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Appendix

Appendix table: Leadership behaviors, mediators and employee well-being constructs (dependent variables) and summary of results in the reviewed studies

Leadership behavior(s)	Research Approach	Theoretical Focus	Mediator(s)	Employee well-being construct(s)	Results
Change-oriented				**One well-being DV**	
Barroso Castro, C., Villegas Perinan, M. M., & Casillas Bueno, J. C. (2008)	Survey (cross-sectional)	Transformational leadership	Social-cognitive (psychological empowerment)	Hedonic (job satisfaction)	Psychological empowerment mediated the positive relationship between transformational leadership and job satisfaction.
Braun, S., Peus, C., Weisweiler, S., & Frey, D. (2013)	Survey (cross-sectional)	Transformational leadership	Relational (trust in supervisor), relational (trust in team)	Hedonic (job satisfaction)	Trust in the supervisor (individual level) and trust in the team (group level) mediated the positive

					relationships between transformational leadership (individual or group level) and job satisfaction (individual level).
Choi, S. L., Goh, C. F., Adam, M. B. H., & Tan, O. K. (2016)	Survey (cross-sectional)	Transformational leadership and empowerment	Social-cognitive (empowerment)	Hedonic (job satisfaction)	Empowerment mediated the positive relationship between transformational leadership and job satisfaction.
Chuang, A., Judge, T. A., & Liaw, Y. J. (2012)	Survey (cross-sectional)	Transformational leadership Emotional regulation Social interaction model of affectivity	Affective (employee amplification of pleasant emotions)	Hedonic (job satisfaction)	For employees high in negative affectivity (moderator) transformational leadership was related to employees' amplification of pleasant emotions which in turn was linked to job satisfaction.
Cicero, L., & Pierro, A. (2007)	Survey (cross-sectional)	Charismatic leadership Social identity	Identification (follower's identification with work group, individual level variable)	Hedonic (job satisfaction)	Followers' identification with the work-group mediated the positive relationship between charismatic leadership and job satisfaction.

Gillet, N., Fouquereau, E., Bonnaud-Antignac, A., Mokounkolo, R., & Colombat, P. (2013)	Survey (cross-sectional)	Transformational leadership	Relational (interactional justice), social-cognitive (distributive justice), motivational (quality of work life)	Eudaimonic (work engagement)	Both interactional justice and distributive justice mediated the positive relationships between transformational leadership and quality of work life; quality of work-life mediated the positive relationships between interactional justice/distributive justice and work engagement.
Gilstrap, J. B., & Collins, B. J. (2012)	Survey (cross-sectional)	Trust development process	Relational (trust)	Hedonic (job satisfaction)	Trust mediated the positive relationships between procedural justice/informational justice/ transformational leadership and job satisfaction.
Hentrich, S., Zimber, A., Garbade, S. F., Gregersen, S.,	Survey (cross-sectional)	Transformational leadership Job demands-	Motivational (job demands), social-cognitive (occupational	Negative (irritation)	Job demands and occupational self-efficacy mediated the negative relationship between transformational

Nienhaus, A., & Petermann, F. (2017)		resources	self-efficacy)		leadership and irritation.
Hildenbrand, K., Sacramento, C. A., & Binnewies, C. (2016)	Survey (longitudinal)	Conservation of resources	Affective (thriving)	Negative (burnout)	Thriving at work mediated the negative relationship between transformational leadership and burnout. The indirect effect of transformational leadership on burnout via thriving was observed only for employees high on openness to experience (moderator) compared to those low on openness to experience.
Hobman, E. V., Jackson, C. J., Jimmieson, N. L., & Martin, R. (2011)	Survey (cross-sectional)	Identification	Identification (leader identification), identification (group identification)	Hedonic (job satisfaction)	Leader identification mediated the positive relationships between supportive leadership/intellectual stimulation/personal recognition and job satisfaction.
Holstad, T. J., Korek, S., Rigotti, T., &	Survey (cross-sectional)	Transformational leadership	Relational (social support by supervisor)	Negative (emotional	When employee ambition (moderator) was high, social support by supervisor

