

Impact of work–life interference on burnout and job discontent: A one-year follow-up study of physicians in Sweden¹

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1. Supplementary material
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Table S1. Exposure and outcome items		
EXPOSURE	ITEM	RESPONSE ALTERNATIVES
Work Life Interference	When I come home from work, I am too tired to do the things I would like to do.	1=Not at all; 2=Rarely; 3=Sometimes; 4=Often; 5=Almost all the time
	My private life does not look the way I would like it to because of my work.	1=Not at all; 2=Rarely; 3=Sometimes; 4=Often; 5=Almost all the time
	I overlook personal problems because of the demands of my work.	1=Not at all; 2=Rarely; 3=Sometimes; 4=Often; 5=Almost all the time
	My personal life suffers because of my work.	1=Not at all; 2=Rarely; 3=Sometimes; 4=Often; 5=Almost all the time
	I change and adapt my personal life to the demands of the workplace.	1=Not at all; 2=Rarely; 3=Sometimes; 4=Often; 5=Almost all the time
OUTCOME	ITEM	RESPONSE ALTERNATIVES
BAT-12	I feel mentally exhausted	1=Not at all; 2=Rarely; 3=Sometimes; 4=Often; 5=Almost all the time
	I find it hard to recover my energy	1=Not at all; 2=Rarely; 3=Sometimes; 4=Often; 5=Almost all the time
	I feel physically exhausted	1=Not at all; 2=Rarely; 3=Sometimes; 4=Often; 5=Almost all the time
	I struggle to find any enthusiasm for my work	1=Not at all; 2=Rarely; 3=Sometimes; 4=Often; 5=Almost all the time
	I feel a strong aversion towards my job	1=Not at all; 2=Rarely; 3=Sometimes; 4=Often; 5=Almost all the time
	I'm cynical about what my work means to others	1=Not at all; 2=Rarely; 3=Sometimes; 4=Often; 5=Almost all the time
	I have trouble staying focused	1=Not at all; 2=Rarely; 3=Sometimes; 4=Often; 5=Almost all the time
	I have trouble concentrating	1=Not at all; 2=Rarely; 3=Sometimes; 4=Often; 5=Almost all the time
	I make mistakes because I have my mind on other things	1=Not at all; 2=Rarely; 3=Sometimes; 4=Often; 5=Almost all the time
	I feel unable to control my emotions	1=Not at all; 2=Rarely; 3=Sometimes; 4=Often; 5=Almost all the time
	I do not recognize myself in the way I react emotionally	1=Not at all; 2=Rarely; 3=Sometimes; 4=Often; 5=Almost all the time
I may overreact unintentionally	1=Not at all; 2=Rarely; 3=Sometimes; 4=Often; 5=Almost all the time	
Job Dissatisfaction	How satisfied or dissatisfied are you with your job?	1=Very satisfied; 2=Quite satisfied; 3=Neither satisfied nor dissatisfied; 4=Quite dissatisfied; 5=Very dissatisfied
Turnover Intention	In the last 12 months, how often have you considered looking for a new job?	1=Every day; 2=Some/few times a week; 3=Some/few times a month; 4=Some/few times in the last 12 months; 5=Never

