sup>1</sup> Cyber dependent (CD) items	QUESTIONS ON: 1. ACTOR TYPE 2. ACTOR ROLE HARM	RATING SCALE: ANCHORS	DURATION	ITEMS	RELIABILITY/ CONSISTENCY
	organizational, material, immaterial (26), policy: rules, measures, communication (23).					
Monitor of social safety in primary and secondary education (Scholte et al., 2016; Sijbers et al., 2014)	1. Biennial survey commissioned by the Ministry of Education, Culture and Science in the Netherlands. Dimensions +items: experiences nature violence, feeling of safety, policy, prevention, opportunities for improvement, internal /external care, registration.	1. pupils, staff, management, parents 2. perpetrators, target, avoiders Harm: 0 items	open, yes/no, different rating scales and anchors.	12 Months	PO 108 VO 187 (2016)	Not identified
Building digital safety for journalism. (Henrichsen et al., 2015)	1.UNESCO research on personal safety, safety of information, safety of people I work with, safety of sources, safety of family, digital security knowledge and training. 2. CE: one question CD: on online platforms and tools	1. online media actors engaged in journalism. in a complex and political climate with sources, colloques, family. 2. attacker, target, instigators' Harm: 2 items	Open, yes/no, different rating scales and anchors.	12-18 months Digital use: 0-25%, 26- 45%, 46- 65%, 66- 85%, More than 85%	52	Not identified
<b>Study digital social safety</b>						

Continued TABLE 1.

INSTRUMENTS OF NWB CONSTRUCTS (tests, questionnaires, scales) STUDIES	1. GOAL 2. DIGITAL NWB: Cyber enabled (CE) items <sup>1</sup> Cyber dependent (CD) items	QUESTIONS ON: 1. ACTOR TYPE 2. ACTOR ROLE HARM	RATING SCALE: ANCHORS	DURATION	ITEMS	RELIABILITY/ CONSISTENCY
Cybercrime, Vandalizing the information society (Furnell, 2002)	This dissertation introduces cyber-dependent crime e.g., like malicious hacking, web defacement, illegal control over IT-systems, malware use. These crimes differ from the cyber-enabled: e.g., online fraud, stalking, harassment.	1. users of digital tools in modern society 2. criminal, target				

\*Added instruments in the expert round. Note: unnamed instruments indicated with the abbreviations of the author names.

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INSTRUMENTS OF NWB CONSTRUCTS (tests, questionnaires, scales) STUDIES	1. GOAL 2. DIGITAL NWB: Cyber enabled (CE) items <sup>1</sup> Cyber dependent (CD) items	QUESTIONS ON: 1. ACTOR TYPE 2. ACTOR ROLE HARM	RATING SCALE: ANCHORS	DURATION	ITEMS	RELIABILITY/ CONSISTENCY
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INSTRUMENTS OF NWB CONSTRUCTS (tests, questionnaires, scales) STUDIES	1. GOAL 2. DIGITAL NWB: Cyber enabled (CE) items <sup>1</sup> Cyber dependent (CD) items	QUESTIONS ON: 1. ACTOR TYPE 2. ACTOR ROLE HARM	RATING SCALE: ANCHORS	DURATION	ITEMS	RELIABILITY/ CONSISTENCY
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