Mohr, G. (2014)		Job demands-resources		irritation)	mediated the negative relationship between transformational leadership and emotion irritation. The mediation effect on its not was not significant.
Kovjanic, S., Schuh, S. C., Jonas, K., Van Quaquebeke, N., & Van Dick, R. (2012)	Survey (longitudinal)	Transformational leadership	Motivational (need for autonomy satisfaction), motivational (need for competence satisfaction), motivational (need for relatedness satisfaction)	Hedonic (job satisfaction)	Need for autonomy satisfaction (study 1), need for competence satisfaction (study 1 & 2) and need for relatedness satisfaction (study 1 & 2) mediated the positive relationship between transformational leadership and job satisfaction.
Lian, H., Brown, D. J., Tanzer, N. K., & Che, H. (2011)	Survey (cross-sectional)	Charismatic leadership	Identification (organizational identification), identification (leader identification)	Hedonic (job satisfaction)	Both leader and organizational identification mediated the positive relationship between charismatic leadership and job satisfaction.
Munir, F., & Nielsen,	Survey	Transformational	Social-cognitive (self-	Physical (sleep	No significant results for mediational

K. (2009)	(longitudinal)	leadership, Self-efficacy	efficacy)	quality)	model: self-efficacy did not mediate the relationship between transformational leadership and sleep quality.
Nemanich, L. A., & Keller, R. T. (2007)	Survey (cross-sectional)	Transformational leadership	Relational (goal clarity climate), relational (support for creative thinking climate)	Hedonic (job satisfaction)	Goal clarity and support for creative thinking (climate facets) mediated the positive relationship between transformational leadership and job satisfaction.
Nielsen, K., & Munir, F. (2009)	Survey (longitudinal)	Transformational leadership, Self-efficacy	Social-cognitive (self-efficacy)	Eudaimonic (well-being)	Followers' self-efficacy mediated the positive relationship between transformational leadership and positive affective well-being (cross-sectionally at time 2, but not at time 1 or longitudinally).
Nielsen, K., Randall, R., Yarker, J., &	Survey (longitudinal)	Transformational leadership	Motivational (role clarity), motivational	Eudaimonic (well-being)	Work characteristics mediated the positive relationship between

Brenner, S.-O. (2008)			(meaningful work), motivational (opportunities for development)		transformational leadership style and psychological well-being (cross-sectionally at times 1 & 2, but not longitudinally)
Tafvelin, S., Armelius, K., & Westerberg, K. (2011)	Survey (longitudinal)	Transformational leadership	Relational (positive climate for innovation)	Eudaimonic (affective well-being)	Climate for innovation mediated the positive relationship between transformational leadership and well-being (cross-sectionally at times 1 & 2). Longitudinally, the positive relationship between transformational leadership and well-being was sequentially mediated in turn by climate for innovation (time 1) and climate for innovation (time 2).
Vlachos, P. A., Panagopoulos, N. G., & Rapp, A. A. (2013)	Survey (cross-sectional)	Corporate social responsibility (CSR), Attribution	Social-cognitive (csr-induced extrinsic attributions), social-	Hedonic	Charismatic leadership was positively related to employees' attributing the organization's motives

		theory	cognitive (csr-induced intrinsic attributions)		for engaging in CSR activities to intrinsic values which was in turn positively linked to job satisfaction.
Walumbwa, F. O., Peng, W., Lawler, J. J., & Kan, s. (2004)	Survey (cross-sectional)	Transformational leadership	Social-cognitive (collective self-efficacy)	Hedonic (job satisfaction)	Collective efficacy mediated the relationship between transformational leadership and job satisfaction.
Zhu, Y., & Akhtar, S. (2014)	Survey (cross-sectional)	Social exchange	Relational (cognition-based trust), relational (affect-based trust)	Hedonic (job satisfaction)	Affect-based trust mediated the positive relationship between transformation leadership and job satisfaction.
Change-oriented				**More than one well-being DV**	
Arnold, K. A., Turner, N., Barling, J., Kelloway, E. K., &	Survey (cross-sectional)	Transformational leadership	Motivational (meaningful work) (measured in two	Eudaimonic (positive affective well-	meaningful work mediated the positive relationship between transformational leadership and postive affective well-

