**Table S1a. Hospital 1 Correlation matrix between the 5 factor domains and Internal Consistency**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Hospital 1 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 1 | Work Resources | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2 | Task Significance | 0.57\*\* | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3 | Work Schedule | 0.70\*\* | 0.34\*\* | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4 | Social Support | 0.80\*\* | 0.35\*\* | 0.41\*\* | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 5 | Social Feedback | 0.75\*\* | 0.25\*\* | 0.34\*\* | 0.63\*\* | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 6 | Organizational Care | 0.69\*\* | 0.11 | 0.28\*\* | 0.50\*\* | 0.46\*\* | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 7 | Rewards | 0.57\*\* | 0.08 | 0.27\*\* | 0.57\*\* | 0.52\*\* | 0.56\*\* | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 8 | Work Demands | 0.26\*\* | 0.20\*\* | 0.24\*\* | 0.22\*\* | 0.28\*\* | -0.01 | 0.26\*\* | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 9 | Physical Demands | -0.06 | 0.07 | 0.04 | -0.11 | 0.04 | -0.25\*\* | -0.14\* | 0.62\*\* | 1 |  |  |  |  |  |  |  |  |  |  |  |  |
| 10 | Team Psych Demands | -0.02 | -0.02 | 0.09 | -0.02 | 0.00 | -0.11 | -0.09 | 0.54\*\* | 0.28\*\* | 1 |  |  |  |  |  |  |  |  |  |  |  |
| 11 | Effort | 0.07 | 0.21\*\* | 0.08 | 0.07 | 0.1 | -0.16\* | -0.07 | 0.61\*\* | 0.24\*\* | 0.24\*\* | 1 |  |  |  |  |  |  |  |  |  |  |
| 12 | Ease of Substitution | 0.17\*\* | 0.17\*\* | 0.16\* | 0.14\* | 0.12 | 0.03 | 0.10 | 0.54\*\* | 0.02 | 0.03 | 0.20\*\* | 1 |  |  |  |  |  |  |  |  |  |
| 13 | Work Engagement | 0.51\*\* | 0.26\*\* | 0.32\*\* | 0.46\*\* | 0.44\*\* | 0.34\*\* | 0.36\*\* | 0.21\*\* | -0.06 | -0.05 | 0.04 | 0.30\*\* | 1 |  |  |  |  |  |  |  |  |
| 14 | Health Locus of Control | 0.31\*\* | 0.11 | 0.22\*\* | 0.25\*\* | 0.28\*\* | 0.22\*\* | 0.27\*\* | 0.20\*\* | -0.11 | -0.05 | 0.12 | 0.32\*\* | 0.41\*\* | 1 |  |  |  |  |  |  |  |
| 15 | Work Stress | -0.16\* | 0.08 | -0.05 | -0.23\*\* | -0.13\* | -0.21\*\* | -0.22\*\* | 0.30\*\* | 0.25\*\* | 0.19\*\* | 0.38\*\* | 0.15\* | -0.25\*\* | -0.06 | 1 |  |  |  |  |  |  |
| 16 | Emotional Exhaustion | -0.16\* | 0.09 | -0.02 | -0.23\*\* | -0.17\*\* | -0.24\*\* | -0.25\*\* | 0.34\*\* | 0.27\*\* | 0.20\*\* | 0.48\*\* | 0.13\* | -0.18\*\* | -0.12 | 0.85\*\* | 1 |  |  |  |  |  |
| 17 | Depersonalization | -0.1 | 0.04 | -0.06 | -0.16\* | -0.05 | -0.11 | -0.11 | 0.16\* | 0.14\* | 0.12 | 0.14\* | 0.11 | -0.23\*\* | 0.03 | 0.83\*\* | 0.41\*\* | 1 |  |  |  |  |
| 18 | Quality of Life | 0.40\*\* | 0.02 | 0.18\*\* | 0.44\*\* | 0.38\*\* | 0.39\*\* | 0.41\*\* | -0.04 | -0.11 | -0.18\*\* | -0.24\*\* | 0.04 | 0.40\*\* | 0.23\*\* | -0.35\* | -0.39\*\* | -0.18\*\* | 1 |  |  |  |
| 19 | General Health | 0.32\*\* | -0.02 | 0.15\* | 0.35\*\* | 0.32\*\* | 0.34\*\* | 0.35\*\* | 0.01 | -0.04 | -0.08 | -0.18\*\* | 0.01 | 0.36\*\* | 0.22\*\* | -0.34\* | -0.32\*\* | -0.24\*\* | 0.70\*\* | 1 |  |  |
| 20 | Presenteeism | 0 | 0.1 | -0.02 | 0.04 | 0.04 | -0.12 | 0.02 | 0.28\*\* | 0.11 | 0.08 | 0.27\*\* | 0.23\*\* | 0.03 | -0.01 | 0.19\*\* | 0.22\*\* | 0.1 | -0.18\*\* | -0.21\*\* | 1 |  |
| 21 | Productivity | 0.25\*\* | 0.13\* | 0.21\*\* | 0.28\*\* | 0.22\*\* | 0.08 | 0.11 | 0.21\*\* | 0.08 | 0.11 | 0.16\* | 0.09 | 0.29\*\* | 0.13\* | -0.12 | -0.03 | -0.17\* | 0.27\*\* | 0.27\*\* | 0.02 | 1 |

Note. \*\* Correlation is significant at the 0.01 level (2-tailed).

\* Correlation is significant at the 0.05 level (2-tailed).

