## Appendix E Descriptive characteristics and main results of studies included in the systematic review (studies with different scale structures).

| Authors, Publication year | Type of Article | Language | Sector Type: | N=Sample Size | Educational Status | Chronbach’s Alpha Reliability Coefficient | Mean and Standard Deviation | Variables searched to be Related to Organizational Democracy | Main Results |
|---------------------------|-----------------|----------|--------------|---------------|-------------------|------------------------------------------|----------------------------|--------------------------------|-----------------|
| 1. Bilge, H., Barbuta-Misu, N., Zungun, D., and Virlanuta, F.O. (2020). | Paper/English | English | Private/Enterprises | N= 209 F:73 M:136 | PS: Primary school, HS: High school, G: Graduate, PG: Postgraduate PhD.: Doctorate | PC:.642 T:.795 J:.790 E:.689 | Not reported | -Demographics (gender, age, marital status, educational status, total employment duration in profession, etc.) | - Demographics - There was no significant relationship between ODS total and subscale scores and gender and age (p>.05). - Married employees have higher ODS Participation-Criticism subscale scores than singles (p=.020). - Secondary school graduates had high ODS justice subscale scores (p=.039). - It was determined that there is a significant relationship between ODS equality subscale scores and working time (p=.044). |
| 2. Can, N., and Doğan, İ.F. (2020). | Paper/Turkish | Turkish | Public/Higher Education Sector | N=129 F:36 M:93 | G: 11 PG: 118 | .984 | 3.42±1.04 | -Ethical leadership -Psychological empowerment | - A positive and significant correlation was found between ODS total and ethical leadership (r=.871). - Positive and significant correlations were found between ODS total and psychological empowerment total (r=.580). Significant correlations were found between the ODS total and its autonomy (r=.462) and impact subscales (r=.649), (r=.462), and impact subscales (r=.649). |
| 3. Şenol, S., and Aktaş, H. (2017). | Paper/Turkish | Turkish | Private/Textile Sector | N=130 F:107 M:22 | HS: 63 G: 13 PG: 41 | PC and T:.836 J and E:.551 E and A:.537 A:.707 | 2.95±.89 | -Organizational silence -Demographics (age, educational status, job tenure,) | - A significant and positive correlation was found between ODS participation-criticism, transparency, equality, and justice subscales and organizational silence relational silence subscale scores (r=.278-321). - A significant and positive correlation was found between ODS equality and accountability subscales and organizational silence defensive silence subscale scores (r=.198). - Demographics - A significant correlation was found between ODS total scores and age (F=2.870; p=.017). Participants over the age of 45 have higher ODS scores. - There was no significant relationship between ODS total scores and education and working time (p>.05). |