McKee, M. C. (2007)			studies)	being), hedonic (psychological well-being)	being (study 1)/ psychological well-being (study 2).
Hansen, A., Byrne, Z., & Kiersch, C. (2014)	Survey (cross-sectional)	Kahn's engagement concept	Identification (organizational identification), affective (employee engagement)	Eudaimonic (employee engagement), negative (job tension)	Organizational identification, and in turn employee engagement, mediated the negative relationship between interpersonal leadership (transformational leadership combined with informational and interpersonal justice) and job tension.
Hetland, J., Hetland, H., Bakker, A. B., Demerouti, E., Andreassen, C. S., & Pallesen, S. (2015)	Diary	Transformational leadership	Motivational (need fulfilment (composite score of competence, autonomy, relatedness) in two studies)	Hedonic (job satisfaction), eudaimonic (daily dedication - facet of job	Need fulfilment mediated the relationship between transformational leadership and job satisfaction (study 1, cross-sectional) and job dedication (facet of job engagement; constructs on study 2 measured on daily basis).

				engagement)	
Liu, J., Siu, O.-L., & Shi, K. (2010)	Survey (cross-sectional)	Transformational leadership	Relational (trust), social-cognitive (self-efficacy)	Hedonic (job satisfaction), negative (work stress), physical (stress symptoms)	Trust and self-efficacy mediated the relationships between transformational leadership and perceived job stress, stress symptoms and job satisfaction.
Munir, F., Nielsen, K., Garde, A. H., Albertsen, K., & Carneiro, I. G. (2012)	Survey (longitudinal)	Self-efficacy Supportive climate for growth	Motivational (work-life conflict)	Hedonic (job satisfaction), eudaimonic (psychological well-being)	Work-life conflict mediated the negative relationship between transformational leadership and psychological well-being.
Nielsen, K., & Daniels, K. (2012)	Survey (cross-sectional)	Transformational leadership	Motivational (meaningful work), relational (social support)	Hedonic (job satisfaction), negative (burnout),	Meaningful work mediated the relationships between differentiated transformational leadership and job satisfaction (+ve)/sleep quality (-ve)

				eudaimonic (vitality), physical (sleep quality)	/vitality (+ve); social support mediated the relationships between the differentiated transformational leadership and job satisfaction (+ve)/burnout (-ve)/sleep quality(-ve); cohesion mediated the positive relationship between the differentiated transformational leadership and job satisfaction; role conflict mediated the relationships between the differentiated transformational leadership and job satisfaction(+ve)/burnout (-ve)/vitality(+ve).
Nielsen, K., Yarker, J., Brenner, S.-O., Randall, R., & Borg, V. (2008)	Survey (longitudinal)	Transformational leadership	Motivational (influence), identification (involvement),	Hedonic (job satisfaction), eudaimonic (well-being)	Meaningful work mediated the positive relationships between transformational leadership and well-being; involvemnet mediated the positive

			motivational (meaningful work)		relationships between transformational leadership and job satisfaction.
Nielsen, K., Yarker, J., Randall, R., & Munir, F. (2009)	Survey (cross-sectional)	Transformational leadership	Social-cognitive (self efficacy), social-cognitive (team efficacy)	Hedonic (job satisfaction), eudaimonic (well-being)	Both self-efficacy and team efficacy mediated the positive relationship between transformational leadership and well-being. Team efficacy mediated the positive relationship between transformational leadership and job satisfaction.
Relational-oriented				**One well-being DV**	
Amundsen, S., & Martinsen, Ø. L. (2015)	Survey (cross-sectional)	Empowerment leadership Psychological empowerment	Social-cognitive (self-leadership), social-cognitive (psychological empowerment)	Hedonic (job satisfaction)	Self-leadership mediated the positive relationship between empowerment leadership and psychological empowerment (Study 1& 2); psychological empowerment mediated the positive relationships between

