

## Supporting Information

### Demographic results

Particular	Percentage (%)	Frequency
<i>Gender</i>		
Male	37	155
Female	63	262
<i>Age Group</i>		
21-25	23.5	98
26-30	30.7	128
31-35	19.6	82
36-40	14.0	58
41-45	7.6	32
≥ 46	4.6	19
<i>Marital status</i>		
Single	32.8	137
Married	55.4	231
Widowed	7.2	30
Divorced	4.6	19
<i>Education level</i>		
Diploma/ Associate degree	58	242
Graduate (Baccalaureate)	35.3	147
Master of science	6.7	28
<i>Working experience</i>		
≥ 5 year	23.5	98
6 – 15 year	32.6	136
16 – 25 year	26.9	112
26 – 35 years	10.1	42
≤ 36 years	6.9	29
<i>Unit</i>		
General Ward	25.7	107
Pediatric Ward	7.2	30
Incentive care	24.2	101
Day Ward	42.9	179
<i>Schedule</i>		
Permanent morning	24.2	101
Permanent night	18.5	77
Rotating day	57.3	239

## Supporting Information

Response for job satisfaction factors

### *Response to questionnaire (1-12)*

	Pay1	Pay2	Pay3	Pay4	Pro1	Pro2	Pro3	Pro4	Sup1	Sup2	Sup3	Sup4
Respondent 1	2	2	1	2	1	3	3	3	4	2	2	4
Respondent 2	3	3	2	3	2	3	5	4	3	4	4	3
Respondent 3	2	2	3	2	2	4	1	2	3	1	3	5
Respondent 4	2	2	4	2	2	3	3	2	3	2	5	5
Respondent 5	3	3	1	3	3	5	4	4	4	4	5	4
Respondent 6	1	3	2	3	1	1	2	1	3	3	4	5
Respondent 7	2	4	2	4	2	3	4	3	5	4	3	6
Respondent 8	1	3	2	3	2	4	2	4	2	2	5	4
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Respondent 10	2	1	4	1	1	3	3	2	4	4	4	5
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Respondent 13	3	1	3	2	2	3	3	1	2	4	2	3
Respondent 14	1	2	2	2	3	4	4	3	4	2	4	5
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Respondent 21	1	3	1	4	1	3	4	1	4	3	6	5
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Respondent 415	2	1	2	4	2	2	3	3	3	2	3	2
Respondent 416	3	2	3	1	3	4	4	3	4	2	5	3
Respondent 417	2	3	3	3	1	2	2	4	2	4	4	4

*Response to questionnaire (13-24)*

	Fri1	Fri2	Fri3	Fri4	Con1	Con2	Con3	Con4	Ope1	Ope2	Ope3	Ope4
Respondent 1	3	2	3	3	2	1	4	1	2	2	3	2
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Respondent 6	2	3	3	4	2	2	3	3	1	3	2	3
Respondent 7	3	5	4	2	3	3	4	4	2	5	3	4
Respondent 8	3	1	1	3	1	3	3	3	2	1	4	1
Respondent 9	3	3	2	2	1	4	4	4	3	3	1	3
Respondent 10	1	4	2	2	2	3	1	4	3	4	2	4
Respondent 11	1	1	2	3	2	5	2	3	3	1	3	2
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Respondent 13	2	2	4	3	2	3	2	3	1	2	2	4
Respondent 14	3	2	1	1	1	4	3	4	1	2	3	1
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*Response to questionnaire (25-36)*

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Respondent 333	2	3	4	3	2	4	3	5	5	2	5	3
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Respondent 336	4	2	5	4	4	2	3	3	2	5	4	2
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Respondent 350	3	3	4	2	2	3	4	3	5	4	4	2
Respondent 351	3	3	4	4	4	4	2	5	4	3	2	4
Respondent 352	4	1	3	2	2	3	4	3	3	3	3	5
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Respondent 355	2	2	4	3	3	2	3	3	3	2	2	4
Respondent 356	3	3	5	5	2	3	3	5	3	2	4	2
Respondent 357	4	2	4	3	2	4	3	4	3	3	3	5
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Respondent 360	2	4	3	2	2	4	2	4	3	3	2	3
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Respondent 374	2	3	3	3	2	3	4	3	4	4	3	5
Respondent 375	2	4	2	2	4	2	4	4	3	3	4	5

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Respondent 386	4	3	3	3	3	3	4	3	4	3	3	5
Respondent 387	3	4	4	3	2	3	3	5	3	5	3	3
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Respondent 414	2	3	4	3	2	4	3	5	5	3	4	4
Respondent 415	2	4	3	2	2	3	4	3	3	2	4	3
Respondent 416	2	3	4	4	4	2	5	3	3	2	3	2
Respondent 417	4	2	5	4	4	3	3	3	3	3	4	3

***Response to questionnaire (37-39)***

Response of their turnover intention

[1=Very unlikely, 2=Unlikely, 3=Likely, 4=Very likely]

	Opinion
Respondent 1	1
Respondent 2	3
Respondent 3	1
Respondent 4	2
Respondent 5	3
Respondent 6	1
Respondent 7	3
Respondent 8	3
Respondent 9	1
Respondent 10	2
Respondent 11	4
Respondent 12	1
Respondent 13	3
Respondent 14	4
Respondent 15	3
Respondent 16	3
Respondent 17	4
Respondent 18	3
Respondent 19	2
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Respondent 21	4
Respondent 22	1
Respondent 23	3
Respondent 24	2
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Respondent 26	3
Respondent 27	3
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Respondent 29	2
Respondent 30	3
Respondent 31	4
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Respondent 33	1
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Respondent 35	3
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Respondent 37	1
Respondent 38	4
Respondent 39	3
Respondent 40	2
Respondent 41	4
Respondent 42	1
Respondent 43	3
Respondent 44	4
Respondent 45	2

Respondent 46	3
Respondent 47	1
Respondent 48	4
Respondent 49	4
Respondent 50	3
Respondent 51	2
Respondent 52	1
Respondent 53	3
Respondent 54	4
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Respondent 56	2
Respondent 57	3
Respondent 58	4
Respondent 59	1
Respondent 60	3
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Respondent 62	3
Respondent 63	1
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Respondent 65	4
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Respondent 69	4
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Respondent 82	3
Respondent 83	4
Respondent 84	2
Respondent 85	3
Respondent 86	4
Respondent 87	4
Respondent 88	1
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Respondent 90	1
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Respondent 95	1
Respondent 96	4
Respondent 97	1
Respondent 98	4
Respondent 99	2

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Respondent 101	1
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Respondent 103	4
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Respondent 107	4
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Respondent 111	3
Respondent 112	1
Respondent 113	4
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Respondent 116	4
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