

Supplementary Table 1. The short form of the Korean Occupational Stress Scale (KOSS-SF)

Subscales-contents	Questions
Job demand	
Time pressure	Due to having many things to do, I always feel time pressure.
Increasing workload	My job has become increasingly overloaded.
Insufficient rest	Sufficient rest is provided during work hours.
Multiple functions	I have to perform various jobs simultaneously.
Insufficient job control	
Skill underutilization	My work requires a high level of skill or knowledge.
Little or no decision-making	I can make my own decisions in my job and have influence on the work.
Low control	I can control my work pace and schedule.
Inadequate social support	
Inadequate supervisor support	My supervisor is helpful in getting the job done.
Inadequate coworker support	My coworkers are helpful in getting the job done.
Lack of emotional support	I have someone who understands my difficulties at work.
Job insecurity	
Uncertainty	My future is uncertain because the current situation of my company is unstable.
Negative job change	Undesirable job changes (i.e., downsizing) are likely.
Organizational system	
Unfair organizational policy	The organizational policies of my company are fair and reasonable.
Unsatisfactory organizational support	My company provides me with sufficient organizational support.
Inter-department conflict	Departments cooperate with each other without conflicts.
Limited communication	I have opportunities and channels to talk about my ideas.
Lack of reward	
Unfair treatment	I acquire respect and confidence from my company.
Future ambiguity	I believe that I will be given more rewards from my company if I work hard.
Interruption of opportunity	I am provided with opportunities to develop my capacity.
Occupational climate	
Collective culture	Dining out after work makes me uncomfortable.
Inconsistency of job order	I am asked to do my work with irrational principle or inconsistency.
Authoritarian culture	My company climate is authoritative and hierarchical.
Sexual discrimination	I have disadvantages because I am a woman (man).