Table SA. Changes in job demands and job resources; complete cases subsample (n=129).

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | T1 (Apr.-May 2021) | |  | T2 (Nov.-Dec. 2021) | |  | T2 versus T1 | |
|  | Mean | (SD) |  | Mean | (SD) |  | ΔMean | (SE) |
| Job demands: |  |  |  |  |  |  |  |  |
| Workload | 3.374 | (0.718) |  | 3.523 | (0.803) |  | 0.149\*\* | (0.048) |
| Emotional demands | 3.116 | (0.627) |  | 3.114 | (0.598) |  | -0.002 | (0.045) |
| Administrative burden | 3.121 | (0.795) |  | 3.231 | (0.759) |  | 0.110\* | (0.047) |
|  |  |  |  |  |  |  |  |  |
| Job resources: |  |  |  |  |  |  |  |  |
| Supervisor support | 3.434 | (0.796) |  | 3.358 | (0.784) |  | -0.076 | (0.060) |
| Collegial support | 3.995 | (0.693) |  | 3.873 | (0.655) |  | -0.121\* | (0.053) |
| Autonomy | 3.739 | (0.632) |  | 3.724 | (0.588) |  | -0.016 | (0.049) |

Notes: SD: Standard deviation; SE: Standard error; \* *p* < .05, \*\* *p* < .01.

Table SB. Results of fixed-effects regression analyses predicting work-related wellbeing changes; complete cases subsample.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Work-related burnout | |  | Patient-related burnout | |  | Work engagement | |
|  | B | (SE) |  | B | (SE) |  | B | (SE) |
| Job demands: |  |  |  |  |  |  |  |  |
| Workload | 0.221\*\* | (0.083) |  | 0.180† | (0.095) |  | -0.319\* | (0.143) |
| Emotional demands | 0.276\*\*\* | (0.071) |  | 0.169\* | (0.079) |  | 0.081 | (0.124) |
| Administrative burden | 0.239\*\* | (0.074) |  | 0.189† | (0.101) |  | 0.075 | (0.131) |
|  |  |  |  |  |  |  |  |  |
| Job resources: |  |  |  |  |  |  |  |  |
| Supervisor support | -0.051 | (0.055) |  | -0.020 | (0.060) |  | 0.051 | (0.112) |
| Collegial support | -0.123\* | (0.055) |  | -0.074 | (0.061) |  | 0.274\* | (0.111) |
| Autonomy | -0.104† | (0.061) |  | -0.033 | (0.069) |  | 0.263\* | (0.118) |
|  |  |  |  |  |  |  |  |  |
| Time period: |  |  |  |  |  |  |  |  |
| T1 (Feb. -May 2021) | Ref. |  |  | Ref. |  |  | Ref. |  |
| T2 (Nov.-Dec. 2021) | 0.002 | (0.034) |  | 0.011 | (0.042) |  | -0.092 | (0.068) |
|  |  |  |  |  |  |  |  |  |
| Number of observations | 258 |  |  | 258 |  |  | 258 |  |
| Number of persons | 129 |  |  | 129 |  |  | 129 |  |

Notes: All models estimated with robust standard errors; B: Coefficient estimate; SE: Standard error;  
† p < .1, \* p < .05, \*\* p < .01, \*\*\* p < .001.