

Dear medical staff,

Attention, please! We are students at Wuhan University. To realize the job burnout, job satisfaction, and turnover intention of medical staff, and provide a reference for administration, we sincerely invite you to conduct a questionnaire survey. This research will not harm your health and will not affect your current work. All your information will be treated in strict confidence and kept by the investigator. There are 41 questions in the questionnaire. Please answer the questions based on real conditions.

Thank you for your active participation again!

Q1 Would you like to participate in this survey? yes no

If yes, please fill in the following question. If no, the investigation ends.

Q2 Hospital Name: _____

Q3 Gender: male female

Q4 Age: _____ years

Q5 Educational level: Junior school and below High school/Technical school
 Junior college degree Undergraduate degree and above

Q6 Marital status: Married Unmarried Divorced/Widowed

Q7 Occupation: Physician Nurse Specialists in laboratory medicine
 Public health physician Pharmacist

Q8 Technical post title: No title Junior title
 Intermediate title Senior title

Q9 Monthly income (RMB): ≤2000 2001-3000 3001-4000
 4001-5000 ≥5001

Q10 Hire from: Personnel agent staff Permanent staff
 Contract staff Temporary staff

Q11 Working time (hours per week): _____

Q12 Working years: _____

Q13 Night shift (per week): 0 1-3 >3

About job satisfaction:

Q14 I feel comfortable about the working environment (office environment, virescence, light, ventilation, et.): [\[item 1\]](#)

Very dissatisfied Dissatisfied Average Satisfied Very satisfied

Q15 Sufficient technical equipment (professional information inquiry resources, instruments, etc.) for work use: [\[item 2\]](#)

Very dissatisfied Dissatisfied Average Satisfied Very satisfied

Q16 Harmonious interpersonal relationship (between superiors and subordinates): [\[item 3\]](#)

Very dissatisfied Dissatisfied Average Satisfied Very satisfied

Q17 Good cooperation between different departments: [\[item 4\]](#)

Very dissatisfied Dissatisfied Average Satisfied Very satisfied

Q18 The atmosphere is good: [\[item 5\]](#)

Very dissatisfied Dissatisfied Average Satisfied Very satisfied

Q19 The leadership is good: [\[item 6\]](#)

- Very dissatisfied Dissatisfied Average Satisfied Very satisfied
- Q20 I am satisfied with current income level: [\[item 7\]](#)
- Very dissatisfied Dissatisfied Average Satisfied Very satisfied
- Q21 I am satisfied with the welfare: [\[item 8\]](#)
- Very dissatisfied Dissatisfied Average Satisfied Very satisfied
- Q22 I am satisfied with the prospect of my job: [\[item 9\]](#)
- Very dissatisfied Dissatisfied Average Satisfied Very satisfied
- Q23 I am satisfied with the training and learning opportunities offered (frequency, form, and content): [\[item 10\]](#)
- Very dissatisfied Dissatisfied Average Satisfied Very satisfied
- Q24 The income distribution is reasonable: [\[item 11\]](#)
- Very dissatisfied Dissatisfied Average Satisfied Very satisfied
- Q25 The performance reward mechanism is reasonable: [\[item 12\]](#)
- Very dissatisfied Dissatisfied Average Satisfied Very satisfied
- Q26 The performance reward system has achieved good results: [\[item 13\]](#)
- Very dissatisfied Dissatisfied Average Satisfied Very satisfied
- Q27 The management system and business process are good: [\[item 14\]](#)
- Very dissatisfied Dissatisfied Average Satisfied Very satisfied

About job burnout:

- Q28 I'm interested in my job: [\[item 15\]](#)
- Strongly disagree Disagree Average Agree Strongly agree
- Q29 I'm fit for this job: [\[item 16\]](#)
- Strongly disagree Disagree Average Agree Strongly agree
- Q30 I think my work is challenging: [\[item 17\]](#)
- Strongly disagree Disagree Average Agree Strongly agree
- Q31 My work is heavy: [\[item 18\]](#)
- Strongly disagree Disagree Average Agree Strongly agree
- Q32 I think my work is meaningless: [\[item 19\]](#)
- Strongly disagree Disagree Average Agree Strongly agree
- Q33 I can't find personal accomplishment in my job: [\[item 20\]](#)
- Strongly disagree Disagree Average Agree Strongly agree
- Q34 I feel exhausted: [\[item 21\]](#)
- Strongly disagree Disagree Average Agree Strongly agree
- Q35 I'm indifference of my job: [\[item 22\]](#)
- Strongly disagree Disagree Average Agree Strongly agree
- Q36 I feel anxious and fretful: [\[item 23\]](#)
- Strongly disagree Disagree Average Agree Strongly agree

About turnover intention:

- Q37 I once thought to leave my current organization: [\[item 24\]](#)
- Strongly disagree Disagree Average Agree Strongly agree
- Q38 I shall likely seek a new job within the next year: [\[item 25\]](#)
- Strongly disagree Disagree Average Agree Strongly agree

Q39 I shall accept a new job if I have a chance: [item 26]

Strongly disagree Disagree Average Agree Strongly agree

Q40 I consider that the employment situation is favorable: [item 27]

Strongly disagree Disagree Average Agree Strongly agree

Q41 I can find a good job: [item 28]

Strongly disagree Disagree Average Agree Strongly agree

Thank you for your participation!

Survey date: ____Y/____M/____D

Questionnaire coding: _____