

Table 5: Full correlation matrix of variables depicting psychosocial work environment and outcomes (German COPSQ version), N s ranged from 281 to 296. Values on diagonal: Cronbach's alpha of the scale in our sample, missing values indicate single items of indices. * = ($p < .05$), ** = ($p < .01$)

Variables	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.
1. Work-Family Conflict (WIF)	(.92)										
2. quantitative demands	.57**	(.73)									
3. cognitive demands	.24**	.37**	(.69)								
4. emotional demands	.28**	.30**	.38**	(.72)							
5. demands for hiding emotions	.15*	.17**	.09	.15*	(.73)						
6. influence at work	-.22**	-.02	.34**	-.00	-.31**	(.79)					
7. possibilities for development	-.07	.08	.45**	.25**	-.36**	.51**	(.77)				
8. workplace commitment	-.03	.10	.22**	.25**	-.23**	.31**	.50**	(.69)			
9. role clarity	-.30**	-.13*	.25**	-.07	-.27**	.42**	.44**	.20**	(.84)		
10. role conflict	.28**	.28**	.15*	.12*	.44**	-.12*	-.18**	-.08	-.38**	(.73)	
11. quality of leadership	-.13*	-.20**	-.11	-.12*	-.37**	.15*	.28**	.27**	.19**	-.33**	(.85)
12. sense of community	-.20**	-.16**	-.11	-.05	-.29**	.06	.20**	.16**	.26**	-.32**	.31**
13. relational justice	-.11	-.14*	-.04	-.08	-.45**	.21**	.28**	.30**	.27**	.38**	.69**
14. intention to leave the job	.37**	.24**	.05	.18**	.34**	-.25**	-.30**	-.23**	-.28**	.23**	-.18**
15. job satisfaction	-.36**	-.21**	.05	-.06	-.38**	.41**	.47**	.41**	.29**	-.34**	.42**
16. work ability (0-100)	-.30**	-.22**	-.00	-.10	-.19**	.23**	.24**	.10	.23**	-.23**	.25**
17. general health status (0-100)	-.26**	-.20**	-.01	-.10	-.13*	.08	.13*	.00	.20**	-.15*	.17**
18. personal burnout	.55**	.41**	.07	.32**	.23**	-.36**	-.16**	-.05	-.40**	.34**	-.17**
19. behavioural stress symptoms	.58**	.41**	.07	.26**	.25**	-.34**	-.19**	-.09	-.43**	.36**	-.21**
20. cognitive stress symptoms	.31**	.20**	-.10	.11	.25**	-.27**	-.23**	-.03	-.42**	.33**	-.12*
21. life satisfaction	-.42**	-.25**	.03	-.16**	-.26**	.24**	.31**	.18**	.27**	-.21**	.23**
continued...	12.	13.	14.	15.	16.	17.	18.	19.	20.	21.	
12. sense of community	(.80)										
13. relational justice	.36**	(.88)									
14. intention to leave the job	-.23**	-.22**									
15. job satisfaction	.28**	.39**	-.51**	(.71)							
16. work ability (0-100)	.22**	.29**	-.44**	.48**							
17. general health status (0-100)	.20**	.16**	-.26**	.29**	.72**						
18. personal burnout	-.23**	-.23**	.41**	-.46**	-.58**	-.45**	(.90)				
19. behavioural stress symptoms	-.28**	-.28**	.36**	-.41**	-.49**	-.41**	.75**	(.86)			
20. cognitive stress symptoms	-.16**	-.25**	.24**	-.29**	-.43**	-.35**	.56**	.60**	(.86)		
21. life satisfaction	.24**	.20**	-.38**	.41**	.45**	.37**	-.48**	-.47**	-.32**	(.87)	