Table S2: Associations between experiences of Work-Life Interference in 2021 (per one unit increase) and High risk of burnout in 2022, adjusted for potential confounders*				
	Crude (Unadjusted OR)		Model 1*	
n			1463	
	OR(95% CI)	P-value	OR(95% CI)	P-value
Work-Life Interference 21‡	<i>3.67(2.78-4.83)</i>	<i><.001</i>	<i>1.53(1.05-2.25)</i>	<i>0.029</i>
High risk of burnout 2021‡	<i>19.98(12.33-32.37)</i>	<i><0.001</i>	<i>14.53(8.39-25.16)</i>	<i><0.001</i>
Sex				
Women (ref. Men)	1.23(0.79-1.92)	0.355	0.96(0.54-1.69)	0.880
Rank				
Consultant (ref.)	<i>1</i>	<i>0.008</i>	<i>1</i>	<i>0.042</i>
Specialists	<i>1.91(1.02-3.58)</i>	<i>0.043</i>	<i>2.19(0.97-4.96)</i>	<i>0.061</i>
Physicians in training	<i>2.79(1.44-5.05)</i>	<i>0.002</i>	<i>2.84(1.26-6.42)</i>	<i>0.012</i>
Family situation				
Living alone (ref.)	<i>1</i>		<i>1</i>	<i>0.783</i>
Living with only children	<i>1.04(0.38-2.85)</i>	<i>0.947</i>	<i>0.77(0.18-3.21)</i>	<i>0.718</i>
Living with only a partner	<i>0.45(0.21-0.96)</i>	<i>0.039</i>	<i>0.59(0.21-1.64)</i>	<i>0.309</i>
Living with a partner and children	<i>0.67(0.35-1.25)</i>	<i>0.207</i>	<i>0.77(0.33-1.83)</i>	<i>0.560</i>
Time at work				
Work hours <36h (ref.)	<i>1</i>	<i>0.246</i>	<i>1</i>	<i>0.410</i>
Work hours 36-45h	<i>0.66(0.38-1.17)</i>	<i>0.154</i>	<i>0.61(0.29-1.29)</i>	<i>0.197</i>
Work hours >45h	<i>0.93(0.51-1.68)</i>	<i>0.799</i>	<i>0.61(0.26-1.44)</i>	<i>0.260</i>
Overtime - rarely (ref.)	<i>1</i>	<i>0.560</i>	<i>1</i>	<i>0.560</i>
Overtime - sometimes	<i>1.51(0.64-3.55)</i>	<i>0.343</i>	<i>1.70(0.55-5.23)</i>	<i>0.357</i>
Overtime - often	<i>2.22(1.09-4.52)</i>	<i>0.028</i>	<i>1.18(0.44-3.14)</i>	<i>0.739</i>
Work with COVID-19 patient				
No (ref.)	<i>1</i>	<i>0.698</i>	<i>1</i>	<i>0.787</i>
Some work shifts	<i>1.32(0.69-2.54)</i>	<i>0.400</i>	<i>0.94(0.41-2.18)</i>	<i>0.893</i>
Entire pandemic	<i>1.20(0.68-2.11)</i>	<i>0.533</i>	<i>0.80(0.38-1.67)</i>	<i>0.548</i>
Nagelkerke R Square			0.445	
<i>Text in italics indicated p-value <0.05</i>				
‡ Continuous, scale 1-5				
*Adjusted for sex, rank, family situation, time at work (work hours & overtime) & work with COVID-19 patients				

Table S3: Associations between experiences of Work-Life Interference in 2021 (per one unit increase) and Job Dissatisfaction in 2022, adjusted for potential confounders*				
	Crude (Unadjusted OR)		Model 1*	
n			1524	
	OR(95% CI)	P-value	OR(95% CI)	P-value
Work-Life Interference 21[‡]	<i>2.51(2.10-2.99)</i>	<i><0.001</i>	<i>2.06(1.68-2.54)</i>	<i><0.001</i>
High Job Dissatisfaction 21[†]	<i>9.51(6.67-13.58)</i>	<i>0.001</i>	<i>5.82(3.93-8.64)</i>	<i><0.001</i>
