

Table S1. COPSOQ questions used in stress-related psychosocial work factors survey

Demands at work:		never/hardly ever	occasionally	often	very often	always
C1	Do you have to work very fast?					
C2	Is your workload unevenly distributed, so that it piles up?					
C3	How often do you not have time to complete all your work tasks?					
C4	Does your work put you in emotionally disturbing situations?					
C5	Do you get emotionally involved in your work?					
C6	Does your work require that you hide your feelings?					
Influence and development:		never/hardly ever	occasionally	often	very often	always
C7	Do you have a large degree of influence on the decisions concerning your work?					
C8	Can you influence the amount of work assigned to you?					
C9	Do you have any influence on what you do at work?					
C10	Can you play a leading role in the work?					
C11	Do you have the possibility of learning new things through your work?					
C12	Can you decide when to take a break?					
C13	Is your work meaningful?					
C14	Do you feel that the work you do is important?					
C15	Would you like to stay at your current place of work for the rest of your worklife?					
C16	Do you think your work is extremely important to yourself?					
Interpersonal relations and leadership:		never/hardly ever	occasionally	often	very often	always
C17	At your place of work, are you informed well in advance about, for example, important decisions, changes, or plans for the future?					
C18	Do you receive all the information that you need in order to do your work well?					
C19	How often do you get help and support from your colleagues?					
C20	How often do you get help and support from your nearest superior?					
C21	How often do you talk with your superior about how well you carry out					

	your work?					
C22	How often do you talk with your colleagues about how well you carry out your work?					
C23	Is there good co-operation between your colleagues at work?					
C24	Do you feel you are part of work team?					
Quality of leadership		to a very small extent	to a small extent	general	to a large extent	to a very large extent
C25	Is your immediate superior good at work-planning?					
C26	Is your immediate superior good at solving conflicts?					
Job insecurity				No		Yes
C27	Are you worried about becoming unemployed?					
C28	Do you worry about that new technology making you / your work redundant?					
C29	Are you worried about being difficult for you to find another job if you became unemployed?					
C30	Are you worried about being transferred to another job against your will?					
Job satisfaction		strongly dissatisfied	dissatisfied	general	satisfied	strongly satisfied
C31	Are you satisfied with your job prospects?					
C32	Are you satisfied with the hardware facilities in your work place?					
C33	Are you satisfied with the way you play an ability at your work?					
C34	Taken together, are you satisfied with your work?					

Table S2. SHSQ-25 score distribution in survey sample

SHSQ-25 score	<i>n</i>	%	Cumulative %
0-10	52.0	6.5	6.5
10-20	128.0	16.1	22.6
20-30	180.0	22.6	45.2
30-40	182.0	22.8	68.0
40-50	140.0	17.6	85.6
50-60	71.0	8.9	94.5
60-70	32.0	4.0	98.5
70-80	8.0	1.0	99.5
80-90	4.0	0.5	100.0
Total	797	100.0	

Table S3. Sensitivity analyses of participant according suboptimal health status

Demographics	Total (N=797)	SHSQ-25 (P75)			SHSQ-25 (P90)		
	n (%)	Non-SHS	SHS	P	Non-SHS	SHS	P
Age group(years)				<0.001			0.005
40~	270 (33.9)	188 (30.9)	82 (43.4)		234 (32.2)	36 (50.7)	
45~	245 (30.7)	188 (30.9)	57 (30.2)		228 (31.4)	17 (23.9)	
55~68	282 (35.4)	232 (38.2)	50 (26.5)		264 (36.40)	18 (25.4)	
Gender				<0.001			<0.001
Male	243 (30.5)	213 (35.0)	30 (15.9)		239 (32.9)	4 (5.6)	
Female	554 (69.5)	395 (65.0)	159 (84.1)		487 (67.1)	67 (94.4)	
Education level				0.004			0.007
High school and below	122 (15.3)	970 (16.0)	25 (13.2)		109 (15.0)	13 (18.3)	
Junior college	321 (40.3)	225 (37.0)	96 (50.8)		284 (39.1)	37 (52.1)	
University	182 (22.8)	142 (23.4)	40 (21.2)		167 (23.0)	15 (21.1)	
Graduate students and above	172 (21.6)	144 (23.7)	28 (14.8)		166 (22.9)	6 (8.5)	
occupation				<0.001			<0.001
Nurses	188 (23.6)	117 (19.2)	71 (37.6)		151 (20.8)	37 (52.1)	
Medical technicians	187 (23.5)	137 (22.5)	50 (26.5)		168 (23.1)	19 (26.8)	
Doctors	208 (26.1)	173 (28.5)	35 (18.5)		201 (27.7)	7 (9.9)	
Others	214 (26.9)	181 (29.8)	33 (17.5)		206 (28.4)	8 (11.3)	
Physical exercise				0.012			0.045
Yes	363 (45.5)	292 (48.0)	71 (37.6)		339 (46.7)	24 (33.8)	
No	434 (54.5)	316 (52.0)	118 (62.4)		387 (53.3)	47 (66.2)	
Smoking				<0.001			0.002
Yes	93 (11.7)	87 (14.3)	6 (3.2)		92 (12.7)	1 (1.4)	
No/Quit	704 (88.3)	521 (85.7)	183 (96.8)		634 (87.3)	70 (98.6)	
Drinking				0.001			0.014
Yes	166 (20.8)	142 (23.4)	24 (12.7)		159 (21.9)	7 (9.9)	
No/Abstained	631 (79.2)	466 (76.6)	165 (87.3)		567 (78.1)	64 (90.1)	
Night shift				0.800			0.801
Yes	331 (41.5)	251 (41.3)	80 (42.3)		303 (41.7)	28 (39.4)	
No	466 (58.5)	357 (58.7)	109 (57.7)		423 (58.3)	43 (60.6)	
Weekly working hours				0.022			0.067
≤40 hours	270 (33.9)	219 (36.0)	51 (27.0)		253 (34.8)	17 (23.9)	
>40 hours	527 (66.1)	389 (64.0)	138 (73.0)		473 (65.2)	54 (76.1)	

Noted: *, P<0.01.

Table S4. Test of internal consistency and interfactor correlations of the COPSOQ

Factor (Cronbach's α)	N of Items	F ₁	F ₂	F ₃	F ₄	F ₅
F ₁ Demands (0.791)	6	1	—	—	—	—
F ₂ Influence and development (0.820)	10	-0.067	1	—	—	—
F ₃ Relation and leadership (0.891)	10	-0.094 *	0.606 **	1	—	—
F ₄ Insecurity at work (0.830)	4	0.037 **	0.002	-0.004	1	—
F ₅ Job satisfaction (0.881)	4	-0.214 **	0.306 **	0.366 **	-0.027 **	1

r correlation * $p < 0.05$; ** $p < 0.01$