					empowerment leadership and Job satisfaction (study 1 & 2)
Baer, M. D., Dhensa-Kahlon, R. K., Colquitt, J. A., Rodell, J. B., Outlaw, R., & Long, D. M. (2015)	Survey (longitudinal)	Trust	Motivational (perceived workload), social-cognitive (pride), social-cognitive (reputation maintenance concerns)	Negative (emotional exhaustion)	Perceived workload and reputation maintenance concerns mediated the positive relationship between supervisor felt trust and emotional exhaustion. Pride mediated the negative relationship between supervisor felt trust and emotional exhaustion.
Chan, K. W., Huang, X., & Ng, P. M. (2008)	Survey (cross-sectional)	Conflict management styles (CMS)	Relational (trust in supervisor)	Hedonic (job satisfaction)	Trust in supervisor mediated the positive relationship between integrating CMS and subordinate job satisfaction.
Chiang, C.-F., & Jang, S. (2008)	Survey (cross-sectional)	Psychological empowerment	Motivational (self determination), relational (trust),	Hedonic (job satisfaction)	The positive relationship between empowering leadership and job satisfaction was sequentially mediated

			relational (empowering organizational culture)		by initially both trust and empowering organizational culture, and then in turn self-determination.
Choi, S. B., Tran, T. B. H., & Kang, S.-W. (2016)	Survey (cross-sectional)	LMX and inclusive leadership	Social-cognitive (empowerment)	Hedonic (job satisfaction)	Empowerment mediated the positive relationship between transformational leadership and job satisfaction.
Güntert, S. (2015)	Survey (cross-sectional)	Self determination theory	Motivational (intrinsic motivation)	Hedonic (job satisfaction)	Intrinsic motivation mediated the positive relationship between autonomy-supportive leadership and job satisfaction.
Hartline & Ferrell (1996)	Survey (cross-sectional)	Empowerment	Motivational (role conflict), motivational (role ambiguity)	Hedonic (job satisfaction)	Empowerment leadership had an indirect negative effect on job satisfaction. It was related to higher role conflict, which was linked to high role ambiguity. Both role conflict and role ambiguity were negatively related

					to job satisfaction.
Konczak, L. J., Stelly, D. J., & Trusty, M. L. (2000)	Survey (cross-sectional)	Empowerment	Social-cognitive (psychological empowerment)	Hedonic (job satisfaction)	Psychological empowerment mediated the positive relationships between each LEBQ (Leadership Empowerment Behavior Questionnaire) dimension and job satisfaction.
Kong, H. (2013)	Survey (cross-sectional)	Work-life balance	Social-cognitive (career competencies)	Hedonic (job satisfaction)	Career competencies mediated the positive relationship between work-family supportive supervisor and job satisfaction.
Milner, K., Greyling, M., Goetzel, R., Da Silva, R., Kolbe-Alexander, T., Patel, D., . . . Beckowski, M. (2015)	Survey (cross-sectional)	Social exchange	Relational (provision of workplace health promotion policies and programs), motivational (perceptions of company commitment to health promotion)	Hedonic (employee wellbeing)	Provision of workplace health promotion policies and programs mediated the positive relationship between leadership support and perceptions of company commitment to health promotion; perceptions of company commitment to health

					promotion mediated the positive relationship between provision of workplace health promotion policies and programs and employee wellbeing.
Mulki, J. P., Jaramillo, F., & Locander, W. B. (2006)	Survey (cross-sectional)	Conservation of resources	Affective (emotional exhaustion)	Hedonic (job satisfaction)	Emotional exhaustion mediated the positive relationship between participative leadership and job satisfaction.
Namasivayam, K., Guchait, P., & Lei, P. (2014)	Survey (cross-sectional)	Leader empowering behavior	Social-cognitive (psychological empowerment)	Hedonic (job satisfaction)	Psychological Empowerment mediated the relationship between Leader Empowering Behaviors and employee job satisfaction.
Tuckey, M. R., Bakker, A. B., & Dollard, M. F. (2012)	Survey (cross-sectional)	Job demands-resources	Motivational (cognitive demands and resources)	Eudaimonic (work engagement)	Both cognitive demands and cognitive resources mediated the positiveå relationship between group-level empowering leadership and work engagement.

