**Appendix 1.** Demographic characteristics of 183 surgical technologists in our cross-sectional study.

|  |  |
| --- | --- |
| **Characteristics and Levels** | **No. (%)** |
| **Gender** |  |
| Female | 116 (63.4) |
| Male | 67 (36.6) |
| **Age group (y)** |  |
| 20 - 30 | 103 (56.3) |
| 31 - 40 | 54 (29.5) |
| 41 - 50 | 26 (14.2) |
| **Work experience (y)** |  |
| < 5 | 90 (49.2) |
| 6 - 10 | 22 (12) |
| 11 - 15 | 29 (15.8) |
| 16 - 20 | 32 (17.5) |
| 21 - 25 | 10 (5.5) |
| **Field of work** |  |
| General surgery | 47 (25.7) |
| Orthopedist | 35 (19.1) |
| Urology | 15 (8.2) |
| Heart | 32 (17.5) |
| Eyes and nerves | 19 (10.4) |
| Ear nose and throat | 8 (4.4) |
| Skin and burns | 22 (12.0) |
| Pediatrics | 5 (2.7) |
| **Shift work** |  |
| Morning | 20 (10.9) |
| Evening | 0 (0.0) |
| Night | 4 (2.2) |
| Circulation | 159 (86.9) |

**Appendix 2.** Comparison of the mean ± standard deviation of various dimensions of perceived organizational justice with the demographic variables in surgical technologists of the present study.

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables and Levels** | **Perceived Organizational Justice** | | |
| **Distributive Justice** | **Procedural Justice** | **Interactive Justice** |
| **Gender** |  |  |  |
| Female | 8.71 ± 3.62 | 11.96 ± 5.29 | 18.60 ± 8.45 |
| Male | 14.28 ± 4.00 | 18.04 ± 5.00 | 29.37 ± 8.72 |
| P-value | **< 0.001** | **< 0.001** | **< 0.001** |
| **Age group (y)** |  |  |  |
| 20 - 30 | 8.39 ± 3.61 | 11.42 ± 5.92 | 17.90 ± 8.43 |
| 31 - 40 | 12.61 ± 3.33 | 16.73 ± 3.28 | 26.59 ± 6.76 |
| 41 - 50 | 15.53 ± 4.64 | 19.92 ± 6.31 | 31.64 ± 9.81 |
| P-value | **0.034** | **0.023** | **0.018** |
| **Work experience (y)** |  |  |  |
| < 5 | 8.20 ± 3.64 | 10.73 ± 4.98 | 16.89 ± 8.20 |
| 6 - 10 | 9.90 ± 3.31 | 15.85 ± 3.36 | 24.76 ± 6.35 |
| 11 - 15 | 12.79 ± 3.40 | 16.74 ± 4.68 | 26.34 ± 6.42 |
| 16 - 20 | 14.90 ± 3.97 | 19.31 ± 4.49 | 31.35 ± 8.53 |
| 21 - 25 | 14.06 ± 4.81 | 18.02 ± 74.6 | 27.30 ± 7.86 |
| P-value | **< 0.001** | **< 0.001** | **< 0.001** |
| **Field of work** |  |  |  |
| General surgery | 7.25 ± 3.57 | 9.63 ± 0.72 | 14.87 ± 6.07 |
| Orthopedist | 10.05 ± 4.22 | 14.48 ± 6.11 | 21.58 ± 9.46 |
| Urology | 9.86 ± 2.92 | 14.40 ± 9.20 | 22.93 ± 16.50 |
| Heart | 11.70 ± 2.63 | 16.19 ± 2.58 | 26.40 ± 4.49 |
| Eyes and nerves | 12.77 ± 4.08 | 16.25 ± 5.18 | 25.38 ± 4.65 |
| Ear, nose and throat | 17.16 ± 6.01 | 14.12 ± 0.26 | 33.83 ± 10.26 |
| Skin and burns | 14.95 ± 4.39 | 18.59 ± 6.73 | 29.81 ± 9.35 |
| Pediatrics | 10.39 ± 3.39 | 13.60 ± 4.97 | 19.40 ± 7.98 |
| P-value | **< 0.001** | **< 0.001** | **< 0.001** |
| **Shift work** |  |  |  |
| Morning | 7.35 ± 3.31 | 9.50 ± 6.1 | 14.30 ± 0.45 |
| Evening | 0.0 | 0.0 | 0.0 |
| Night | 11.25 ± 7.76 | 12.25 ± 5.98 | 19.75 ± 4.13 |
| Circulation | 11.12 ± 4.51 | 14.90 ± 5.57 | 23.64 ± 9.30 |
| P-value | **< 0.001** | **< 0.001** | **0.002** |