**Table S1b. Hospital 2 Correlation matrix between the 5 factor domains and Internal Consistency**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Hospital 2 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 1 | Work Resources | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2 | Task Significance | 0.57\*\* | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3 | Work Schedule | 0.73\*\* | 0.31\*\* | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4 | Social Support | 0.71\*\* | 0.33\*\* | 0.43\*\* | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 5 | Social Feedback | 0.76\*\* | 0.32\*\* | 0.40\*\* | 0.46\*\* | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 6 | Organizational Care | 0.73\*\* | 0.16\*\* | 0.35\*\* | 0.39\*\* | 0.52\*\* | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 7 | Rewards | 0.65\*\* | 0.25\*\* | 0.41\*\* | 0.45\*\* | 0.51\*\* | 0.60\*\* | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 8 | Work Demands | 0.02 | 0.16\*\* | 0.00 | 0.09\* | 0.02 | -0.13\*\* | 0.15\*\* | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 9 | Physical Demands | -0.07\* | 0.04 | -0.03 | 0.01 | -0.07 | -0.17\*\* | -0.09\*\* | 0.60\*\* | 1 |  |  |  |  |  |  |  |  |  |  |  |  |
| 10 | Team Psych Demands | -0.29\*\* | -0.10\*\* | -0.21\*\* | -0.18\*\* | -0.23\*\* | -0.27\*\* | -0.25\*\* | 0.50\*\* | 0.18\*\* | 1 |  |  |  |  |  |  |  |  |  |  |  |
| 11 | Effort | -0.18\*\* | 0.11\*\* | -0.18\*\* | -0.07\* | -0.09\* | -0.31\*\* | -0.17\*\* | 0.64\*\* | 0.29\*\* | 0.29\*\* | 1 |  |  |  |  |  |  |  |  |  |  |
| 12 | Ease of Substitution | -0.05 | 0.09\*\* | -0.01 | 0.01 | -0.07 | -0.15\*\* | -0.10\*\* | 0.60\*\* | 0.10\*\* | 0.12\*\* | 0.27\*\* | 1 |  |  |  |  |  |  |  |  |  |
| 13 | Work Engagement | 0.56\*\* | 0.39\*\* | 0.36\*\* | 0.43\*\* | 0.37\*\* | 0.43\*\* | 0.44\*\* | 0.01 | -0.07 | -0.20\*\* | -0.22\*\* | 0.05 | 1 |  |  |  |  |  |  |  |  |
| 14 | Health Locus of Control | 0.36\*\* | 0.21\*\* | 0.27\*\* | 0.27\*\* | 0.26\*\* | 0.25\*\* | 0.22\*\* | 0.05 | -0.14\*\* | -0.08\* | -0.10\*\* | 0.17\*\* | 0.38\*\* | 1 |  |  |  |  |  |  |  |
| 15 | Work Stress | -0.28\*\* | -0.07 | -0.16\*\* | -0.22\*\* | -0.21\*\* | -0.30\*\* | -0.30\*\* | 0.34\*\* | 0.18\*\* | 0.28\*\* | 0.42\*\* | 0.27\*\* | -0.35\*\* | -0.04 | 1 |  |  |  |  |  |  |
| 16 | Emotional Exhaustion | -0.29\*\* | -0.02 | -0.18\*\* | -0.23\*\* | -0.21\*\* | -0.35\*\* | -0.32\*\* | 0.36\*\* | 0.21\*\* | 0.26\*\* | 0.46\*\* | 0.29\*\* | -0.34\*\* | -0.08\* | 0.87\*\* | 1 |  |  |  |  |  |
| 17 | Depersonalization | -0.17\*\* | -0.10\*\* | -0.08\* | -0.14\*\* | -0.14\*\* | -0.15\*\* | -0.16\*\* | 0.20\*\* | 0.07\* | 0.20\*\* | 0.22\*\* | 0.17\*\* | -0.25\*\* | 0.01 | 0.82\*\* | 0.43\*\* | 1 |  |  |  |  |
| 18 | Quality of Life | 0.28\*\* | 0.04 | 0.20\*\* | 0.20\*\* | 0.20\*\* | 0.31\*\* | 0.33\*\* | -0.17\*\* | -0.15\*\* | -0.17\*\* | -0.29\*\* | -0.15\*\* | 0.27\*\* | 0.17\*\* | -0.40\*\* | -0.42\*\* | -0.24\*\* | 1 |  |  |  |
| 19 | General Health | 0.26\*\* | 0.04 | 0.16\*\* | 0.14\*\* | 0.20\*\* | 0.33\*\* | 0.34\*\* | -0.18\*\* | -0.20\*\* | -0.15\*\* | -0.28\*\* | -0.16\*\* | 0.28\*\* | 0.21\*\* | -0.34\*\* | -0.38\*\* | -0.18\*\* | 0.60\*\* | 1 |  |  |
| 20 | Presenteeism | -0.23\*\* | -0.03 | -0.20\*\* | -0.12\*\* | -0.16\*\* | -0.26\*\* | -0.23\*\* | 0.22\*\* | 0.16\*\* | 0.14\*\* | 0.23\*\* | 0.23\*\* | -0.12\*\* | -0.13\*\* | 0.21\*\* | 0.27\*\* | 0.08\* | -0.20\*\* | -0.31\*\* | 1 |  |
| 21 | Productivity | 0.22\*\* | 0.22\*\* | 0.10\*\* | 0.17\*\* | 0.18\*\* | 0.12\*\* | 0.21\*\* | 0.01 | -0.06 | -0.07\* | -0.03 | -0.04 | 0.34\*\* | 0.06 | -0.30\*\* | -0.23\*\* | -0.29\*\* | 0.29\*\* | 0.23\*\* | -0.05 | 1 |

Note. \*\* Correlation is significant at the p< 0.01 level (2-tailed).

\* Correlation is significant at the p< 0.05 level (2-tailed).