

**Supplementary Table.** Moderation Effect of Organizational Justice on the Relationship between Self-Efficacy and Nursing Performance (*N* = 224)

Final model	Moderation 1: distributional justice					Moderation 2: procedural justice					Moderation 3: interactional justice				
	Coeff	SE	t ( <i>p</i> )	LLCI	ULCI	Coeff	SE	t ( <i>p</i> )	LLCI	ULCI	Coeff	SE	t ( <i>p</i> )	LLCI	ULCI
Constant	0.29	0.51	0.56 (.574)	-0.72	1.29	-0.01	0.51	-0.12 (.982)	-1.02	0.99	-0.06	0.49	-0.12 (.905)	-1.00	0.91
Self-efficacy (X→Y)	0.86	0.14	6.32 (<.001)	0.59	1.13	0.95	0.14	6.90 (<.001)	0.68	1.22	0.96	0.13	7.24 (<.001)	0.70	1.22
Organizational justice (M→Y)	0.47	0.19	2.44 (.016)	0.09	0.86	0.59	0.19	3.08 (.002)	0.21	0.97	0.66	0.17	3.96 (<.001)	0.33	0.99
Interaction (X*M→Y)	-0.13	0.05	-2.55 (.011)	-0.23	-0.03	-0.16	0.05	-3.14 (.002)	-0.26	-0.06	-0.15	0.04	-3.42 (.001)	-0.24	-0.06
	F = 6.51, <i>p</i> = .011, R <sup>2</sup> = .01					F = 10.05, <i>p</i> = .002, R <sup>2</sup> = .02					F = 11.69, <i>p</i> = .001, R <sup>2</sup> = .02				

Coeff = Coefficient; LLCI = Lower limit confidence interval; M = Moderating variable (organizational justice: distributive justice, procedural justice, interactional justice); SE = Standard error; ULCI = Upper limit confidence interval; X = Independent variable (self-efficacy); Y = Dependent variable (nursing performance).

Adjusted covariates: marital status, academic background, position, department, and career.