Sex				
Women (ref. Men)	1.13(0.83-1.53)	0.441	0.87(0.61-1.24)	0.435
Rank				
Consultant (ref.)	<i>1</i>	<i>0.001</i>	<i>1</i>	<i>0.004</i>
Specialists	<i>1.71(1.13-2.61)</i>	<i>0.011</i>	<i>1.90(1.18-3.08)</i>	<i>0.009</i>
Physicians in training	<i>2.22(1.45-3.39)</i>	<i><.001</i>	<i>2.27(1.38-3.74)</i>	<i>0.001</i>
Family situation				
Living alone (ref.)	<i>1</i>	<i>0.254</i>	<i>1</i>	<i>0.925</i>
Living with only children	<i>1.21(.56-2.59)</i>	<i>0.631</i>	<i>0.98(0.39-2.47)</i>	<i>0.974</i>
Living with only a partner	<i>0.65(0.38-1.13)</i>	<i>0.130</i>	<i>0.82(0.44-1.53)</i>	<i>0.528</i>
Living with a partner and children	<i>0.39(0.50-1.31)</i>	<i>0.393</i>	<i>0.88(0.51-1.53)</i>	<i>0.652</i>
Time at work				
Work hours <36h (ref.)	<i>1</i>	<i>0.005</i>	<i>1</i>	<i>0.051</i>
Work hours 36-45h	<i>0.79(0.52-1.22)</i>	<i>0.286</i>	<i>0.55(0.34-0.91)</i>	<i>0.019</i>
Work hours >45h	<i>1.39(.89-2.15)</i>	<i>0.147</i>	<i>0.72(0.42-1.24)</i>	<i>0.239</i>
Overtime - rarely (ref.)	<i>1</i>	<i><0.001</i>	<i>1</i>	<i>0.213</i>
Overtime – sometimes	<i>2.20(1.12-4.34)</i>	<i>0.023</i>	<i>1.55(0.75-3.21)</i>	<i>0.241</i>
Overtime – often	<i>3.86(2.15-6.91)</i>	<i><0.001</i>	<i>1.77(0.93-3.37)</i>	<i>0.081</i>
Work with COVID-19 patient				
No (ref.)	<i>1</i>	<i>0.499</i>	<i>1</i>	<i>0.441</i>
Some work shifts	<i>1.07(0.67-1.72)</i>	<i>0.280</i>	<i>0.70(0.41-1.22)</i>	<i>0.210</i>
Entire pandemic	<i>1.24(0.84-1.83)</i>	<i>0.769</i>	<i>0.79(0.50-1.26)</i>	<i>0.322</i>
Nagelkerke R Square			0.269	
<i>Text in italics indicates p-value <0.05</i>				
[‡] Continuous, scale 1-5				
[†] Dichotomized, Ref. Low dissatisfaction				
*Adjusted for sex, rank, family situation, time at work (work hours & overtime) & work with COVID-19 patients				

Table S4: Associations between experiences of Work-Life Interference in 2021 (per one unit increase) and Turnover Intention in 2022, adjusted for potential confounders*				
	Crude (Unadjusted OR)		Model 1*	
n			1525	
	OR(95% CI)	P value	OR(95% CI)	P value
Work-Life Interference 21[‡]	<i>2.28(2.02-2.58)</i>	<i><0.001</i>	<i>1.72(1.47-2.00)</i>	<i><0.001</i>
Turnover Intention last day/week/month 21[†]	<i>10.45(8.14-13.42)</i>	<i><0.001</i>	<i>7.37(5.61-9.67)</i>	<i><0.001</i>
Sex				
Women (ref. Men)	1.08(0.87-1.34)	0.485	0.86(0.66-1.12)	0.250
Rank				
Consultant (ref.)	<i>1</i>	<i><0.001</i>	<i>1</i>	<i>0.011</i>
Specialists	<i>1.39(1.06-1.82)</i>	<i>0.018</i>	1.35(0.96-1.89)	0.085
Physicians in training	<i>1.95(1.47-2.58)</i>	<i><0.001</i>	<i>1.72(1.2-2.45)</i>	<i>0.003</i>
Family situation				
Living alone (ref.)	<i>1</i>	<i>0.002</i>	<i>1</i>	<i>0.048</i>
Living with only children	0.640(0.35-1.17)	0.146	0.52(0.24-1.11)	0.091
