

Supplementary Table 1. Subscales and Questions of the Korean Occupational Stress Scale

Item no.	Subscales	Contents	Questions
1	Job demand	Time pressure	Due to many things to do, I always feel time pressure.
2		Increasing workload	My job has become increasingly overloaded.
3		Insufficient rest	Sufficient rest is provided during working hours.
4		Multiple functioning	I have to do various jobs simultaneously.
5	Insufficient job control	Noncreative work	My work requires creativity.
6		Skill underutilization	My work requires a high level of skill or knowledge.
7		Little or no decision making	I can make my own decisions in my job and have influence over the work.
8		Low control	I can control my work pace and time schedule.
9	Interpersonal conflict	Inadequate supervisor support	My supervisor is helpful in getting the job done.
10		Inadequate coworker support	My coworker is helpful in getting the job done.
11		Lack of emotional support	I have someone who understands my difficulties at work.
12	Job insecurity	Uncertainty	My future is uncertain because the current situation of my company is unstable.
13		Changes negative to my job	Undesirable changes (i.e., downsizing) will come to my job.
14	Organizational system	Unfair organizational policy	The organizational policy of my company is fair and reasonable.
15		Unsatisfactory organization	My company provides me with sufficient organizational support.
16		Interdepartmental conflict	Departments cooperate with each other and without conflicts.
17		Limitation of communication	I have opportunities and channels to talk about my ideas.
18	Lack of reward	Unfair treatment	I earn respect and confidence from my company.
19		Future ambiguity	I believe that I will be given more rewards from my company if I work hard.
20		Interruption of opportunity	I am provided with opportunities to develop my capacity.
21	Occupational climate	Collective culture	Dining out after work makes me uncomfortable.
22		Inconsistency of job order	I am asked to do my work with irrational principle or inconsistency.
23		Authoritarian climate	My company climate is authoritative and hierarchical.
24		Gender discrimination	I take disadvantages since I am woman (man).

Adapted from Chang et al.²⁶