**Appendix 3.** Comparison of the mean ± standard deviation of various dimensions of the organizational-citizenship behavior with the demographic variables in surgical technologists of the present study

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Variables and levels** | **The Organizational-Citizenship Behavior** | | | | |
| **Altruism** | **Work Conscience** | **Chivalry** | **Social Etiquette** | **Politeness** |
| **Gender** |  |  |  |  |  |
| Female | 16.55 ± 4.94 | 17.56 ± 4.38 | 13.51 ± 3.77 | 14.10 ± 4.45 | 17.50 ± 2.32 |
| Male | 22.75 ± 3.71 | 23.27 ± 4.27 | 19.28 ± 3.93 | 21.18 ± 4.97 | 20.25 ± 3.29 |
| P-value | **0.310** | **0.580** | **0.170** | **0.280** | **0.340** |
| **Age group (y)** |  |  |  |  |  |
| 20 - 30 | 16.44 ± 4.45 | 17.02 ± 0.37 | 12.95 ± 3.31 | 13.47 ± 5.14 | 17.29 ± 2.05 |
| 31 - 40 | 22.13 ± 3.83 | 22.18 ± 3.29 | 18.35 ± 3.29 | 21.12 ± 4.12 | 19.50 ± 1.83 |
| 41 - 50 | 22.69 ± 6.23 | 22.76 ± 4.69 | 20.46 ± 4.99 | 21 ± 6.17 | 21.36 ± 4.89 |
| P-value | **< 0.001** | **< 0.001** | **< 0.001** | **< 0.001** | **< 0.001** |
| **Work experience (y)** |  |  |  |  |  |
| < 5 | 16.17 ± 4.46 | 16.50 ± 4.28 | 12.78 ± 3.48 | 13.06 ± 3.08 | 17.12 ± 2.12 |
| 6 - 10 | 19.19 ± 2.22 | 20.80 ± 2.94 | 15.66 ± 2.17 | 17.85 ± 3.80 | 18.57 ± 0.74 |
| 11 - 15 | 21.72 ± 3.87 | 22.13 ± 3.90 | 18.28 ± 3.44 | 19.71 ± 4.54 | 19.22 ± 1.60 |
| 16 - 20 | 23.54 ± 4.09 | 23.87 ± 4.72 | 19.46 ± 4.48 | 22.96 ± 4.26 | 20.90 ± 6.04 |
| 21 - 25 | 21.10 ± 7.04 | 20.70 ± 71.40 | 21.10 ± 4.39 | 20.12 ± 7.29 | 21.90 ± 6.04 |
| P-value | **< 0.001** | **< 0.001** | **< 0.001** | **< 0.001** | **< 0.001** |
| **Field of work** |  |  |  |  |  |
| General surgery | 14.61 ± 5.16 | 14.76 ± 0.97 | 12.04 ± 4.84 | 11.42 ± 5.67 | 16.44 ± 2.89 |
| Orthopedist | 17.29 ± 2.89 | 19.05 ± 2.70 | 14.20 ± 2.80 | 16.33 ± 4.25 | 18.36 ± 0.87 |
| Urology | 18.86 ± 1.68 | 20.66 ± 0.48 | 14.40 ± 0.63 | 16.66 ± 3.88 | 18.13 ± 0.51 |
| Heart | 22.22 ± 2.98 | 22.09 ± 2.14 | 17.87 ± 2.61 | 20.45 ± 3.88 | 19.03 ± 1.12 |
| Eyes and nerves | 23.44 ± 3.67 | 22.34 ± 4.69 | 18.05 ± 4.45 | 20.35 ± 5.85 | 20.35 ± 3.28 |
| Ear, nose and throat | 24.12 ± 5.98 | 24.66 ± 4.13 | 18.26 ± 0.76 | 20.35 ± .85 | 20.16 ± 2.14 |
| Skin and burns | 21.57 ± 6.51 | 21.54 ± 4.83 | 20.31 ± 4.13 | 20.55 ± 6.88 | 20.68 ± 2.96 |
| Pediatrics | 18.40 ± 2.88 | 19.40 ± 3.78 | 16.60 ± 1.14 | 16.40 ± 2.88 | 18.58 ± 1.65 |
| P-value | **< 0.001** | **< 0.001** | **< 0.001** | **< 0.001** | **< 0.001** |
| **Shift work** |  |  |  |  |  |
| Morning | 12.45 ± 5.45 | 13.30 ± 6.15 | 10.90 ± 0.7 | 11.16 ± 7.34 | 15.40 ± 3.21 |
| Evening | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Night | 13.75 ± 4.85 | 14.75 ± 4.04 | 16.33 ± 4.54 | 12.50 ± 4.72 | 10.50 ± 3.51 |
| Circulation | 19.98 ± 4.79 | 20.34 ± 4.87 | 16.33 ± 3.65 | 17.57 ± 5.79 | 18.96 ± 2.70 |
| P-value | **< 0.001** | **< 0.001** | **< 0.001** | **< 0.001** | **< 0.001** |

