

Suppl. 1

Items of Korean occupational stress scale

Difficult physical environment

- 1 My workplace is clean and comfortable
- 2 I am exposed to dangerous work and high risk of accidents
- 3 I have to work for a long time in an uncomfortable posture

High job demand

- 4 Because I have many things to do, I always feel that I'm under time pressure
- 5 I am asked to do another work before finishing the work I am doing
- 6 My job has become increasingly overloading
- 7 I feel myself responsible for coworkers and subordinates
- 8 My work requires a long lasting concentration
- 9 Sufficient rest is provided during working hours
- 10 I cannot do well at both work and home
- 11 I have to do various jobs simultaneously

Insufficient job control

- 12 My work requires creativity
- 13 Work-related things (i.e., work schedule, workload, meeting time, etc.) tend to change without notice
- 14 My work requires a high level of skill or knowledge
- 15 I can make my own decision at my job and give influence over the work
- 16 I have control over my work pace and time schedule

Interpersonal conflict

- 17 My supervisors are helpful in getting the job done
- 18 My coworkers are helpful in getting the job done
- 19 I have someone who understands my difficulties at work.
- 20 I have a coworker(s) to share my problems at work

Job insecurity

- 21 I can easily get a new job when I quit my job
- 22 I can easily find a new job equal to the condition of the current job
- 23 My future is uncertain because the current situation of my company is unstable
- 24 I can hardly be fired or unemployed
- 25 It is possible to lose my job within 2 years
- 26 Undesirable changes (i.e., downsizing) will happen at the workplace

Organizational injustice

- 27 The organizational policy of my company is fair and reasonable
- 28 My company provides me with sufficient organizational support
- 29 Departments cooperate with each other without conflicts
- 30 All company members cooperate in harmony for the company
- 31 I have opportunities and channels to talk about my ideas
- 32 I expect my carrier development and promotion to progress as I planned
- 33 My current status is appropriate for my education and career

Lack of reward

- 34 My job is under my expectation
- 35 My salary is not appropriate to my effort and work performance
- 36 I acquire respect and confidence from my company
- 37 I am interested in my job
- 38 I believe that I will be given more rewards from my company if I work hard
- 39 I am provided with the opportunity to develop my skills and knowledge

Discomfort in occupational climate

- 40 Dining out after work makes me uncomfortable
- 41 I am asked to do my work with irrational principles or inconsistency
- 42 My company climate is authoritative and hierarchical
- 43 I take disadvantages since I am a woman (man)