

## Appendix

### 1. Sample Characteristics

TABLE 5  
Number and Percentage of Answered Demographic Items in Pretest and Main Survey Sample

	Pretest	Main Survey
<b>Work Area</b>		
General	9 29.0%	191 59.5%
Intermediate	0	64 19.9%
Intensive	22 71.0%	66 20.6%
<b>Gender</b>		
Female	22 71.0%	241 75.1%
Male	8 25.8%	64 19.9%
Not Specified	1 3.2%	16 5.0%
<b>Age</b>		
24 and Younger	3 9.7%	38 11.8%
25 - 34	6 19.4%	100 31.2%
35 - 44	6 19.4%	65 20.2%
45 - 54	6 19.4%	68 21.2%
55 and Older	10 32.3%	46 14.3%
Not Specified		4 1.2%

## 2. Descriptive Data Separated by Categorical Variables

TABLE 6

Mean (Standard Deviation) Grouped by the Values of the Categorical Variables (n = 321)

	n	Subjective Workload	Organizational Commitment	Health Status	Stress	Burnout Symptoms	Job Satisfaction	Satisfaction Quality of Care
<b>Work Area</b>								
General	191	3.14 (0.74)	3.97 (2.17)	6.29 (2.10)	3.17 (0.60)	3.26 (0.83)	5.98 (2.32)	5.43 (2.45)
Intermediate	64	3.31 (0.76)	3.78 (2.17)	6.52 (2.10)	3.15 (0.63)	3.26 (0.77)	6.33 (2.30)	6.34 (2.59)
Intensive	66	3.25 (0.70)	4.23 (2.17)	6.77 (2.10)	2.94 (0.67)	3.04 (0.80)	6.45 (2.21)	6.18 (2.33)
<b>Gender</b>								
Female	241	3.18 (0.70)	3.85 (2.18)	6.34 (2.10)	3.15 (0.60)	3.25 (0.78)	6.09 (2.30)	5.63 (2.45)
Male	64	3.24 (0.85)	4.52 (2.18)	6.78 (2.10)	3.04 (0.74)	3.09 (0.96)	6.34 (2.37)	6.20 (2.60)
Not Specified	16							
<b>Age</b>								
24 and Younger	38	3.22 (0.53)	3.71 (2.18)	6.68 (2.10)	3.11 (0.63)	3.16 (0.78)	6.45 (1.93)	5.71 (2.35)
25 - 34	100	3.36 (0.80)	3.86 (2.18)	6.69 (2.10)	3.21 (0.60)	3.31 (0.83)	5.90 (2.28)	5.59 (2.43)
35 - 44	65	3.15 (0.73)	4.35 (2.18)	6.46 (2.10)	3.02 (0.63)	3.06 (0.84)	6.60 (2.23)	6.02 (2.57)
45 - 54	68	3.11 (0.67)	4.01 (2.18)	5.85 (2.10)	3.17 (0.55)	3.40 (0.74)	6.01 (2.35)	5.50 (2.43)
55 and Older	46	3.04 (0.73)	4.00 (2.18)	6.41 (2.10)	3.05 (0.73)	3.10 (0.80)	5.93 (2.59)	6.07 (2.67)
Not Specified	4							

Notes. M (SD)

### 3. Stepwise Inclusion Multiple Regression Stress

TABLE 7  
Stepwise Inclusion of Predictors in Multiple Regression with Stress as Outcome (n = 321)

Predictor	R <sup>2</sup>	F for R <sup>2</sup> change	β	SE(β)	t	p
Step 1	.12					
(Intercept)			.02	.05	0.27	.79
Subjective Workload			.33	.05	6.34	<.001 ***
Step 2	.24	26.35***				
(Intercept)			.02	.05	0.46	.65
Subjective Workload			.30	.05	5.92	<.001 ***
Organizational Commitment			-.35	.05	-7.26	<.001 ***
SW x OC			.03	.05	0.56	.57
Step 3	.37	16.13***				
(Intercept)			.03	.05	0.54	.58
Subjective Workload			.25	.05	4.83	<.001 ***
Organizational Commitment			-.23	.05	-4.63	<.001 ***
Health Status			-.40	.05	-7.69	<.001 ***
SW x OC			.05	.05	0.98	.32
SW x HS			-.01	.06	-0.08	.94
OC x HS			-.01	.05	-0.28	.78
SW x OC x HS			-.09	.05	-1.80	.07