**Appendix 4.** Comparison of the mean ± standard deviation of various dimensions of the organizational trust with the demographic variables in surgical technologists of the present study

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables and levels** | **The Organizational Trust** | | |
| **Trust to the Manager** | **Trust to the Organization** | **Trust to the Colleagues** |
| **Gender** |  |  |  |
| Female | 30.53 ± 9.36 | 26.20 ± 6.62 | 35.21 ± 8.43 |
| Male | 43.98 ± 8.24 | 37.14 ± 8.24 | 47.40 ± 8.08 |
| P-value | **0.125** | **0.085** | **0.196** |
| **Age group (y)** |  |  |  |
| 20 - 30 | 29.54 ± 9.35 | 25.26 ± 6.17 | 23.84 ± 6.80 |
| 31 - 40 | 41.66 ± 5.56 | 35.17 ± 4.67 | 45.58 ± 5.97 |
| 41 - 50 | 46.48 ± 10.82 | 38.80 ± 8.85 | 47.96 ± 11.39 |
| P-value | **< 0.001** | **< 0.001** | **< 0.001** |
| **Work experience (y)** |  |  |  |
| < 5 | 28.34 ± 9.26 | 24.61 ± 6.35 | 33.59 ± 8.50 |
| 6 - 10 | 37.76 ± 3.61 | 32.09 ± 3.59 | 42.61 ± 2.74 |
| 11 - 15 | 41.21 ± 4.90 | 34.59 ± 4.08 | 44.82 ± 5.03 |
| 16 - 20 | 45.90 ± 7.52 | 37.50 ± 7.28 | 48.31 ± 9.41 |
| 21 - 25 | 45.30 ± 12.96 | 39 ± 9.58 | 46.70 ± 13.28 |
| P-value | **< 0.001** | **< 0.001** | **< 0.001** |
| **Field of work** |  |  |  |
| General surgery | 24.72 ± 10.11 | 22.25 ± 7.28 | 29.47 ± 9.78 |
| Orthopedist | 35.74 ± 6.22 | 29.40 ± 4.44 | 38.54 ± 4.15 |
| Urology | 38 ± 3.25 | 29.92 ± 3.91 | 42.13 ± 1.92 |
| Heart | 40.60 ± 4.86 | 33.54 ± 4.14 | 44.09 ± 4.43 |
| Eyes and nerves | 37.44 ± 12.19 | 33.72 ± 7.33 | 45.72 ± 9.15 |
| Ear, nose and throat | 42.25 ± 12.63 | 40.50 ± 10.31 | 51.87 ± 6.68 |
| Skin and burns | 45.36 ± 10.12 | 37.63 ± 9.19 | 46.36 ± 11.44 |
| Pediatrics | 34.60 ± 4.82 | 30.25 ± 2.06 | 36.20 ± 3.56 |
| P-value | **< 0.001** | **< 0.001** | **< 0.001** |
| **Shift work** |  |  |  |
| Morning | 22.65 ± 11.62 | 21.35 ± 8.80 | 27.25 ± 11.76 |
| Evening | 0 | 0 | 0 |
| Night | 25.5 ± 12.76 | 24.25 ± 11.92 | 32.25 ± 11.84 |
| Circulation | 37.36 ± 9.70 | 31.42 ± 7.52 | 41.46 ± 8.66 |
| P-value | **< 0.001** | **< 0.001** | **0.002** |