Relational-oriented				More than one well-being DV	
Biggs, A., Brough, P., & Barbour, J. P. (2014)	Quasi-experimental	Job demands-resources	Motivational (job demands), social-cognitive (strategic alignment), relational (work culture support), relational (organizational leadership)	Hedonic (job satisfaction), eudaimonic (job engagement), negative (job strain)	Work culture support and strategic alignment mediated the positive relationships between leadership development intervention and job satisfaction and job engagement (four separate mediation analyses).
Moyle, P. (1998)	Survey (longitudinal)	Social support	Motivational (role ambiguity), motivational (control)	Physical (mental and physical: strain, somatic symptoms), hedonic (job	Role ambiguity mediated the negative relationship between support and job satisfaction; control mediated the positive relationship between support and job satisfaction. For mental health, no mediation was tested.

				satisfaction)	
Prottas, D. (2013)*	Survey (cross-sectional)	Behavioral integrity	Affective (moral distress)	Hedonic (job satisfaction), negative (stress & strain), eudaimonic (job engagement)	Moral distress mediated the positive relationship between leader behavioral integrity and job satisfaction and the negative relationship with stress & strain and health (reverse coded). No significant effect for job engagement.
Passive					
Barling, J., & Frone, M. R. (2016)	Survey (cross-sectional)	Conservation of resources	Motivational (role overload), motivational (role conflict), motivational (role ambiguity), affective (psychological fatigue)	Hedonic (mental health), hedonic (job satisfaction)	Passive leadership was negatively and indirectly related to both mental health and job satisfaction via the sequential paths involving the role stressors and psychological work fatigue.

Other (leadership behavior in brackets)				One well-being DV	
Anseel, F., & Lievens, F. (2007) (Feedback environment)	Survey (longitudinal)	Feedback environment	Relational (quality of LMX)	Hedonic (job satisfaction)	Quality of LMX mediated the positive relationship between the supervisor feedback environment and job satisfaction.
Braun, S., & Peus, C. (2016) (Authentic leadership)	Experimental	Conservation of resources	Motivational (leaders' work-life balance), motivational (followers' work-life balance)	Hedonic (followers' job satisfaction)	Leaders' work-life balance and followers' work-life balance mediated the positive relationship between authentic leadership and followers' job satisfaction (study 1 and 2). Leaders' work-life balance mediated the positive relationship between authentic leadership and followers' work-life balance (study 1 and 2).
Kampa, J., Rigotti, T., & Otto, K. (2016)	Survey	Authentic leadership	Social-cognitive (procedural justice)	Negative (emotional	Procedural justice mediated the negative relationship between

(Authentic leadership)	(longitudinal)	Procedural justice		exhaustion)	authentic leadership and emotional exhaustion.
Kiersch, C. E., & Byrne, Z. S. (2015) (Authentic leadership)	Survey (cross-sectional)	Group value theory Social information processing theory	Social-cognitive (distributive justice), social-cognitive (procedural justice), social-cognitive (informational justice), social-cognitive (interpersonal justice (individual and group constructs: individual justice perceptions and organizational justice climate perceptions)	Negative (stress)	Individual-level organizational justice perceptions did not mediate the relationship between individual-level authentic leadership and employee stress. Group-level organizational justice climate perceptions did not mediate the relationship between group-level perceptions of authentic leadership and stress.
Kohles, J. C., Bligh, M. C., & Carsten, M.	Survey (cross-sectional)	Organizational vision	Social-cognitive (vision integration)	Hedonic (job satisfaction)	Vision integration mediated the positive relationship between vision

K. (2012) (Vision communication)					communication and job satisfaction.
Li, Y., Xu, J., Tu, Y., & Lu, X. (2014) (Ethical leadership)	Survey (cross-sectional)	Social exchange	Social-cognitive (procedural justice), relational (interpersonal justice)	Hedonic (occupational well-being)	Both procedural and interpersonal justice mediated the positive relationship between ethical leadership and occupational well-being.
Liao, C., Wayne, S. J., Liden, R. C., & Meuser, J. D. (2016) (Supervisory procedural justice and idiosyncratic deals)	Survey (cross-sectional)	Idiosyncratic deals Procedural justice Social exchange	Social-cognitive (supervisory procedural justice), relational (LMX)	Hedonic (job satisfaction)	Supervisory procedural justice and LMX sequentially mediated the relationship between i-deals and job satisfaction. The indirect relationship of i-deals with job satisfaction was stronger in groups with greater LMX differentiation than in contexts where managers maintained similar relationships with followers (cross-level moderation).

