

Supplement 1

Table S1 (A)

Job Demands, Resources, and Outcomes Descriptive Statistics

Variables		Statistics		
		<i>M (SD)</i>	Range	Skewness/ kurtosis
Job demands	WO	3.35 (0.748)	1-5	-0.119/ -0.134
	RA	2.66 (1.29)	1-6.33	0.698/ -0.241
	WC	2.62 (0.782)	1-5	0.106/ -0.088
	ED	2.67 (1.04)	1-5	0.369/ -0.735
Job resources	JA	3.47 (1.01)	1-5	-0.456/ -0.435
	SS	3.25 (1.11)	1-5	-0.316/ -0.727
	OL	3.3 (1.04)	1-5	-0.543/ -0.383
Job outcomes	TI	2.16 (1.22)	1-5	0.851/ -0.321
	IP	4.68 (0.447)	2-5	-1.720/ 3.590
	IMH	2.05 (0.997)	0-6	0.525/ 0.502

Note. WO = Work Overload, RA = Role Ambiguity, WC = Role Conflict, ED = Emotional Demands, JA = Job Autonomy, SS = Supervisor Support, OL = Opportunities for Learning, TI = Turnover Intention, IP = In-role Performance, IMH = Impaired Mental Health.

Table S1 (B)*Job Demands, Resources and Outcomes Items' Descriptive Statistics*

Items	Statistics			
	<i>M (SD)</i>	Median (<i>IQR</i>)	Range	Skewness/ kurtosis
bat01_EX2	2.73 (0.812)	3 (1)	1-5	0.0281/ 0.0859
bat02_MD5	2.50 (0.989)	3 (1)	1-5	0.303/ -0.21
bat03_EI3	2.68 (0.885)	3 (1)	1-5	0.166/ -0.041
bat04_CI5	2.00 (0.706)	2 (0)	1-5	0.535/ 1.04
bat05_EI5	1.79 (0.801)	2 (1)	1-5	0.727/ 0.00398
bat06_EX8	2.90 (0.952)	3 (1)	1-5	0.216/ -0.311
bat07_CI4	2.07 (0.749)	2 (0)	1-5	0.471/ 0.441
bat08_EX1	2.53 (1.010)	2 (1)	1-5	0.379/ -0.303
bat09_EX3	2.64 (0.931)	3 (1)	1-5	0.27/ -0.304
bat10_CI2	2.12 (0.794)	2 (1)	1-5	0.489/ 0.372
bat11_CI3	1.91 (0.755)	2 (1)	1-5	0.643/ 0.605
bat12_EX7	2.16 (0.884)	2 (1)	1-5	0.567/ 0.137
bat13_CI1	1.99 (0.752)	2 (0.5)	1-5	0.611/ 0.687
bat15_EX4	2.24 (0.972)	2 (1)	1-5	0.711/ 0.278
bat16_EI2	1.85 (0.873)	2 (1)	1-5	0.934/ 0.607
bat17_MD3	1.86 (0.995)	2 (1)	1-5	1.00/ 0.238
bat18_EI1	1.60 (0.717)	1 (1)	1-5	1.05/ 0.901
bat19_MD2	2.31 (0.995)	2 (1)	1-5	0.356/ -0.577
bat20_EI4	1.65 (0.779)	1 (1)	1-5	1.07/ 0.772
bat21_MD4	2.03 (1.040)	2 (2)	1-5	0.833/ 0.0578
bat22_EX5	2.40 (0.988)	2 (1)	1-5	0.428/ -0.287
bat23_MD1	2.16 (0.995)	2 (2)	1-5	0.785/ 0.257
bat14_EX6b	2.06 (0.893)	2 (2)	1-5	0.583/ -0.050

Note. EX = Exhaustion, MD = Mental Distance, CI = Cognitive Impairment, EI = Emotional Impairment.