Living with only a partner	<i>0.52(0.35-0.78)</i>	<i><0.001</i>	0.53(0.33-0.85)	0.009
Living with a partner and children	0.84(0.59-1.18)	0.313	0.71(0.46-1.08)	0.11
Time at work				
Work hours <36h (ref.)	<i>1</i>	<i>0.002</i>	<i>1</i>	<i>0.205</i>
Work hours 36-45h	1.07(0.79-1.45)	0.651	0.71(0.49-1.04)	0.075
Work hours >45h	<i>1.58(1.14-2.18)</i>	<i>0.006</i>	0.76(0.5-1.17)	0.218
Overtime - rarely (ref.)	<i>1</i>	<i><0.001</i>	<i>1</i>	<i>0.746</i>
Overtime – sometimes	<i>1.55(1.05-2.30)</i>	<i><0.001</i>	1.18(0.75-1.86)	0.475
Overtime – often	<i>2.70(1.96-3.73)</i>	<i>0.027</i>	1.15(0.77-1.71)	0.493
Work with COVID-19 patient				
No (ref.)	<i>1</i>	<i><0.001</i>	<i>1</i>	<i>0.019</i>
Some work shifts	<i>1.97(1.40-2.76)</i>	<i><0.001</i>	<i>1.56(1.04-2.36)</i>	<i>0.033</i>
Entire pandemic	<i>2.12(1.58-2.84)</i>	<i><0.001</i>	<i>1.67(1.16-2.39)</i>	<i>0.005</i>
Nagelkerke R Square			0.478	
<i>Text in italics indicates p-value <0.05</i>				
[‡] Continuous, scale 1-5				
[†] Dichotomized, Ref. Low dissatisfaction				
*Adjusted for sex, rank, family situation, time at work (work hours & overtime) & work with COVID-19 patients				

Table S4. Missing Value Analysis of Work-Life Interference, High Risk of Burnout, Job Dissatisfaction and Turnover Intention								
	Work-Life Interference		High Risk of Burnout 21		Job Dissatisfaction		Turnover Intention	
	<i>2021</i>	<i>2022</i>	<i>2021</i>	<i>2022</i>	<i>2021</i>	<i>2022</i>	<i>2021</i>	<i>2022</i>
	%	%	%	%	%	%	%	%
Missing Values	10(0.6)	14(0.9)	30(1.9)	43(2.7)	4(0.3)	3(0.2)	5(0.3)	3(0.2)
Sex								
Men	0.9	1.0	2.2	2.5	0.4	0.1	0.3	0.1
Women	0.5	0.8	1.7	2.9	0.1	0.2	0.3	0.2
Age								
27-37	0.7	0.2	1.2	2.4	0.2	0.0	0.7	0.0
28-44	0.3	0.5	1.8	1.8	0.3	0.3	0.5	0.5
45-55	0.5	1.5	2.3	3.3	0.5	0.0	0.0	0.3
56-75	1.0	1.3	2.3	3.4	0.0	0.5	0.0	0.0
Family Situation								
Living alone	0.6	1.9	3.2	3.8	0.0	0.6	1.3	0.0
Living with only children	1.4	1.4	1.4	2.9	0.0	0.0	0.0	0.0
Living with only partner	0.5	0.5	2.1	3.4	0.0	0.3	0.0	0.0
Living with partner and children	0.6	0.7	1.6	2.3	0.4	0.1	0.3	0.3
Rank								
Physicians in training	0.8	0.6	1.3	2.5	0.2	0.2	0.6	0.2
Specialist	0.2	0.9	2.3	2.8	0.3	0.2	0.3	0.2
Consultants	1.1	0.9	2.0	2.9	0.2	0.2	0.0	0.2
Workhours								
Under 36h/w	0.0	0.7	3.0	2.6	0.4	0.4	0.4	0.0
34-45h/w	1.1	0.6	1.6	2.3	0.2	0.1	0.5	0.4
Over 45h/w	0.2	1.5	1.9	3.7	0.2	0.2	0.0	0.0
Overtime per week								
Rarely	0.4	1.0	2.1	2.4	0.4	0.1	0.2	0.1
Several times/m	1.3	0.7	0.7	2.6	0.0	0.3	0.0	0.0
Several times/w	0.3	0.3	2.7	4.1	0.0	0.3	0.7	0.7
Work with COVID-19 patients								
No	0.6	0.8	1.7	2.4	0.3	0.1	0.5	0.2
Some shifts	0.3	1.1	2.3	3.1	0.3	0.6	0.0	0.3
Entire pandemic	0.9	0.9	1.7	3.1	0.0	0.0	0.0	0.0