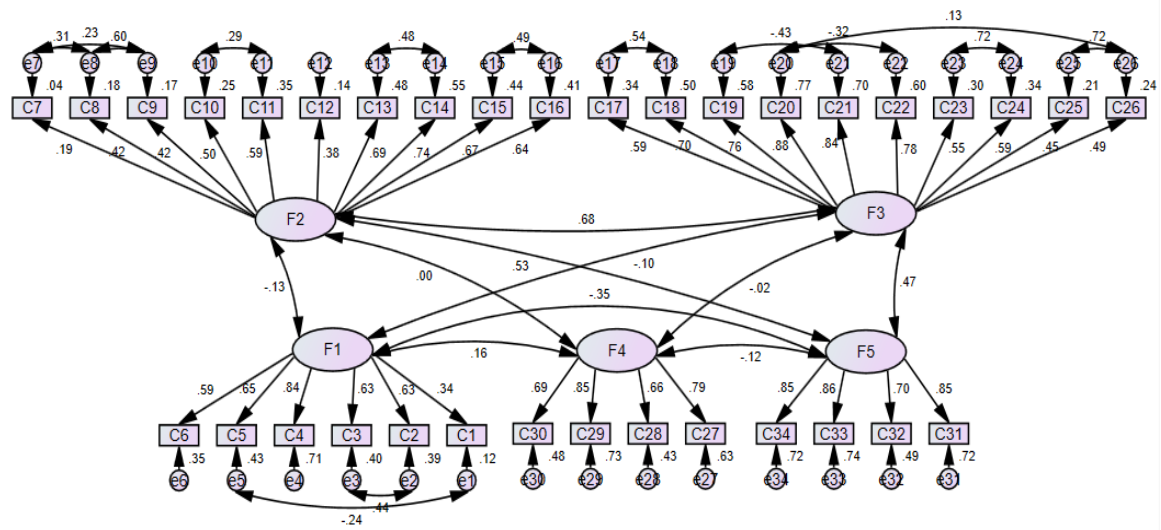
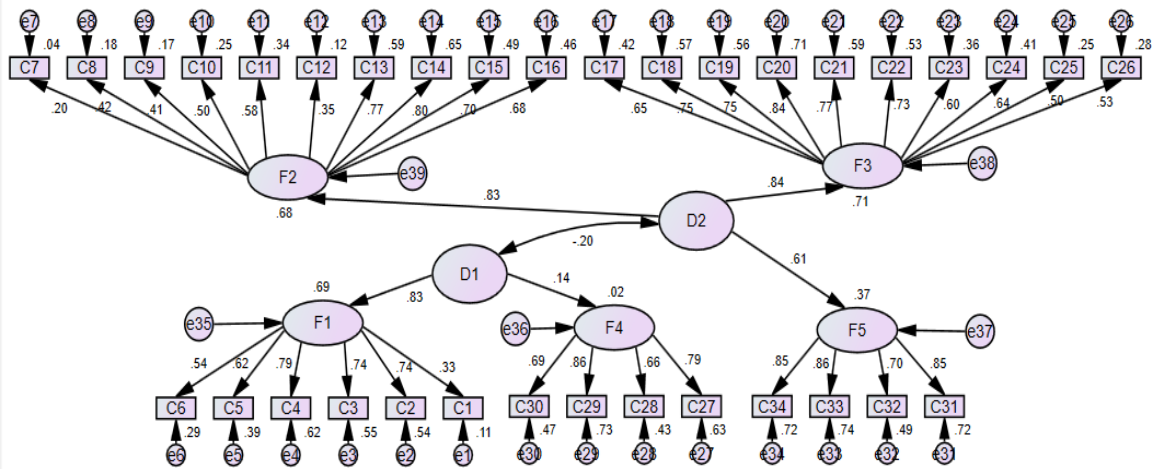


**Figure S1** Standardized coefficients for initial first-order confirmatory factor analysis of COPSOQ (M1a). The structural model consisted of five interrelated constructs, including F1 refers to Demands at work; F2, Influence and development; F3, Interpersonal relations and leadership; F4, Insecurity at work; F5, Job satisfaction. The observed variables, unobserved variables and measurement error were represented as rectangles, ellipses and circles respectively. The arrow between the unobserved variable and the observed variable represented a regression path and its number represented the standardized regression weight. The arrow between a small circle and the observed variable represented a measurement error term. The double-headed arrows represented the correlation between two unobserved variables (factor covariances) of the model. Confirmatory factor analysis (CFA) results didn't indicate good to adequate model fit:  $\chi^2=4216.39$ ; degrees of freedom (df) =517;  $\chi^2/df =8.16$ ; Comparative Fit Index (CFI) =0.737; Root Mean Square Error of Approximation (RMSEA) =0.095; Standardized Root Mean Square Residual (SRMR) =0.080.



**Figure S2** Standardized coefficients for modified first-order confirmatory factor analysis of COPSOQ (M1b). The structural model consisted of five interrelated constructs, F1 refers to Demands at work; F2, Influence and development; F3, Interpersonal relations and leadership; F4, Insecurity at work; F5, Job satisfaction. The observed variables, unobserved variables and measurement error were represented as rectangles, ellipses and circles respectively. The arrow between the unobserved variable and the observed variable represented a regression path and its number represented the standardized regression weight. The arrow between a small circle and the observed variable represented a measurement error term. The double-headed arrows represented the correlation between two unobserved variables (factor covariances) of the model. Confirmatory factor analysis (CFA) results indicated good to adequate model fit:  $\chi^2=1699.40$ ; degrees of freedom ( $df$ )=503;  $\chi^2/df=3.40$ ; Comparative Fit Index (CFI)=0.915; Root Mean Square Error of Approximation (RMSEA)=0.055; Standardized Root Mean Square Residual(SRMR)=0.070.



**Figure S3** Standardized coefficients for initial second-order confirmatory factor analysis of COPSOQ (M2a). The structural model consisted of seven interrelated constructs, F1 refers to Demands at work; F2, Influence and development; F3, Interpersonal relations and leadership; F4, Insecurity at work; F5, Job satisfaction; D1, negative psychosocial work stress factor; D2, positive psychosocial work stress factor. The observed variables, unobserved variables and measurement error were represented as rectangles, ellipses and circles respectively. The arrow between the unobserved variable and the observed variable represented a regression path and its number represented the standardized regression weight. The arrow between a small circle and the observed variable represented a measurement error term. The double-headed arrows represented the correlation between two unobserved variables (factor covariances) of the model. Confirmatory factor analysis (CFA) results didn't indicate good to adequate model fit:  $\chi^2=4276.30$ ; degrees of freedom ( $df$ ) =521;  $\chi^2/df=8.21$ ; Comparative Fit Index (CFI) =0.733; Root Mean Square Error of Approximation (RMSEA) =0.095; Standardized Root Mean Square Residual (SRMR) =0.085.