

Supplementary material. The Korean Occupational Stress Scale questionnaire in English

Subscales	Item No.	Contents	Questions
Occupational climate	1	Collective culture	Dining out after work makes me uncomfortable.
	2	Inconsistency of job order	I am asked to do my work with irrational principle or inconsistency.
	3	Authoritarian climate	My company climate is authoritative and hierarchical.
	4	Gender discrimination	I take disadvantages since I am woman (man).
Physical environment	5	Work environment	My workplace is clean and comfortable.
	6	Dangerous work	I am exposed to dangerous work and possibility of high risk of accidents.
	7	Physical burden	I have to work for a long time taking uncomfortable posture.
Job demand	8	Time pressure	Due to many things to do, I always feel time pressure.
	9	Overlapping jobs	I am asked to do another work before finishing the work I am doing.
	10	Increasing workload	My job has become increasingly overloading.
	11	Responsibility	I feel myself responsible for coworkers and subordinates.
	12	Excessive work	My work requires a long lasting concentration.
	13	Insufficient rest	Sufficient rest is provided during working hours.
	14	Work-home interface	I cannot do well at both work and home.
	15	Multiple functioning	I have to do various jobs simultaneously.
Degree of autonomy	16	Noncreative work	My work requires creativity.
	17	Unpredictability	Without notice. Work-related things tend to change.
	18	Skill underutilization	My work requires a high level of skill or knowledge.
	19	Little or no decision-making	I can make my own decision in my job and give influence over the work.
	20	Low control	I can control my work pace and time schedule.
Relationship conflict	21	Inadequate supervisor support	My supervisor is helpful in getting the job done.
	22	Inadequate coworker support	My coworker is helpful in getting the job done.
	23	lack of emotional support	I have someone who understands my difficulties at work.
	24	Inadequate coworker support	I have a co-worker(s) to share my problems at work.
Job instability	25	Uncertainty of getting a new job	I can easily get a new job when I quit my job.
	26	Difficulty in getting a new job	I can easily find a new job equal to the condition of the current job.
	27	Uncertainty	My future is uncertain because the current situation of my company is unstable.
	28	Insecurity	I can hardly be fired or unemployed.
	29	Possibility of layoff	It is possible to lose my job within two years.
	30	Changes negative to my job	Undesirable changes (i.e. downsizing) will come to my job.
Organizational system	31	Unfair organizational policy	The organizational policy of my company is fair and reasonable.
	32	Unsatisfactory organizational support	My company provides me with sufficient organizational supports.
	33	Inter-department conflict	Departments cooperate each other without conflicts.
	34	Disparity of goal attainment	All company members cooperate in harmony for the company.
	35	Limitation of communication	I have opportunities and channels to talk about my ideas.
	36	Poor carrier development	I expect my carrier development and promotion to progress as I plan.
	37	Status inconsistency	My current status is appropriate for my education and career.

Lack of reward

38	Unreachable expectation	My job is under my expectation.
39	Unsatisfactory salary	My salary is not appropriate to my effort and work performance.
40	Unfair treatment	I acquire respect and confidence from my company.
41	Lack of interest	I am interested in my job.
42	Future ambiguity	I believe that I will be given more rewards from my company if I work hard.
43	Interruption of opportunity	I am provided with opportunity of developing my capacity.
