

**Table S1.** Nursing Health and Job Satisfaction (NHJS) Scale

<b>Subscale</b>	<b>Construct</b>	<b>Item</b>	
Well-being	Contentment	I am currently satisfied with everything in my life.	
		I enjoy my current lifestyle.	
		I often feel that I am leading a better life than others.	
	Joyfulness	I am always smiling.	
		I am optimistic about the future.	
		I have lived a joyful life.	
Work environment Satisfaction	Benefits	Benefits package is acceptable.	
		Night-shifts salary is reasonable.	
		The salary I receive is sufficient.	
		Paid holiday time is sufficient.	
	Support	The institution supports nurses' participation in academic conferences.	
		The counseling resources is satisfactory when I conduct academic studies.	
		I receive adequate and professional assistance when I encounter difficulties at work.	
	Respect	My job is respected by health professionals in the division.	
		Division supervisors offer concern and assistance to me.	
	Security	My job is respected by the supervisors of the division.	
		The accident reporting and prevention system in the institution is adequate.	
		Methods employed by the institution for managing dangerous items are safe and suitable.	
	Facilities	Regulations stipulated by the institution for managing sexual harassment incidents are efficient.	
		Efficiency of the institution in supplying consumable medical materials.	
		Sufficient medical equipment provided by the institution.	
	Health-promoting lifestyle	Activities	Essential safety equipment for infection control provided by the institution.
			I perform stretching exercises at least three times per week.
			I perform strenuous exercises at least three times per week.
Attitude		I engage in leisure physical activities.	
		I am enthusiastic and optimistic about life.	
		I feel that I am developing myself in a positive direction.	
Companionship		I fell self-confident.	
		I am happy to maintain contact with those I am close to.	
		I arrange suitable vacations and travel activities.	
		I keep in contact with my family and/or love relationships.	

**Table S2.** Measurement results for the Nursing Health and Job Satisfaction (NHJS) scale

Subscale	Construct	Item	Unstandardized estimate	Standard error	Standardized estimate	p value
Well-being CR = 0.926 AVE = 0.679 $\alpha = 0.91$	Contentment $\alpha = 0.872$	I am currently satisfied with everything in my life.	1	~	0.82	
		I enjoy my current lifestyle.	1.27	0.07	0.89	<0.001 ***
		I often feel that I am leading a better life than others.	1.12	0.07	0.81	<0.001 ***
	Joyfulness $\alpha = 0.846$	I am always smiling.	1.07	0.08	0.79	<0.001 ***
		I am optimistic about the future.	1.17	0.08	0.85	<0.001 ***
		I have lived a joyful life.	1	~	0.78	
Work environment satisfaction CR = 0.951 AVE = 0.665 $\alpha = 0.91$	Benefits $\alpha = 0.889$	Benefits package is acceptable.	1	~	0.92	
		Night-shifts salary is reasonable.	0.89	0.05	0.71	<0.001 ***
		The salary I receive is sufficient.	1.02	0.04	0.91	<0.001 ***
		Paid holiday time is sufficient.	0.81	0.06	0.70	<0.001 ***
	Support $\alpha = 0.837$	Efficiency of the institution in supplying consumable medical materials.	1	~	0.72	
		Sufficient medical equipment provided by the institution.	1.04	0.08	0.83	<0.001 ***
Health-promoting lifestyle CR = 0.940 AVE = 0.643 $\alpha = 0.83$	Respect $\alpha = 0.839$	Essential safety equipment for infection control provided by the institution.	1.08	0.08	0.85	<0.001 ***
		My job is respected by health professionals in the division.	1	~	0.80	
		Division supervisors offer concern and assistance to me.	0.99	0.07	0.71	<0.001 ***
	Security $\alpha = 0.868$	My job is respected by the supervisors of the division.	1.10	0.08	0.82	<0.001 ***
		The accident reporting and prevention system in the institution is adequate.	1.11	0.07	0.90	<0.001 ***
		Methods employed by the institution for managing dangerous items are safe and suitable.	0.82	0.06	0.74	<0.001 ***
Facilities $\alpha = 0.883$	Regulations stipulated by the institution for managing sexual harassment incidents are efficient.	1	~	0.85		
	Efficiency of the institution in supplying consumable medical materials.	1	~	0.80		
	Items and numbers of medical equipment provided by the institution.	1.04	0.06	0.89	<0.001 ***	
Activities $\alpha = 0.799$	Attitude $\alpha = 0.886$	Essential safety equipment for infection control provided by the institution.	1.10	0.07	0.86	<0.001 ***
		I perform stretching exercises at least three times per week.	1.04	0.05	0.73	<0.001 ***
		I perform strenuous exercises at least three times per week.	0.96	~	0.75	
	Companionship $\alpha = 0.785$	I engage in leisure physical activities.	1.00	0.05	0.80	<0.001 ***
		I am enthusiastic and optimistic about life.	1.01	~	0.87	
		I feel that I am developing myself in a positive direction.	1.00	0.07	0.91	<0.001 ***
I fell self-confident.	I am happy to maintain contact with those I am close to.	0.87	0.06	0.78	<0.001 ***	
	I am close to my family and/or love relationships.	1.00	~	0.95		
	I arrange suitable vacations and travel activities.	0.58	0.10	0.49	<0.001 ***	
I keep in contact with my family and/or love relationships.	0.95	0.12	0.85	<0.001 ***		

\*\*\*: p-value < 0.01.