Mozumder, N. A. (2016) (Ethical leadership)	Survey (cross-sectional)	Social learning and social exchange	Relational (trust in top management/middle management/supervisor)	Hedonic (job satisfaction)	Trust (at different levels) mediated the positive relationships between ethical leadership and job satisfaction.
Paterson, T. A., Luthans, F., & Jeung, W. (2014) (Supervisor support climate)	Survey (cross-sectional)	Psychological capital	Social-cognitive (task focus), relational (heedful relating)	Eudaimonic (thriving)	Both heedful relating and task focus mediated the positive relationship between supervisor support climate and thriving.
Sluss, D. M., & Thompson, B. S. (2012) (Supervisory socialization tactics)	Survey (longitudinal)	Social exchange	Relational (newcomer perceptions of LMX)	Hedonic (job satisfaction)	The mediating influence of newcomer's LMX was not significant between the relationship of supervisory socialization tactics and job satisfaction. However, the direct impact on job satisfaction from supervisory socialization tactics was significant.

Vermeeren, B., Kuipers, B., & Steijn, B. (2014) (Stimulating and correcting leadership)	Survey (cross-sectional)	Stimulating and correcting leadership	Motivational (HRM practices)	Hedonic (job satisfaction)	HRM mediated the positive relationship between stimulating leadership and job satisfaction.
Other (leadership behavior in brackets)				**More than one well-being DV**	
Avey, J., Wernsing, T., & Palanski, M. (2012) (Ethical leadership)	Survey (longitudinal)	Social norms Social exchange Social justice	Identification (psychological ownership), social-cognitive (employee voice)	Hedonic (job satisfaction), hedonic (psychological well-being)	Psychological ownership mediated the positive relationship between ethical leadership and job satisfaction. Employee voice mediated the positive relationship between ethical leadership and psychological well-being.
Gurt, J., Schwennen, C., & Elke, G. (2011)	Survey (cross-sectional)	Conservation of resources	Social-cognitive (role ambiguity), relational	Negative (irritation),	The negative relationships between two types of leadership (general

(General leadership)			(psychological climate for health), affective (job satisfaction)	hedonic (job satisfaction)	leadership, consisting of task & relational leadership combined, and health-specific leadership) and irritation were sequentially mediated by initially the psychological climate for health, and then in turn both role ambiguity and job satisfaction. The positive relationships between two types of leadership (general leadership, and health-specific leadership) and job satisfaction was sequentially mediated by initially the psychological climate for health, and then in turn role ambiguity. In addition, health-specific leadership was positively related to role ambiguity, which in turn was positively related to irritation.

Koch, A. R., & Binnewies, C. (2015) (Supervisors' work-home segmentation behavior)	Survey (cross-sectional)	Social learning and recovery	Social-cognitive (work-life friendly role modeling)	Negative (exhaustion), negative (disengagement)	Supervisors' segmentation behavior to separate work and home was positively related to employees' perceptions of their supervisors being work-life-friendly role models. These perceptions were in turn negatively related to employee exhaustion and disengagement.
Laschinger, H. K. S., Wong, C. A., & Grau, A. L. (2012) (Authentic leadership)	Survey (cross-sectional)	Empowerment	Relational (workplace bullying), affective (emotional exhaustion)	Negative (emotional exhaustion), hedonic (job satisfaction)	Workplace bullying, and in turn emotional exhaustion mediated the positive relationship between authentic leadership and job satisfaction.
Rahimnia, F., & Sharifirad, M. (2015) (Authentic leadership)	Survey (cross-sectional)	Authentic Leadership	Relational (employee attachment insecurity)	Hedonic (job satisfaction), negative (perceived	Attachment insecurity mediated the positive relationship between authentic leadership and job satisfaction, and the negative relationship between

