## Supplementary Table

Logistic regression models were established for sensitivity test by recoding the knowledge, attitude and self-efficacy scores into dichotomous variables (using average values as a cut-off point: encoding 1 for those greater than the mean, otherwise 0). Table 1 showed factors associated with knowledge, attitude and self-efficacy are same as the results from multivariable linear regression analyses.

**Table 1 Results from logistic regression models**

| Variables | FAQ 1 scores | | | KAOP scores | | | Self-efficacy scores | | |
|---|---|---|---|---|---|---|---|---|---|
| | *OR* | *95%CI* | *p* | *OR* | *95%CI* | *p* | *OR* | *95%CI* | *p* |
| **Gender** | | | | | | | | | |
| Male | Ref. | | | Ref. | | | Ref. | | |
| Female | 0.489 | (0.239, 1.004) | 0.051 | **0.839** | **(0.042, 0.938)** | **0.023** | 1.191 | (0.579, 2.447) | 0.635 |
| **Age(years)** | | | | | | | | | |
| 30-39 | Ref. | | | Ref. | | | Ref. | | |
| 40-49 | 1.626 | (0.919, 2.877) | 0.095 | 0.990 | (0.559, 1.754) | 0.973 | 1.260 | (0.702, 2.262) | 0.439 |
| 50≤ | 0.840 | (0.547, 1.543) | 0.573 | 1.221 | (0.666, 2.241) | 0.518 | **1.810** | **(1.069, 3.378)** | **0.003** |
| **Education level** | | | | | | | | | |
| Junior high school or below | Ref. | | | Ref. | | | Ref. | | |
| Secondary high school | 0.917 | (0.471, 1.784) | 0.799 | 1.013 | (0.589, 1.742) | 0.963 | 0.894 | (0.511, 1.562) | 0.693 |
| Bachelor degree or above | **1.751** | **(1.009, 3.038)** | **0.046** | 0.889 | (0.459, 1.723) | 0.728 | 1.143 | (0.585, 2.235) | 0.696 |
| **Working tenure(years)** | | | | | | | | | |
| 1-3 | Ref. | | | Ref. | | | Ref. | | |
| 4-6 | 0.841 | (0.519, 1.363) | 0.843 | 1.600 | (0.876, 2.925) | 0.126 | 0.719 | (0.436, 1.184) | 0.195 |
| 7≤ | 0.662 | (0.339, 1.142) | 0.125 | **0.628** | **(0.006, 0.835)** | **0.047** | 0.686 | (0.369, 1.276) | 0.234 |
| **Ownership of NHs** | | | | | | | | | |
| Public | Ref. | | | Ref. | | | Ref. | | |
| Private | 0.899 | (0.568, 1.423) | 0.650 | 1.145 | (0.725, 1.808) | 0.561 | 1.246 | (0.780, 1.989) | 0.358 |
| **Work place** | | | | | | | | | |
| Urban | Ref. | | | Ref. | | | Ref. | | |
| Rural | 1.130 | (0.729, 1.751) | 0.584 | 0.899 | (0.582, 1.388) | 0.630 | 0.891 | (0.569, 1.395) | 0.613 |
| **Employment type** | | | | | | | | | |
| Informal employee | Ref. | | | Ref. | | | Ref. | | |
| Formal employee | 1.130 | (0.729, 1.751) | 0.869 | **1.694** | **(1.352, 2.887)** | **0.011** | 0.910 | (0.468, 1.773) | 0.783 |
| **Monthly income (¥)** | | | | | | | | | |
| < 2000 | Ref. | | | Ref. | | | Ref. | | |
| 2000-3000 | 1.100 | (0.688, 1.758) | 0.691 | 0.758 | (0.477, 1.204) | 0.241 | 1.052 | (0.650, 1.702) | 0.838 |
| > 3000 | 1.133 | (0.441, 1.986) | 0.862 | **3.021** | **(1.330, 6.862)** | **0.008** | 1.163 | (0.540, 2.503) | 0.700 |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| **Pre-job training** | | | | | | | | | |
| No | Ref. | | | Ref. | | | Ref. | | |
| Yes | **1.421** | **(1.065, 2.336)** | **0.043** | 1.022 | (0.626, 1.669) | 0.931 | **2.616** | **(1.548, 4.421)** | **<0.001** |
| **The health status of the elderly** | | | | | | | | | |
| Complete disability | Ref. | | | Ref. | | | Ref. | | |
| Partial disability | 1.226 | (0.337, 1.566) | 0.415 | 1.440 | (0.665, 3.118) | 0.354 | **1.225** | **(1.097, 2.700)** | **0.001** |
| No disability | 1.151 | (0.339, 1.665) | 0.481 | 1.301 | (0.586, 2.889) | 0.581 | **1.330** | **(1.139, 2.798)** | **0.012** |
| **Interest in working with the aged** | | | | | | | | | |
| No | Ref. | | | Ref. | | | Ref. | | |
| Yes | 1.307 | (0.707, 2.418) | 0.393 | **2.069** | **(1.105, 3.873)** | **0.023** | **1.381** | **(1.021, 2.646)** | **0.030** |
| **Job Satisfaction** | | | | | | | | | |
| Not satisfied | Ref. | | | Ref. | | | Ref. | | |
| Generally satisfied | **2.481** | **(1.053, 5.846)** | **0.038** | 1.878 | (0.804, 4.384) | 0.145 | 1.439 | (0.576, 3.592) | 0.435 |
| Very satisfied | **2.137** | **(1.915, 4.991)** | **0.035** | 1.668 | (0.719, 3.871) | 0.234 | **1.905** | **(1.072, 4.699)** | **0.041** |
| $\chi^2$ | 35.118 | | 0.014 | 33.362 | | 0.015 | 46.818 | | <0.001 |
| $R^2$ | 0.111 | | | 0.106 | | | 0.147 | | |

**Note: Figures in bold indicate coefficients with statistical significance**