

Table 1: Parameters assessed by the German COPSOQ version [6,7,47] in our study, reliability information, sample items, and their response scales

COPSOQ scale	Cronbach's alpha	sample item (<i>response scale</i>)
demands at work		
quantitative demands	.73	Is your workload unevenly distributed so it piles up? (<i>always, often, sometimes, seldom, never/hardly never</i>)
cognitive demands	.69	Does your work require that you remember a lot of things? (<i>always, often, sometimes, seldom, never/hardly never</i>)
emotional demands	.72	Does your work put you in emotionally disturbing situations? (<i>always, often, sometimes, seldom, never/hardly never</i>)
demands for hiding emotions	.73	Does your work require that you do not state your opinion? (<i>always, often, sometimes, seldom, never/hardly never</i>)
control or influence/development at work		
influence at work	.79	Do you have a say in choosing who you work with? (<i>always, often, sometimes, seldom, never/hardly never</i>)
possibilities for development	.77	Can you use your skills or expertise in your work? (<i>to a very large extent, to a large extent, somewhat, to a small extent, to a very small extent</i>)
workplace commitment	.69	Do you enjoy telling others about your place of work? (<i>to a very large extent, to a large extent, somewhat, to a small extent, to a very small extent</i>)
support or interpersonal relations and leadership		
role clarity	.84	Do you know exactly which areas are your responsibility? (<i>to a very large extent, to a large extent, somewhat, to a small extent, to a very small extent</i>)
role conflict	.73	Are contradictory demands placed on you at work? (<i>to a very large extent, to a large extent, somewhat, to a small extent, to a very small extent</i>)
quality of leadership	.85	To what extent would you say that your immediate superior is good at work planning? (<i>to a very large extent, to a large extent, somewhat, to a small extent, to a very small extent</i>)
sense of community	.80	Is there a good atmosphere between you and your colleagues? (<i>always, often, sometimes, seldom, never/hardly never</i>)
outcome scales		
behavioural stress symptoms	.86	Please consider each of the following statements and indicate how well the descriptions fit your situation during the past 4 weeks! I have not been able to stand dealing with other people. (<i>correct, almost correct, somewhat correct, only slightly correct, incorrect</i>)
cognitive stress symptoms	.86	How much of the time during the past 4 weeks have you found it difficult to think clearly? (<i>always, often, sometimes, seldom, never/hardly never</i>)
relational justice [93–95]	.88	Your supervisor considers your viewpoint. (<i>I strongly agree, I rather agree, I don't know, I rather disagree, I strongly disagree</i>)
intention to leave profession [96]	single item	
job satisfaction	.71	Regarding your work in general. How pleased are you with the way your abilities are used? (<i>very satisfied, satisfied, unsatisfied, highly unsatisfied, not relevant</i>)
work ability [97,98]	index	How do you rate your current work ability with respect to the physical demands of your work? (<i>very poor – very good, 5 point Likert scale</i>)
general health status [99]	single item	
personal burnout [100]	.90	How often do you feel tired? (<i>always, often, sometimes, seldom, never/hardly never</i>)
satisfaction with life scale [101]	.87	I'm satisfied with my life. (<i>I strongly agree – I strongly disagree, 7 point Likert scale</i>)