				work stress), physical (stress symptoms)	authentic leadership and perceived stress and stress symptoms.
Rooney, J. A., Gottlieb, B. H., & Newby-Clark, I. R. (2009) (Supportive & unsupportive behaviors)	Survey (cross-sectional)	Self-determination theory	Motivational (job autonomy), social-cognitive (self-efficacy), relational (perceived manager sentiment)	Negative (job strain), hedonic (job satisfaction)	Job autonomy and perceived manager sentiment mediated the positive relationship between supportive managerial behaviors and job satisfaction, and the negative relationship between unsupportive managerial behaviors and job satisfaction. Job autonomy mediated the negative relationship between supportive managerial behaviors and job strain, and the positive relationship between unsupportive managerial behaviors and job strain. Self-efficacy

					was not significant.
Sparr, J. L., & Sonnentag, S. (2008a) (Fairness of supervisory feedback)	Survey (longitudinal)	Justice and LMX	Relational (LMX quality)	Negative (job anxiety), hedonic (job satisfaction), negative (job depression)	The quality of LMX mediated the positive relationships between overall fairness perceptions of feedback and job satisfaction; the quality of LMX mediated the negative relationships between overall fairness perceptions of feedback and job depression.
Sparr, J. L., & Sonnentag, S. (2008b) (Supervisor-employee feedback environment)	Survey (cross-sectional)	LMX	Motivational (personal control over information), motivational (personal control over decisions)	Hedonic (job satisfaction), negative (job depression)	Personal control mediated the positive relationship between feedback environment and job satisfaction as well as the negative relationship between feedback environment and job depression. Helplessness mediated the negative relationship between feedback environment and job depression, and the positive relationship between

					feedback environment and job satisfaction.
Several leadership behaviors measured simultaneously					
Change- & task-oriented	**Research Approach**	**Theoretical Focus**	**Mediator(s)**	**Wellbeing DV(s)**	
Ertureten, A., Cemalcilar, Z., & Aycan, Z. (2013)	Survey (cross-sectional)	Workplace bullying	Relational (mobbing)	Hedonic (job satisfaction)	Transformational, transactional and paternalistic leadership were negatively related, and authoritarian leadership was positively related to workplace bullying (mobbing). Workplace bullying in turn was negatively related to job satisfaction.
Kara, D., Uysal, M., Sirgy, M. J., & Lee,	Survey (cross-sectional)	Transformational and transactional	Motivational (quality of working life)	Negative (employee	Quality of working life mediated the negative relationship between

G. (2013)		leadership		burnout), hedonic (life satisfaction)	transformational leadership and employee burnout which was in turn negatively related to life satisfaction.
Pillai, R., Schriesheim, C. A., & Williams, E. S. (1999)	Survey (cross-sectional)	Transformational leadership	Social-cognitive (distributive justice), social-cognitive (procedural justice), relational (trust)	Hedonic (job satisfaction)	Procedural justice mediated the positive relationship between transformational leadership and job satisfaction.
Sung Min, P., & Rainey, H. G. (2008)	Survey (cross-sectional)	Social determination theory	Motivational (goal clarity), social cognitive (employee empowerment)	Hedonic (job satisfaction)	The positive relationship between transformational leadership and job satisfaction was sequentially mediated in turn by goal clarity, employee empowerment and then public service oriented motivation.
Change-oriented &					

passive					
Kelloway, E. K., Turner, N., Barling, J., & Loughlin, C. (2012)	Survey (cross-sectional)	Transformational leadership	Relational (trust in leadership)	Hedonic (psychological well-being)	Trust in the leader mediated the positive relationship between transformational leadership and psychological well-being (across studies 1 & 2). Trust in the leader mediated the negative relationship between both active management by exception and passive leadership and psychological well-being (study 2).
Change-, task-oriented & passive					
Bernhard, F., & O'Driscoll, M. P. (2011)	Survey (cross-sectional)	Psychological ownership	Identification (employees' psychological ownership of organization),	Hedonic (job satisfaction)	Psychological ownership of the organization and psychological ownership of the job both mediated the positive relationship between transformational leadership and job

| | | | identification (employees' psychological ownership of job) | | satisfaction. Note: The study considered the nestedness of employees within the organization. |

Note: *This study included life satisfaction as a dependent variable in the study design but as no information on its measurement was provided in the method section, we did not code it.