Notes. Abbreviations: Subjective Workload (SW), Organizational Commitment (OC), Health Status (HS)

\*\*  $p < .01$ , \*\*\*  $p < .001$

#### 4. Stepwise Inclusion Multiple Regression Burnout

TABLE 8

Stepwise Inclusion of Predictors in Multiple Regression with Burnout Symptoms as Outcome  
(n = 321)

Predictor	$R^2$	F for $R^2$ change	$\beta$	SE( $\beta$ )	t	p
Step 1	.16					
(Intercept)			.00	.05	0.08	.94
Subjective Workload			.41	.05	7.80	<.001 ***
Step 2	.27	23.64***				
(Intercept)			.01	.05	0.29	.77
Subjective Workload			.36	.05	7.43	<.001 ***
Organizational Commitment			-.33	.05	-6.85	<.001 ***
SW x OC			.05	.05	0.95	.34
Step 3	.47	29.50***				
(Intercept)			.02	.05	0.39	.70
Subjective Workload			.25	.05	5.27	<.001 ***
Organizational Commitment			-.15	.05	-3.27	<.01 **
Health Status			-.49	.05	-10.08	<.001 ***
SW x OC			.03	.05	0.66	.51
SW x HS			.10	.05	1.88	.06
OC x HS			.03	.05	0.57	.57
SW x OC x HS			.01	.05	0.31	.76

Notes. Abbreviations: Subjective Workload (SW), Organizational Commitment (OC), Health Status (HS)

\*\*  $p < .01$ , \*\*\*  $p < .001$

## 5. Stepwise Inclusion Multiple Regression Job Satisfaction

TABLE 9

Stepwise Inclusion of Predictors in Multiple Regression with Job Satisfaction as Outcome (n = 321)

Predictor	$R^2$	F for $R^2$ change	$\beta$	$SE(\beta)$	t	p
Step 1	.07					
(Intercept)			.00	.05	-0.05	.96
Subjective Workload			-.27	.05	-4.95	<.001 ***
Step 2	.20	26.08***				
(Intercept)			-.01	.05	-0.15	.88
Subjective Workload			-.23	.05	-4.48	<.001 ***
Organizational Commitment			.36	.05	7.21	<.001 ***
SW x OC			.06	.05	0.13	.89
Step 3	.29	8.53***				
(Intercept)			.02	.05	0.31	.76
Subjective Workload			-.19	.06	-3.38	<.001 ***
Organizational Commitment			.27	.05	4.93	<.001 ***
Health Status			.30	.06	5.19	<.001 ***
SW x OC			-.04	.06	-0.65	.52
SW x HS			.04	.06	0.74	.46
OC x HS			-.04	.05	-0.72	.47
SW x OC x HS			.04	.06	0.71	.48

Notes. Abbreviations: Subjective Workload (SW), Organizational Commitment (OC), Health Status (HS)

\*\*\*  $p < .001$

## 6. Stepwise Inclusion Multi-Level-Model Satisfaction with Quality of Care

TABLE 10

Stepwise Inclusion of Predictors in Multi-Level-Model with Satisfaction with Quality of Care as Outcome and Random Intercepts Based on Work Areas (n = 321)

Predictor	AIC	BIC	$\chi^2$	$\beta$	SE( $\beta$ )	t	p
Step 1	902.83	917.91					
(Intercept)				.05	.11	-0.50	.61
Subjective Workload				-.20	.06	-3.73	<.001 ***
Step 2	858.34	880.97	48.49***				
(Intercept)				.05	.11	0.46	.64
Subjective Workload				-.16	.05	-3.18	<.01 **
Organizational Commitment				.36	.05	7.19	<.001 ***
SW x OC				.00	.05	-0.04	.97
Step 3	837.31	875.02	29.03***				
(Intercept)				-.06	.10	-0.61	.54
Subjective Workload				-.13	.06	-2.25	.03 *
Organizational Commitment				.27	.06	4.96	<.001 ***
Health Status				.27	.06	4.58	<.001 ***
SW x OC				-.06	.06	-1.07	.29
SW x HS				.12	.06	2.00	.05 *
OC x HS				.00	.05	-0.02	.99
SW x OC x HS				.02	.06	0.43	.66

Notes. Abbreviations: Subjective Workload (SW), Organizational Commitment (OC), Health Status (HS)

\*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$